

**Arkansas Department of Education
Special Committee on Academic Distress
Friday, September 9, 2016 - 11:00 AM
ADE Auditorium**

AGENDA

- I. Call to Order
- II. Chair's Report
Presenter: Diane Zook, Chair
- III. Recommendations from School Improvement Unit 2
the recommendations were submitted to the State Board on July 15, 2016.
Presenter: Dr. Richard Wilde
- IV. Report from School in Academic Distress - Dermott High School 21
The ADE School Improvement Unit will provide a presentation/report
documenting the progress in meeting the school and district
recommendations.

Dermott High School Administration and Dermott School District
Administration will provide a presentation/report to the Special Committee
documenting the progress in meeting the school and district recommendations
from the ADE School Improvement Unit.
Presenter: Dr. Richard Wilde
- V. Report from School in Academic Distress - Marvell-Elaine High School 45
The ADE School Improvement Unit will provide a presentation/report
documenting the progress in meeting the school and district
recommendations.

Marvell-Elaine High School Administration and Marvell-Elaine School District
Administration will provide a presentation/report to the Special Committee
documenting the progress in meeting the school and district recommendations
from the ADE School Improvement Unit.
Presenter: Dr. Richard Wilde
- VI. Report from School in Academic Distress - Strong High School 70
The ADE School Improvement Unit will provide a presentation/report
documenting the progress in meeting the school and district
recommendations.

Strong High School Administration and Strong School District
Administration will provide a presentation/report to the Special Committee
documenting the progress in meeting the school and district recommendations
from the ADE School Improvement Unit.
Presenter: Dr. Richard Wilde
- VII. Reporting Schedule for Schools/Districts in Academic Distress 133
The meeting schedule was approved by the State Board on July 15, 2016, and
revised August 11, 2016.
Presenter: Diane Zook, Chair
- VIII. Adjournment



ARKANSAS
DEPARTMENT
OF EDUCATION

Arkansas Review of Schools Classified in Academic Distress

July 15, 2016

Submitted by
Division of Public School Accountability
School Improvement Unit

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INTRODUCTION

The Arkansas State Board of Education took action on April 14, 2016, to classify twenty-four schools and three districts as meeting the definition of Academic Distress (attachment A). In accordance with the Arkansas Department of Education Rules Governing the Arkansas Comprehensive Testing, Assessment and Accountability Program (ACTAAP) and the Academic Distress Program (10.06.2 and 10.06.3) the Arkansas Department of Education (ADE) appointed teams to conduct on-site reviews of these schools and districts (attachment B).

Schools are classified in Academic Distress if **less than** 49.5 percent of the students assessed over a consecutive three year period score proficient. The reviewers visited fourteen high schools, nine middle school/junior high schools, and one elementary school. Seventeen of the schools were classified for a third consecutive year; three schools were classified for a second consecutive year; and four schools were newly classified. Twenty-two of the schools were also classified under the federal Elementary and Secondary Education Act (ESEA). Under the ESEA Flexibility Waiver granted to Arkansas, these twenty-two schools were classified as "Priority School". Two of the schools reviewed were not currently classified as Priority or Focus under the federal ESEA Flexibility Waiver.

Three districts/systems were classified in Academic Distress. Blytheville School District, Dollarway School District and the one-school charter system of Covenant Keepers were identified in Academic Distress. A school district or charter school system is classified in Academic Distress when **less than** 49.5 of all the students of that district/system score proficient on state assessments during a consecutive three year period.

The schools varied widely in student population ranging from approximately 100 students to over 1000 students. The schools classified had high percentages of students eligible for free or reduced lunch, all had high minority populations, and all reported high rates of discipline referrals. Teacher turnover or teacher attendance issues were identified by almost all as a substantial problem. Twenty-two of the schools were currently making efforts to implement Priority Improvement Plans and were receiving assistance from one or more ADE support units. Principals voiced concern that the review would result in a change of direction or numerous additional activities.

RECOMMENDATION # 1: PREVIOUSLY CLASSIFIED SCHOOLS

Because twenty of the schools were previously classified in Academic Distress, and two of the other four schools were classified as Priority, it was noted that they have goals and efforts currently in progress from prior ADE site reviews or technical assistance. Thus, the review team is recommending continuation of the Priority Improvement Plans established for school year 2015-16, but with modifications for greater clarity. ADE School Improvement Unit (SIU) staff will provide technical assistance to assist these twenty-two schools in integrating into their current plans three targeted goals that would be monitored monthly by the SIU. These overarching goals are:

1. The School Improvement Leadership Team will develop a clear and shared academic focus that will lead to removal from Academic Distress.
2. The School Improvement Leadership Team in conjunction with all stakeholders will develop a positive school culture conducive to learning and staff professional growth.
3. The School Improvement Leadership Team in conjunction with the District Improvement Leadership Team will develop a culture of continuous improvement.

These goals are attached and greater clarification of their meaning and purpose are provided (attachment C).

RECOMMENDATION 2: NEWLY CLASSIFIED SCHOOLS

Two of the schools classified in Academic Distress are not currently working under goals and efforts identified by an ADE site review team. Thus, the review teams make the following recommendation:

By the first of October these two schools will develop a School Improvement Plan based on a comprehensive needs assessment and designed to address the three overarching goals identified in recommendation 1. The Needs Assessment will be done in collaboration with the ADE School Improvement Unit and the overall plan will be developed collaboratively by the school and district leadership teams with support from the ADE Fiscal Support Unit, the School Improvement Unit, Educator Effectiveness Unit, and the Assessment Unit. The school will report progress to the State Board of Education quarterly in the same manner as a Priority School.

These goals are attached and greater clarification of their meaning and purpose are provided (attachment C).

RECOMMENDATION 3: DISTRICT WILL CLARIFY SUPPORT TO BE PROVIDED

It was noted during the site reviews that schools varied in the level of district support. No school reviewed by the ADE teams had a written document that outlined the level of support that a school would receive from the district.

It is recommended that by September 15, 2016, the District Improvement Leadership Team, in consultation with the School Improvement Leadership Team and other stakeholders, will submit for State Board of Education review a plan of support for each school in Academic Distress. The plan will detail the types of support to be provided to each school and will be inclusive of, but not limited to:

- The professional development plan of activities that will support the principal in becoming an accomplished turnaround principal (identifying specific trainings, readings, mentors, and timelines for activities to occur and the expected

outcome of each component of the activities). This plan shall include observation calibration training for Teacher Excellence and Support System (TESS) along with training in the use of the BloomBoard Insight Reports. Further, district and school leaders will work with the ADE Educator Effectiveness Unit to align existing walk-through practices to be recorded as informal observations within the TESS (BloomBoard) process.

- A description of specific State and Federal Categorical (restricted funds) funding provided to the school. The funding description will clarify positions and programs purchased with categorical dollars; specify the amount of student improvement anticipated by the expenditure and how the effectiveness of the program or position will be evaluated in accordance with the anticipated student gains. The funds available and at the discretion of the School Improvement Leadership Team will be defined and the allowable use of the funds determined.
- The description of all assessments to be administered by the school and clear detail on how the assessments will be utilized by teachers, instructional teams, and the School Improvement Leadership Team. It is encouraged that the ACT Aspire Interim Assessments be used for progress monitoring. Post-unit assessments are to be developed by instructional teams specific to the units taught and may include both standards based questions and questions related to any foundational knowledge required as part of the units of instruction. Dates for assessments by grade level, expected levels of student achievement (SMART Goal), and clear use of each type of assessment will be detailed in the plan(s). It is encouraged that the school minimize assessment to Formative Assessments, Aspire Interims (or Aspire aligned interims), and Unit Assessments. Semester Exams may be substituted for the third Unit Assessment if all students at that grade level or subject area are administered the Semester Exam.
- The clarification of the decision making autonomy that each School Improvement Leadership Team will have, and the parameters within which the team must operate. Included will be a description of the discretionary money/resources available to the School Improvement Leadership Team to support teacher development as needs are identified.
- The description of how the district will attempt to retain effective teachers at the school, and how the district will support the building in recruiting qualified teachers when openings occur. This would include how teachers are incentivized to remain at the school as well as the monitoring of teachers for their “feelings or perceptions” of support on a quarterly basis (ADE developed instrument or ADE approved instrument).
- A description of the actions the district is taking to ensure that there is curriculum alignment in at least the areas of literacy and mathematics as assessed for accountability.
- The description of the supports to be provided to engage parents and community in the turnaround efforts. Specifically identify the activities that will

be offered, a timeline and how the school will maintain and analyze data related to parent participation. The analysis should contrast parents of proficient students in contrast to parents of non-proficient students with the intent of providing additional services and support to parents of non-proficient students.

- The description of the supports to be provided in creating a positive learning environment and positive school climate. It is encouraged that the district support the school in adopting a Positive Behavior Intervention System as well as other culture improvement strategies.

Recommendations are attached and greater clarification of their meaning and purpose are provided (attachment D).

RECOMMENDATION 4: INFORMING AND DEVELOPING THE LOCAL SCHOOL BOARD

The local school board holds accountability for the progress of students. The National School Boards Association in conjunction with the Center for Public Education have identified characteristics of effective school boards. These include and require that school boards are data literate, allocate resources to needs, and maintain a focus on student achievement goals. To support the local school board in being effective, the review teams make the following recommendation:

In conjunction with the School Improvement Leadership Team, and the designated team from the Arkansas Department of Education, the District Improvement Leadership Team will present the school's required quarterly progress report to the local school board and discuss supports, actions, and/or trainings in which the local school board can participate to further support the school or schools.

To clarify the intent of this recommendation, each quarter following the submission of the quarterly progress report, the assigned ADE Team will meet with representatives from the district and school to develop and present a report of progress to the local school board. To the degree possible, the report to the local board will highlight the decisions made that either supported or distracted from the school's efforts. The District Improvement Leadership Team and the assigned ADE Team will then assist the local school board in identifying any trainings that would assist in their efforts to become more effective.

Recommendations are attached and greater clarification of their meaning and purpose are provided (attachment D).

SUMMARY:

All review teams identified that every school was making efforts towards improving student outcomes. The degree of sophistication level of these efforts varied by the expertise and experience level of school and district leaders. It was noted that a majority of the school leaders were in the first three years of being assigned to a school

in Academic Distress. While each school staff had a general understanding of the Academic Distress classification, it was noted that in all schools reviewed that there was minimal understanding of specific efforts that the school was taking to advance beyond Academic Distress. The intent of these recommendations is to assist the district and school in maintaining the efforts currently underway, but adding a more defined focus on the specific grade levels and/or courses that are used to determine state accountability classifications. Further, it is anticipated that by the schools structuring their work under the recommended three overarching goals, they will be better able to communicate to all stakeholders the purpose of each action being taken to improve student outcomes.

Attachment A

Schools Identified in Academic Distress Three Consecutive Years

District	School Name	2013-2015 Percent Proficient All Students Math + ELA
Blytheville	Blytheville High School New Tech	44.089
Covenant Keepers	Covenant Keepers Charter	44.147
Dollarway	Dollarway High School	39.53
Forrest City	Forrest City High School	39.516
Forrest City	Forrest City Junior High School	48.697
Forrest City	Lincoln Academy of Excellence	46.771
Helena	Central High School	48.517
Little Rock	Cloverdale Aerospace Tech	42.905
Little Rock	Hall High School	41.006
Little Rock	Henderson Middle School	46.459
Little Rock	JA Fair High School	48.335
Little Rock	McClellan Magnet High School	46.989
Pine Bluff	Belair Middle School	46.129
Pine Bluff	Pine Bluff High School	43.268
Pulaski County	Wilbur D. Mills High School	46.188
Strong-Huttig	Strong High School	46.05
Watson Chapel	Watson Chapel High School	47.31

Schools Identified in Academic Distress Two Consecutive Years

District	School Name	2013-2015 Percent Proficient All Students Math + ELA
Blytheville	Blytheville Middle School	44.899
Dermott	Dermott High School	49.445
Pulaski County	Jacksonville Middle School	46.487

Newly Identified Schools in Academic Distress

District	School Name	2013-2015 Percent Proficient All Students Math + ELA
Dollarway	Robert F Morehead Middle School	46.206
Hope	Hope High School	47.362
Little Rock Prep	Little Rock Prep Academy Elementary	47.992
Marvell-Elaine	Marvell-Elaine High School	45.932

Districts Identified in Academic Distress

District	District Name	2013-2015 Percent Proficient All Students Math + ELA
Blytheville	Blytheville School District	49.257
Covenant Keepers	Covenant Keepers Charter School	43.211
Dollarway	Dollarway School District	47.829

Attachment B
Academic Distress Site Review Schedule and Teams

School District	School	Date of Academic Distress Review Visit	ADE Review Team
Blytheville School District	Blytheville High School-A New Tech School	May 4, 2016	Dr. Bob Brewer, SIU Janie Hickman, SIU Dr. Robert Toney, SIU Tiah Frazier, SIU
Blytheville School District	Blytheville Middle School	May 4, 2016	Jamie Holiman, SIU Krista Harrell, SEU Lasonia Johnson, SIU Misty Pitman, SIU Dr. Richard Wilde, SIU Rocci Malone, EEU
Covenant Keepers Charter School	Covenant Keepers Charter	May 9, 2016	Dr. Bob Brewer, SIU Janie Hickman, SIU Lasonia Johnson, SIU Renee Nelson, EEU Dr. Robert Toney, SIU Tiah Frazier, SIU
Dermott School District	Dermott High School	May 23, 2016	Janie Hickman, SIU Misty Pitman, SIU Dr. Robert Toney, SIU
Dollarway School District	Dollarway High School	May 10, 2016	Becky Cezar, SEU Jamie Holiman, SIU Janie Hickman, SIU Lasonia Johnson, SIU Misty Pitman, SIU Renee Nelson, EEU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Tiah Frazier, SIU
Dollarway School District	Robert F. Morehead Middle School	May 10, 2016	Becky Cezar, SEU Jamie Holiman, SIU Janie Hickman, SIU Lasonia Johnson, SIU Misty Pitman, SIU Renee Nelson, EEU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Tiah Frazier, SIU
Forrest City School District	Forrest City High School	May 16, 2016	Krista Harrell, SEU Lasonia Johnson, SIU Misty Pitman, SIU

			Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Sandra Hurst, EEU Tiah Frazier, SIU Tommy Norton, SIU
Forrest City School District	Forrest City Jr. High	May 17, 2016	Misty Pitman, SIU Dr. Robert Toney, SIU Rocci Malone, EEU Tiah Frazier, SIU
Forrest City School District	Lincoln Academy	May 17, 2016	Janie Hickman, SIU Lasonia Johnson, SIU Dr. Richard Wilde, SIU Tommy Norton, SIU
Helena/W. Helena School District	Central High School	May 18, 2016	Janie Hickman, SIU Krista Harrell, SEU Lasonia Johnson, SIU Misty Pitman, SIU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Rocci Malone, EEU Tiah Frazier, SIU Tommy Norton, SIU
Hope School District	Hope High School	May 25, 2016	Judy Foot, SIU Krista Harrell, SEU Lisa Knoedl, SIU Misty Pitman, SIU Tiah Frazier, SIU
Little Rock Preparatory Academy	Little Rock Prep Academy Elementary	May 13, 2016	Dr. Bob Brewer, SIU Dr. Robert Toney, SIU Tammy Thorn, SEU Tiah Frazier, SIU
Little Rock School District	Cloverdale Aerospace Tech Charter	May 26, 2016	Janie Hickman, SIU Krista Harrell, SEU Rocci Malone, EEU Sharesa White, SIU Tiah Frazier, SIU
Little Rock School District	Hall High School	May 11, 2016	Becky Gibson, EEU Janie Hickman, SIU Krista Harrell, SEU Lasonia Johnson, SIU Misty Pitman, SIU Dr. Richard Wilde, SIU
Little Rock School District	Henderson Middle School	May 26, 2016	Becky Cezar, SEU Lasonia Johnson, SIU Maureen Harness, EEU Misty Pitman, SIU

			Dr. Richard Wilde, SIU Tammy Thorn, SEU
Little Rock School District	J.A. Fair High School	May 11, 2016	Dr. Robert Toney, SIU Sharesa White, SIU Tammy Thorn, SEU Tiah Frazier, SIU
Little Rock School District	McClellan Magnet High School	May 3, 2016	Becky Gibson, EEU Jamie Holiman, SIU Janie Hickman, SIU Lasonia Johnson, SIU Misty Pitman, SIU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Sharesa White, SIU Tammy Thorn, SEU Tiah Frazier, SIU
Marvell-Elaine School District	Marvell-Elaine High School	May 19, 2016	Janie Hickman, SIU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Tiah Frazier, SIU Tommy Norton, SIU
Pine Bluff School District	Belair Middle School	May 6, 2016	Janie Hickman, SIU Krista Harrell, SEU Lasonia Johnson, SIU Misty Pitman, SIU Dr. Richard Wilde, SIU Rocci Malone, EEU
Pine Bluff School District	Pine Bluff High School	May 5, 2016	Becky Cezar, SEU Jamie Holiman, SIU Janie Hickman, SIU Krista Harrell, SEU Lasonia Johnson, SIU Maureen Harness, EEU Misty Pitman, SIU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Tiah Frazier, SIU
Pulaski County Special School District	Jacksonville Middle School	May 20, 2016	Janie Hickman, SIU Judy Foot, SIU Lisa Knoedl, SIU Renee Nelson, EEU Dr. Robert Toney, SIU Tammy Thorn, SEU Tiah Frazier, SIU

Pulaski County Special School District	Wilbur D. Mills High School	May 24, 2016	Janie Hickman, SIU Judy Foot, SIU Lasonia Johnson, SIU Lisa Knoedl, SIU Misty Pitman, SIU Dr. Richard Wilde, SIU Dr. Robert Toney, SIU Rocci Malone, EEU Tammy Thorn, SEU Tiah Frazier, SIU
Strong-Huttig School District	Strong High School	May 23, 2016	Judy Foot, SIU Lisa Knoedl, SIU Dr. Richard Wilde, SIU Rocci Malone, EEU Tiah Frazier, SIU
Watson Chapel School District	Watson Chapel High School	May 6, 2016	Jamie Holiman, SIU Judy Foot, SIU Lisa Knoedl, SIU Dr. Robert Toney, SIU Renee Nelson, EEU Sandra Hurst, EEU Tammy Thorn, SEU Tiah Frazier, SIU
ADE Unit Abbreviation Key:			Educator Effectiveness Unit – EEU School Improvement Unit – SIU Special Education Unit – SEU

Attachment C

SCHOOL GOALS

BACKGROUND

Campus teams did not clearly articulate the components of accountability that would lead to the removal from Academic Distress, including the steps that need to be taken to improve student outcomes.

GOAL 1

The School Improvement Leadership Team will develop a clear and shared academic focus that will lead to removal from Academic Distress.

CLARIFICATION

The School Improvement Leadership Team ensures the development of a clear and shared focus involving all stakeholders. All stakeholders know the focus and how achieving the focus will lead to increased achievement, long range commitment to continuous improvement and specifically removal from Academic Distress classification. All stakeholders can articulate their role, and the role of interventions/innovations/programs in accomplishing the focus. The focus will be foremost in decisions related to support expenditures. All faculty will clearly understand the evidence that identify progress throughout the year. The School Improvement Leadership Team will provide an update of progress to the local school board quarterly.

BACKGROUND

School staff interviewed as part of the site reviews communicated high turnover rates of teachers, difficulty recruiting qualified teachers, high number of discipline referrals, high teacher absenteeism, high failure rate and a high number of students entering secondary settings behind grade level.

GOAL 2

The School Improvement Leadership Team in conjunction with all stakeholders will develop a positive school culture conducive to learning and staff professional growth.

