

Little Rock School District Plan of Support for Schools 2018-19

Goal 1: To support the implementation of the collaborative PLC process in each school

Rationale: LRSD was introduced to the concept of Professional Learning Communities and participated in training in 2010. Although we gained knowledge in theory, this knowledge did not translate into practice. It is our intent to support school environments on being intentional relative to the practice of using collaborative conversations and data to guide instructional decisions.

Measurement: All Little Rock School District elementary and secondary schools will implement collaborative Professional Learning Communities by utilizing data to inform differentiated classroom instruction, intentional professional development, multi-tiered systems of support, and school wide decision-making.

Activity	Persons Responsible	Timeline	Measurements of Success
Provide professional development to each school team on collaborative professional learning communities	Solution Tree Consultant Dr. Veronica Perkins, Chief Academic Officer	Fall Semester September 18 & 19 October 9 & 10	Provide Text "Learning by Doing: A Handbook for Professional Learning Communities at Work"
Conduct quarterly Administrative Professional Learning Communities with school leadership team members	LRSD: Mr. Marvin Burton, Secondary Deputy Superintendent Dr. Sadie Mitchell, Elementary Deputy Superintendent Dr. Veronica Perkins, Chief Academic Officer DILT (District Instructional Leadership Team)	On-going July 2018-May 2019	Calendar of Quarterly Administrative PLC Sessions: October 23 & 26 January 8 & 11 March 14 & 15 May 7 & 9 Agendas, Sign-in sheets and Minutes Survey Feedback
ADE will provide technical support to leaders on using Teacher Excellence	Dr. Veronica Perkins, Chief Academic Officer	On-going July 2018-May 2019	Preschool Support: July 12,13 (Administrative PLC's)

<p>Support System Domains 1,2, & 3 to provide feedback and support on the implementation of Professional Learning Communities</p>			<p>July 23, 24, 25 (LRSD Leadership Institute) August 7</p> <p>TESS Professional Development for School Leaders</p> <ul style="list-style-type: none"> • Aug 24 (ADE) • Sept. 27 (ADE) • Feb. 28 (ADE) <p>TESS Ratings and feedback from informal observations</p> <p>LEADS end of the year meetings and ratings. LEADS PGP's</p> <p>Principals will attend Grade Level collaborative PLC's to provide TESS feedback from Domain 1.</p> <p>Principals will facilitate 2 faculty and staff collaborative team meetings monthly as part of the PLC process</p>
<p>District Instructional Leadership Team will assist principals in monitoring grade level collaborative Professional Learning Communities</p>	<p>Mr. Marvin Burton, Secondary Deputy Superintendent</p> <p>Dr. Sadie Mitchell, Elementary Deputy Superintendent</p> <p>Dr. Veronica Perkins, Chief Academic Officer</p> <p>District Instructional Leadership Team</p>	<p>Ongoing October 2018- May 2019</p>	<p>Agendas, Minutes, and Sign-In Sheets, Surveys</p> <p>PLC Monitoring Protocol</p>

Goal 2: To provide tiered support to schools as they learn and implement strategies that will improve reading instruction

Rationale: To ensure that each student in our district is reading on grade level by Grade 3.

To accomplish this goal, we have aligned our vision for reading with the state’s vision as articulated by R.I.S.E. (Reading Initiative for Student Excellence). The intended goals for R.I.S.E. are to (1) Sharpen the focus and strengthen instruction; (2) Create community collaboration, and (3) Build a culture of reading.

Measurement: All Little Rock School District elementary and middle schools will implement effective instructional strategies and intensive interventions in order to meet the needs of individual students’ grades K-6 to achieve grade level reading readiness benchmarks.

Activity	Persons Responsible	Timeline	Measurements of Success
R.I.S.E. Professional Development to provide an overview of RISE of Elementary and Middle School Principals	Ms. Sabrina Stout, Elementary Literacy Ms. Beverly Thrasher, Secondary Literacy Multi-Site Literacy Facilitators	July 12 & 13	Agenda, Sign-in sheets, and survey feedback
R.I.S.E. professional development	Ms. Sabrina Stout, Elementary Literacy Ms. Beverly Thrasher, Secondary Literacy Multi-Site Literacy Facilitators	Ongoing August 6 and 7 Secondary August 3 September 13 October 3, 9, 15, 31 November 28	Agenda, Sign-in sheets
Technical Support from Secondary and Elementary Multi-Site Literacy Facilitators	Ms. Sabrina Stout, Elementary Multi-Site Literacy Facilitators	Ongoing August 2018- May 2019	Monitoring R.I.S.E. Implementation Protocol

