



## **AGENDA**

### **STATE BOARD OF EDUCATION**

August 14, 2015

Arkansas Department of Education

ADE Auditorium - immediately following adjournment of the State Board  
meeting  
11:00 AM

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### **Reports**

#### **Report-1 Chair's Report**

*Presenter: Vicki Saviers*

### **Consent Agenda**

#### **C-1 Minutes - July 10, 2015**

*Presenter: Deborah Coffman*

### **Action Agenda**

#### **A-1 Progress Report from Belair Middle School and Pine Bluff High School in the Pine Bluff School District**

*On Friday, June 12, 2015 the Special Committee on Academic Distress met with the Belair Middle School and Pine Bluff High School in the Pine Bluff School District to hear a progress report. These schools are identified in Academic Distress. The Committee will consider the progress toward meeting three recommendations:*

- 1. Members of the local school board and the district leadership team, including the new superintendent, could benefit from trainings to build leadership capacity and to learn strategies to better support schools in Academic Distress and/or Priority School Status. The training could be provided by the ADE School Improvement Unit (SIU) in consultation with the Arkansas School Boards Association.*
- 2. The State Board should direct the School Improvement Unit, Division of Public School Accountability to collaboratively create a strategic plan for district-wide implementation in school year 2015-16.*
- 3. The district leadership team with support from the School Improvement Unit will monitor site/school specific implementation of the plan and report to the State Board quarterly. ADE School Improvement Unit would then report quarterly on the progress of the district.*

*Presenter: Elbert Harvey and Dr. Richard Wilde*

**Minutes**  
**State Board of Education Special Committee on Academic Distress Meeting**  
**Friday, July 10, 2015**

The State Board of Education Special Committee on Academic Distress met Friday, July 10, 2015, in the Arkansas Department of Education Auditorium. Chair Vicki Saviers called the meeting to order at 10:04 a.m.

Present: Vicki Saviers, Chair; Diane Zook; Brett Williamson; and Ouida Newton.

Additional State Board Members in Attendance: Jay Barth; Joe Black; and Charisse Dean.

Absent: Toyce Newton.

**Reports**

**Chair's Report**

Chair Saviers said Mr. Williamson, new State Board member, and Ms. Newton, 2015 Arkansas Teacher of the Year, would join the Special Committee on Academic Distress.

Chair Saviers said the Special Committee on Academic Distress was formed to meet with schools identified in academic distress. She said the committee wanted to know what the schools are doing to show improvement.

**Consent Agenda**

Ms. Zook moved, seconded by Mr. Williamson, to approve the consent agenda. The motion carried unanimously.

Item included in the Consent Agenda:

- Minutes – June 12, 2015

**Action Agenda**

**Consideration of Progress of the Dollarway High School in the Dollarway School District**

Dollarway School District Administration

Dollarway School District Superintendent Ms. Patsy Hughey said trend data indicated the majority of students are not proficient. She said there was no sense of urgency in the district and expectations are low for student success. She said the district was implementing credit recovery, summer school, and after school tutoring. She said the district would implement the seven correlates of effective schools research.

Ms. Hughey said on June 4, 2015, the School Improvement Team visited Dollarway. She said the team provided a summary of the issues. She requested to work with the ADE School Improvement Team to implement the recommendations. She said the school board scheduled training for July 31, 2015, as per the recommendation.

Ms. Hughey said the school is utilizing LDC, MDC and AP courses in the High School. She said all transcript issues have been resolved. She said the district used three external providers: Generation Ready, Education Consulting Services (ECS), and Strategic Instruction Model (SIM).

Dollarway Assistant Superintendent Dr. Melvin Bryant said ECS was assisting the building in refining the process for curriculum alignment and effective instructional practices. He said he has focused on accreditation issues (transcripts and teacher licensure) and has not focused primarily on the recommendations in the submitted plan. He said the building has struggled to locate long-term substitutes. He said Generation Ready was assigned to help with the two recommendations in the plan but other issues took precedence.

Ms. Hughey said recruiting licensed staff has been the greatest obstacle to success. Ms. Hughey said a school attorney has been hired to work with current staff issues. Ms. Hughey said a leadership team would be established at the beginning of school. She said the schools needed to build leadership capacity of teachers to empower the teachers as leaders.

Dr. Bryant said teachers would buy in to the recommendations with better communication. He said the district has great teachers who need additional professional development and a seat at the table when decisions are made. Dr. Bryant said the NSLA dollars are used for professional development. He said consistency is needed. He said the culture needed to change and the issues are compounded by the leadership turnover.

#### Arkansas Department of Education

School Improvement Director Dr. Richard Wilde said the School Improvement Report indicated that structures and standard operating procedures are not in place for school improvement. He recognized that there has been a recent leadership change in the district and building. He said three external providers were working in the district. He made two recommendations:

- School Board Members should obtain additional training through AAEA

- and the School Boards' Association; and
- Quarterly progress monitoring by the State Board.

Patron Ms. Annie Bryant asked if the district had the needed resources to ensure a succeeding school.

Dr. Wilde answered that he believed the district did possess the needed resources.

#### Public Comment

Ms. Annie Bryant asked if a system is in place to evaluate external providers and to determine if the strategies were being modeled for teachers.

Ms. Hughey said the district would be utilizing data to make determinations of effectiveness.

Ms. Bryant said the external providers were teaching the strategies but the teachers were not implementing the strategies with fidelity.

Ms. Hughey said the future actions would indicate if all are working toward the mission and vision of the school.