CLARIFICATION

The School Improvement Leadership Team ensures there is a sense that educating students extends beyond teachers and staff in schools to include all educational stakeholders. Parents, as well as businesses, social service agencies, and community colleges/universities all know their role in this effort. Teachers, staff, students and stakeholders believe that all students can learn and are able to articulate a personal vision of success. The school has a safe, caring, healthy and intellectually stimulating learning environment where all

students and staff feel welcomed, supported and valued. The social-emotional, behavior and academic needs of students are addressed using a research based multi-tiered approach. Instruction is student-focused; teachers have high expectations of student learning and believe they can teach all students. Teaching and learning are continually adjusted based on frequent monitoring of student progress and needs. Teachers determine needed support and professional development that aligns with the school and district's clear focus and high expectations. The School Improvement Leadership Team will regularly assess school culture by utilizing ADE provided or approved student and teacher surveys and provide an update to the state and local school board quarterly.

BACKGROUND

Campus teams did not articulate the plans and processes in place for creating a culture of continuous improvement. Various teams did not demonstrate an understanding of the comprehensive picture of a culture of continuous improvement.

GOAL 3

The School Improvement Leadership Team in conjunction with the District Improvement Leadership Team will develop a culture of continuous improvement.

CLARIFICATION

A culture of continuous improvement is one that involves assessing, planning and monitoring of school improvement indicators and making data-driven decisions toward achieving the shared and clear focus. All teams work collaboratively within and outside of their teams, have a clear and communicated written purpose, bylaws, and can articulate their role in achieving the focus.

The School Improvement Leadership Team has the autonomy to identify and attend necessary training to ensure they are capable of leading a turnaround effort. The School Improvement Leadership Team meets regularly and serves as a conduit of communication to all stakeholders in a way that enables the School Improvement Leadership Team to receive input. A schedule and description of all assessments to be administered will be created including detail of how the assessments will be utilized by teachers, instructional teams, and the School Improvement Leadership Team. It is recommended that the Aspire Interim Assessments and Aspire Classroom Assessments are used for progress monitoring as available. Post-Unit Assessments can be combined with Aspire Classroom Assessments to monitor both standards attainment and/or the learning of foundation knowledge. Dates for assessments by grade level, expected levels of student achievement (SMART Goal), and clear use of each type of assessment will be detailed in the plan(s). The School Improvement Leadership Team analyzes data in order to draw conclusions and make decisions about school improvement and professional development. The School Improvement

Leadership Team with support from the District Improvement Leadership Team seeks ways to retain effective teachers and how they will recruit and incentivize qualified teachers. This would include monitoring teachers for their “feelings or perceptions” of support on a quarterly basis.

The Instructional Improvement Team (otherwise referred to as PLC) works collaboratively with the empowerment to draw conclusions and make decisions based on data. Instructional Teams develop instructional units based on the curriculum standards and the local curriculum document. This unit typically encompasses three to six weeks of work. An assessment is administered prior to instruction to plan for differentiated instruction within the unit. Assessments will be administered following instruction in two to three week intervals to assess effectiveness of instruction and to identify students in need of instructional support or enhancement. The Instructional Improvement Teams use student data to assess strengths and weaknesses of the curriculum and instructional strategies. The Instructional Improvement Team reviews the results of assessments and uses the information to guide efforts to assure that every student masters the instructional standards taught in the instructional unit and reflect on personal effectiveness. The Instructional Improvement Teams use the results from multiple measures of data to plan for professional development, inform subsequent instructional unit plans and make adjustments to the curriculum.

Attachment D

DISTRICT RECOMMENDATIONS

BACKGROUND for recommendation 1:

The ADE Review Team did not find a clearly articulated plan to support the school's turnaround effort.

RECOMMENDATION 1: DISTRICT

It was noted during the site reviews that schools varied in the level of district support. No school reviewed by the ADE teams had a written document that outlined the level of support that a school would receive from the district.

It is recommended that by September 15, 2016, the District Improvement Leadership Team, in consultation with the School Improvement Leadership Team and other stakeholders, will submit for State Board of Education review, a plan of support for each school in Academic Distress. The plan will detail the types of support to be provided to each school and will be inclusive of, but not limited to:

- The professional development plan of activities that will support the principal in becoming an accomplished turnaround principal (identifying specific trainings, readings, mentors, and timelines for activities to occur and the expected outcome of each component of the activities). This plan shall include observation calibration training for Teacher Excellence and Support System (TESS) along with training in the use of the BloomBoard Insight Reports. Further, district and school leaders will work with the ADE Educator Effectiveness Unit to align existing walk-through practices to be recorded as informal observations within the TESS (BloomBoard) process.
- A description of specific State and Federal Categorical (restricted funds) funding provided to the school. The funding description will clarify positions and programs purchased with categorical dollars; specify the amount of student improvement anticipated by the expenditure and how the effectiveness of the program or position will be evaluated in accordance with the anticipated student gains. The funds available and at the discretion of the School Improvement Leadership Team will be defined and the allowable use of the funds determined.
- The description of all assessments to be administered by the school and clear detail on how the assessments will be utilized by teachers, instructional teams, and the School Improvement Leadership Team. It is encouraged that the ACT Aspire Interim Assessments be used for progress monitoring. Post-unit assessments are to be developed by instructional teams specific to the units taught and may include both standards based questions and questions related to any foundational knowledge required as part of the units of instruction. Dates for assessments by grade level, expected levels of student achievement

(SMART Goal), and clear use of each type of assessment will be detailed in the plan(s). It is encouraged that the school minimize assessment to Formative Assessments, Aspire Interims (or Aspire aligned interims), and Unit Assessments. Semester Exams may be substituted for the third Unit Assessment if all students at that grade level or subject area are administered the Semester Exam.

- The clarification of the decision making autonomy that each School Improvement Leadership Team will have, and the parameters within which the team must operate. Included will be a description of the discretionary money/resources available to the School Improvement Leadership Team to support teacher development as needs are identified.
- The description of how the district will attempt to retain effective teachers at the school, and how the district will support the building in recruiting qualified teachers when openings occur. This would include how teachers are incentivized to remain at the school as well as the monitoring of teachers for their “feelings or perceptions” of support on a quarterly basis (ADE developed instrument or ADE approved instrument).
- A description of the actions the district is taking to ensure that there is curriculum alignment in at least the areas of literacy and mathematics as assessed for accountability.
- The description of the supports to be provided to engage parents and community in the turnaround efforts. Specifically identify the activities that will be offered, a timeline and how the school will maintain and analyze data related to parent participation. The analysis should contrast parents of proficient students in contrast to parents of non-proficient students with the intent of providing additional services and support to parents of non-proficient students.
- The description of the supports to be provided in creating a positive learning environment and positive school climate. It is encouraged that the district support the school in adopting a Positive Behavior Intervention System as well as other culture improvement strategies.

CLARIFICATION of the recommendation:

The ADE will make Specialists available (upon request) to assist the district in the development of the plans. Specialists from Educator Effectiveness, School Improvement, Standards, Curriculum, Finance and Assessment may be accessed in July and August.

The turnaround principles are the basis of this recommendation:

- Providing strong leadership by ensuring the principal is capable of leading a turnaround effort; and Providing operational flexibility in the areas of scheduling, staffing, curriculum, and budget

- Using data to inform instruction and for continuous improvement, including providing time for collaboration on the use of classroom level data
- Establishing a school environment that improves safety and discipline as well as addressing other non-academic factors that impact student achievement such as social, emotional and health needs.
- Incentivizing effective teachers to remain at the school and preventing the transfer or hire of ineffective teachers.
- Increasing mechanisms for parent and community involvement

BACKGROUND for district recommendation 2:

There was evidence of the required reporting of progress to the local school board. There was not clear evidence that the local board was receiving training in how their actions and decisions could influence or support the school improvement process.

RECOMMENDATION 2 District:

In conjunction with the School Improvement Leadership Team, and the designated team from the Arkansas Department of Education, the District Improvement Leadership Team will present the school's required quarterly progress report to the local school board and discuss supports, actions, and or trainings in which the local school board can participate to further support the school or schools.

CLARIFICATION of the recommendation:

Each quarter following the submission of the quarterly progress report, the assigned ADE Team will meet with representatives from the district and school to develop and present a report of progress to the local school board. To the degree possible, report to the local board will highlight the decisions made that either supported the school's efforts or distracted from the school's efforts. The District Improvement Leadership Team and the assigned ADE support team would then assist the Local School Board in identifying any trainings that would assist in their efforts to become more effective.

The National School Boards Association has published articles related to eight characteristics of effective school boards. In addition, the Center for Public Education has both an executive summary and a full report on the characteristics of effective school boards. This can be easily accessed

at <http://www.centerforpubliceducation.org/Main-Menu/Public-education/Eight-characteristics-of-effective-school-boards>.

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT REGULAR SESSION April 14, 2016

The Dermott Special School District will meet in regular session on April 14, 2016 at 6:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

Approve, table, or reject the March 17, 2016 special board minutes as presented

Superintendent's Report: Warrants & Balances

Principal's Report and School Improvement Specialist Report

Executive Session

New Business:

1. Recommendation to accept the resignation of Lesa Caine as Dyslexia Therapist effective June 2, 2016.
2. Recommendation to rehire classified personnel for school year 2016-2017 (See attached list)
3. Recommendation to approve a 3% raise for all classified employees for school year 2016-2017.
4. Recommendation to approve the 2016-2017 classified salary schedules (See attached) If 3% increase is not approved then all classified salary schedules will have to be corrected.
5. Recommendation to approve the Dermott School District Governance document as required by the ADE.
6. Recommendation to approve the MOU between the Dermott School District and the Elementary Principal, Shakelia Jackson as required by the ADE.
7. Recommendation to approve the MOU between the Dermott School District and the High School Principal, Michael Duncan as required by the ADE.
8. Recommendation to raise the adult lunch meal price to \$3.50 and a la carte prices. (See attached list) This is in accordance with the paid lunch equity required for renewal of the Child Nutrition Program.
9. Recommendation to hire Teresa Weatherly as Due Process Clerk with a 200 day contract beginning April 21, 2016.

Information for the Board

Next board meeting will be April 14, 2016 at 6:00 p.m. in the Administration Building.

Adjourn

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT SPECIAL SESSION February 10, 2016

The Dermott Special School District will meet in SPECIAL session on February 10, 2016 at 1:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

New Business:

1. Advanced Ed Exit Report Presentation

Adjourn

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT REGULAR SESSION July 14, 2016

The Dermott Special School District will meet in regular session on July 14, 2016 at 6:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

Approve, table, or reject the June 9, 2016 regular board minutes as presented
Approve, table, or reject the June 27, 2016 special board minutes as presented

Superintendent's Report: Warrants & Balances

Executive Session

New Business:

1. Recommendation to hire Natasha Carter as .

Information for the Board

1. .

Next board meeting will be August 11, 2016 at 6:00 p.m. in the Administration Building.

Adjourn

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT REGULAR SESSION June 23, 2016

The Dermott Special School District will meet in special session on June 23, 2016 at 6:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

Executive Session

New Business:

1. Recommendation to hire Rodney Gilmore as Boys' Basketball Coach, K-12 PE teacher, Baseball Coach, and Athletic Director for the 2016-2017 school year.
2. Recommendation to hire Heather Hardin as 7-12 Principal/School Improvement Specialist for the 2016-2017 school year. (0.5 Title I and 0.5 Operating) This was recommended by the ADE and Dr. Wilde.

Adjourn

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT REGULAR SESSION March 17, 2016

The Dermott Special School District will meet in regular session on March 10, 2016 at 6:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

Approve, table, or reject the February 10, 2016 special board minutes as presented
Approve, table, or reject the February 11, 2016 regular board minutes as presented

Superintendent's Report: Warrants & Balances

Principal's Report and School Improvement Specialist Report

Executive Session

New Business:

1. Recommendation to accept the following resignations;
 - a. Colby Thompson, ABC Director and Teacher effective March 7, 2016.
 - b. Gina Tabor, 5th grade Literacy and Social Studies effective June 1, 2016.
 - c. Ryan Carr, 4th grade Math and Science effective June 1, 2016.
 - d. Clinton Gharis, 7-12 Math effective June 1, 2016.
 - e. Sandra Horn, 7-12 Special Education effective June 1, 2016.
2. Recommendation to approve the 2016-2017 Certified Salary Schedule.
3. Recommendation to rehire the certified employees for the 2016-2017 school year. See attached list.
4. Recommendation to approve Calendar 1 for the 2016-2017 school year.
5. 2015 Audit findings.
6. Sealed Bus Bids

Information for the Board

Next board meeting will be April 14, 2016 at 6:00 p.m. in the Administration Building.

Adjourn

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT REGULAR SESSION May 12, 2016

The Dermott Special School District will meet in regular session on May 12, 2016 at 6:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

Approve, table, or reject the April 14, 2016 regular board minutes as presented

Superintendent's Report: Warrants & Balances

Principal's Report, School Improvement Specialist Report and Amanda Bittle (Perkins Report)

Executive Session

New Business:

1. Recommendation to accept the resignation of Carol Gregory as 2nd grade Elementary teacher.
2. Recommendation to hire Carol Gregory as Dyslexia Therapist for the 2016-2017 school year.
3. Recommendation to hire Jeffrey Trotter as Art teacher for the 2016-2017 school year. Pending certification.
4. Recommendation to hire Monica Dunn as 7-12 Math teacher for the 2016-2017 school year. Pending certification.
5. Recommendation to hire Tonya Hicks as Elementary teacher for the 2016-2017 school year. Pending certification.
6. Recommendation to approve the classified salary schedules.
7. Recommendation to approve the Proposed Budget of Expenditures with Tax Levy for Fiscal Year Beginning July 1, 2017 to and including June 30, 2018 and to approve all related election documents.
8. Recommendation to approve the bid from Progressive Technologies for a security system.
9. Recommendation to approve the Special Education Budget Application , Assurances and Agreement.
10. Recommendation to hire Lesa Caine as a Elementary teacher for the 2016-2017 school year.
11. Recommendation to accept the resignation of Tammy Cessor effective June 2, 2016.

Information for the Board

Next board meeting will be June 9, 2016 at 6:00 p.m. in the Administration Building.

Adjourn

Dermott Special School District
Regular Session April 14, 2016

The Dermott Special School District met in regular session on April 14, 2016 at 6:10 p.m. in the Administration building.

Call to Order – Tommie Robinson

Prayer – Walter Donald

Establish a Quorum: Tommie Robinson, Walter Donald, Charlie Branch, Maxine Jones, Clarence Thrower and Lexa McMickle.

Board Minutes:

Motion made by Lexa McMickle, second by Clarence Thrower to approve the March 17, 2016 board minutes. Passed 6-0

Superintendent's Report – Warrants & Balances:

Motion made by Lexa McMickle, second by Walter Donald to approve the warrants and balances as presented. Passed 6-0

Mrs. Ridgell spoke to the board and explained to them that teacher absences are a problem. She asked the board for any solutions. She explained to them the cost being incurred with Subteach and that no gains are being made with teacher being absent on a regular basis. The board wants Mrs. Ridgell to talk with the PPC about implementing new policies on absenteeism.

Principal's Reports were given by Mrs. Jackson and Mrs. Jordan.

The PTA addressed the board about having a room on campus designated specifically to them.

Executive Session – 6:48 – 7:51

New Business:

Motion made by Walter Donald, second by Charlie Branch to accept the resignation of Lesa Caine as Dyslexia Therapist effective June 2, 2016. This will be contingent upon her paying the district back for Dyslexia training cost. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to rehire classified personnel for school year 2016-2017. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to approve a 3% raise for all classified employees for school year 2016-2017. Passed 6-0

Motion made by Lexa McMickle, second by Walter Donald to approve the 2016-2017 classified salary schedules. Passed 6-0

Motion made by Walter Donald, second by Maxine Jones to approve the Dermott School District Governance document as required by the ADE. Passed 6-0

Motion made by Walter Donald, second by Maxine Jones to approve the MOU between the Dermott School District and the Elementary Principal, Shakelia Jackson as required by the ADE. Passed 6-0

Motion made by Lexa McMickle, second by Maxine Jones to approve the MOU between the Dermott School District and the High School Principal, Michael Duncan as required by the ADE. Passed 6-0

Motion made by Walter Donald, second by Charlie Branch to approve the raise in the adult lunch meal price to \$3.50 and the a la carte items. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to approve hiring Teresa Weatherly as Due Process Clerk with a 200 day contract beginning April 21, 2016. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to deny any and all sealed bus bids that had been received. The ad should be re-advertised with a minimum amount of \$500.00 for each bus. Passed 6-0

Information was given to the board.

Next regular school board meeting will be May 12, 2016 in the Administration Building.

Motion made by Lexa McMickle, second by Walter Donald to adjourn. Passed 6-0

Adjourn – 8:30 p.m.

President

Secretary

Dermott Special School District
Special Session February 10, 2016

The Dermott Special School District met in special session on February 10, 2016 at 1:10 p.m. in the Administration building.

Call to Order – Walter Donald

Prayer – Charlie Branch

Establish a Quorum: Walter Donald, Charlie Branch, Clarence Thrower, and Maxine Jones.

Tommie Robinson arrived at 1:26

Dr. Keith Shaffer presented the results of the AdvancED External review to the school board.

Motion made by Charlie Branch, second by Clarence Thrower to accept the report as presented by Dr. Shaffer. Passed 5-0

Motion made by Charlie Branch, second by Clarence Thrower to adjourn. Passed 5-0

Adjourn – 1:40 p.m.

President

Secretary

Dermott Special School District
Regular Session February 11, 2016

The Dermott Special School District met in regular session on February 11, 2016 at 6:08 p.m. in the Administration building.

Call to Order – Tommie Robinson

Prayer – Walter Donald

Establish a Quorum: Tommie Robinson, Walter Donald, Charlie Branch, Maxine Jones and Lexa McMickle.

Motion made by Walter Donald, second by Charlie Branch to amend the agenda to move executive session after the Principals' reports and School Improvement Specialist's report. Passed 5-0

Board Minutes:

Motion made by Walter Donald, second by Lexa McMickle to approve the January 14, 2016 board minutes. Passed 5-0

Superintendent's Report – Warrants & Balances:

Motion made by Lexa McMickle, second by Maxine Jones to approve the warrants and balances as presented. Passed 5-0

Principals' reports were given by Shakelia Jackson and Arneice Gardner. Amanda Bittle gave the School Improvement Specialist's report. Colby Thompson gave a report on the ABC program.

Clarence Thrower arrived at the meeting at 6:18

Executive Session – 6:24 – 7:25

Motion made by Clarence Thrower, second by Walter Donald to remove the Adult Education Building from the agenda since the school is not selling the building. Passed 6-0

New Business:

Motion made by Lexa McMickle, second by Walter Donald to rehire Michael Duncan, Shakelia Jackson, Heather Hardin, and Arneice Gardner for school year 2016-2017. Passed 6-0

Motion made by Walter Donald, second by Charlie Branch to hire Amanda Bittle for the 2016-2017 school year as Federal Programs Coordinator, ESchool Coordinator, Triand Account Owner, Home School District Contact Person, 21st CCLC Budget Preparer, Food Service Claim Submitter, Equity Squared SuperUser, and School Messenger Contact Person with a 12 month contract. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to hire Montega Culbreath as 21st CCLC tutor for the 2015-2016 school year, retroactive to February 2, 2016. Passed 6-0

Motion made by Lexa McMickle, second by Clarence Thrower to adopt the Testing Cell Phone Policy as required by the ADE. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to continue with ASBA for our unemployment needs. Passed 6-0

Motion made by Clarence Thrower, second by Lexa McMickle to adopt the Dermott School District Affidavit for Ark. Code. Ann § 6-17-2201 et seq for classified school employees with paid breaks/duty free lunches and FSLA. Passed 6-0

Information was given to the board.

Next regular school board meeting will be March 10, 2016 in the Administration Building.

Motion made by Lexa McMickle, second by Clarence Thrower to adjourn. Passed 6-0

Adjourn – 7:36 p.m.

