

School Plan

EAST END SCHOOL DISTRICT
114 W. Panther Drive, Bigelow, AR 72016

Arkansas Comprehensive School Improvement Plan

2013-2014

The East End School District will educate and develop the whole child providing the skills necessary to succeed in a global environment.

Grade Span: Title I: Not Applicable School Improvement:

Table of Contents

Priority 1: Administrative Support

Goal: 100% of the students in East End School District will score proficient or higher on the Benchmark assessments and the End-of-Course assessments in Algebra, Geometry and Literacy.

Priority 2: School Environment

Goal: 100% of the students in East End Schools will be safe and drug free. The number of APSCN recorded incidents of violence, drug use and/or alcohol use will be zero.

Priority 3: Wellness

Goal: To provide improvement in students and staff's overall health and wellness.

Priority 1: To Improve Mathematics and Literacy achievement in the East End School District.

Supporting Data: 1. See Anne Watson ACSIP Plan for Supporting Data
 2. See Bigelow High School ACSIP Plan for Supporting Data
 3. See Professional Development Needs Assessment for Supporting Data (Arch Ford Cooperative conducts a Survey of Needs and each teacher's Professional Growth Plan on file in respective building details their individual needs. Building Team Leadership Team ascertains needs from data and Team Meeting discussions. Staff Survey)

Goal: 100% of the students in East End School District will score proficient or higher on the Benchmark assessments and the End-of-Course assessments in Algebra, Geometry and Literacy.
 Benchmark: Annually, the number of students scoring proficient on the Benchmark assessment and the End-of-Course assessments will meet or exceed the percentages necessary to meet the Annual Measurable Objective as defined by No Child Left Behind guidelines and State performance mandates.

Intervention: Administrative Support: Implement/continue to implement a program to provide sufficient administrative support and other services to successfully implement, manage and evaluate the curriculum as well as the Title I and other Federal Funds Programs which enhance Math and Literacy for all students and those showing deficiencies in the district ESEA accountability report.

Scientific Based Research: Dufour, Richard, and Robert J. Marzano. Leaders of Learning: How District, School, and Classroom Leaders Improve Student Achievement. Bloomington, IN: Solution Tree, 2011. Hord, Shirley M., and William A. Sommers. Leading Professional Learning Communities: Voices from Research and Practice. Moorabbin, Vic.: Hawker Brownlow Education, 2009. Print. Marzano, Robert J., Debra Pickering, and Tammy Heflebower. The Highly Engaged Classroom. Bloomington, IN: Marzano Research, 2011. Reeves, Douglas B. Leading Change in Your School: How to Conquer Myths, Build Commitment, and Get Results. Alexandria, VA: Association for Supervision and Curriculum Development, 2009. Teaching and Assessing 21st Century Skills. Solution Tree, 2011.

Actions	Person Responsible	Timeline	Resources	Source of Funds
(A) Title I funds will be made available to provide assistance for any homeless students in the district. (Homeless list, homeless expenditures) Action Type: Equity	Eric Saunders, Superintendent	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Administrative Staff Community Leaders District Staff Teachers 	Title I - Materials & Supplies: \$3176.05 ACTION BUDGET: \$3176.05
(B) Title IIA, NSLA, and State Professional Development Funds will be made available to support professional development activities. The district will purchase Staff Development thru Arch Ford Service Cooperative and other competent professional development providers with State Professional	Eric Saunders, Superintendent, Dewayne Wammack, HS Principal, Heidi Wilson, ES	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Administrative Staff District Staff Outside Consultants 	Title II-A - Materials & Supplies: \$4000.00