Ms. Bryant said the train-the-trainer model was not effective in building capacity of all teachers.

Ms. Hughey said educators would participate in professional development in-district and out-of-district.

Ms. Bryant asked about remediation of students who are basic or below basic. She said not all students who need intervention are being served in after-school tutoring.

Dr. Bryant said the after-school tutoring program encouraged students to participate but the students do not attend. He said no student was denied. Dr. Bryant said he would need to research to see if students with behavior problems were expelled from the tutoring program.

#### Dollarway School Board

Dollarway School Board President Ms. Ruth Bogy said the school board has received training but needed more.

#### Motion

Ms. Zook made a motion, seconded by Mr. Williamson, to accept the recommendations from the School Improvement Unit to include the following: School Board Members should obtain additional training through the Arkansas

Association of Educational Administrators (AAEA) and the Arkansas School Boards Association (ASBA); and quarterly progress monitoring by the State Board. The motion carried unanimously.

### **Adjournment**

The meeting adjourned at 11:26 a.m.

*Minutes recorded by Deborah Coffman.*

## **Pine Bluff School District Priority Schools**

The Pine Bluff School District will continue to partner with the University of Virginia (UVA) and the Keith Sanders Group to ensure alignment for the purpose of providing additional job embedded professional development for schools with Priority Status. We will focus on the following three areas: leadership, teacher effectiveness, climate, and culture. These principles will be utilized weekly and monitored by the District School Improvement Officer. The goal is to increase student achievement by 10% on each interim assessment, and by the end of the year, all three schools will be above the 50% mark as required by the state.

The school leadership will be analyzed through three separate strands: Self Leadership, Instructional Leadership and Organizational Leadership. The expectation is to support the belief that leadership is an activity and not a position. The first priority is assisting leaders in the development of a sustainable personal growth plan that allows leaders to experience growth at a pace that is reasonable yet challenges them daily to commit to continuous development. The principals, assistant principals, and instructional coaches will be required to complete classroom walk-throughs and focus walks with the expectation of providing support to the teachers individually. The data from the classroom walk-throughs and focus walks will also drive what professional development will be offered and its frequency.

### **Teacher Effectiveness**

To increase teacher capacity and build effectiveness, the leadership teams will implement a continuum of supports designed to help teachers navigate the Teacher Excellence and Support System (TESS) with success. Extensive focus will be given to domain one (Instructional Planning) of the TESS framework. This process will begin with setting instructional outcomes. Establishing instructional outcomes entails identifying exactly what students will be expected to learn. The outcomes dictate not what students will do, but what they will learn. The instructional outcomes should reflect important learning and must lend themselves to various forms of assessment through which all students can demonstrate their understanding of content. The teachers will be given common planning time to collaborate as a team (along with the instructional coaches), review lessons plans, and create teacher plans based on the data from the interim assessments administered every six weeks. Unit tests defining content knowledge and common assessments will be utilized to ensure skills are continuing to grow. Assessments help teachers truly plan with the end in mind. We will also use planning time to tailor interventions and enrichments that are needed for all students.

## **Culture and Climate**

School culture and climate are direct results of the adult behaviors and mindsets present within the school. This theory supports the task of improving school culture through teaching administrators and teachers to embrace a growth mindset versus a fixed mindset. We will develop school-wide, safe, and orderly plans that teach everyone the expectations of the school. We will celebrate the staff and the students as these expectations are met weekly and monthly.

# Pine Bluff School District

Two way communication Plan



# Leadership Training

## Keith Sanders & From the Heart

- The 21 Irrefutable Laws of Leadership (John C. Maxwell)
- The Servant Leader ( Ken Blanchard and Phil Hodges)
- Culture Rewired ( Steve Gruenert and Todd Whitaker)

## Keith Sanders & From the Heart

- Training will be the third Wednesday and Thursday each month
- Wednesday –Assistant Principals and Instructional Coaches
- Thursday Principals

# Leadership Training

## Alesia Smith

- The afternoon will consist of Conversations between Central office and Field Administrators. This is to ensure that needs are being met by all parties
- Alesia Smith and Monica McMurray will do weekly site visits to monitor expectations and provide feedback
- Next Steps and who is responsible will always be on the agenda

## Monica McMurray

The following people will be on the agenda every afternoon:

- Dr. Wallace Superintendent
- Mrs. Russell Federal Programs
- Pam Winkler Budget Office
- Mary Smoden Human Resources
- Rodney Riles Technology
- Robbie Williams Special Education
- Cheryl Hatley Student Services

# Leadership

## Dates of Training

- July 30&31th From the Heart Leadership training
- August 26<sup>th</sup> and 27<sup>th</sup>
- September 16<sup>th</sup> and 17<sup>th</sup>
- October 14<sup>th</sup> and 15<sup>th</sup>
- November 18<sup>th</sup> and 19<sup>th</sup>
- December 9<sup>th</sup> and 10<sup>th</sup>
- January 20<sup>th</sup> and 21

## Dates of Training

- February 17<sup>th</sup> and 18<sup>th</sup>
- March 16<sup>th</sup> and 17<sup>th</sup>
- April 20<sup>th</sup> and 21<sup>st</sup>
- May 18<sup>th</sup> and 19<sup>th</sup>
- June TBD



# Pine Bluff School District Organization Chart 2015-2016

**Positions Abolished for 2015-2016**

- Director of Business and Finance
- Director of Federal and State Programs
- Director of Human Resources Communications
- Assistant Superintendent of Schools
- Principle Executive School Improvement Officer