President

Secretary

Dermott High School
August 25, 2016

District's Next Steps in Supporting the School

- The Superintendent has begun meeting with each teacher to establish rapport and determine what support and additional resources are needed.
- The Federal Programs Coordinator is working with the Building Principal to offer support in allocating funds.
- The Curriculum Coordinator is observing classes and providing feedback to teachers. She is the assigned mentor to the 1st year English teacher for grades 7-9. Also, the Curriculum Coordinator is attending PLCs and offering guidance to the Building Principal in the area of curriculum.
- The district is communicating with a local school district to arrange time for the 1st year Music and Art teachers to observe teachers within their district in the same content area.

**Activities/ Steps That Have Been Completed/ Taken to Assist the
"Needs Improvement" School**

- Professional Development specific to instructional strategies, RtI, and developing goals were provided to staff on August 11-12, 2016.
- Teachers have reviewed 2016 ACT Aspire Interim and Summative Assessment data and developed student growth goals.
- The Literacy and Math Instructional Facilitators are teaching classes ½ of each day.
- Students assigned to ALE for Math and Literacy are receiving instruction by an in-house classroom teacher instead of completing the class through Virtual Arkansas.
- Teachers participated in curriculum development training in July and August where they were provided training and assistance in developing units of study and lesson plans. The Curriculum Coordinator, Instructional Facilitators, and Building Principal assisted the teachers.
- The SPED Supervisor has begun co-teaching in the SPED classroom for ½ day each week to model and provide support.

Dermott High School
Actions Taken to Meet ADE's Recommendations
August 26, 2016

Recommendation 1: Develop a clear and shared academic focus

Dermott High School teachers have reviewed the 2016 ACT Aspire Summative Assessment data for each grade level for all areas tested. Teachers have developed student growth goals to monitor students' progress. The first set of goals will be measured in December after the ACT Aspire Interim I assessment is administered. A second set of goals will be developed after the data is reviewed from the ACT Aspire Interim Assessment I. Students and parents have been made aware of these goals. *All* teachers can articulate how their instruction contributes to one or more goals.

BUILDING LEVEL GOALS:

*On the December ACT Aspire **English** Interim Assessment, **55%** of students in grades 7, 8, and 10 will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Reading** Interim Assessment, **22%** of students in grades 7, 8, and 10 will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Math** Interim Assessment, **35%** of students in grades 7, 8, and 10 will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Science** Interim Assessment, **30%** of students in grades 7, 8, and 10 will achieve the benchmark designated by ACT Aspire.*

GRADE-LEVEL GOALS:

7th Grade

*On the December ACT Aspire **English** Interim Assessment, **46%** of 7th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Reading** Interim Assessment, **21%** of 7th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Math** Interim Assessment, **35%** of 7th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Science** Interim Assessment, **30%** of 7th grade students will achieve the benchmark designated by ACT Aspire.*

8th Grade

*On the December ACT Aspire **English** Interim Assessment, **62%** of 8th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Reading** Interim Assessment, **25%** of 8th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Math** Interim Assessment, **36%** of 8th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Science** Interim Assessment, **35%** of 8th grade students will achieve the benchmark designated by ACT Aspire.*

9th Grade

*On the December ACT Aspire **English** Interim Assessment, **75%** of 9th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Reading** Interim Assessment, **42%** of 9th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Math** Interim Assessment, **50%** of 9th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Science** Interim Assessment, **35%** of 9th grade students will achieve the benchmark designated by ACT Aspire.*

10th Grade

*On the December ACT Aspire **English** Interim Assessment, **35%** of 10th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Reading** Interim Assessment, **19%** of 10th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Math** Interim Assessment, **20%** of 10th grade students will achieve the benchmark designated by ACT Aspire.*

*On the December ACT Aspire **Science** Interim Assessment, **25%** of 10th grade students will achieve the benchmark designated by ACT Aspire.*

Recommendation 2: Develop a positive school culture

- Administrator expectations have been clearly defined, implemented, and monitored. Teachers have been provided a Teacher Handbook that outlines responsibilities, routines, and procedures. The clarity and documentation of these items have created a culture of clear expectations.
- Teachers have been provided with materials, resources, and trainings that are necessary to do their job effectively. Administration follows-up with teachers often to determine what additional resources and/ or trainings are needed. Needs of individual teachers have been identified and are being addressed.
- As a result of more than 50% of the staff being replaced, a new culture and climate has developed. All of the new staff are 1st year teachers and are consciously working hard to meet expectations and do their job effectively. The culture has been transformed to one that exhibits support, high-expectations, and compassion.
- The staff has collectively developed a set of Core Values that has become the focus of conversations and practices.

Recommendation 3: Define the team structure so that it includes a focus on academic data

- The team structure within Dermott High School allows Math and Literacy instructional teams to meet twice weekly. These team meetings have specific purposes that are aligned to discussing and analyzing student work/ data as well as teacher practices. The Instructional Facilitators who participate in each Instructional Team meeting will report to the Leadership Team student academic and behavior data.



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

August 15, 2016

Johnny Key
Commissioner

**State Board
of Education**

Mireya Reith
*Fayetteville
Chair*

Dr. Jay Barth
*Little Rock
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Joe Black
Newport

Susan Chambers
Bella Vista

Charisse Dean
Little Rock

Dr. Fitz Hill
Little Rock

Ouida Newton
Poyen

R. Brett Williamson
El Dorado

Diane Zook
Melbourne

Ms. Kristi Ridgell, Superintendent
Dermott School District
525 East Speedway
Dermott, AR 71638

Dear Superintendent Ridgell,

The Arkansas State Board of Education is committed to the academic success of all students in our state. In support of this commitment, the State Board has appointed a special Sub-Committee to monitor the progress at schools classified as Academic Distress. To accomplish this goal, the Sub-Committee has established meeting dates for school and district leadership to provide oral updates and have discussion on barriers to progress.

Given your district has a school classified in Academic Distress, the Sub-Committee of the State Board of Education has scheduled your next review for Friday, September 9, 2016. The Sub-Committee meeting will begin immediately following the adjournment of the regular session of the State Board. Please contact me for an approximate starting time or for assistance in preparing for this meeting.

As a reminder, the Sub-Committee would like to hear a progress report specifically from the school principal. Following the principal's report, the Sub-Committee would like to hear from you (and other supporting administrators as appropriate) on how the district is supporting the school's efforts to increase student achievement. Please be prepared to discuss current year's progress for the following school(s):

Dermott High School (Academic Distress and Priority School)

Below you will find a list of recommended documents you may want to submit for the Sub-Committee to review prior to the meeting. Please keep in mind that all documents submitted will be posted for public review and no documents should identify students or parents by name.

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.gov

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Please send this information to Deborah Coffman at Deborah.coffman@arkansas.gov in PDF file format as soon as possible, but no later than by noon on Friday, August 26, 2016. The items generally requested include:

1. A list of activities/steps that have been completed/taken to assist the "needs improvement" schools.
2. Agendas and minutes of all School Board meetings for the last six months.
3. A list of external providers supporting school improvement and the evaluation of the effectiveness of these services within your school district.
4. A list of the actions specific schools are taking to meet the ADE's recommendations.
5. If available at this time, districts next steps for supporting school(s) in meeting ADE's recommendations.
6. Any additional information you consider relevant to your progress.

We look forward to reviewing your information and discussing your successes and challenges.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Richard W. Wilde".

Richard W. Wilde, Ed.D.
Public School Program Manager
Arkansas Department of Education

cc: M. Annette Barnes, Assistant Commissioner of Public School Accountability
Deborah Coffman, Chief of Staff
Elbert Harvey, Coordinator of School Improvement/Standards Assurance

Dermott Special School District
Regular Session January 14, 2016

The Dermott Special School District met in regular session on January 14, 2016 at 6:00 p.m. in the Administration building.

Call to Order – Tommie Robinson

Prayer – Walter Donald

Establish a Quorum: Tommie Robinson, Walter Donald, Charlie Branch, Clarence Thrower, Maxine Jones and Lexa McMickle.

Board Minutes:

Motion made by Charlie Branch, second by Clarence Thrower to approve the November 12, 2015 board minutes. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to approve the December 10, 2015 board minutes. Passed 6-0

Superintendent's Report – Warrants & Balances:

Motion made by Lexa McMickle, second by Clarence Thrower to approve the warrants and balances as presented. Passed 6-0

Mike Dunacan, 7-12 Principal and Heather Hardin, School Improvement Specialist gave their reports to the school board.

Executive Session – 6:35 – 7:50

Motion made by Tommie Robinson, second by Walter Donald to remove old business from the agenda until the next board meeting. Passed 6-0

New Business:

Motion made by Walter Donald, second by Clarence Thrower to rehire Kristi Ridgell as Superintendent for school years 2016-2017 and 2017-2018. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to hire Colby Thompson as the ABC Preschool Director and Teacher retroactive to January 4, 2016. Passed 6-0

Motion made by Lexa McMickle, second by Clarence Thrower to accept the resignation of Pam Waldrup as Administrative Assistant, E-School Instructor, Due Process Clerk and Federal Programs Clerk effective December 18, 2015. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to accept the resignation of Angela Riley as 6th grade Math and Science teacher effective December 10, 2015. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to accept the resignation of Reagan Dye as 7-9 grade English teacher effective January 11, 2016. Passed 6-0

Information was given to the board.

Next regular school board meeting will be February 11, 2016 in the Administration Building.

Motion made by Lexa McMickle, second by Clarence Thrower to adjourn. Passed 6-0

Adjourn – 8:00 p.m.

President

Secretary

Dermott Special School District
Special Session June 27, 2016

The Dermott Special School District met in special session on June 27, 2016 at 6:00 p.m. in the Administration building.

Call to Order – Tommie Robinson

Prayer – Walter Donald

Establish a Quorum: Tommie Robinson, Clarence Thrower, Walter Donald, Charlie Branch, Maxine Jones and Lexa McMickle.

Dr. Wilde with ADE gave a report to the board.

Executive Session – 6:20 – 7:41

New Business:

Motion made by Lexa McMickle, second by Maxine Jones to hire Rodney Gilmore as Boys Basketball Coach, K-12 PE Teacher, Baseball Coach, and Athletic Director for the 2016-2017 school year. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to hire Heather Hardin as 7-12 Principal/School Improvement Specialist for the 2016-2017 school year. (0.5 Title I and 0.5 Operating). Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to approve the 2016-2017 Certified Salary Schedule with the SIS/HS Principal multiplier addition. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to hire Kaley Rader for 7-12 Science Teacher for the 2016-2017 school year. Passed 6-0

Motion made by Clarence Thrower, second by Walter Donald to approve the Resolution of the Dermott School District Board of Directors (Request for Charter School Waivers). Passed 6-0

Motion made by Lexa McMickle, second by Walter Donald to accept the resignation of Stephanie Mays as Elementary Secretary effective June 16, 2016. Passed 6-0

Motion made by Clarence Thrower, second by Lexa McMickle to accept the resignation of Jessica Waschalk as Paraprofessional effective June 2, 2016 . Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to adjourn. Passed 6-0

Adjourn – 7:50 p.m.

President

Secretary

Dermott Special School District
Regular Session March 17, 2016

The Dermott Special School District met in regular session on March 17, 2016 at 6:06 p.m. in the Administration building.

Call to Order – Tommie Robinson

Prayer – Walter Donald

Establish a Quorum: Tommie Robinson, Walter Donald, Charlie Branch, Maxine Jones, Clarence Thrower and Lexa McMickle.

Board Minutes:

Motion made by Charlie Branch, second by Clarence Thrower to approve the February 10, 2016 board minutes. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to approve the February 11, 2016 minutes. Passed 6-0

Superintendent's Report – Warrants & Balances:

Motion made by Lexa McMickle, second by Clarence Thrower to approve the warrants and balances as presented. Passed 6-0

A presentation was given by Connie Simpson, school nurse, and Alan Nichols from Mainline about a school based health clinic.

A principals' report was given by Mike Duncan. Heather Hardin gave the School Improvement Specialist's report.

Executive Session – 7:00 – 7:50

Motion made by Clarence Thrower, second by Walter Donald to remove the Adult Education Building from the agenda since the school is not selling the building. Passed 6-0

New Business:

Motion made by Walter Donald, second by Clarence Thrower to accept the resignation of Colby Thompson as ABC Director and Teacher effective March 7, 2016. Passed 6-0

Motion made by Walter Donald, second by Maxine Jones to accept the resignation of Gina Tabor as 5th grade Literacy and Social Studies Teacher effective June 1, 2016. Passed 6-0

Motion made by Walter Donald, second by Lexa McMickle to accept the resignation of Ryan Carr as 4th grade Math and Science Teacher effective June 1, 2016. Passed 6-0

Motion made by Clarence Thrower, second by Lexa McMickle to accept the resignation of Clinton Gharis as 7-12 Math Teacher effective June 1, 2016. Passed 6-0

Motion made by Walter Donald, second by Maxine Jones to accept the resignation of Sandra Horn as Special Education Teacher effective June 1, 2016. Passed 6-0

Motion made by Walter Donald, second by Maxine Jones to approve the 2016-2017 Certified Salary Schedule. Passed 6-0

Motion made by Walter Donald, second by Maxine Jones to approve rehiring the certified employees for the 2016-2017 school year. See attached list. Passed 6-0

Motion made by Lexa McMickle, second by Maxine Jones to approve Calendar 1 for the 2016-2017 school year. Passed 6-0

Motion made by Lexa McMickle, second by Clarence Thrower to discuss and accept the audit findings for school year ending June 30, 2015. Passed 6-0

Motion made by Walter Donald, second by Clarence Thrower to not accept the sealed bid for the 2 buses that were advertised. Will advertise at a later date. Passed 6-0

Information was given to the board.

Next regular school board meeting will be April 14, 2016 in the Administration Building.

Motion made by Charlie Branch, second by Clarence Thrower to adjourn. Passed 6-0

Adjourn – 8:00 p.m.

President

Secretary

AGENDA

DERMOTT SPECIAL SCHOOL DISTRICT REGULAR SESSION January 14, 2016

The Dermott Special School District will meet in regular session on January 14, 2016 at 6:00 p.m. in the Administration Building.

Call to Order:

Prayer:

Establish a Quorum:

Approve, table, or reject the November 12, 2015 regular board minutes as presented

Approve, table, or reject the December 10, 2015 regular board minutes as presented

Superintendent's Report: Warrants & Balances

Principal's Reports and School Improvement Specialist Report

Public Comments:

1. Bevelyn Robinson

Executive Session

Old Business:

1. Adult Education Building

New Business:

1. Superintendent's contract.
2. Recommendation to hire Colby Thompson as the ABC Preschool Director and Teacher retroactive to January 4, 2016.
3. Accept the resignation of Pam Waldrup as Administrative Secretary, E-School Instructor, Due Process Clerk, and Federal Programs Clerk.
4. Accept the resignation of Angela Riley as 5th grade teacher.
5. Accept the resignation of Reagan Dye as 7th-9th grade English teacher.

Information for the Board

Next board meeting will be February 11, 2016 at 6:00 p.m. in the Administration Building.

Adjourn

Arkansas Department of Education

1. A list of activities/steps that have been completed/taken to assist the “needs improvement” schools.
 - 1.) Change of School Culture
 - 2.) Open House
 - 3.) Scheduled Registration
 - 4.) Contact Logs
 - 5.) Mustang Words (ACT Aspire Terminology)

2. Agendas and minutes of all School Board meetings for the last six months.

MARVELL-ELAINE SCHOOL DISTRICT

**Marvell-Elaine School District
Board of Education Meeting
Administration Building Boardroom
February 22, 2016 7:00 p.m.**

AGENDA

- I. Call to Order
- II. Consent Agenda Items
 - a. Approve Minutes of January 11, 2016 Board Meeting
 - b. Review Financial Statements and approve/pay current bills
- III. Action Items:
 - a. Personnel
 - 1. Resignations
 - Ms. Delores Smith
 - Mr. Edlun Marshall
 - 2. Superintendent's Contract
 - 3. Pay for H-1 Visa
 - b. Raise long-term sub pay from \$65.00 to \$100.00 a day
 - c. Social Worker Internship- Ebony Allen
 - d. Pam Kirkland- Resource Officer (can be partially grant funded)
 - e. 2016-17 District Calendar
 - f. Refund rent to Coach Norton for renting Superintendent's House in Elaine
 - g. Camera for Resource Officer
 - h. Upcoming Job Fairs- Permission for Superintendent to interview & hire candidates on the spot
- IV. Student of the Month
- V. Air Evac Presentation
- VI. Graduation – May 20, 2016 – MESD Football Field
- VII. Superintendent's Report
- VIII. Miscellaneous
- IX. Adjourn

**REGULAR BOARD MEETING
MARVELL-ELAINE BOARD OF DIRECTORS
MARVELL-ELAINE SCHOOL DISTRICT
MONDAY, FEBRUARY 22, 2016**

Members Present:

Mr. Clyde Williams
Mrs. Pam Holder

Mr. Roscoe Albert
Mr. Larry Prowell

Mr. Justin Cox
Mrs. Aremedia Lee

Administration Present:

Ms. Sylvia Moore

Mr. Ronald Laurent

Mrs. Tammy Catlett

I. CALL TO ORDER

The Meeting was called to order at 7:00 p.m. in the administration building by Board President, Mr. Clyde Williams.

II. APPROVE MINUTES OF REGULAR JANUARY 11, 2016 MEETING / REVIEWED FINANCIAL STATEMENTS AND APPROVE AND PAY CURRENT BILLS

After a brief review of the minutes, a motion was made by Mr. Prowell and seconded by Albert to approve the minutes as written and approve the financial statements and pay current bills. The motion carried unanimous.

V. Air Evac Presentation

Dr. Cottoms asked the Board to move the AirEvac Life Team presentation before they discuss the action items. Mrs. Freeman, Area Manager, presented a proposal with prices for a school site plan for all employees. No action was taken.

III. ACTION ITEMS

A. Personnel

Mr. Williams, Board President, asked to go into executive session.

Upon return from executive session a motion was made by Mr. Prowell and seconded by Mrs. Lee to extend Dr. Cottom's contract by one (1) year ending on June 30, 2017. The motion was a 4-1 vote. Mrs. Holder voted no.

Dr. Cottoms recommended the Board employ Serenity Keeling as a long term sub for the FACS teacher and also hire Lakesia Chandler as a long term sub for Literacy teacher for the remainder of the school year. Motion was made by Mr. Albert to hire Mrs. Keeling and also Mrs. Chandler as a long term sub. The motion was 2nd by Mr. Prowell. The motion carried unanimous.

Dr. Cottoms recommended the Board accept resignations from Ms. Delores Smith and Mr. Edlun Marshall. A motion was made by Mr. Albert to accept the resignations and seconded by Mr. Prowell. The motion carried unanimous.

Dr. Cottoms recommended that the board pay for Mr. Ben Molgeri's H-1 Visa. Due to labor laws he is unable to pay for it himself. Dr. Cottoms stated that she needed to obtain additional information so she would like to table this item until the next board meeting.

B. RAISE LONG TERM SUB PAY FROM \$65.00 TO \$100/ DAY

Dr. Cottoms stated that the PPC had voted to increase long term sub pay from \$65 to \$100 a day. Dr. Cottoms recommended that Board increase long term sub pay to \$100 and retro pay for Mrs. Terra Rose beginning in January 2016. Also retro pay Mrs. Mills for her homebound services in December. A motion was made by Mr. Albert to increase long term sub pay to \$100/day, retro pay Ms. Rose beginning Jan, 2016 as long term sub, and also retro pay Mrs. Mills to December. The motion was seconded by Mrs. Holder. The motion was carried unanimous.

C. SOCIAL WORKER INTERNSHIP – EBONY ALLEN

Dr. Cottoms recommended the board allow Ms. Ebony Allen to intern as a social worker during the 2016-2017 school year at no cost to the District. She would be working alongside Mrs. Johnson. A motion was made by Mr. Prowell to allow Ms. Allen to be an intern for the school pending background checks. The motion was seconded by Mr. Cox. Motion was carried unanimous.