<p>development funds. Moneys will be put aside to help defer the cost connected with ensuring that all staff meet the state definition of highly qualified. Professional Development will be provided to staff in areas where data shows a need and in technology. The professional development may include workshops, conferences, college courses, district visitations of high performing schools, providing professional books and book studies. Provide substitutes when necessary. The District Professional Development Committee and Leadership Team along with Building Leadership Teams will use student data, teacher surveys, observations, and classroom walk-throughs to evaluate the impact of staff development. The district will set aside state professional development funds to ensure that the superintendent will have the opportunity to attend professional growth opportunity and conferences necessary to provide the instructional leadership for the district. The district will also set aside professional development funds to ensure the building principals can be provided training in the areas of data disaggregation, instructional strategies, implementing and directing change both organizational and instructional, monitoring instruction for effectiveness and finance. Professional development will be evaluated annually through observations, surveys, ACTAAP results, and classroom walk-throughs by the administrators. These actions will help address deficiencies in the District ESEA Accountability Report, particularly the graduation rate of all students and TAGG students. In addition, the three year literacy growth of all students and TAGG students will improve. The three year performance of the TAGG group in literacy will improve. Students with disabilities will improve on their literacy performance as well. Math performance for all students, TAGG students, and all subgroups (African American, Hispanic, White, Economically Disadvantaged, English Learners, Students with Disabilities) will improve, not just in performance but also growth. (District ESEA Accountability Report, PD Reports, Agenda, Minutes) Action Type: Alignment Action Type: Equity Action Type: Professional Development Action Type: Program Evaluation</p>	Principal		<ul style="list-style-type: none"> Teachers Title Teachers 	PD (State-223) - \$34591.31 Purchased Services: NSLA (State-281) - \$5000.00 Purchased Services: NSLA (State-281) - \$4000.00 Employee Benefits: NSLA (State-281) - \$10000.00 Employee Salaries: Title II-A - Purchased Services: \$10927.23 <hr/> ACTION BUDGET: \$68518.54
<p>(C) East End School District will discuss at the annual report to the public the AMO status for elementary, high school, and the district. Strategies for overcoming any deficiency of achievement for students will be discussed. (Sign-in sheet, District ESEA Accountability Report, Agenda, Minutes) Action Type: Parental Engagement Action Type: Technology Inclusion</p>	Eric Saunders, Supt., Heidi Wilson, ES Principal, Dewayne Wammack, HS Principal	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> District Staff Performance Assessments 	<hr/> ACTION BUDGET: \$
<p>(W) The district will expand the applicant pool and enhance recruitment of highly qualified teachers via newspaper and/or internet advertising.</p>	Eric Saunders, Supt.	Start: 07/01/2013 End: 06/30/2014		Title II-A - Purchased Services: \$5000.00 <hr/> ACTION BUDGET: \$5000
Total Budget:				\$76694.59
Intervention: Implement the Expanded use of State or Federal Funds to enhance achievement in Mathematics and Literacy.				
Scientific Based Research: Stiggins, J. and Chappuis, J. (2008). Enhancing Student Learning. www.districtadministration.com. retrieved 5/5/09. Vescio, V., Ross, D., and Adams, A. (2008). A Review of Research on the impact of Professional Learning Communities on Teaching Practice and Student Learning. Teaching and Teacher Education, 24(1)pp. 80-91.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
(D) The district will provide an Alternative Learning Environment with access to special services such as school counselor, highly qualified teachers and aides for students	Eric Saunders, Supt.,	Start: 07/01/2013	<ul style="list-style-type: none"> Teachers 	ALE (State-275) - \$4876.98

<p>who are "at risk" or who manifest problems as outlined by the ADE. The curriculum will be aligned with Arkansas standards and regular classroom instruction. The evaluation of the program will be conducted annually by the superintendent, principals and counselor to measure the gains of the students and how many are able to transition back to the regular school. Placement of students in ALE will be determined by a student placement committee consisting of the school counselor, the ALE director, the principal, a parent or legal guardian, a regular classroom teacher, and the superintendent. (Copy of ALE Approval)</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement Action Type: Special Education</p>	<p>Dewayne Wammack</p>	<p>End: 06/30/2014</p>		<p>Employee Benefits: ALE (State-275) - \$17013.81 Employee Salaries: ALE (State-275) - \$3109.21 Materials & Supplies: <hr/> ACTION BUDGET: \$25000</p>
<p>(E) NSLA Funds will be used to pay a stipend to an employee to act as Instructional Facilitator to assist with the Literacy program. One teacher will work with high school and one will work with elementary. Each teacher will assist with IRI's and AIP's. Also, this teacher will help analyze data to strengthen instruction in in the five components of reading. (Contracts)</p> <p>Action Type: AIP/IRI Action Type: Equity Action Type: Parental Engagement Action Type: Professional Development</p>	<p>Eric Saunders, Heidi Wilson, Dewayne Wammack</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<ul style="list-style-type: none"> Teachers 	<p>NSLA (State-281) - \$1000.00 Employee Salaries: NSLA (State-281) - \$300.00 Employee Benefits: <hr/> ACTION BUDGET: \$1300</p>
<p>(F) The ACSIP plan will be peer-reviewed among administrators in the district prior to submission. (Statement of Assurance)</p> <p>Action Type: Alignment Action Type: Collaboration</p>	<p>Eric Saunders</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<ul style="list-style-type: none"> Administrative Staff 	<p>ACTION BUDGET: \$</p>
<p>(G) The district will purchase a membership to APSRC and AREA to gain access to staff and resources to better assist the students via professional development, curriculum and technology trainings as well as ongoing support to online resources. (Invoices, Membership Certificates)</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Eric Saunders, Supt.</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>NSLA (State-281) - \$3325.00 Purchased Services: <hr/> ACTION BUDGET: \$3325</p>
<p>(H) The district will purchase technology to ensure the delivery and access of instruction and information for student access to knowledge. (Invoices)</p> <p>Action Type: Equity Action Type: Program Evaluation</p>	<p>Eric Saunders, Supt.</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>NSLA (State-281) - \$15750.00 Materials & Supplies: <hr/> ACTION BUDGET: \$15750</p>
<p>(V) The district will participate in the Acheiving by Changing consurtium to provide access to Common Core lessons and lesson plans. In addition, professional devleopment will be provided as well as collaboration with like districts.</p> <p>Action Type: Collaboration Action Type: Professional Development Action Type: Program Evaluation</p>	<p>Eric Saunders, Supt.</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>ACTION BUDGET: \$</p>
<p>(X) Students will have the opportunity to participate in experience based field trips during the summer.</p>	<p>Eric Saunders</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>NSLA (State-281) - \$1082.00 Purchased Services: NSLA (State-281) - \$600.00</p>

