

EAST END SCHOOL DISTRICT
Arkansas Comprehensive School Improvement Plan
REVIEW COPY ONLY
2014-2015

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:

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

Goal: We want all students to be proficient / advanced based on the Performance Level Descriptors (PLD) of the new state assessment in 2014- 2015. Further information will be provided when training / professional development is established for the new state assessment.

Benchmark: We want all students to be proficient / advanced based on the Performance Level Descriptors (PLD) of the new state assessment in 2014- 2015. Further information will be provided when training / professional development is established for the new state assessment.

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) Using an amount that exceeds the three year expenditure trend, Title I funds will be made available to provide assistance for any homeless students in the district. (Homeless list, homeless expenditures) Action Type: Equity	Heidi Wilson, Homeless Liason	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders District Staff Teachers	Title I Materials & Supplies: \$300.00 ACTION BUDGET: \$300.00

<p>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.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>(B) Title IIA, NSLA, and State Professional Development Funds will be made available to support professional development activities. No Title IIA funds will be used as part of the required 60 hours of professional development. Five computers at 1,100.00 each, two TV's at 600.00 each, accessories for hookup for AV equipment 300, two projectors at 1,000 each, booklets, paper, Engage NY Units for training 5,000, pens, marker boards, supplies @ 4,780.07. The district will purchase Staff Development thru Arch Ford Service Cooperative and other competent professional development providers with State Professional 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. A computer for 2,000.00 would be provided for Title I Coordinator. 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. Title IIA and NSLA funds will only be used for hours above the state mandated 60 hours. (District ESEA Accountability Report, PD Reports, Agenda, Minutes)</p> <p>Action Type: Alignment</p>	<p>Don Collins, Superintendent, Brad Gist, HS Principal, Heidi Wilson, ES Principal</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff District Staff Outside Consultants Teachers Title Teachers</p>	<p>Title VI State Purchased Services: \$9,786.23 Title II-A Purchased Services: \$14,349.00 Title II-A Materials & Supplies: \$8,780.07 Title I Materials & Supplies: \$3,651.00 PD (State-223) Purchased Services: \$26,820.92 NSLA (State-281) Purchased Services: \$1,500.00 NSLA (State-281) Employee Benefits: \$1,000.00 NSLA (State-281) Employee Salaries: \$3,000.00 <hr/>ACTION BUDGET: \$68,887.22</p>

January 9, 2015

Priority 1: Administrative Support

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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.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
(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	Don Collins, Supt., Heidi Wilson, ES Principal, Dewayne Wammack, HS Principal	Start: 07/01/2014 End: 06/30/2015	District Staff Performance Assessments	ACTION BUDGET:
(W) The district will expand the applicant pool and enhance recruitment of highly qualified teachers via newspaper and/or internet advertising.	Don Collins, Supt.	Start: 07/01/2014 End: 06/30/2015		Title II-A Purchased Services: \$3,000.00 ACTION BUDGET: \$3,000.00
(BB)A Title I coordinator will be hired to help facilitate the Title I program. The coordinator is Heidi Wilson .08 FTE and salary for Title I coordinator is \$5,000. Action Type: Title I Schoolwide	Don Collins, Supt.	Start: 07/01/2014 End: 06/30/2015		Title I Employee Salaries: \$5,000.00 Title I Employee Benefits: \$1,161.50 ACTION BUDGET: \$6,161.50
			Total Budget	\$78,348.72

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 who are "at risk" or who manifest problems as outlined by the ADE. Common Core State Standards will be followed as curriculum in ALE. Supplementary program such as Study Island may also be used to provide interventions. Students will meet with school counselor and building principal to determine exit readiness and develop a transition plan back into regular ed. School Counselor will monitor transition process even after student has exited ALE. 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. Three computers at \$1,034 each will be purchased for students. (1/8 FTE (.125 FTE each for the following four teachers: C. Wilson, George, Aynes, Evans) totaling-\$18,314.78. (Copy of ALE Approval) Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement Action Type: Special Education	Don Collins, Supt., Brad Gist	Start: 07/01/2014 End: 06/30/2015	Teachers	ALE (State-275) Materials & Supplies: \$3,109.21 ALE (State-275) Employee Benefits: \$5,017.26 ALE (State-275) Employee Salaries: \$18,320.19 <hr/> ACTION BUDGET: \$26,446.66