D. PAM KIRKLAND – RESOURCE OFFICER

Item tabled until next meeting

E. 2016-2017 DISTRICT CALENDAR

Item tabled until next meeting

F. REFUND RENT TO COACH NORTON

Dr. Cottoms recommended the Board refund a portion of Coach Norton's rent due to him not staying in the Superintendent's house in Elaine. A motion was made by Mr. Prowell to refund Coach Norton ½ of his rent for three months. The motion was seconded by Mrs. Holder. The motion carried unanimous.

G. CAMERA FOR RESOURCE OFFICER

Dr. Cottoms stated that Mr. Powell has requested a camera that hooks onto his uniform to be used during fights and disruptions at the school. After a brief discussion, a motion was made by Mrs. Holder to not purchase a camera for the resource officer. It was seconded by Mr. Prowell. The motion carried unanimous.

H. UPCOMING JOB FAIRS

Dr. Cottoms asked for permission to interview and hire on candidates on the spot at upcoming job fairs. After a brief discussion, a motion was made by Mr. Prowell to allow Dr. Cottoms to interview but not hire on the spot. The motion was seconded by Mrs. Holder. The motion carried unanimous.

IV. STUDENT OF THE MONTH – Not present at board meeting

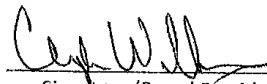
V. GRADUATION – MAY 20, 2016 – MESD FOOTBALL FIELD

Dr. Cottoms recommended that graduation be held at the football field on May 20, 2016. After a brief discussion, Mrs. Holder made a motion to have Graduation in the MEHS Gym. The motion was seconded by Mr. Prowell. The vote was 4-1 with Mrs. Lee voting NO.

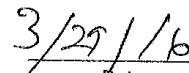
VI. SUPERINTENDENT'S REPORT

Dr. Cottoms stated that she was not prepared to give a report tonight.

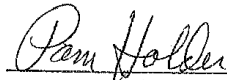
There being no further business, the meeting was adjourned at 7:40 p.m.



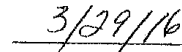
Signature (Board President – Mr. Clyde Williams)



Date



Signature (Board Secretary – Mrs. Pam Holder)



Date

MARVELL-ELAINE SCHOOL DISTRICT

**Marvell-Elaine School District
Board of Education Meeting
Administration Building Boardroom**

March 29, 2016 - 7:00 p.m.

AGENDA

- I. Call to Order**
- II. Consent Agenda Items**
 - a. Approve Minutes of February 19, 22, and March 07, 2016 Board Meeting Minutes.
 - b. Review Financial Statements and approve/pay current bills.
- III. Action Items:**
 - a. Personnel
 - 1. Resignations
Ms. Brenda Woodyard
Shirley Douglas
 - 2. Administrator's Contract
Donna Ross-Director of Federal Programs
Sylvia Moore-Principal
Ronald Laurent-School Improvement Specialists
High School Principal
 - 3. Faculty And Staff Contracts
Certified
Classified
- IV. 2016-17 District Calendar**
- V. Air Evac Group Plan Membership**
- VI. School Board Elections (November)**
- VII. Audit Report**
- VIII. Student of the Month (February & March)**
- IX. Superintendent's Report**
- X. Miscellaneous**
- XI. Adjourn**

REGULAR BOARD MEETING
MARVELL-ELAINE BOARD OF DIRECTORS
MARVELL-ELAINE SCHOOL DISTRICT
MONDAY, MARCH 29, 2016

Members Present:

Mr. Clyde Williams	Mr. Roscoe Albert	Mr. Justin Cox
Mrs. Pam Holder	Mr. Larry Prowell	

Members Absent:

Mrs. Aremedia Lee

I. CALL TO ORDER

The Meeting was called to order at 7:00 p.m. in the administration building by Board President, Mr. Clyde Williams.

II. APPROVE MINUTES OF FEBRUARY 19, 22 AND MARCH 7, 2016 MEETINGS / REVIEWED FINANCIAL STATEMENTS AND APPROVE AND PAY CURRENT BILLS

After a brief review of the minutes, a motion was made by Mr. Prowell and seconded by Albert to approve the minutes as written and approve the financial statements and pay current bills. The motion carried unanimous.

III. ACTION ITEMS

A. Personnel

1. **Resignations:** Mr. Williams asked to accept the resignations from Mrs. Brenda Woodyard and Mrs. Shirley Douglas effective at the end of the 2015-2016 school year. A motion was made by Mr. Albert and 2nd by Mr. Prowell. The motion was unanimous.

2. **Administrator's Contract:**

Donna Ross -- Director of Federal Programs

Sylvia Moore -- Principal

Ronald Laurent -- School Improvement Specialists

High School Principal

Dr. Cottoms state that the Board review and approve contracts for High School Principal. She recommended Mrs. Moore to K-6 principal and employ a High School Principal.

Motion was made by Mr. Prowell to hire Mrs. Donna Ross, Director of Federal Programs; Sylvia Moore, K-6 Principal; Ronald Laurent, School Improvement Specialist. The motion was seconded by Mr. Albert. Motion carried unanimous.

3. **Faculty and Staff Contracts -- Certified and Classified**

Motion made by Mr. Prowell to hire all certified and classified employees as listed. The motion was seconded by Mr. Albert. Motion carried unanimous.

IV. 2016-2017 District Calendar

Dr. Cottoms recommended the Board to approve the 2016-2017 District Calendar that was presented by the PPC. Motion was made by Mr. Prowell to accept the 2016-2017 district calendar. The motion was 2nd by Mr. Albert. The motion carried unanimous.

V. Air Evac Group Plan Membership

Dr. Cottoms recommended the Board accept the annual contract with Air Evac at a rate of \$6/student. A motion was made by Mr. Williams to accept the yearly contract with Air Evac for our students and seconded by Mr. Albert. The motion carried unanimously.

VI. School Board Elections (November)

Dr. Cottoms stated that she had received a call from Phillips County Clerk Linda White informing the District that Helena-West Helena School District had decided to move their school board elections to the November ballot. Barton-Lexa has also followed suit. Therefore if the Marvell-Elaine School District did not change to be included in the November election, the District would have to bear the entire cost of the September elections. Mrs. White estimated the cost of approximately \$10,000. After a brief discussion, Mr. Prowell made a motion to table this item until the next meeting. Motion was seconded by Mrs. Holder. The motion carried unanimously.

VII. Audit Report

Dr. Cottoms shared the audit report with the Board. After a brief discussion, the board instructed Mrs. Moore to have the locks changed for the high school vault. The board members all reviewed the audit with no action taken.

VIII. Student of the Month (February and March)

Mrs. Alysia Blakely announced the Student of the Month:

February – Jatavis Craig – Outstanding improvement, academic achievement, and distinctive leadership.

March – Cleneshia Mills – Academic excellence, commitment to learning, and diligence work

IX. SUPERINTENDENT'S REPORT

Dr. Cottoms stated that the head count for the Marvell Elaine School District is 392 students. Marvell Elaine Elementary was recognized as Pacesetter Honoree for the 4th annual campaign for grade level reading. MESD had 4 students placed in the Arts and Lyrics contest at the National Teacher Day ceremony on March 16, 2016.

Daniel Seals – 11th grade – 2nd place

Jordan Jacobs – 5th grade – 2nd place

Elizabeth Fraizer – 9th grade – 2nd place

Johnny Fraizer – 10th grade – 1st place

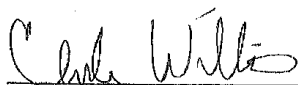
The contest was sponsored by Great Rivers Educational Cooperative.

Dr. Cottoms informed the Board that the Food Service department was monitored the week before Spring Break. We have not received the final report. On March 29th the MEHS implemented the new behavioral plan in hopes to eliminate the need for so many expulsions. Dr. Cottoms informed the board of upcoming job fairs on April 6th at UAPB and April 16th at ADE in Little Rock. She also informed the board that on April 14th she will be addressing ADE asking for the removal of the High School/District academic distress classification.

Mr. Williams asked the Board to go into executive session to discuss the hiring of a High School Principal. After a brief session, the Board reconvened. A motion was made by Mrs. Holder to follow recommendation of the Superintendent to hire a High School Principal for the 2016-2017 school year. Motion was seconded by Mr. Prowell. Motion carried unanimous.

Remember the Board will meet on Friday, April 1, 2016 to conduct a walk-through at the campuses.

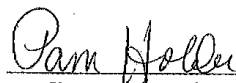
There being no further business, the meeting was adjourned.



Signature (Board President – Mr. Clyde Williams)

04.25.16

Date



Signature (Board Secretary – Mrs. Pam Holder)

4/25/16

Date

MARVELL-ELAINE SCHOOL DISTRICT

**Marvell-Elaine School District
Board of Education Meeting
Administration Building Boardroom**

April 25, 2016 7:00 p.m.

REVISED AGENDA

- I. Call to Order**
- II. Consent Agenda Items**
 - a. Approve Minutes of March 29, 2016 Board Meeting Minutes.
 - b. Review Financial Statements and approve/pay current bills.
- III. Action Items:**
 - a. Personnel
 - 1. Resignations
James Allen-Technology Coordinator
 - 2. Administrator's Contract
Carolyn Love
- IV. Expulsions**
 - a. TaKaidon Heard, b. Mario Kennel, c. Kadarius Farr, d. Lavarvieux Smith, &
e. Kaniya Cooper
- V. New Windows for front and side of Marvel-Elaine High School**
- VI. New Electronic Sign for Marvell-Elaine School District**
- VII. Bus Repair**
- VIII. School Board Elections (September or November)**
- IX. BGACDC Raising Money for Booster Club**
- X. New Service for Security Cameras**
- XI. Reports**
 - a. Marvell-Elaine High School (Mr. Laurent)
 - b. Marvell-Elaine Elementary School (Ms. Moore)
- XII. Superintendent's Report**
 - a. School Report Card
- XIII. Miscellaneous**
- XIV. Announcements**
 - a. Graduation-May 19, 2016 Marvell-Elaine High School Gymnasium
 - b. Last Day of School for Students --June 2, 2016
- XV. Adjourn**

MARVELL-ELAINE SCHOOL DISTRICT

**Marvell-Elaine School District
Board of Education Meeting
Administration Building Boardroom**

April 25, March 29, 2016 - 7:00 p.m.

AGENDA

- I. Call to Order**
- II. Consent Agenda Items**
 - a. Approve Minutes March 29 2016 Board Meeting Minutes.
 - b. Review Financial Statements and approve/pay current bills.
- III. Action Items:**
 - a. Personnel
 - 1. Resignations
James Allen
 - 2. Administrator's Contract
Carolyn Love
- IV. New Windows for the front & side of MEHS**
- V. New Electronic Sign for MESD**
- VI. School Board Elections (November)**
- VIII. Student of the Month (April)**
- IX. Superintendent's Report**
- X. Miscellaneous**
- XI. Announcements**
 - a. Graduation –May 19, 2016 – MEHS Gymnasium
 - b. Last Day of School for Students – June 2nd 2016
- XII. Adjourn**

REGULAR BOARD MEETING
MARVELL-ELAINE BOARD OF DIRECTORS
MARVELL-ELAINE SCHOOL DISTRICT
MONDAY, APRIL 25, 2016

Members Present:

Mr. Clyde Williams
Mrs. Pam Holder

Mr. Roscoe Albert
Mrs. Aremedia Lee

Mr. Justin Cox

Members Absent:

Mr. Larry Prowell

I. CALL TO ORDER

The Meeting was called to order at 7:00 p.m. in the administration building by Board President, Mr. Clyde Williams.

Dr. Cottoms asked the board to motion to accept the revised board agenda. A motion was made by Mr. Lee and seconded by Mrs. Holder to accept the revised board agenda. The motion carried unanimous.

II. APPROVE MINUTES OF MARCH 29, 2016 MEETINGS / REVIEWED FINANCIAL STATEMENTS AND APPROVE AND PAY CURRENT BILLS

After a brief review of the minutes, a motion was made by Mr. Albert and seconded by Mrs. Holder to approve the minutes as written and approve the financial statements and pay current bills. The motion carried unanimous.

III. ACTION ITEMS

A. Personnel

1. *Resignations:* Mr. Williams asked to accept the resignations from Mr. James Allen as Technology Coordinator effective at the end of the 2015-2016 school year. A motion was made by Mrs. Holder and 2nd by Mrs. Lee. The motion was unanimous.

2. *Administrator's Contract:*

Carolyn Love – Special Education Supervisor

Motion was made by Mr. Albert to hire Mrs. Carolyn Love, Special Education Supervisor. The motion was seconded by Mr. Albert. Motion carried unanimous.

IV. EXPULSIONS

Dr. Cottoms gave each Board member a copy of each student's discipline folder for review. After a brief discussion, Dr. Cottoms recommended to the Board to follow the recommendation of the principal and the Board Policy Book and expel the listed students for the remainder of the school year with the exception of student #1 which should be placed on a behavioral plan for the remainder of the school year. A motion was made by Mrs. Holder and seconded by Mrs. Lee to expel the #2 student for the remainder of the school year. The motion carried unanimous. A motion was made by Mr. Albert and seconded by Mr. Cox to expel the #3 student for the remainder of the school year. The motion was carried unanimous. A motion was made by Mrs. Lee and seconded by Mr. Cox to expel the #4 student for the remainder of the school year. The motion was

carried unanimous. A motion was made by Mrs. Holder and seconded by Mrs. Lee to expel the #5 student for the remainder of the school year. The motion was carried unanimous.

V. New Windows for Front and Side of MEHS

Dr. Cottoms recommended the Board to approve the bid for new windows at the high school from Wilson's. The windows will be paid out of the building fund. Motion was made by Mr. Albert to accept the bid from Wilson's. The motion was 2nd by Mrs. Holder. The motion carried unanimous.

VI. New Electronic Sign for MESD

Dr. Cottoms recommended the Board to approve the bid for a new electronic sign from Ace Sign Company. Motion was made by Mrs. Lee to accept the bid from Ace Sign Company. The motion was 2nd by Mr. Albert. The motion carried unanimous.

VII. Bus Repair

Dr. Cottoms stated that they would replace the engine, replace seats and windows and warranty the bus for one year at a cost of \$5,500. They will paint the hood of it. It is the 2001 bus #32. The bus repairs will be paid for from the building fund. A motion was made by Mr. Albert and seconded by Mrs. Holder to have the bus repaired. The motion carried unanimous.

VIII. School Board Elections (November)

After a brief discussion, Mr. Williams tabled this item until the next meeting.

IX. New Service for Security Camera

Dr. Cottoms shared that they have a proposal in your packet. Please review it and we will discuss this item at the next board meeting.

X. Reports

Mr. Laurent presented a report to the board regarding the Marvell-Elaine High School. Mrs. Moore presented a report to the board regarding the Marvell-Elaine Elementary School.

XI. SUPERINTENDENT'S REPORT

Dr. Cottoms stated that District received the School Report Card and the elementary school fell from an A to a D and high school fell from a C to a D. It is because of the PARCC exam. Our students did poorly on this exam due to the first time of assessment and it was on the computer.

Dr. Cottoms recommended hiring Destinee Rodgers as Elementary School Secretary for the 2016-2017 school year with a 12 month contract. A motion was made by Mrs. Lee and seconded Mr. Albert. Motion carried unanimous.

Dr. Cottoms recommended that the board rescind Danielle Wright's contract for the 2016-2017 school year. A motion was made by Mr. Albert and seconded by Mrs. Lee. The motion carried unanimous.

Dr. Cottoms recommended that the Board follow recommendation by Mrs. Moore to hire Jenna Tharp for Elementary Teacher for the 2016-2017 School Year. A motion was made by Mrs. Holder and seconded by Mr. Albert to hire Jenna Tharp as an Elementary Teacher. The motion carried unanimous.

XII. Announcements

Graduation is May 20, 2016 at the Marvell- Elaine High School Gymnasium. Those board members that will be attending are Mr. Clyde Williams, Mr. Albert, Mrs. Holder, Mr. Cox, and Mrs. Lee.

There being no further business, the meeting was adjourned.

Signature (Board President – Mr. Clyde Williams)

Date

Signature (Board Secretary – Mrs. Pam Holder)

Date

MARVELL-ELAINE SCHOOL DISTRICT

Marvell-Elaine School District

Board of Education Meeting

Marvell-Elaine School District Cafeteria

May 16, 2016 - 7:00 p.m.

- I. Call to Order**
- II. Consent Agenda Items**
 - a. Approve Minutes of April 25, 2016 Board Meeting Minutes.
 - b. Review Financial Statements and approve/pay current bills.
- III. Arkansas Department of Education**
 - a. Address expectations & accountability concerns
- IV. Action Items:**
 - a. Personnel
 - 1. Resignations
Donna Ross- Federal Programs Coordinator
 - 2. Recommendation for Employment
Marches Henderson - Technology Coordinator
Elizabeth Walker - Teacher
Melanie Carr - Teacher
 - 3. Contracts for Special Education
Physical Therapist- Gayla Like
Speech Pathologist - Marian Ritchie
Occupational Therapist - Amber Billingsley
Psychological Examiner - John Jagers
- V. Approve School Board Elections for (September or November)**
- VI. Approve 2016-17 Salary Schedule**
- VII. Approve New Contract for Security Cameras**
- VIII. Reports**
 - a. MESD Testing
 - b. Student of the Month
- XII. Superintendent's Report**
- XIII. Miscellaneous**
- XIV. Announcements**
 - a. Graduation-May 20, 2016 at 7:00 pm - Marvell-Elaine High School Gymnasium
 - b. Last Day of School for Students -June 2, 2016
 - c. End of Year Professional Development – June 2' 2016 at 2:00 pm MEES Cafeteria
- XV. Adjourn**

**REGULAR BOARD MEETING
MARVELL-ELAINE BOARD OF DIRECTORS
MARVELL-ELAINE SCHOOL DISTRICT
MONDAY, MAY 16, 2016**

Members Present:

Mr. Clyde Williams
Mrs. Aremedia Lee

Mr. Roscoe Albert
Mr. Larry Prowell

Mrs. Pam Holder
Mr. Justin Cox

I. CALL TO ORDER

The Meeting was called to order at 7:00 p.m. in the Marvell-Elaine School District Cafeteria by Board President, Mr. Clyde Williams.

II. ARKANSAS DEPARTMENT OF EDUCATION

The Arkansas Department of Education addressed the Board and Community regarding the expectations and accountability concerns of the District. No action was taken.

III. APPROVE MINUTES OF REGULAR APRIL 25, 2016 MEETING / REVIEWED FINANCIAL STATEMENTS AND APPROVE AND PAY CURRENT BILLS

After a brief review of the minutes, financial statements, and current bills, a motion was made by Mr. Prowell and seconded by Mr. Albert to approve the minutes as written and approve the financial statements and pay current bills. The motion carried unanimous.

IV. ACTION ITEMS

PERSONNEL

1. Dr. Cottoms recommended the Board accept the resignation from Mrs. Donna Ross, Federal Program Coordinator. A motion was made by Mr. Prowell and seconded by Mrs. Holder to accept the resignation from Mrs. Ross. The motion carried unanimous.
2. Dr. Cottoms recommended the Board hire Mrs. Marches Henderson as District Technology Coordinator, Mrs. Elizabeth Walker as Elementary Teacher, Mrs. Melanie Carr as Elementary Teacher for the 2016-2017 school year. A motion was made by Mr. Prowell and seconded by Mrs. Lee to hire Mrs. Henderson, Mrs. Carr, and Mrs. Walker for the 2016-2017 school year. The motion carried unanimous.
3. Dr. Cottoms recommended the Board to renew contracts for the following purchase services for the 2016-2017 school year:
 - a. Physical Therapist – Gayla Like
 - b. Speech Pathologist – Marian Ritchie
 - c. Occupational Therapist – Amber Billingsley
 - d. Psychological Examiner – John Jagers

A motion was made by Mr. Prowell and seconded by Mr. Albert to renew the purchase service contracts for those listed. The motion carried unanimous.