				Materials & Supplies: NSLA (State-281) - \$600.00 Employee Benefits: NSLA (State-281) - \$2000.00 Employee Salaries: <hr/> ACTION BUDGET: \$4282
(Y) Students will have the opportunity to increase the amount of time in an instructional setting and environment focusing on literacy and math skills application via drivers education in the summer.	Eric Saunders	Start: 07/01/2013 End: 06/30/2014		NSLA (State-281) - \$800.00 Employee Benefits: NSLA (State-281) - \$3200.00 Employee Salaries: <hr/> ACTION BUDGET: \$4000
Total Budget:				\$53657

Priority 2: Improve the school environment so that staff, students, parents and community members will collectively help to maintain a safe and drug free school environment.

- Supporting Data:
1. Expulsions 2011: 0.2 2010: 0.3 2009: 0
 2. Weapons Incidents 2011: 0.2 2010: 0 2009: 0.2
 3. Staff Assaults 2011: 0.3 2010: 0.2 2009: 0
 4. Student Assaults 2011: 0.2 2010: 0.2 2009: 1.2

Goal 100% of the students in East End Schools will be safe and drug free. The number of APSCN recorded incidents of violence, drug use and/or alcohol use will be zero.

Benchmark Annually, the number of APSCN recorded incidents of violence, drugs used and/or alcohol will decrease by 20%.

Intervention: Implement/Continue to implement effective safe and drug free school strategies to eliminate incidents of violence, drug use and/or alcohol use as identified on annual APSCN report; .				
Scientific Based Research: Dufour, Richard, and Robert J. Marzano. Leaders of Learning: How District, School, and Classroom Leaders Improve Student Achievement. Bloomington, IN: Solution Tree, 2011. Hord, Shirley M., and William A. Sommers. Leading Professional Learning Communities: Voices from Research and Practice. Moorabbin, Vic.: Hawker Brownlow Education, 2009. Print. Marzano, Robert J., Debra Pickering, and Tammy Heflebower. The Highly Engaged Classroom. Bloomington, IN: Marzano Research, 2011. Reeves, Douglas B. Leading Change in Your School: How to Conquer Myths, Build Commitment, and Get Results. Alexandria, VA: Association for Supervision and Curriculum Development, 2009. Teaching and Assessing 21st Century Skills. Solution Tree, 2011.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
(J) Coordinated School Health will focus on tobacco cessation as well as the whole child approach to education. 1. Purchase drug/tobacco/alcohol prevention programs for use with H.S. students and elementary students including appropriate training for teachers presenting programs. 2. Acquire speakers for motivational presentations on avoiding drugs/alcohol/tobacco and overall personal safety. Action Type: Collaboration Action Type: Equity	Eric Saunders, Superintendent; Dewayne Wammack, Principal, Heidi Wilson, Principal	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> • Administrative Staff • District Staff • Outside Consultants • Teachers 	ACTION BUDGET: \$
(K) The district will support the comprehensive K-12 plan for a safe and drug free environment as described in the building plans. The counselors and principals will meet to plan the activities in early fall of each year. (sing-in sheets, Agendas, Minutes)	Heidi Wilson, Julianna Yeatman, Gina Windle, HS Coun.,	Start: 07/01/2013 End: 06/30/2014		ACTION BUDGET: \$