Each elementary and secondary school will have an Orton-Gillingham trained teacher to provide Tier 3 reading interventions	Ms. Sabrina Stout, Elementary Literacy Ms. Beverly Thrasher, Secondary Literacy Partner: Institute for Multi-Sensory Education (IMSE)	Ongoing August 2018 – May 2019	Review Artifacts from PLCs: agendas, sign-in sheets Use protocol for Focus Walks by Literacy Teams, DILT, and PLC process
Professional Development for Secondary literacy leaders for newly adopted textbook and materials	Ms. Beverly Broadnax-Thrasher Sec. Literacy Facilitators Pearson Consultant	Ongoing August 7 September 20, 21, 25, & 26	Determine quarterly the percentage of secondary literacy teachers who are implementing the new adoption through lesson plans and observations
Dyslexia Specialist will provide technical support to reading teacher and monitor progress of identified students K-12	LRSD New Dyslexia Specialist Ms. Chandle Carpenter	Ongoing October 2018- May 2019	Meeting agendas, Sign-in sheets, minutes Monitoring logs
One Book One District Fall Elementary School Reading Initiative	Mr. Mike Poore, Superintendent Dr. Sadie Mitchell, Elementary Deputy Superintendent	November 13, 2018- December 19, 2018	Meeting Agendas
Implementation of Read 180 in Secondary Schools to provide Tier 2 & 3 interventions	Mr. Marvin Burton, Secondary Deputy Superintendent	Ongoing August 2018- May 2019	Student growth reports
Implementation of Lexia Core 5 selected in Elementary Schools to provide personalized blended learning Tier 2 interventions	Dr. Sadie Mitchell, Elementary Deputy Superintendent	Ongoing August 2018-May 2019	Student growth reports
Create District Support Teams for Elementary and Secondary Literacy. This team will provide the following monthly support to schools: <ul style="list-style-type: none">Identify Critical Needs	Mr. Marvin Burton, Secondary Deputy Superintendent Dr. Sadie Mitchell,	Ongoing November 2018- May 2019	Agendas, Sign-in Sheets, Minutes from meetings Surveys from professional development

<ul style="list-style-type: none"> • Conduct Collaborative Focus Walks • Provide Feedback and Support 	<p>Elementary Deputy Superintendent</p> <p>Dr. Veronica Perkins, Chief Academic Officer</p> <p>District Instructional Leadership Team</p>		<p>Data from observation protocols</p>
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Goal 3: To implement data based decision making systems used to progress monitor all students to ensure immediate and appropriate instructional support or enhancement

Rationale: The concept of Data Based Decision Making is not new to LRSD. Over the years, we have participated in various trainings relative to using data to make instructional decisions. However, many of our schools continue to struggle with using data to *facilitate instruction that will ensure that all students receive the appropriate support as soon as possible for them to master what they need to know and or be able to do.*

Measurement: All Little Rock School District elementary and secondary schools will implement an effective assessment system to increase the percentage of students meeting the readiness benchmark.

Activity	Persons Responsible	Timeline	Measurements of Success
Root Cause Analysis Professional Development during Leadership Institute	Dr. Danyell Cummings, Testing and Evaluation Director Dr. Maurcia Robinson, Testing and Evaluation	Recalibrated and Introduced Preschool Support: July: 23, 24, 25	Recalibration and Introduction of RCA Agendas and Sign-In Sheets
Facilitate collaborative PLC's to clusters of schools in feeder patterns. School teams will share innovative strategies to make data based decisions and how data is shared with students and parents.	Mr. Mike Poore, Superintendent Mr. Marvin Burton, Secondary Deputy Superintendent Dr. Sadie Mitchell, Elementary Deputy Superintendent Dr. Veronica Perkins, Chief Academic Officer Dr. Danyell Cummings, Testing and Evaluation Director DIST	Ongoing October 23 & 26 January 8 & 11 March 14 & 15 May 7 & 9	Review of Artifacts: Agendas, Sign-in Sheets and minutes from PLCs.