V. SCHOOL BOARD ELECTION – SEPTEMBER OR NOVEMBER

Dr. Cottoms informed the Board that they needed to decide to either keep the school board elections in September or move to November. Mr. Williams recommended that the board keep the elections in September. Motion made by Mr. Prowell and seconded by Mr. Cox to keep the school board elections in September. The motion carried unanimous.

VI. APPROVE THE 2016-2017 SALARY SCHEDULE

Dr. Cottoms recommended that the Board approve the 2016-2017 salary schedules. A motion was made by Mrs. Holder and seconded by Mrs. Lee to approve the 2016-2017 salary schedules. The motion carried unanimously.

VII. APPROVE NEW CONTRACT FOR SECURITY CAMERAS

Dr. Cottoms tabled until next meeting.

VIII. REPORTS

- a. **MESD Testing** – Mrs. Denetra Williams stated that the District wide testing began in early April and continued on through early May. AP make-up exams will be on May 20th. Overall testing went well this year.
- b. **Student of the Month** – Mrs. Alysia Blakely introduced the student of the month for Elementary as Jacob Gardner and High School Student of the Month was Xavier White.

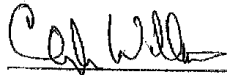
IX. SUPERINTENDENT'S REPORT

Dr. Cottoms stated that both the Marvell-Elaine Elementary and the High School are accredited by the Arkansas Department of Education. Also the last billboard for the year has been changed.

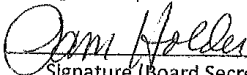
X. ANNOUNCEMENTS

- a. Graduation – May 20, 2016 at 7:00pm – Marvell-Elaine High School Gymnasium
- b. Last Day of School for Students – June 2, 2016
- c. End of the Year Professional Development – June 2, 2016 at 2:00pm – Marvell Elaine Elementary School Cafeteria

There being no further business, the meeting was adjourned at 8:11 p.m.



Signature (Board President – Mr. Clyde Williams)



Signature (Board Secretary – Mrs. Pam Holder)

6/20/16
Date

6/20/16
Date

MARVELL-ELAINE SCHOOL DISTRICT

**Marvell-Elaine School District
Board of Education Meeting
Administration Building Boardroom
June 20, 2016 - 7:00 p.m.**

- I. Call to Order**
- II. Consent Agenda Items**
 - a. Approve Minutes of May 16, 2016 and June 6, 2016 Board Meeting Minutes.
 - b. Review Financial Statements and approve/pay current bills.
- III. Action Items:**
 - a. Personnel
 - Marilyn Edwards contracted days
- IV. Approve Dwight Jones Agency student accident policy**
- V. Approve Classified Hourly Rate increase**
- VI. Approve New Contract for Security Cameras**
- VII. Approve Boys, Girls & Community Development Center, Inc.**
- VIII. Approve Monroe County Human Development Center contract**
- IX. Approve Mid-Delta Building Request**
- X. Property donated to Elaine Baptist Church (Elaine High School)**
 - a. Demolishing building
 - b. Lights in shop
 - c. Building rental
- XI. Approve purchase of used bus (\$6,000)**
- XII. Waivers**
- XIII. ASBA Southern Region Leadership Conference**
- XIV. School Board Petitions**
- XV. Superintendent's Report**
- XVI. Miscellaneous**
- XVII. Announcements**
- XVIII. Adjourn**

**Marvell-Elaine School District
Board of Education Meeting
Marvell-Elaine School District Administration Building
July 18, 2016 -7:00 p.m.**

- I. Call to Order**
- II. Consent Agenda Items**
 - a. Approve Minutes of June 20, 2016 Board Meeting Minutes
 - b. Review Financial Statements and approve/pay current bills.
- III. Action Items:**
 - a. Resignations
 - b. Employ Personnel
- IV. Approve Health Insurance Increase from \$154.48 to \$156.00**
- V. Approve purchase of used bus (\$6000.00)**
- VI. Approve Waivers**
- VII. Action Regarding Elaine Baptist Church (Elaine High School)**
 - a. Demolishing Building
 - b. Building Rental
- VIII. Superintendent's Report**
- IX. Miscellaneous**
- VIII. Announcements**
- IX. Adjourn**

**REGULAR BOARD MEETING
MARVELL-ELAINE BOARD OF DIRECTORS
MARVELL-ELAINE SCHOOL DISTRICT
MONDAY, JULY 18, 2016**

Members Present:

Mr. Clyde Williams
Ms. Aremedia Lee

Mr. Roscoe Albert
Mr. Larry Prowell

Mrs. Pam Holder

Members Absent:

Mr. Justin Cox

I. CALL TO ORDER

The Meeting was called to order at 7:00 p.m. in the administration building by Board President, Mr. Clyde Williams.

II. APPROVE MINUTES OF REGULAR JUNE 20, 2016 MEETING / REVIEWED FINANCIAL STATEMENTS AND APPROVE AND PAY CURRENT BILLS

After a brief review of the minutes, financial statements, and current bills, a motion was made by Mr. Albert and seconded by Mrs. Holder to approve the minutes as written and approve the financial statements and pay current bills. The motion carried unanimous.

III. EMPLOY PERSONNEL

Dr. Cottoms recommended that the Board approve to employ the following personnel:

LaTeil Albert – Paraprofessional
Pamela Kirkland – School Resource Officer
Kelli Fairris – Health Teacher

A motion was made by Mr. Albert to follow the recommendation of the superintendent and hire the above listed personnel. The motion died.

A motion was made by Mrs. Holder to hire Lateil Albert as paraprofessional and Mrs. Fairris as Health Teacher but NOT to hire Ms. Kirkland as SRO. The motion was seconded by Mr. Albert. The motion carried unanimous.

IV. APPROVE HEALTH INSURANCE INCREASE FROM \$154.48 TO \$156.00

A motion was made by Mrs. Aremedia Lee to increase the school district's contribution for health insurance to \$156.00 beginning January 1, 2017. The motion was seconded by Mrs. Holder. The motion carried unanimous.

V. APPROVE PURCHASE OF USED BUS (\$6,000)

A motion was made by Mrs. Lee to table this item until the Board is able to view the bus for sale. The motion was seconded by Mr. Albert. The motion carried unanimous.


VI. APPROVE WAVIERS

A motion was made by Mr. Prowell and seconded by Mrs. Holder to approve the wavers to the Arkansas Department of Education. The motion carried unanimous.

VII. ACTION REGARDING ELAINE BAPTIST CHURCH (ELAINE HIGH SCHOOL)

- a. **Demolishing Building** – No bid yet on demolishing building therefore item is tabled.
- b. **Building Rental** – A motion is made by Ms. Lee and seconded by Mrs. Holder to rent the Old Elaine bus shop at \$250.00. The motion carried unanimous.

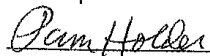
There being no further business, the meeting was adjourned.



Signature (Board President – Mr. Clyde Williams)

8/15/16

Date



Signature (Board Secretary – Mrs. Pam Holder)

8/15/16

Date

3. A list of external providers supporting school improvement and the evaluation of the effectiveness of these services within your school district.

Fetterman & Associates

10515 West Markham Street- Suite A
Little Rock, Arkansas 72201
501-442-3480

Final Report and Annotated Invoice
PROFESSIONAL SERVICES INVOICE -001 SUMMARY



FETTERMAN & ASSOCIATES

Dr. Charity Smith, Principal Education Associate charitysmith.99@comcast.net

Dr. Stanley Paul, Math Specialist

Dr. Steve Leake- ACT- Prep Specialist

Bill to Principal Contact: Dr. Joyce Cottoms

Name of Business/ Organization: Marvell High School

Address/E-mail:

Description of Professional Service:

Provide technical assistance in the activities pertaining to the ESES Flexibility system, ongoing embedded instructional mathematical leadership capacity development activities, technical assistance and modeling of researched based teaching and learning strategies to improve student achievement.

4. A list of the actions specific schools are taking to meet the ADE's recommendations.
 - 1.) Hired Certified Staff
 - 2.) Hired Principal
 - 3.) Purchased digital sign to communicate with stakeholder
 - 4.) Focused Staff Meeting
 - 5.) Communication Devices: Radios
 - 6.) Implemented Co-Teaching
 - 7.) Implemented PGP
 - 8.) Leadership Team (45-Day Plan)
 - 9.) Curriculum Alignment/Mapping
 - 10.) ACT Interim Assessment (Oct. 3)
 - 11.) Classroom Walk Through (CWTs)
 - 12.) Building Landmarks (locations)
 - 13.) Recognize Academic Success (cafeteria computer monitor/morning announcements)
 - 14.) Implemented ISSP in the High School Building
5. If available at this time, districts next steps for supporting school(s) in meeting ADE's recommendations.
 - 1.) Follow through on all actions
 - 2.) Track student progress on AIPs and make adjustments
 - 3.) Curriculum Re-Alignment
 - 4.) Accountability
6. Any additional information you consider relevant to your progress.
 - 1.) New Security System that provides more accuracy, clarity and audio.
 - 2.) New Leadership
 - 3.) Collaboration among staff
 - 4.) Attend Federal Programs Conference (09/21-09/23)



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

August 15, 2016

Johnny Key
Commissioner

**State Board
of Education**

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Fayetteville
Chair

Dr. Jay Barth
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Joe Black
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Bella Vista

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Little Rock

Dr. Fitz Hill
Little Rock

Ouida Newton
Poyen

R. Brett Williamson
El Dorado

Diane Zook
Melbourne

Dr. Joyce Cottoms, Superintendent
Marvell-Elaine School District
P. O. Box 1870
Marvell, AR 72366

Dear Superintendent Cottoms,

The Arkansas State Board of Education is committed to the academic success of all students in our state. In support of this commitment, the State Board has appointed a special Sub-Committee to monitor the progress at schools classified as Academic Distress. To accomplish this goal, the Sub-Committee has established meeting dates for school and district leadership to provide oral updates and have discussion on barriers to progress.

Given your district has a school classified in Academic Distress, the Sub-Committee of the State Board of Education has scheduled your next review for Friday, September 9, 2016. The Sub-Committee meeting will begin immediately following the adjournment of the regular session of the State Board. Please contact me for an approximate starting time or for assistance in preparing for this meeting.

As a reminder, the Sub-Committee would like to hear a progress report specifically from the school principal. Following the principal's report, the Sub-Committee would like to hear from you (and other supporting administrators as appropriate) on how the district is supporting the school's efforts to increase student achievement. Please be prepared to discuss current year's progress for the following school(s):

Marvell-Elaine High School (Academic Distress and Priority School)

Below you will find a list of recommended documents you may want to submit for the Sub-Committee to review prior to the meeting. Please keep in mind that all documents submitted will be posted for public review and no documents should identify students or parents by name.

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.gov

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Employer*

Please send this information to Deborah Coffman at Deborah.coffman@arkansas.gov in PDF file format as soon as possible, but no later than by noon on Friday, August 26, 2016. The items generally requested include:

1. A list of activities/steps that have been completed/taken to assist the “needs improvement” schools.
2. Agendas and minutes of all School Board meetings for the last six months.
3. A list of external providers supporting school improvement and the evaluation of the effectiveness of these services within your school district.
4. A list of the actions specific schools are taking to meet the ADE’s recommendations.
5. If available at this time, districts next steps for supporting school(s) in meeting ADE’s recommendations.
6. Any additional information you consider relevant to your progress.

We look forward to reviewing your information and discussing your successes and challenges.

Respectfully submitted,

A handwritten signature in blue ink, reading "Richard W. Wilde". The signature is fluid and cursive, with the first name "Richard" being more prominent than the last name "Wilde".

Richard W. Wilde, Ed.D.
Public School Program Manager
Arkansas Department of Education

cc: M. Annette Barnes, Assistant Commissioner of Public School Accountability
Deborah Coffman, Chief of Staff
Elbert Harvey, Coordinator of School Improvement/Standards Assurance

PIP

STRONG HIGH SCHOOL PIP
THREE YEAR PLAN COVERING
2015-2016
2016-2017
2017-2018

School Culture	2015-2016 Vision and Actions	Evaluation
<p>Positives:</p> <ul style="list-style-type: none"> • Parental Involvement Team • Parent Compact • Meetings for teacher input • Surveys for parents and teachers • Discipline issues have decreased • Teacher moral has improved • New teachers with higher expectations • Teacher technology concerns are being met <p>Needs:</p> <ul style="list-style-type: none"> • Absentees are increasing 1. Parents allowing students to take suspension instead of ISS • Student motivation • Current cell phone policies • Current tardy policies • Parent participation and perception • Too many students with D's and F's 	<p>30% of parents will be made aware of opportunities to stay informed about academics.</p> <ol style="list-style-type: none"> 1. Plan for creating a program called All Star Parents where parents are recognized and rewarded for participating in their child's learning and encouraging positive behavior <i>The planning for this program has begun. It will be in place by the end of the first quarter.</i> 2. Research various messaging systems to inform parents about upcoming events (3 weeks prior to the event and the week of the event – churches and mayors) <i>The district has purchased "One Call" and it will be up and running by September 6, 2016.</i> <p>The above actions will be in place by the beginning of the 2016-2017 school year and parents will be made aware of these activities.</p> <p>There will be no more than 20 students with 5 or more referrals.</p> <ol style="list-style-type: none"> 1. Provide incentives for behavior and academics <i>The school did provide a pizza party each grading period. This was done right after the grading period ended at the end of a designated day.</i> 2. Plan for providing social skills training to all students <i>Discussions have begun.</i> 3. Provide activities as students return from major holidays to reinforce student guidelines <i>The principal gathered all students into the auditorium after a holiday and reminded them of the rules. Teachers also stressed the rules during their class time.</i> 4. Evaluate the current handbook policies on ISS, cell phones, and tardies 	<ol style="list-style-type: none"> 1. Number of Parent Compacts Returned <i>The number of parent compacts returned in 2015-2016 was only about 25%. In 2016-2017 it was decided that the compact would be placed in the handbook along with the returnable documents. So far in 2016-2017, there have been approximately 85% of the documents returned.</i> 2. Number of AIP forms returned <i>During the 2015-2016 year there were approximately 40% of the AIP documents returned. This year with the new calling system the school anticipates a higher percentage.</i> 3. Sign-in sheets from Parent Teacher Conference <i>The school did not see much of a change in the number of participants even though the school did several activities to attract parents. Some of these were serving hot dogs, having a speaker come to talk about ACT, and offer prizes.</i> <i>Sign-in sheets from community meetings</i> <i>There was still low turn outs for community meetings. The school has become aware that we cannot change the culture of the community easily. We must change the culture of the staff to make students and parent feel important.</i>

	<p>This was completed and the handbook was updated for the 2016-2017 year.</p> <p>5. Evaluate the current incentive activities and plan for improvements for the 2016-2017 year. This has been done. Although the school did see a drop in discipline issues, the administration feels that more can be done. The PLC teams will be asked for ideas for improvement.</p>	<p>1. Data from quarterly reports (Did the number of behavior incidences decline?)</p> <p>Using the fourth quarter report, our discipline issues remained minor throughout the year.</p>	<p>1. Quarterly reports (Did the number of students with D's or F's decline?)</p> <p>Using the fourth quarter report data, there was an overall decline in the number of students with D's and F's.</p>
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School Culture	2016-2017 Vision and Actions	Evaluation
Positives: <ul style="list-style-type: none"> Parental Involvement Team Parent Compact Meetings for teacher input Surveys for parents and teachers Discipline issues have decreased Teacher moral has improved 	<p>60% of parents will be made aware of opportunities to stay informed about academics.</p> <ol style="list-style-type: none"> Have the All Star Parent Program in place. Planning has begun and will be in place by the end of the first nine weeks. Have a messenger system in place 	<ol style="list-style-type: none"> Sign-in sheets from Parent Teacher Conference Sign-in sheets from community meetings Reports from messenger system Number of parents recognized for the All Star Parent Program

<ul style="list-style-type: none"> • New teachers with higher expectations • Teacher technology concerns are being met <p>Needs:</p> <ul style="list-style-type: none"> • Absentees are increasing <ol style="list-style-type: none"> 1. Parents allowing students to take suspension instead of ISS • Student motivation • Current cell phone policies • Parent participation and perception • Teachers' low expectations for students 	<p>The district has purchased the messenger system. It will be up and running by September 6, 2016</p> <ol style="list-style-type: none"> 3. Evaluate in December and April to determine successes or the need for changes There will be no more than 10 students with 5 or more referrals. <ol style="list-style-type: none"> 1. Incentives (to be identified at the beginning of the year) will be used to motivate students to improve behavior and academics. Students will be made aware of these incentives at the beginning of the year. Currently the faculty has been making suggestions for incentives such as having incentives during the middle of the nine weeks and again at the end of the nine weeks. Incentives have not been determined yet. 2. All activity classes will include character education throughout the year. These classes will focus on past identified issues, good sportsmanship, and issues that arise during the year. Teachers will be expected to be role models for their students and the community. The principal has discussed this with the coaches during a coaches' meeting. This will be done during physical education. Coaches will plan activities to support this vision. 3. The principal will hold assemblies to reinforce positive behaviors throughout the year. Data from the 2015-2016 45 Day Plan will be used to provide targeted dates. This was begun the first day of school with a general assembly reviewing changes in the handbook and rules. 4. The faculty and staff will be attentive to the students in their classes and report any suspicious activities to the principal trying to 	<ol style="list-style-type: none"> 1. Data from quarterly reports (Did the number of behavior incidences decline?) 1. Quarterly reports (Did the number of students with D's or F's decline?)
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	<p>prevent any discipline issues before they happen.</p> <p>Teachers have been made aware of this and will be vigilant.</p> <p>5. Change policies regarding tardies, cell phones, ISS, and other critical issues in the handbook</p> <p>This has been done. Changes have been made such as eliminating out of school suspensions for minor offences.</p> <p>6. The PLCs will evaluate progress in December and April to determine successes or the need for changes</p>	
<p>School Culture</p> <p>Positives:</p> <ul style="list-style-type: none">• Parental Involvement Team• Parent Compact• Meetings for teacher input• Surveys for parents and teachers• Discipline issues have decreased• Teacher moral has improved• New teachers with higher expectations• Teacher technology concerns are being met <p>Needs:</p> <ul style="list-style-type: none">• Absentees are increasing<ol style="list-style-type: none">1. Parents allowing students to take suspension instead of ISS• Student motivation• Current cell phone policies• Parent participation and perception• Teachers' low expectations for students	<p>2017-2018 Vision and Actions</p> <p>90% of parents will be made aware of opportunities to stay informed about academics.</p> <p>The actions for year three will be determined following the evaluations of year 1 and 2.</p> <p>There will be no more than 5 students with 5 or more referrals.</p> <p>The actions for year three will be determined following the evaluations of year 1 and 2.</p>	<p>Evaluation</p> <ol style="list-style-type: none">1. Sign-in sheets from Parent Teacher Conference2. Sign-in sheets from community meetings3. Reports from messenger system4. Number of parents recognized for the All Star Parent Program <ol style="list-style-type: none">1. Data from quarterly reports (Did the number of behavior incidences decline?) <