Action Type: Alignment Action Type: Equity Action Type: Wellness	Dewayne Wammack			
(L) The district will participate in the Coordinated School Health Grant including a variety of activities such as monthly community wellness meetings, presentations to students and parents at event nights, refreshments for meetings, etc. Books and pamphlets concerning drug awareness, gang violence, aggression, etc. will be purchased for parents to check out from the school. Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement Action Type: Professional Development Action Type: Wellness	Alicia Nepl Grant Coordinator	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> District Staff Teachers 	ACTION BUDGET: \$
(M) NSLA funds will be made available to hire the following staff members that are not required to meet State Standards or are excess staff members. AWE Counselor (Yeatman) 0.30, BHS Counselor (Windle) 0.30 FTE, and District Nurse (Gibson) 0.17 FTE. Action Type: AIP/IRI Action Type: Equity Action Type: Parental Engagement	Eric Saunders, Supt., Heidi Wilson, Dewayne Wammack	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Central Office 	NSLA (State-281) - \$28841.06 Employee Salaries: NSLA (State-281) - \$6676.74 Employee Benefits: <hr/> ACTION BUDGET: \$35517.8
(N) The district will provide two-way communication with parents and guardians through Alert Now to call parents and inform them of school events, or projects thus increasing parental engagement with increased communication. Refreshments and other supplies may also be purchased to enhance the relationship between school and home. A certified teacher in each building will serve as parent facilitator to assist parents in helping their student achieve academically. A newsletter will be distributed throughout the district to keep students and parents informed of events and status of the district(Invoices, contracts) Action Type: Parental Engagement Action Type: Wellness	Eric Saunders, Superintendent	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> District Staff 	Title I - Purchased Services: \$823.75 NSLA (State-281) - Purchased Services: \$1823.75 NSLA (State-281) - Materials & Supplies: \$2000.00 NSLA (State-281) - Employee Benefits: \$300.00 NSLA (State-281) - Employee Salaries: \$1000.00 <hr/> ACTION BUDGET: \$5947.5
(O) Professional development will be provided for all teachers (2hours) and administrators (3 hours) in parental involvement to keep abreast of ideas to engage parents in the educational process. This training will stress the importance of effective communication and parent contributions. Training will be provided annually in August for instructional volunteers and substitute teachers. ACT 397 of 2009 (Sign-in sheets, Agendas) Action Type: Parental Engagement Action Type: Professional Development	Eric Saunders, Superintendent	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Administrative Staff District Staff Teachers 	ACTION BUDGET: \$
(P) Invite parents to serve on the Closing the Achievement Gap Team, ACSIP Plan Team, and	Eric Saunders, Superintendent,	Start: 07/01/2013	<ul style="list-style-type: none"> Administrative 	

<p>Federal Programs Parent Advisory to become actively engaged in collaboration of ACSIP. The parent center will have materials for parents to use to assist in improving student achievement and teach parents how to monitor a child's progress. The parent center on each campus also contains a computer so that parents may check student grades. PTO and parents on Achievement Gap Team will annually assess the district's effectiveness in engaging parents and the specific academic and non-academic programs. The school will coordinate and integrate programs and activities especially in pre-school to involve more parents and offer other reasonable supports. Act 397 of 2009 (Sign-in sheets, Agenda, Minutes) Action Type: Equity Action Type: Parental Engagement Action Type: Program Evaluation</p>	<p>Dewayne Wammack, HS Principal, Heidi Wilson, ES Principal</p>	<p>End: 06/30/2014</p>	<p>Staff • District Staff</p>	<p>ACTION BUDGET: \$</p>
<p>(Q) The district will purchase a radio system for the buses and buildings that will allow for immediate communication for monitoring and the safety of the students. In addition, a school resource office will be available provided other funding is available. To monitor the learning environment, security cameras and a visitor screening system will be purchased. (Invoices)</p>	<p>Eric Saunders, Supt.</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>Title VI State - Purchased Services: \$350.00 Title VI State - Capital Outlay: \$5026.79 Title VI Federal - Materials & Supplies: \$2000.00 Title VI Federal - Employee Salaries: \$5000.00 Title VI Federal - Employee Benefits: \$2000.00 Title VI Federal - Capital Outlay: \$17816.86 <hr/> ACTION BUDGET: \$32193.65</p>
<p>(U) Indirect costs will be assigned to the district in the amount according to law. Action Type: Program Evaluation</p>	<p>Eric Saunders, Supt.</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>ACTION BUDGET: \$</p>
<p>Total Budget:</p>				<p>\$73658.95</p>

Priority 3: Wellness

Supporting Data: 1. See School Plans

Goal To provide improvement in students and staff's overall health and wellness.