<p>Provide professional development on how to administer and utilize NWEA-MAP interim assessment data to drive instruction</p>	<p>Dr. Danyell Cummings, Testing and Evaluation Director</p> <p>Dr. Maurcia Robinson, Testing and Evaluation</p> <p>NWEA Consultants</p> <p>Solution Tree Consultants</p>	<p>August 29 & 30</p> <p>September 10</p> <p>October 23 & 26</p> <p>January 8 & 11</p>	<p>Agendas and Sign-in Sheets</p>
<p>Facilitate professional development for school teams on Student GPS, a free online tool that contains a collection of student educational data provided by ADE. Data for the StudentGPS is imported from the following sources:</p> <ul style="list-style-type: none"> • eSchool Plus • eFiancePlus • State Contracted Assessment Vendors 	<p>Dr. Ericka McCarroll, RTI Director</p> <p>Daniel Collier, ADE</p>	<p>September 24</p> <p>December 6</p>	<p>Agendas and Sign-in Sheets</p>
<p>Use Student GPS digital platform to track attendance data; implementation of Feet to the Seat campaign to reduce chronic absences and tardies</p>	<p>Dr. Ericka McCarroll, RTI Director</p> <p>DILT</p> <p>United Way</p> <p>Arkansas Campaign for Grade Level Reading</p> <p>AR Kids Read</p>	<p>Ongoing</p> <p>August 2018 –May 2019</p>	<p>School Campaigns</p> <p>Attendance Data</p> <p>Reduction in chronic absences and tardies</p>
<p>Use Naviance career and college readiness software tool with secondary students to track the following data:</p> <ul style="list-style-type: none"> • ACT Scores • Transcripts • Student interest inventories • College applications • ACT Aspire data 	<p>Mr. Marvin Burton, Secondary Deputy Superintendent</p> <p>Ms. Lequieta Grayson, Counselor Coordinator</p>	<p>Ongoing</p> <p>August 2018 –May 2019</p>	<p>High School Graduation Rates</p>

Goal 4: To function as a High Performing District by improving systems and operational functions

Rationale: Our responsibility to our stakeholders is to leverage our resources to deliver services as a high reliability school district.

Measurement: Little Rock School District leaders will implement strategic use of resources and substantial responsibility to focus on all operational activities within the school system (relative to Activities 1, 2, 3).

Activity	Persons Responsible	Timeline	Measurements of Success
Long range Facility planning	Mr. Mike Poore, Superintendent Ms. Pamela Smith, Communications Director	Ongoing August 27 th Community Meetings Sharing information regarding what has and is going on in LRSD: Sept. 4, 2018 – McClellan High Sept. 10, 2018 – J. A. Fair High Sept. 17, 2018 – Pinnacle View Sept. 20, 2018 – Bale Elem. Sept. 24, 2018 – Dunbar Middle	Sharing Information with Stakeholder (Electronic Formats) Town Hall Meetings Focus Groups Surveys
Survey sent to stakeholders at Terry, Roberts, and Fulbright on 5 th grade academy	Ms. Pamela Smith, Communications Director	November 12-15	Results from survey
Monthly Critical Task Calendars	Mr. Marvin Burton, Secondary Deputy Superintendent Dr. Sadie Mitchell, Elementary Deputy Superintendent	Ongoing August 2018- May 2019	Provided monthly to building principals
Support the implementation of Restorative Justice Practices addressing both adult and student behaviors.	Dr. Frederick Fields, Ms. Lisa Williams, Mental Health Coordinator	Ongoing November 14 & 15 December 6 & 7	Agenda and Sign-In Sheet
Create a Multi-Tiered Systems of Support Guide detailing protocol for	Dr. Ericka McCarroll, RTI Director	November 2018 SPED Collaboration	Agenda, Sign-in sheets, minutes

<p>supporting individual students' needs</p>	<p>Ms. Cassandra Steele, Special Programs Director</p> <p>Ms. Romona Cheneval, Gifted Director</p> <p>Ms. Lisa Williams, Mental Health Coordinator</p> <p>Lequieta Grayson, Counselor Coordinator</p>	<p>December 2018 Gifted Collaboration</p> <p>January 2019 Behavior Collaboration</p>	<p>Completed guide</p>
<p>Facilitate professional development to building leaders on multi-tiered systems of support for students</p>	<p>Dr. Ericka McCarroll, RTI Director</p> <p>Ms. Cassandra Steele, Special Programs Director</p> <p>Ms. Romona Cheneval, Gifted Director</p> <p>Ms. Lequieta Grayson, Counselor Coordinator</p> <p>Ms. Lisa Williams, Mental Health Coordinator</p>	<p>May 2019</p>	<p>Agenda, Sign-in sheets</p>
<p>Implement TalentEd to create efficient systems in the LRSD Human Resources Department</p>	<p>Mr. Robert Robinson, Interim Human Resources Director</p> <p>Dr. Sadie Mitchell, Deputy Superintendent Elementary</p> <p>Dr. Veronica Perkins, Chief Academic Officer</p>	<p>November 2018- June 2019</p>	<p>Updated Job Descriptions Updated Employee Applications Effective Job Posting Workflow On-line Onboarding Forms DocuShare and WinOcular Conversion</p>