Intervention Implement the Expanded use of State or Federal Funds to enhance achievement in Mathematics and Literacy.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>(E) NSLA Funds will be used to pay a stipend at the rate of \$25.00 per hour, calculated by estimating the anticipated amount of time and multiplying by an average certified hourly rate, 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. Also, this teacher will help analyze data to strengthen instruction 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>Don Collins, Heidi Wilson, Brad Gist</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Teachers</p>	<p>NSLA (State-281) Employee Benefits: \$261.48 NSLA (State-281) Employee Salaries: \$1,000.00 <hr/> ACTION BUDGET: \$1,261.48</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>Don Collins, Supt.</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>	<p>Administrative Staff</p>	<p><hr/> 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>Don Collins, Supt.</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>		<p>NSLA (State-281) Purchased Services: \$3,325.00 <hr/> ACTION BUDGET: \$3,325.00</p>
<p>(H) The district will purchase technology to ensure the delivery and access of instruction and information for student access to knowledge. The accessibility to the internet will be determined by frequent monitoring of usage of the system and usage report will be analyzed. Proper adjustments will be made in reflection of those reports to maximize student access to information to increase the literacy and mathematical skills on high stakes tests. (1 Smartboard @ \$3003.04: Switches-2 @ \$4,500 each: Network Hard Drive Storage- 2 @ \$1,750 each: Aggregator Services \$3,248.75):(Invoices)</p> <p>Action Type: Equity Action Type: Program Evaluation</p>	<p>Don Collins, Supt.</p>	<p>Start: 07/01/2014 End: 06/30/2015</p>		<p>NSLA (State-281) Materials & Supplies: \$16,500.00 <hr/> ACTION BUDGET: \$16,500.00</p>

Intervention Implement the Expanded use of State or Federal Funds to enhance achievement in Mathematics and Literacy.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
(V) The district will participate in the Acheiving by Changing consurtium to provide access to Common Core lessons and lesson plans. In addition, professional deveopment will be provided as well as collaboration with like districts. Action Type: Collaboration Action Type: Professional Development Action Type: Program Evaluation	Don Collins, Supt.	Start: 07/01/2014 End: 06/30/2015		_____ ACTION BUDGET:
(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 a summer program focusing on reading in a content area with application of information. The amount of \$600.00 will be paid to Michael Neumeier FTE 1.0.	Don Collins	Start: 07/01/2014 End: 06/30/2015		NSLA (State-281) Employee Benefits: \$140.00 NSLA (State-281) Employee Salaries: \$600.00 _____ ACTION BUDGET: \$740.00
(AA) The district will pay a certified ESL teacher (Hinton), at an hourly rate of \$25.00, to carry out ESL services for the district by ensuring proper assessment, placement, and services to students who qualify. Screening materials that go above and beyond what is required as well as study materials and training for coordinator will be purchased for 734.53.	Don Collins	Start: 07/01/2014 End: 06/30/2015		ELL (State-276) Materials & Supplies: \$734.53 ELL (State-276) Employee Benefits: \$100.00 ELL (State-276) Employee Salaries: \$500.00 _____ ACTION BUDGET: \$1,334.53
(MM)The district will provide technology to assist students improving math and literacy scores on the required computer based PARCC assessments. (20 monitors @ 220.00 each, 9 computers @ 812.00 each, headphones @ 14.00 each) Action Type: Title I Schoolwide	Don Collins, Supt.	Start: 07/01/2014 End: 06/30/2015	Computers	Title I Materials & Supplies: \$689.02 NSLA (State-281) Materials & Supplies: \$10,103.54 _____ ACTION BUDGET: \$10,792.56
			Total Budget	\$60,400.23

2 **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.