Organizational Structures	2015 -2016 Vision and Actions	Evaluation
<p>Positives:</p> <ul style="list-style-type: none"> • SIS • External Provider • Technology Director • Dyslexia Specialist • Leadership Teams • RTI Team • PLC teams • Testing Coordinator • ACSIP interventions are aligned to provide the most cost effective management of the schools and district • Most teachers have common planning time within their discipline • The professional development plan is developed around specific teachers' needs <p>Needs:</p> <ul style="list-style-type: none"> • No specialized person for remediation • Teachers overloaded with current class preparation – very little time for data 	<p>Could not place a percentage amount on these actions.</p> <p>Coordinate the duties and collaboration times of staff members to evaluate data, plan curriculum, and participate in long term planning that will give ALL students opportunities to succeed.</p> <ul style="list-style-type: none"> • Hire a local SIS Done • Hire a technology director Done • Hire a local dyslexia specialist Done • Use the Orleans Hanna test to determine if students are ready for algebra I Done • Have the SIS and facilitators organize data to make disaggregation easier Done • Have the dyslexia specialist work at the high school to help students who are below grade level Done • Polled the community during public meetings to determine the possibility of an increase in millage passing. Done but deferred to a later date due to the economy • Plan how to offer courses that will draw students back to Strong Done – reinstated the EAST program • Research using the IB Program to provide additional choices for students Not feasible at this time • Research partnering with other schools to share 	<ul style="list-style-type: none"> • The IB Program was researched but the administration felt this program was too expensive and would not meet the needs of a substantial population of our students at this time. AP is currently meeting the needs of a larger population of students. • The topic of partnering with other schools was discussed but the administration would like to try working more with SAU at this time. • There has been an initial meeting with a representative from South Ark. This representative will be coming to the school during the last quarter to discuss scheduling for the 2016-2017 year. <p>Compare data collected for the 45 Day Plan to see if discipline issues, absentees, and grades are improving. See above evaluation</p>

<ul style="list-style-type: none"> • Literacy facilitator has other duties that require her time • Math facilitator teaches full time • No funding to offer additional electives 	<p>teachers <i>Not feasible at this time</i></p> <ul style="list-style-type: none"> • Research having South Arkansas Community College have a teacher come to Strong for face to face time with students and on-line classes <i>Discussed this issue with South Arkansas Community College, but the college did not have a Spanish teacher to share with Strong</i> • Research having retired teachers volunteer to help with remediation <i>The school is working on this</i> • Research the possibility of acquiring the 21 Century Grant <i>This is still a possibility but the administration does not believe that at this time we can do this.</i>
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<i>Organizational Structures</i>	<i>2016 - 2017 Vision and Actions</i>	<i>Evaluation</i>
<p>Positives</p> <ul style="list-style-type: none"> • Leadership Teams • RTI Team • PLC teams • Testing Coordinator • ACSIP interventions are aligned to provide the most cost effective management of the schools and district • Most teachers have common planning time within their discipline • The professional development plan is developed around specific teachers' needs <p>Needs</p> <ul style="list-style-type: none"> • No specialized person for remediation • Teachers overloaded with current class preparation – very little time 	<p>Could not place a percentage amount on these actions.</p> <p>Coordinate the duties and collaboration times of staff members to evaluate data, plan curriculum, and participate in long term planning that will give ALL students opportunities to succeed.</p> <ul style="list-style-type: none"> • Have various promotional activities for the school. If the school can pull back some of the population that has departed under school choice, the school will have additional monies. <i>This is in the works. A local senator has been contacted with ideas.</i> 	<ul style="list-style-type: none"> • Compare data collected for the 45 Day Plan to see if discipline issues, absentees, and grades are improving. <i>Overall absentees did improve for students and teachers, grades improved, and discipline issues remained minor.</i>

<p>for data</p> <ul style="list-style-type: none"> • Literacy facilitator has other duties that require her time • Math facilitator teaches full time • No funding to offer additional electives 		
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<i>Organizational Structures</i>	<i>2017 - 2018 Vision and Actions</i>	<i>Evaluation</i>
<p>Positives</p> <ul style="list-style-type: none"> • SIS • External Provider • Technology Director • Dyslexia Specialist • Leadership Teams • RTI Team • Testing Coordinator • ACSIP interventions are aligned to provide the most cost effective management of the schools and district • Most teachers have common planning time within their discipline • The professional development plan is developed around specific teachers' needs <p>Needs:</p>	<p>Could not place a percentage amount on these actions.</p> <p>Coordinate the duties and collaboration times of staff members to evaluate data, plan curriculum, and participate in long term planning that will give ALL students opportunities to succeed.</p> <p><i>Actions for year three will depend on the evaluations done at the end of year two.</i></p>	<ul style="list-style-type: none"> • Compare data collected for the 45 Day Plan to see if discipline issues, absentees, and grades are improving.

<ul style="list-style-type: none"> • No specialized person for remediation • Teachers overloaded with current class preparation – very little time for data • Literacy facilitator has other duties that require her time • Math facilitator teaches full time • No funding to offer additional electives • 		
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Accountability Systems (TESS & RTI)	2015 - 2016 Vision and Actions	Evaluation
Positives <ul style="list-style-type: none"> • Dyslexia Specialist • Special Education Assessment System • ACSIP • TESS • RTI • Pre and Post tests • Flynt Cooter to determine reading levels and student needs • Data from the 45 Day Plan • Student Behavior is recorded in E-School 	<p>50% of the school population will perform at the 50th percentile on the ACT Aspire.</p> <ul style="list-style-type: none"> • The Special Education Assessment System was used at the beginning of the year to determine the levels of students in all classes. Done • RTI is being used to provide remediation for those students not performing at the 70% on all testing. Done • Pre and post tests are being given by all teachers Done • The dyslexia specialist used the Flynt Cooter to determine the reading levels and needs of students not succeeding in English classes. Done 	<ul style="list-style-type: none"> • ACT and ACT Aspire data will be disaggregated to determine if the goal was met. <p><i>This goal was not met. The district has purchase a new supplemental program that will help teachers pre and post test students. With this program teachers will receive data in the moment without having to wait to grade papers.</i></p> <p><i>The district will use the ACT Aspire testing for 2016-2017.</i></p>

<p>Needs: None identified at this time. The teams have already researched and have in place actions for 2015-2016.</p>	<ul style="list-style-type: none"> • The dyslexia specialist is working with identified students to improve comprehension and fluency. <i>Done</i> • 	
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Accountability Systems (TESS & RTI)	2016 - 2017 Vision and Actions	Evaluation
<p>Positives</p> <ul style="list-style-type: none"> • Dyslexia • SEAS • ACSIP • TESS • RTI • Pre and Post tests <p>Needs: Will identify these at the beginning of 2016-2017.</p>	<p>53% of the school population will perform at the 50th percentile on the ACT Aspire.</p> <ul style="list-style-type: none"> • Using the data from ACT, ACT Aspire, and data collected from the final 45 Day Plan to determine if any of the above actions will be continued or if the teams will research other alternatives. • <i>The district has purchase a new supplemental program that will help teachers pre and post test students. With this program teachers will receive data in the moment without having to wait to grade papers.</i> • <i>The district will use the ACT Aspire testing</i> 	<ul style="list-style-type: none"> • ACT and ACT Aspire data will be disaggregated to determine if the goal was met.

	<p>for 2016-2017.</p> <ul style="list-style-type: none"> The district is providing professional develop to help the faculty understand the culture of the community and to help them understand how to make students and parents feel important. 	
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Accountability Systems (TESS & RTI)	2017 - 2018 Vision and Actions	Evaluation
Positives <ul style="list-style-type: none"> Dyslexia SEAS ACSIP 	<ul style="list-style-type: none"> 55% of the school population will perform at the 50th percentile on the ACT Aspire. Evaluate the current programs and practices to determine if they are meeting 	ACT and ACT Aspire data will be disaggregated to determine if the goal was met.

<ul style="list-style-type: none"> • TESS • RTI • Pre and Post tests • CWTs <p>Needs: Will identify these at the beginning of 2017-2018.</p>	<p>the needs.</p> <ul style="list-style-type: none"> • Evaluate the budget to determine if monies can be better spent. <p>Using the data from ACT, ACT Aspire, and data collected from the final 45 Day Plan to determine if any of the above actions will be continued or if the teams will research other alternatives.</p>	
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Instructional Program and Teacher Effectiveness	2015 - 2016 Vision and Actions	Evaluation
<p>Positives:</p> <ul style="list-style-type: none"> • ACT Prep • My Skills Tutor • Leadership helps with PLC • TESS 	<p>80% of all teachers will have units or lesson plans on file with the principal which will include all related documents for each lesson.</p> <ul style="list-style-type: none"> • Have English and math teachers trained in ACT Prep Done 	<ul style="list-style-type: none"> • Notebooks turned in at the end of each quarter will be reviewed to determine if teachers completing their units of study. 80% of the teachers did turn in lesson plans and documents at the end of the

<ul style="list-style-type: none"> • CWTs <p>Needs:</p> <ul style="list-style-type: none"> • Total curriculum alignment • Completed units of study or lesson plans 	<ul style="list-style-type: none"> • Plan to have the new scanner accessible in 2016-2017 for all teachers to use for scanning related documents Done • Plan for times in the 2016-2017 schedule and professional development plan to have teachers align the curriculum Done • Plan for professional development to help teachers with completing units or lesson plans Done • Plan to provide professional development on how to upload units into Google Docs Done 	<p>year. After reviewing the notebooks, the administration realizes there needs to be more training in developing a curriculum.</p>
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Instructional Program and Teacher Effectiveness	2016 - 2017 Vision and Actions	<i>Evaluation</i>
Positives: <ul style="list-style-type: none"> • ACT Prep 	85% of all teachers will have units or lesson plans on file with the principal which will include all	<ul style="list-style-type: none"> • Notebooks turned in at the end of each quarter will be reviewed to determine if

<ul style="list-style-type: none"> • My Skills Tutor • Leadership helps with PLC • TESS • CWTs <p>Needs:</p> <ul style="list-style-type: none"> • Total curriculum alignment • Complete units of study or lesson plans 	<p>related documents for each lesson.</p> <ul style="list-style-type: none"> • <i>Provide professional development that helps teachers become better planners</i> • <i>Develop an e-mail where all lesson plans and documents will be sent to and then placed in Google Drive into teacher folders</i> • <i>Continue stressing the need for all documents</i> 	<p>teachers completing their units of study. <i>Updated. Evaluate the documents sent to the lesson plan e-mail and placed into Google Drive</i></p>
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Instructional Program and Teacher Effectiveness	2017 - 2018 Vision and Actions	Evaluation
<p>Positives:</p> <ul style="list-style-type: none"> • ACT Prep • My Skills Tutor • Leadership helps with PLC • TESS • CWTs <p>Needs:</p> <ul style="list-style-type: none"> • Total curriculum alignment • Complete units of study or lesson plans 	<p>90% of all teachers will have units or lesson plans on file with the principal which will include all related documents for each lesson.</p>	<ul style="list-style-type: none"> • Notebooks turned in at the end of each quarter will be reviewed to determine if teachers completing their units of study.

SCHOOL BOARD MINUTES

March 14, 2016

The Strong-Huttig School Board held its regular meeting on Monday, March 14, 2016 at 6:00 p.m. in the high school library. President Cindy Smith called the meeting to order and established a quorum. Others present were: Mr. Fredrick Baker, Mr. Edward Boswell, Mrs. Terri Dollar, Mr. James Poole, Ms. Carrie Thomas, and Mrs. LaKenya Williams.

Motion made by Mrs. Dollar with a second by Mr. Boswell to approve minutes of February 22, 2016. Vote was unanimous.

Motion made by Mr. Boswell with a second by Mrs. Williams to approve: Vote was unanimous.

**Detailed Statement of Changes in Fund Balances
Bank Reconciliation
Cafeteria Finance Statement
Check Register**

**Motion made by Mr. Baker with a second by Ms. Thomas to approve the 2016-2017 school calendar.
Vote was unanimous.**

Motion made by Mrs. Williams with a second by Ms. Thomas to accept the following resignations which are effective the end of each current contract. Vote was unanimous.

**Dennis Fischer – Elementary Special Education (retiring)
Radiance Peterson – High School Science
Renee' Rial – Elementary 2nd Grade
Julie Vaden – Elementary Media Specialist (retiring)
Emma Cornelius – High School Media Specialist
Brenda Daniels – Elementary 2nd Grade (Retiring)
Debra Manning – High School Secretary (Retiring)**

Shirley Kyle, school improvement specialist, gave her monthly report to the board.

Board entered executive session at 6:18 p.m. for personnel issues.

Board resumed open session at 7:43 p.m.

Motion made by Mr. Baker with a second by Mrs. Dollar to accept resignation of Jerry

Williams, maintenance/transportation supervisor, effective March 18, 2016. Mr. Williams will be paid for his remaining vacation days. Vote was unanimous.

Motion made by Mr. Boswell with a second by Mr. Poole to move Mike Sutterfield into the maintenance/transportation supervisor position effective March 28, 2016. His current contract will be amended to reflect salary change per the Classified Salary Schedule. Mr. Sutterfield will also receive the contract for this position for 2016-2017 (July 01, 2016 – June 30, 2017). Vote was unanimous.

Motion made by Mr. Boswell with a second by Mr. Baker to hire Jeffery Alphin as Superintendent for 2016-2017. His contract dates will be July 01, 2016 – June 30, 2017. Vote was a majority for approval with one nay vote by Mrs. LaKenya Williams.

Motion made by Mrs. Dollar with a second by Mr. Boswell to hire all recommended licensed and classified personnel for the 2016-2017 school year. These positions have been pre-approved by the ADE Fiscal Unit. This vote included approval of a purchase service contract for Nancy Risher, bookkeeping, for 2016-2017. This purchase service contract has also been pre-approved by the ADE Fiscal Unit. Vote was unanimous.

Ms. Evelyn Thomas, SHEA, informed board that the organization and Mr. Alphin are working on finalizing the Academic Banquet.

President Cindy Smith requested that Mr. Norman Hill be contacted about a possible Financial Workshop Meeting on March 22, 2016.

Mr. Alphin addressed the board concerning his visions for the school district as he undertakes the position of Superintendent of Schools for 2016-2017.

Board President
Secretary

Board

April 18, 2016

The Strong-Huttig School Board held its regular meeting on Monday, April 18, 2016 at 6:20 p.m. in the high school library. President Cindy Smith called the meeting to order and established a quorum. Others present were: Mr. Fredrick Baker, Mrs. Terri Dollar, Ms. Carrie Thomas, and Mrs. LaKenya Williams. Mr. Edwin Boswell and Mr. James Poole were absent.

Motion made by Mrs. Williams with a second by Mr. Baker to approve minutes of March 14, 2016. Vote was unanimous.

Motion made by Mr. Baker with a second by Mrs. Dollar to approve: Vote was unanimous.
Detailed Statement of Changes in Fund Balances
Bank Reconciliation
Cafeteria Finance Statement
Check Register

Motion made by Mrs. Williams with a second by Mrs. Dollar to approve the Legislative Audit Report ending June 30, 2015. Vote was unanimous.

Motion made by Mrs. Williams with a second by Mr. Baker to rescind previous resignation of Jerry Williams and accept resignation due to retirement effective March 18, 2016. This makes him eligible to receive payment for his remaining unused sick days. Vote was unanimous.

Motion made by Mr. Baker with a second by Mrs. Williams to accept resignation of Anthony Avery as Head Boys' Basketball Coach beginning July 01, 2016 (beginning date of his 2016-2017 contract). Vote was unanimous.

Motion made by Ms. Thomas with a second by Mrs. Dollar to approve Jeff Alphin to serve on South Central Service Cooperative Board of Directors effective July 01, 2016. Vote was unanimous.

Shirley Kyle gave the School Improvement Report.

Motion made by Mr. Baker with a second by Mrs. Dollar to approve the following purchase service contracts for 2016-2017. All have been pre-approved by the ADE Fiscal Distress Unit. Vote was a majority (4-1). Mrs. Williams opposed. (Copies of contracts attached to minutes.)

Shirley Kyle – School Improvement Specialist
Bawana Hooper – Special Education Evaluations
Marcie Ethridge – Special Education Medicaid Filing
Quality Health Services – Special Education Occupational Therapy

Motion made by Mrs. Williams with a second by Ms. Thomas to approve request of Gardner Alumni Association to use high school cafeteria on July 1st and 2nd for the Alumni Meet and Greet and Breakfast. Vote was unanimous.

Motion made by Ms. Thomas with a second by Mr. Baker to approve price increase of adult cafeteria meals for the 2016-2017 school year. The prices are: breakfast - \$2.25 and lunch - \$3.75. Increases are due to Child Nutrition regulations regarding reimbursable meals. Vote was unanimous.

Board entered executive session at 7:08 p.m. for personnel issues.

Board resumed open session at 7:35 p.m.

Motion made by Mrs. Dollar with a second by Ms. Thomas not to renew contract with Fetterman & Associates for 2016-2017. Vote was unanimous.

Motion made by Mr. Baker with a second by Mrs. Williams to hire Mr. Wendell Colen as K-12 principal effective July 01, 2016. (pre-approved by ADE Fiscal Distress Unit) Vote was unanimous.

Motion made by Mr. Baker with a second by Mrs. Williams to re-assign the following for the 2016-2017 school year. Vote was unanimous.

LaSandra Williams to elementary self-contained special education position

Veronica Tribble to elementary special education resource teacher position

Calandra Brown to 7-12 Life Science position

Lisa Fowler to 7-12 Library Media Specialist position

Motion made by Mrs. Williams with a second by Mrs. Dollar to hire Tyrone Davis as 2nd grade teacher for the 2016-2017 school year. (pre-approved by ADE Fiscal Distress Unit) Vote was unanimous.

Motion made by Mrs. Williams with a second by Mr. Baker to hire Veronica Davis as 5th /6th grade literacy teacher for the 2016-2017 school year. (pre-approved by ADE Fiscal Distress Unit) Vote was unanimous.

Motion made by Ms. Thomas with a second by Mrs. Dollar to hire Jessica Massey, LPN as K-12 school nurse for the 2016-2017 school year. (pre-approved by ADE Fiscal Distress Unit) Vote was unanimous.

Motion to adjourn and meeting adjourned at 7:46 p.m.

Board President

Board Secretary

May 16, 2016

The Strong-Huttig School Board held its regular meeting on Monday, May 16, 2016 at 5:30 p.m. in the high school library. President Cindy Smith called the meeting to order and established a quorum. Others present were: Mr. Fredrick Baker, Mr. Edwin Boswell, Ms. Carrie Thomas, and Mrs. LaKenya Williams. Mrs. Terri Dollar and Mr. James Poole were absent.

Motion made by Mr. Baker with a second by Mr. Boswell to approve minutes of April 18, 2016. Mrs. Williams noted there was an error in those minutes. She stated she voted opposed to Mr. Alphin serving on the Board of Directors at South Central Service Cooperative. The vote was recorded as unanimous instead of a 4 to 1 majority. Board voted unanimously to approve minutes after error was noted and corrected.

Motion made by Mr. Baker with a second by Mr. Boswell to approve: Vote was unanimous.

**Detailed Statement of Changes in Fund Balances
Bank Reconciliation
Cafeteria Finance Statement
Check Register**

Motion made by Ms. Thomas with a second by Mr. Boswell to approve Petitions of Student Transfer:

**Dixon Rawls to El Dorado Breanna, Abigail, and Chloe Hargis to Parkers Chapel
Vote was unanimous.**

Mr. Lusk informed board that both Gardner Strong Elementary and Strong High School were accredited by the AR Department of Education for the 2015-2016 school year.

Shirley Kyle presented the School Improvement report for this quarter.

Motion made by Ms. Thomas with a second by Mr. Boswell to accept resignations effective end of current contracts. Vote was unanimous.

**Deborah Matthews – HS English
Craig O’Neal – HS ALE and Coach
Kirbi Hinton – HS Math and Coach**

Motion made by Mr. Baker with a second by Mr. Boswell to approve purchase service contracts for the 2016-2017 school year. Vote was unanimous.

**Hope Landing – SPED Physical Therapy
Karen Bell – RN Supervisor for LPN, Jessica Massey**

Motion made by Mr. Boswell with a second by Mr. Baker to approve organizing a Career Technical Education advisory committee. Vote was unanimous.

Motion by Mr. Boswell with a second by Mrs. Williams to approve the Proposed Budget of Expenditures with Tax Levy for Fiscal Year Beginning July 01, 2017 to and including June 30, 2018. Vote was unanimous.