Benchmark N/A

<p>Intervention: Provide Administrative support to individual schools in the implementation of their comprehensive wellness program in Grades K-12.</p>
<p>Scientific Based Research: Dufour, Richard, and Robert J. Marzano. Leaders of Learning: How District, School, and Classroom Leaders Improve Student Achievement. Bloomington, IN: Solution Tree, 2011. Hord, Shirley M., and William A. Sommers. Leading Professional Learning Communities: Voices from Research and Practice. Moorabbin, Vic.: Hawker Brownlow Education, 2009. Print. Marzano, Robert J., Debra Pickering, and Tammy Heflebower. The Highly Engaged Classroom. Bloomington, IN: Marzano Research, 2011. Reeves, Douglas B. Leading Change in Your School: How to Conquer Myths, Build Commitment, and Get Results. Alexandria, VA: Association for Supervision and Curriculum Development, 2009. Teaching and Assessing 21st Century Skills. Solution Tree, 2011.</p>
<p>Person</p>

Actions	Responsible	Timeline	Resources	Source of Funds
(R) A local School Nutrition and Physical Activity Advisory Committee has been established and will continue to function during the school year. The make-up of the committee included persons representative of the board of education, administration, food service, teachers, parents, students and professional groups such as nurses and community members. The School Nutrition and Physical Activity Advisory Committee as part of the Wellness Committee will meet periodically to implement Section 4.03 of Act 1220 to include involvement in assessment, implementation, and evaluation of the program. The School Nutrition and Physical Activity Advisory Committee working in cooperation with the board of education and district personnel will revise and refine the District Wellness Policy approved in 2007-2008 and submitted to the Child Nutrition Section at the ADE. (sign-in sheets, Agendas, Minutes) Action Type: Alignment Action Type: Parental Engagement Action Type: Program Evaluation	Eric Saunders, Superintendent	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Administrative Staff Community Leaders District Staff Teachers 	ACTION BUDGET: \$
(S) Training will be provided to the members of the School Nutrition and Physical Activity Advisory Committee, district staff, support personnel, parents, students, and other interested community members related to the successful implementation of the comprehensive wellness program. Action Type: Alignment Action Type: Professional Development	Eric Saunders, Superintendent	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Administrative Staff Community Leaders District Staff Outside Consultants Teachers 	ACTION BUDGET: \$
(T) Annually the effectiveness of the intervention will be determined using the results of the School Health Index (SHI) and the Body Mass Index (BMI) along with the recommendations of the School Nutrition and Physical Activity Advisory Committee and Superintendent observations. (SHI, BMI results) Action Type: Alignment Action Type: Program Evaluation	Eric Saunders, Superintendent	Start: 07/01/2013 End: 06/30/2014	<ul style="list-style-type: none"> Administrative Staff Community Leaders District Staff Teachers 	ACTION BUDGET: \$
(Z) Staff will have the opportunity to attend CPR training during the school year on multiple dates. Substitute teachers will be provided for those teachers to attend.	Eric Saunders	Start: 07/01/2013 End: 06/30/2014		NSLA (State-281) - \$1500.00 Employee Benefits: NSLA (State-281) - \$3500.00 Employee Salaries: <hr/> ACTION BUDGET: \$5000
Total Budget:				\$5000

• Planning Team

Classification	Name	Position	Committee
District-Level Professional	Dewayne Wammack	H.S. Principal	Literacy/Math
District-Level Professional	Eric Saunders	Superintendent	Federal Funds/Special Education
District-Level Professional	Heidi Wilson	Primary Principal	Literacy/Math
Non-Classroom Professional Staff	Alice Zulpo	District Bookkeeper	Federal Funds
Non-Classroom Professional Staff	Dena Meriweather	Media Specialist	Leadership Team
Non-Classroom Professional Staff	Kelly Rainey	LEA Supervisor	Special Education