2.1 **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. Provide 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	Don Collins, Superintendent Brad Gist, Principal, Heidi Wilson, Principal	Start: 07/01/2014 End: 06/30/2015	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) Action Type: Alignment Action Type: Equity Action Type: Wellness	Heidi Wilson, Julianna Yeatman, Gina Windle, HS Coun., Brad Gist, HS Prin.	Start: 07/01/2014 End: 06/30/2015		_____ ACTION BUDGET:

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;.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>(L) The district will participate in the Coordinated School Health Grant including a variety of activities such as quarterly community wellness meetings, presentations to students and parents at event nights. Books and pamphlets concerning drug awareness, gang violence, aggression, etc. will be provided for parents to check out from the school.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement Action Type: Professional Development Action Type: Wellness</p>	Brittany Jackson, Grant Coordinator	Start: 07/01/2014 End: 06/30/2015	District Staff Teachers	<hr/> ACTION BUDGET:
<p>(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. 100% BHS Counselor (salary and benefits total \$45,483) (Tawnia Hoelzeman)FTE of 1.0, and District Licensed Nurse (salary 2,760.57)(Denice Gibson) 0.17 FTE.</p> <p>Action Type: AIP/IRI Action Type: Equity Action Type: Parental Engagement</p>	Don Collins, Supt., Heidi Wilson, Brad Gist	Start: 07/01/2014 End: 06/30/2015	Central Office	NSLA (State-281) Employee Benefits: \$12,555.85 NSLA (State-281) Employee Salaries: \$47,593.82 <hr/> ACTION BUDGET: \$60,149.67
<p>(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)</p> <p>Action Type: Parental Engagement Action Type: Professional Development</p>	Don Collins, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff Teachers	<hr/> ACTION BUDGET:

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:.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
(P) Invite parents to serve on the Closing the Achievement Gap Team, ACSIP Plan Team, and 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	Don Collins Superintendent, Brad Gist, HS Principal, Heidi Wilson, ES Principal	Start: 07/01/2014 End: 06/30/2015	Administrative Staff District Staff	_____ ACTION BUDGET:
(Q) The district will purchase technology equipment such as two laptop computers at \$1,120 each to monitor individual student data and for students to participate in technology related instructional resources.	Don Collins, Supt.	Start: 07/01/2014 End: 06/30/2015		Title VI State Materials & Supplies: \$2,446.56 _____ ACTION BUDGET: \$2,446.56
(U) Indirect costs will be assigned to the district in the amount according to law. Action Type: Program Evaluation	Don Collins, Supt.	Start: 07/01/2014 End: 06/30/2015		_____ ACTION BUDGET:
			Total Budget	\$62,596.23

3 **Priority 3: Wellness**

3.1 **Goal:** To provide improvement in students and staffs overall health and wellness.

Benchmark: N/A

Intervention Provide Administrative support to individual schools in the implementation of their comprehensive wellness program in Grades K-12.				
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
(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	Don Collins, Superintendent	Start: 07/01/2014 End: 06/30/2015	Administrative Staff Community Leaders District Staff Teachers	ACTION BUDGET:

Intervention Provide Administrative support to individual schools in the implementation of their comprehensive wellness program in Grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
(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	Don Collins, Superintendent	Start: 07/01/2014 End: 06/30/2015	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	Don Collins, Superintendent	Start: 07/01/2014 End: 06/30/2015	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.	Don Collins	Start: 07/01/2014 End: 06/30/2015		_____ ACTION BUDGET:
			Total Budget	\$0.00

A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
District-Level Professional	Brad Gist	H.S. Principal	Literacy/Math
District-Level Professional	Don Collins	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