Motion made by Mr. Boswell with a second by Ms. Thomas to approve: Vote was unanimous.

**Special Education 2016-2017 Statement of Intent
Special Education 2016-2017 Assurances and Agreements School-Age Services
Special Education 2016-2017 Certification Regarding Lobbying**

**Motion made by Mr. Boswell with a second by Mr. Baker to approve using Title I Remediation funds to purchase software for all core subjects. (\$12,000.00 to \$15,000.00)
Vote was unanimous.**

Mr. Lusk informed board of End-of-Year Dinner on May 27, 2016 at 6:00 p.m.

Board entered executive session for personnel issues at 6:10 p.m.

Board resumed open session at 6:58 p.m.

Ms. Evelyn Thomas informed board of success of Academic Banquet.

Motion to adjourn and meeting adjourned at 7:05 p.m.

**Board President
Secretary**

Board

June 20, 2016

The Strong-Huttig School Board held its regular meeting on Monday, June 20, 2016 at 6:00 p.m. in the high school library. President Cindy Smith called the meeting to order and established a quorum. Others present were: Mr. Fredrick Baker, Mr. Edwin Boswell, and Mrs. LaKenya Williams. Mrs. Terri Dollar, Mr. James Poole, and Ms. Carrie Thomas were absent.

Motion made by Mrs. Williams with a second by Mr. Baker to approve minutes of May 16 and June 09, 2016. Vote was unanimous.

Motion made by Mr. Baker with a second by Mr. Boswell to approve: Vote was unanimous.

**Detailed Statement of Changes in Fund Balances
Bank Reconciliation
Cafeteria Finance Statement
Check Register**

Motion made by Mr. Boswell with a second by Mrs. Williams to approve Petitions of Student Transfer:

**Lydia Culp to El Dorado
Chloe Fife to Parkers Chapel
Kaylynn Taylor to Parkers Chapel**

Vote was unanimous.

Motion made by Mr. Boswell with a second by Mr. Baker to accept resignation of Angelia Mueller, elementary teacher, effective June 15, 2016. Vote was unanimous.

Board entered executive session for personnel at 6:21 p.m.

Board resumed open session at 6:33 p.m.

Motion made by Mrs. Williams with a second by Mr. Boswell to hire the following for the 2016-2017 school year: Martha Howard – 1st grade

**Malinda Butler – 4th grade
Krista Goyne – high school English**

Vote was unanimous.

Motion made by Mr. Baker with a second by Mrs. Williams to transfer Kevin Billings to high school to teach EAST and sponsor the yearbook. Yearbook will be done during

regular school schedule; therefore, he will not receive a stipend for the yearbook. Vote was unanimous.

Motion made by Mrs. Williams with a second by Mr. Baker to hire Steven Anthony for elementary PE and assistant Jr/Sr football coach and assistant Jr/Sr basketball coach. Vote was unanimous.

Motion made by Mrs. Williams with a second by Mr. Boswell to amend Greg Anthony's contract to include head Jr/Sr basketball coach as well as head Jr/Sr football coach. Vote was unanimous.

Motion to adjourn and meeting adjourned at 6:41 p.m.

Board President
Secretary

Board

July 18, 2016

The Strong-Huttig School Board held its regular meeting on Monday, July 18, 2016 at 6:00 p.m. in the high school library. President Cindy Smith called the meeting to order and established a quorum. Others present were: Mr. Fredrick Baker, Mr. Edwin Boswell, Ms. LaKenya Riley, and Ms. Carrie Thomas. Mrs. Terri Dollar and Mr. James Poole were absent.

Motion made by Mr. Baker with a second by Mr. Boswell to approve minutes of June 20, 2016. Vote was unanimous.

Motion made by Mr. Boswell with a second by Ms. Riley to approve: Vote was unanimous.
Detailed Statement of Changes in Fund Balances
Bank Reconciliation
Cafeteria Finance Statement
Check Register

Motion made by Ms. Riley with a second by Mr. Baker to approve new district and school Mission Statements. Vote was unanimous.

President Cindy Smith asked that information be obtained concerning the Vivian Davis Cooper Scholarship Program.

Motion made by Mr. Baker with a second by Ms. Thomas to approve changes to the Parent/Student Handbook and adopt the new 2016-2017 Parent/Student Handbook. Vote was unanimous.

Motion made by Mr. Boswell with a second by Ms. Riley to approve:
Polling Site Resolution Request to Election Committion
Notice of Annual School Election
Notice of Polling Sites for Annual School Election
Vote was unanimous.

Motion made by Mr. Baker with a second by Ms. Thomas to approve 2016-2017 Cafeteria Bids:
Sysco and Tankersly (Food/General Supplies)
Turner Holdings (Milk/Juice)
Flowers Foods (Bread)
Vote was unanimous.

Motion made by Mr. Boswell with a second by Mr. Baker to accept bid from Health Special Risk for the mandatory all student and athletic accident insurance. Vote was unanimous.

Motion made by Mr. Baker with a second by Ms. Riley to move \$90,000.00 from operating fund to building fund for Period 13 of 2016. Vote was unanimous.

Motion made by Ms. Riley with a second by Mr. Boswell to approve request of Strong Church of Christ to use high school cafeteria on August 07, 2016 for a church luncheon. Vote was unanimous.

Motion made by Ms. Thomas with a second by Mr. Boswell to approve Petition of Student Transfer to El Dorado Schools: Alyssa, Aubrey, and Jane Dubois. Vote was unanimous.

Motion made by Ms. Riley with a second by Mr. Boswell to add to board agenda. Vote was unanimous.

Motion made by Mr. Baker with a second by Ms. Riley to approve request of Willis Family to use elementary cafeteria lunch area for a family reunion on Saturday, July 23, 2016. Vote was unanimous.

Board entered executive session for personnel at 6:35 p.m.

Board resumed open session at 7:08 p.m.

**Motion made by Mr. Boswell with a second by Mr. Baker to hire:
Shemeka Morgan – 2nd grade Victor Jackson – 4th grade
Vote was unanimous.**

Open House and Back-to-School Bash will be held August 11, 2016. Mr. Alphin and Ms. Evelyn Thomas stated that these events are being organized.

Motion to adjourn and meeting was adjourned at 7:15 p.m.

Board President

Board Secretary

August 23, 2016

The Strong-Huttig School Board held a special-called meeting on Tuesday, August 23, 2016 at 5:45 p.m. in the high school library for personnel issues. President Cindy Smith called the meeting to order and established a quorum. Others present were: Mr. Fredrick Baker, Mr. Edwin Boswell, Mrs. Carrie McHenry, and Ms. LaKenya Riley. Mrs. Terri Dollar and Mr. James Poole were absent.

Board entered executive session at 5:55 p.m. for personnel issues.

Board resumed open session at 6:04 p.m.

Motion made by Mrs. McHenry with a second by Mr. Boswell to rescind the 2016-2017 contract of Bernard Adams retroactive to August 03, 2016. Vote was unanimous. (Mr. Adams had a 2016-2017 contract with Pine Bluff School District when he signed the contract with Strong-Huttig Public Schools. No school employee in Arkansas can have a contract at the same time with two (2) different school districts. Strong-Huttig School District was unaware of the Pine Bluff contract when Mr. Adams was hired by the district.)

Motion made by Ms. Riley with a second by Mr. Baker to hire Bianca Lark as a kindergarten teacher retroactive to August 22, 2016. Vote was unanimous. (Ms. Lark's contract will be for 177 days.)

Motion made by Mr. Baker with a second by Mr. Boswell to pay Tina Raney for teaching during her conference/prep period. Vote was unanimous. (The business program at Strong High changed from Digital Media to Office Management. It is necessary to teach DC3 and DC4 courses in order for the students to be completers. Teaching these additional courses necessitates Mrs. Raney teaching during her conference period.)

Motion to adjourn and meeting adjourned at 6:10 p.m.

Board President

Board Secretary

EXTERNAL PROVIDER

Supplemental Services

The Strong-Huttig School District did not renew the contract with Fetterman and Associates, our external provider, for the 2016-17 school year. The district has hired an Internal School Improvement Specialist who has experience working in our district and is familiar with our strengths and weaknesses. The money saved will be used to fund the local SIS and to improve technology throughout the district. Computer upgrades and new programs will be available for our students.

CURRENT LEADERSHIP TEAM MEETINGS AND PLC MEETINGS

Strong-Huttig School District Arkansas
Team Agendas & Minutes[Back to My Meetings](#)**District Leadership Team Meeting**

8/23/2016 9:00 High School Side Office

1. Enter or Edit Meeting Agenda

2. Print Documents for Meeting

3. Enter Meeting Minutes

Meeting Minutes**I. Team/Guest Attendance****Team Members in Attendance:**

- ☒ Jeff Alphin ☐ Anthony Avery ☒ Wendell Colen ☒ Barbara Goldsby ☒ Shirley Kyle
☒ Jason Porter ☒ Shaketa Story

Guests in Attendance:

i Check each agenda item below that was completed during the meeting.

II. ☐ Celebrate recent successes

Pre-testing at the elementary and high school is going smoothly.

III. ☐ Review and respond to Coaching Comments

The last coaching comment was placed on May 24, 2016.

The ADE Review Group has uploaded the Federal Programs Amended Substantial Compliance for Expenditures letter in the "Uploads from SEA to districts" folder.

Please note, all documents that the SEA uploads into the folder will need to remain for audit purposes.

IV. ☐ Approval of last meeting's minutes

First meeting of the year.

V. ☐ Old business

First meeting of the year.

VI. ☐ Indicators to Assess-Create-Monitor

Indicators Assessed



Objectives Planned For



Monitor (updates made)

During the next leadership team meeting, the team members will decide what Indicators will be most relevant to the district supporting the schools in moving toward academic achievement.

VII. Other Business

Action Taken

District Leadership Team Meeting

August 23, 2016

A member of the team read the minutes from the August 22, 2016 High School Leadership Team Meeting.

The Elementary Principal shared information from the pre-testing at the elementary.

The team looked at the disaggregated data collected to date from the pre-testing done in literacy and math. The team realizes that the district must support the schools in providing the needed remediation.

Issue:

- The schools need technology to use in the classrooms to support the Study Island supplemental program and the Plato remediation program.

Discussion:

- The elementary is ok using the two computer labs for testing and some remediation but classrooms need carts of computers to provide students access to technology on a daily basis.
- The high school has carts of laptops but needs to redistribute the laptops according to the number of students in a class.
- The elementary has i-pads, but students need access to keyboards.
- Before the team can decide how to support the schools, the technology coordinator needs to provide the team with his inventory.
- The technology coordinator needs to be getting quotes from various distributors.
- A discussion was held as to the quality of computers needed. The schools don't need expensive technology but they do need technology that will accommodate the programs we have. The technology coordinator will need to determine the specs that are needed.
- The team realizes that even after the schools get the new technology there will still be a wait period for placing the technology. Laptops will have to be programed for the network and engraved to help with maintaining the inventory.

Decision:

Both campuses will inventory their available i-pads and laptops to determine the amount of technology needed. The federal program coordinator will meet with the bookkeeping department to determine available funds for the purchase. An inventory will be presented to the District Leadership Team on September 6, 2016 at 9:00AM. Bids will be solicited and ready to present to the School Board for consideration on September 26, 2016. After the final decision, technology will be purchased during the week of September 26-30, 2016.

Issue:

- Changing the culture of the school.

Discussion:

- What has been done over the years to get parents involved and students motivated has not worked.
- We must begin this change from within meaning the faculty and staff must help the students develop a sense of feeling respected and belonging.
- We need to choose a book for a book study that helps teachers realize how our culture of students see us as leaders.
- We need to highlight the students who have graduated from Strong and gone on to success. This does not necessarily mean a job stemming from a college degree. There are students who have successful jobs without that college degree.

Decision:

Members of the District Leadership Team will compile a list of former students who have gone on to acquire successful jobs. These students will be sent a letter requesting their presence at the Homecoming Ceremony on September 16, 2016. These alumni will be asked to come on the field

at half time to highlight what has been accomplished from an education at Strong-Huttig. The goal is to build the reputation of the school by showing that **SUCCESS CAN COME FROM A SMALL SCHOOL!** Alumni will be asked to provide the school with a photograph to be placed in the schools on a "Hall of Fame" wall.

VIII. Next Meeting

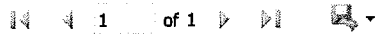
☒ **Uncheck this box if you want to automatically create a new meeting based on the information below.**

Next Meeting Date:  Next Meeting Time:
Next Meeting Title:
Next Meeting Location: (optional)

IX. Adjourned Time

Adjourned Time:

[Save Meeting Minutes](#)[Save and Print Meeting Minutes](#)[Back to My Meetings](#)

 1 of 1

Strong High School

Meeting Date: 8/22/2016 - 2:15

Location: Principal's Office

Title: Leadership Team Meeting

I. Team/guest attendance

Team Members in Attendance: Jeff Alphin, Cathy Barton, Sharee Booth, Barbara Goldsby, Shirley Kyle, Deanna Moon, Jason Porter

Guests in Attendance:

II. Celebrate recent successes - Not Reviewed

Pre testing is underway in math and literacy. Data is being disaggregated to help drive instruction. Science pre testing will begin next week.

III. Review and respond to Coaching Comments - Not Reviewed

There are no new coaching comments.

IV. Approval of last meeting's minutes - Not Approved

First meeting of the new year.

V. Old business - Not Discussed

First meeting of the new year.

VI. Indicators to Assess-Create-Monitor - Not Discussed

Monitor

During the next leadership team meeting, the team members will decide what Indicators will be most relevant for the high school based upon our focus for the year.

VII. Other Business

Minutes – High School Leadership Team Meeting

August 22, 2016

All math classes have pre-tested. The 7th, 8th, and 9th literacy classes have pre-tested in reading comprehension.

ACT Aspire Interim will be released to the schools on October 3, 2016.

The group looked at the disaggregated data from the pre-tests given in math for the 7th-12th graders.

Issue:

- how to give the students the needed remediation

The 10th -12th grade math teacher stated that some of the students can comprehend the content but the majority of these students are behind.

Suggestions:

- teachers provide remediation three times a week for part of the class period.
- Look at the ACT to see what is being tested
- South Arkansas Community College is sending someone Wednesday, August 24, 2016 to give us options for help with ACT
- The special education teacher will work with her students to address their prescription programs. An instructional assistant will work with the indirect students to help them with remediation.
- before and after school remediation
- Remediate once a week.

Decision agreed upon by all members:

- The core teachers (reading, math, and science) will plan for at least one day of remediation/enrichment for their classes. This effort will help bring students closer to grade level functioning and address the current AIPs. Those students with IEPs who are pulled into the special education setting will receive additional help daily. This remediation will begin next week.

All teachers will be informed of this decision during the PLC meetings.

Issue:

- allowing students to go to the restroom during class time

Discussion:

- all teachers let their students go but have some sort of pass system

Decision:

- A decision was made that each student will have three passes per class for the nine weeks. The teachers will be responsible for deciding how to keep up with the number of passes each student uses per class. All teachers will be informed of this issue during the PLC meetings.

The meeting was adjourned at 3:15.

VIII. Next Meeting

Next Meeting Date: 08/30/2016
Next Meeting Time: 2:15
Next Meeting Title: High School Leadership Team Meeting
Next Meeting Location: Principal's office

IX. Adjourned Time

3:15

8/25/2016 12:58:47 PM

Minutes – PLC Meeting August 24, 2016

The meeting began at 3:00 with the minutes from the High School Leadership Team and District Leadership Team being read to the PLC teams. The group liked being kept in the loop with the information provided. They especially liked that the suggestions that they had made during the prior week's PLC meeting were included in the leadership teams' discussions. They were told that from now on the teams would function from bottom to top and back down. They would have a change to provide input, this would be taken to the high school leadership team, and then the decisions made there would be presented to the district leadership team to see how the district can support the issues.

Next the disaggregated data that has been compiled for the testing already completed was looked at and discussed. The teachers received training in how to look at the scores and how the modules were determined.

The teachers were praised for sending in their lesson plans. A few problems were discussed. One issue was sharing documents. After the discussion, it was determined that the SIS would deactivate the option to have a notification come to the lesson plan e-mail. This will make sorting documents into folders faster.

The SIS read a section from *Lessons From a Third Grade Dropout* by Dr. Rick Rigsby. This section talked about high school dropouts saying that schools did not hold them to high expectations. The group is deciding if this could possibly be a book that could be our book study.

The meeting was adjourned at 4:00.

Minutes for PLC Meeting – August 17, 2016

The SIS displayed results from the math class that had already taken the Accucess test. She explained what the numbers meant and showed that each student has a different prescription. She also showed what a student will see when he/she opens their account. A discussion was held as to what would be the best way to handle making sure students had time to work on their prescriptions. Some teachers expressed concerns about how we set aside one day last year; however, they thought since working in Plato that this program may be worth having a day set aside for remediation/enrichment. A discussion was also held about possibly setting aside about 10 to 15 minutes on specified days of the week for student to do remediation/enrichment.

Teachers were asked to go into their e-mails and fill out the evaluation form sent to them by the South Central Educational Cooperative. This evaluation covered the Classroom Management workshop. They have been asked to complete this as soon as possible.

Lesson plans were discussed. The SIS stressed the need to have documents uploaded into their lesson plans that they e-mail. They can scan and upload, supply a link, or tell where to find the documents used.

The meeting was adjourned at 4:00.

GOALS

Recommendation #1 Previously Classified Schools

Goal 1 - The School Improvement Leadership Team will develop a clear and shared academic focus that will lead to removal from Academic Distress.

At the end of the 2015-2016 year, one PLC meeting was devoted to having the faculty revisit the Strong High School Mission Statement. Because the faculty had identified a lack of student interest in school and parents' lack of stressing the importance of an education, the faculty created the following Mission State for the 2016-2017 year.

The mission of Strong High School is to encourage an interest in academic achievement and ethical behavior that will translate from school to college life or career life. To accomplish this we will nurture an environment that supports positive behavior and creates independent thinkers who become productive citizens and possess STRONG character.

This mission statement is posted throughout the building and is placed in the student handbook. The various teams realize that just placing this mission statement in these various locations is not bringing it to life. This will be one of the issues that will brought to the leadership teams at both schools and then to the district leadership team members. A plan will be developed to get stakeholders to understand the mission statement and how achieving the focus will lead to increased achievement, long range commitment to continuous improvement and specifically removal from Academic Distress classification. In further documents, you will see how this focus is foremost in decisions related to support expenditures .

Recommendation #1 Previously Classified Schools

Goal 2 – The School Improvement Leadership Team in conjunction with all stakeholders will develop a positive school culture conducive to learning and staff professional growth.

As stated in Goal 1, the staff realizes that we have to change the culture of our school and community. The school has tried many different proven methods for changing the culture of the students and community; however, the faculty realizes that the school has been going about this change in the wrong way. Following the visit in the spring of 2016 with the ADE School Improvement Specialist team, the leadership team realized that the reason the school was working hard with not success is because the first step is to change the culture of the faculty.

The Professional Development Plan included a workshop provided by South Central Educational Cooperative dealing with classroom management. This workshop focused on positive attitudes lead to positive behaviors. All PLC meetings and leadership meetings address ways to obtain this culture within the classrooms. The faculty is reminded on a continuous basis that we must make the students feel valued and in turn this will lead to a more positive learning environment, a more positive relationship with parents, and a more positive perception by the community. All of this will lead us to academic improvement.

Recommendation #1 Previously Classified Schools

Goal 3 – The School Improvement Leadership Team in conjunction with the District Improvement Leadership Team will develop a culture of continuous improvement.

As stated in Goals 1 and 2, the schools are committed to developing a culture of continuous improvement. Enclosed in this packet of documents you will find the copies of our current leadership team meetings both high school and district. As you will see in all of the documents, the district is committed to academic improvement. The local SIS has been providing reports to the school board and will continue this practice. In conjunction with these monthly reports to the school board, the SIS will provide training throughout the year that will help the school board better understand what the schools are doing to improve academic achievement.

The 2016-2017 year is the year for Strong-Huttig to participate in the Advance Ed review. The superintendent had the option of having the review completed at the district level or at the building levels. Because the district is committed to continuous improvement, the superintendent decided to have the review at the building levels to provide more non biased feedback. The district believes that having objective and constructive feedback can only help move the schools toward academic success.

The district is fully committed to changing the communities' perception that the Strong-Huttig schools are on the way out.

- The district sent out flyers before school began promoting the schools and acquainting the community with the new administration.
- A Facebook campaign was created for one week that targeted community members within a twenty-five mile radius promoting the schools and the new administration. This Facebook page also let the community know that

a permanent District Facebook page only with the district and schools' web sites would be updated on a regular basis to keep the community informed.

- A new call system was purchased to meet the needs identified in parent surveys. Parents wanted to know about upcoming events two weeks prior to the event and then the day of the event.
- The district has been working to beautify both campuses to make the schools inviting for all stakeholders.
- Members of the District Leadership Team have been going into the local churches to promote the schools. From these meetings the district has had a community pastor step forward and pledge his and his congregations support to help save the schools.
- The superintendent makes sure that all businesses that have provided support receive recognition on the Strong-Huttig website.
- The superintendent makes sure that funds are available for all NEEDED resources. At the beginning of the year, he told teachers to send in requisitions and explain how the requested purchase would benefit the students. He told them that all NEEDED purchases would be made but not wanted purchases that would not benefit the moving toward academic success.
- The superintendent in conjunction with other school districts worked to obtain part time career coaches to come into the districts twice a week providing students more opportunities to plan their futures.
- The superintendent hired an experienced principal for the elementary and high school to make sure the students have someone who can begin right away working toward improving academics.
- The superintendent and the principal accessed multiple sites for teacher applications. Even though the district has to closely monitor finances, the superintendent was not willing to sacrifice academic achievement over the budget. He tried to fill positions with veteran teachers who were willing to teach in Strong and make a difference.
- The district realizes that not being able to maintain the majority of its staff from year to year hurts academics. The administration has tried to come up

with ways to get and maintain highly qualified teachers for the district. Because the district does not have the finances like bigger schools to offer retention bonuses other than that received from the state, the district tries to retain personnel by providing low rent housing and providing an atmosphere of community for its teachers.

- The superintendent has plans to attend a meeting at South Central Educational Cooperative to meet potential candidates that want to enter the teaching profession through a non-traditional method. His hopes are to promote this method of entering the teaching profession within the community there by promoting “home grown” teachers who will be more likely to stay. This stability is what the students need.

RECOMMENDATION #3 AND 4

District Support

Elementary/High School

- Purchased new supplemental and remediation programs that had been researched by the building leadership teams and PLC teams
- Purchasing additional technology to support the new supplemental and remediation programs – Study Island and Plato – The parent company “Edmentum” is an Arkansas approved digital provider.
- Provided training in how to use the new supplemental and remediation programs
- Sent new teachers to the New Teacher Institute at South Central Educational Cooperative (TESS and all required professional development trainings)
- Revised the bell schedules to help the new teachers with time management and preparation
- Professional development in Classroom Management was provided by the South Central Educational Cooperative. This classroom management dealt with changing the culture of the faculty and staff to change student and parent culture.
- The District Leadership Team pledged financial support to purchase technology that will help support the new supplemental and remediation programs.
- The building leadership teams and the district leadership team addressed the issues with discipline and presented these changes to the district handbook committee. The committee made the recommended changes and presented these changes to the School Board on July 18, 2016. These changes were approved and updated in the 2016-2017 Handbook.
- See Recommendation 1 – Goal 3 to see more support.

Turnaround Principal

The Strong-Huttig School District was able to employ an experienced principal for the 2016-17 school year. He is TESS trained and will be attending all needed workshops to learn new features and changes in Bloomboard. Conducting classroom walk throughs and formal observation will provide data in Bloomboard that can be used to improve classroom teaching. We will be using the extra features that the state purchased to promote student and teacher growth.

Description of State and Federal Categorical Funding

State Categorical – Description	Amount of Student Improvement Anticipated	How Effectiveness Will be Evaluated in Accordance With the Anticipated Student Behavior
ALE		
Porter – ALE Supervisor	\$20,840	Student data collected from Accucess testing (supplemental program) will serve as the basis for evaluation. Student growth or the lack of will determine if this money is being well spent. ACT Aspire interim assessment data will also be reviewed to determine the effectiveness of this money being spent
NSLA		
Lovett – Resource Officer (District) Officer Lovett will provide trainings for faculty and students throughout the year that pertain to issues resulting in disciplinary actions.	\$10,800.00	Last year's quarterly discipline data will be compared to the same periods during the 2016-2017 year to determine if having the periodic trainings are helping bring about change.
Thomas – Remediation (High School) Remediation is provided for identified students.	\$16,575.00	Student data collected from Accucess testing will serve as the basis for evaluation. Student growth or the lack of will determine if this money is being well spent.
Goldsby – Literacy Facilitator (Both Schools) The literacy facilitator works with teachers to plan and provide quality instruction.	\$46,544.00	Student data collected from Accucess testing will serve as the basis for evaluation. Student growth or the lack of will determine if this money is being well spent. ACT Aspire interim assessment data will also be reviewed to determine the effectiveness of this money being spent.
Boswell – Reading Specialist (Dyslexia) (Both Schools) The Dyslexia Specialist provides targeted remediation for identified students.	\$51,936.00	Student data collected from Accucess testing will serve as the basis for evaluation. Student growth or the lack of will determine if this money is being well spent. ACT Aspire interim assessment data will also be reviewed to determine the effectiveness of this money being spent
Study Island – Plato	\$11,000.00	Student data collected from the various assessments within .

A supplemental program that supports teachers with planning, immediate in the moment data, assessments to determine needs, and individual prescription remediation.			the program will and data from the ACT Aspire Interim tests will be reviewed to determine the effectiveness of this money being spent. Computers will be purchased to support remediation in the PLATO software.
PD			
Cheatham – Technology Facilitator The technology facilitator provided group and individual professional development throughout the year.		\$26,000.00	Classroom Walkthroughs will be used to determine if teachers are using the available technology and to what extent. This information will be evaluated to determine the effectiveness of this money being spent.
Professional Development – Elementary			
Professional Development – High School			
Howard – Remediation – Elementary Remediation is provided for identified students.		\$16,267.00	Student data collected from Accucess testing, ACT Aspire Interim testing, DRA(Developmental Reading Assessment) testing, and DIBELS (Dynamic Indicators of Basic Early Literacy Skills) will serve as the basis for evaluation. Student growth or the lack of will determine if this money is being well spent.
Dixon – Remediation – Elementary Remediation is provided for identified students.		\$16,575.00	Student data collected from Accucess testing, ACT Aspire Interim testing, DRA(Developmental Reading Assessment) testing, and DIBELS (Dynamic Indicators of Basic Early Literacy Skills) will serve as the basis for evaluation. Student growth or the lack of will determine if this money is being well spent.
Avery – Parent Facilitator – District The Parent Facilitator works with parents and students to reduce discipline issues and increase academic achievement.		\$57,819.00	Parent facilitator will collect data pertaining to discipline issues will be evaluated.
Porter – Federal Program Coordinator – District		\$20,840.00	
Professional Development – Elementary -The professional development chosen must include support for classroom environment as well as teacher development in a given subject area and data collected from a classroom.		\$16,000.00	Professional development surveys will be used to determine effectiveness.

Professional Development – High School The professional development chosen must include support for classroom environment as well as teacher development in a given subject area.	\$30,000.00	Professional development surveys are used to help define what areas the teachers need support in. Data from classroom walkthroughs will be used.
1	\$20,000.00	Professional development surveys are used to help define what areas the teachers need support in.
Homeless	\$2,000.00	
Title IIA		
Kyle – Local School Improvement Specialist – High School -A school improvement specialist is employed in an effort to provide additional support for teachers, administration, and general academic avenues. The school improvement specialist will provide assistance in data collection of test scores, evaluation techniques, and teacher PLC environment.	\$45,500.00	Professional development surveys will be used to determine effectiveness.
South Central Educational Consortium Fee for professional development - Elementary The South Central COOP will be used to provide high quality professional development to all teachers and staff.	\$5,408.50	Professional development surveys will be used to determine effectiveness.
South Central Educational Consortium Fee for professional development – High School The South Central COOP will be used to provide high quality professional development to all teachers and staff.	\$5,408.50	Professional development surveys will be used to determine effectiveness.

- The district is waiting on additional information to determine the technology and other support materials needed.
- The district and schools anticipate discipline issues will remain low and at least 50% of the school population will score at ready or exceeding on the ACT Aspire.
- The district and schools anticipate at least 50% of the 11th graders will score at 19 or better on the ACT test.

Assessments To Be Administered

Description of Assessments	How will assessments be utilized by teachers, instructional teams, and leadership teams	Dates by Grade Level	Expected levels of student achievement	Clear use of the assessments
<p>Accucess - Plato Assessment – Pre Testing Accucess is a diagnostic test created by Plato. - This test places a grade level on students in the topics of math, reading, and writing (ELA). - After the test is completed it will automatically assign lessons, tutorials, videos, and quizzes to students. - These lessons are set up to get the students to a desired grade level, set by the teacher. Teachers can easily monitor scores on these “prescriptions” and reassign what needs to be.</p> <p>Test Pack – Plato Assessment – Pre-Testing Science teachers will use the Test Pack assessments since there are no accucess tests for subjects other than literacy and math.</p> <p>All other areas of the curriculum are required to find a pre-test to use for their content area.</p>	<p>Will be used by all stakeholders to plan remediation/enrichment and instruction</p> <p>Teachers will individualize areas of need and target instruction through rigorous assessments.</p>	<p>Math – Grades 7, 8, and 9 (Aug. 15 & 16) Math – Grades 10, 11, and 12 (Aug. 18 & 19) Literacy – Grades 7, 8, and 9 (Aug. 22 and 23) Literacy – Grades 10, 11, and 12 (Aug. 25 & 26) Science (Aug. 29, 30, and 31)</p>	<p>50% of the students who are below grade level will increase their reading, language, and math levels by two grade levels</p>	<p>Teachers will use the data collected from these tests to plan remediation and class instruction.</p>
<p>ACT Aspire Interim Assessments Interim Assessments serve as a means</p>	<p>Teachers will use Immediate, computer-based analysis and</p>	<p>English, Reading, Math,</p>	<p>50% of the students will</p>	<p>Data from these tests can be shared</p>

for fast, convenient, and accurate measurement. They can be implemented at intervals leading up to the ACT Summative Assessment.	reporting to plan instruction.	Science These tests will be given at the end of each grading period.	obtain ready or exceeding by the end of the third quarter .	with students, parents, teachers, schools teams, and district teams. These are short-duration, highly revealing assessments designed to produce snapshots of each learner's achievement at intervals throughout the academic year. As such, they are ideal for acknowledging that a learner's progress is at pace for success with the Summative assessment at the conclusion of the year. Conversely, they are equally ideal for identifying that a learner may require critical, corrective re-teaching to develop the essential skills
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					that will be measured by the Summative assessment.
ACT Classroom Assessments ACT Aspire Classroom Assessments are designed for implementation between their Interim counterparts described above. The flexible nature of these assessments allows teachers to interpret the best time for administration.	There are 10 assessments for English, reading, math, and science. Teachers will plan when to administer these according to the progress of the class. Teachers will use the data from each short-term assessment to provide guiding insights to student progress.	All students will be remediated using data from this point-in-time assessment and all students will show progress.	Each assessment provides short-term, guiding insights to student progress.		
Unit Pre-Test Assessments given before a unit is begun to guide the teacher in planning for instruction.	These tests are given prior the planning of a unit of instruction. This will include all areas of the curriculum. Teachers will use the data from these assessments to plan instruction during a particular unit.	This is an assessment to determine where the students are for instruction.	These assessments are meant to guide a teacher to know where to begin teaching within a unit of instruction.		
Unit Post Test Assessments that are developed before planning of lessons are begun. These tests focus on standards taught over a period of time.	Teachers use the data from these assessments to determine the progression of the students over materials taught.	80% of the students will perform above a "D" average.	These assessments are meant to inform the teacher about the extent of learning during a unit of study. This		

			use this data to help them determine how effective their teaching strategies and planning were for the prior year. This allows teachers to make modifications for the upcoming classes.			information will guide the teacher in determining if there were issues with the whole class or individuals that need to be addressed.
ACT Testing The paper test administered to all 11 th graders in the spring.	Teachers will use this data to help them determine how effective their teaching strategies and planning were for the prior year. This allows teachers to make modifications for the upcoming classes.	February 28, 2017	50% of the students will be at ready or exceeding.			
ACT Aspire Summative Testing	Teachers will use this data to help them determine how effective their teaching strategies and planning were for the prior year. This allows teachers to make modifications for the upcoming classes.	April 10 – May 12, 2017 Specific testing dates will be scheduled for each school before the end of the first semester.	50% of the students will be at ready or exceeding.			

Autonomy of Each School Improvement Leadership Team

The district has given each school's leadership teams the autonomy to make decisions about how to carry out decisions.

However; the teams must work within the parameters of the district having the final say if budgeting is required.

The order of decisions made is in the following order:

- PLC teams bring up or discuss issues noted by the administration and make suggestions.
- The suggestions are presented to the leadership teams where decisions are made from the suggestions.
- The decisions are presented to the district leadership team and decisions are made if budgeting is needed.

District Attempt to Retain Effective Teachers

- The Strong-Huttig School District is working to retain highly qualified teachers. When we advertise and attend job fairs, one point that is emphasized is low cost housing available to faculty members. The housing is located close to the school campuses and the teacher is responsible for a small fee for rent and pays the full cost of utilities. If the teacher remains in the district, the lease can be renewed yearly.
- In the past, when funds have been available through the state of Arkansas, teachers have been given an end of the year retention bonus.
- Novice teachers that are still completing their degree requirements are allowed school business days to take PRAXIS exams.
- Novice teachers are also assigned mentors to assist them during the year and these mentors are encouraged to continue that relationship into the future.
- We usually have several after school meals during the year to promote a sense of belonging in our district.

CURRICULUM ALIGNMENT

The District provides professional development that helps teachers prepare a curriculum with high quality lesson plans. The lesson plans are used to guide instruction for the classroom. In order for this to be successful, the process of turning in lesson plans and related documents has been changed.

- Lesson plans and all related documents are e-mailed to a lesson plan g-mail account by 9:00 each Monday.
- The SIS and Facilitator review the lesson plans and respond by e-mail with positive comments and suggestions.
- All documents related to the curriculum MUST be included in the e-mail.
- Folders have been created in the lesson plan g-mail account's Google Drive. Each week the documents sent are stored in each teacher's folder by week. Changes made to lesson plans during the week are e-mailed to the g-mail account by Friday and placed in that week's documents.

Support to Engage Parents and Community in the Turnaround Effort

As stated in previous documents, what the school has been doing to engage parents has not worked. After the spring meeting with the ADE School Improvement team, the team realized that before the school can change the culture of the students and parents, the faculty must make changes to ensure that students and parents feel valued.

- A new messenger system will be in place by September 6, 2016 to let parents know and be reminded of events.
- The faculty is receiving training in how to make students and parents feel valued.
- Members of the district leadership team are going into churches to speak with congregations.
- The “All Star Parents” will be in place to highlight parents who come to academic activities. These parents will be recognized during specified basketball games.
- A “Hall of Fame” night will be done to highlight alumni who have gone on to become productive citizens contributing to society. This will be done during one of the major sporting events that will draw a large crowd of not only Strong-Huttig supporters but also from the surrounding communities.
- A “Hall of Fame” wall will be created to display pictures of alumni.

During the year data will be collected from parent/community activities involving academics. This data will be broken down to show the participation of proficient and non-proficient parents.

If the non-proficient parents are still not participating, the school will begin looking for more ways to get them to participate.

**Description of Support to be Provided in
Creating a Positive Learning Environment**

This has been discussed in almost all prior documents.

RECOMMENDATION 4:

INFORMING AND DEVELOPING THE LOCAL SCHOOL BOARD

The local SIS does present at each school board meeting during the school year. However; she realizes that she needs to be a better job of presenting data. She also realizes that there needs to be some training done related to some the decisions made by the leadership teams.



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

August 15, 2016

Johnny Key
Commissioner

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of Education**

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*An Equal
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Mr. Jeff Alphin, Superintendent
Strong-Huttig School District
P. O. Box 735
Strong, AR 71765

Dear Superintendent Alphin,

The Arkansas State Board of Education is committed to the academic success of all students in our state. In support of this commitment, the State Board has appointed a special Sub-Committee to monitor the progress at schools classified as Academic Distress. To accomplish this goal, the Sub-Committee has established meeting dates for school and district leadership to provide oral updates and have discussion on barriers to progress.

Given your district has a school classified in Academic Distress, the Sub-Committee of the State Board of Education has scheduled your next review for Friday, September 9, 2016. The Sub-Committee meeting will begin immediately following the adjournment of the regular session of the State Board. Please contact me for an approximate starting time or for assistance in preparing for this meeting.

As a reminder, the Sub-Committee would like to hear a progress report specifically from the school principal. Following the principal's report, the Sub-Committee would like to hear from you (and other supporting administrators as appropriate) on how the district is supporting the school's efforts to increase student achievement. Please be prepared to discuss current year's progress for the following school(s):

Strong-Huttig High School (Academic Distress and Priority School)


Below you will find a list of recommended documents you may want to submit for the Sub-Committee to review prior to the meeting. Please keep in mind that all documents submitted will be posted for public review and no documents should identify students or parents by name.

Please send this information to Deborah Coffman at Deborah.coffman@arkansas.gov in PDF file format as soon as possible, but no later than by noon on Friday, August 26, 2016. The items generally requested include:

1. A list of activities/steps that have been completed/taken to assist the "needs improvement" schools.
2. Agendas and minutes of all School Board meetings for the last six months.
3. A list of external providers supporting school improvement and the evaluation of the effectiveness of these services within your school district.
4. A list of the actions specific schools are taking to meet the ADE's recommendations.
5. If available at this time, districts next steps for supporting school(s) in meeting ADE's recommendations.
6. Any additional information you consider relevant to your progress.

We look forward to reviewing your information and discussing your successes and challenges.

Respectfully submitted,

A handwritten signature in blue ink, appearing to read "Richard W. Wilde".

Richard W. Wilde, Ed.D.
Public School Program Manager
Arkansas Department of Education

cc: M. Annette Barnes, Assistant Commissioner of Public School Accountability
Deborah Coffman, Chief of Staff
Elbert Harvey, Coordinator of School Improvement/Standards Assurance

Quarterly Reports to the State Board

District	Dates	Dates	Dates	Dates
Little Rock School District	November 10, 2016	February 10, 2017	May 12, 2017	July 14, 2017
Dollarway School District	November 10, 2016	February 10, 2017	May 12, 2017	July 14, 2017
Pulaski County School District	December 8, 2016			
Helena- West Helena School District	December 8, 2016			

Reports to the Special Committee on Academic Distress

District	Dates	Dates
Pine Bluff School District	October 14, 2016	May 12, 2017
Forrest City School District	December 9, 2016	May 12, 2017
Blytheville School District	December 9, 2016	May 12, 2017
Dermott School District	September 9, 2016	TBD
Marvel-Elaine School District	September 9, 2016	TBD
Strong-Huttig School District	September 9, 2016	TBD
Watson Chapel School District	October 14, 2016	TBD
Hope School District	October 14, 2016	TBD
Little Rock Preparatory Academy	TBD - charter up for renewal	
Covenant Keepers	January 13, 2017	
Pulaski County School District	TBD	
Helena- West Helena School District	TBD	