

POCAHONTAS SCHOOL DISTRICT
Arkansas Comprehensive School Improvement Plan
REVIEW COPY ONLY
2013-2014

To prepare students to accept and succeed in the challenges and opportunities of tomorrow, the Pocahontas Public School District is committed to providing a safe, quality learning environment in which all students master grade level content, perform at their highest academic ability, and develop positive/healthy self-worth; to distributing resources with fairness and accountability; and to engaging in cooperative relationships with district parents and patrons.

Grade Span:

Title I: Not Applicable

School Improvement:

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1 **Priority 1:** To provide administrative support for extended use of state and federal funds.

1.1 **Goal:** To further improve classroom instruction and academic achievement.

Benchmark: In regards to AYP based on 2012-1013 achievement data, the district is "In Needs of Improvement" regarding mathematics and "In Needs of Improvement" in regards to literacy. The district fell below its "Performance" and "Growth" targets in mathematics for both the Combined and TAGG populations. 84.89% of the Combined population was proficient or advanced and 72.22% of the Combined population met their Growth targets. 79.38% of the TAGG population was proficient or advanced and 66.83% of the TAGG population met their Growth targets. The district will establish the following targets for the 2013-2014 school year in mathematics. Combined population; 89.52% performance and 84.78% growth. TAGG population; 87.34% performance and 81.57% growth. The district fell below its "Performance" and "Growth" targets in literacy for the Combined population and TAGG population. 80.94% of the Combined population was proficient or advanced and 82.22% of the Combined population met their Growth targets. 74.54% of the TAGG population was proficient or advanced and 76.51% of the TAGG population met their Growth targets. The district will establish the following targets for the 2013-2014 school year in mathematics. Combined population; 84.58% performance and 84.54% growth. TAGG population; 81.19% performance and 81.21% growth.

Benchmark: Data regarding the levels of performance on the district's teacher evaluation rubric will be gathered during the 2013-2014 teacher evaluation process. This data will be used to identify areas for instructional growth, both collectively and individually. Each teacher will be given an overall rating for each of the four domains as well as an overall summative ratings. The identified areas will be targeted during the district's planning for future professional development. The focus of classroom walk-throughs will be on components of Domains II and III of the TESS evaluation rubric identified as areas in need of growth.

Benchmark: Parent surveys, given at the end of the 2010-2011 school year, show that the greatest concerns for district parents are difficulty of coursework (50%) and time commitments for their student(s) (34.2%). The surveys also show that the preferred means of communication between school and parent be technology related; School Reach phone system (44.7%), Email (25.0%) or Text (15.7%). Survey results also show that 96% of district students have access to internet and computer outside the school setting. Surveys were not given during the 2012-2013 school year. The district will use new stakeholder surveys during the 2013-2014 school year as part of its AdvancED accreditation process.

Benchmark: Effectiveness of the district's ALE programs is measured by the percentage of students who return successfully to the regular education classrooms after completion of their placement time in the ALE program. In 2010-2011, 42 students participated in an ALE program with 39 returning successfully to the general curriculum classes. This represents a percentage of 92.8%. In 2011-2012, 49 students participated in an ALE program with 46 returning successfully to either the general curriculum classes or special education classes. This represents a percentage of 94.0%. The districts goal is to raise this percentage to 95% or greater during the 2012-2013 school year.

Benchmark: Benchmark 8: During the 2011-2012 school year, technology was the major focus of Parent Surveys. Approximately 50% of the parents who completed surveys indicated that they use technology means such as e-mail, twitter, online gradebook system and the district website to access information related to their child and/or their school. Approximately 50% still choose more traditional means to gain such information. In addition, approximately 30% indicated that their child would need to utilize school resources in order to address assignments that required the use of technology as they would not have access at home. Surveys were not given during the 2012-2013 school year but will be given during the 2013-2014 school year as part of the district's AdvancED accreditation process.

Intervention Administrative Support for 2013-2015.				
Scientific Based Research http://www.temple.edu/lss/SpecialReports/CaweltiProtheroeBriefA.pdf This policy brief summarizes findings in High Student Achievement: How Six School Districts Changed into High-Performance Systems (2001), by Gordon Cawelti and Nancy Protheroe. The complete 104-page report may be ordered from Educational Research Service, Arlington, VA, at (800) 791-9308 or from the website, www.ers.org. For information about the work of Temple University Center for Research in Human Development and Education, visit the website, www.temple.edu/education/crhde				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district and building ACSIP plans will be reviewed annually to insure that the plan is updated to meet current needs. The reviews will include, but not be limited too, discussion during district administrative team meetings, including: principal walk through data, target test data as well as summative achievement data and information concerning struggling students. Evaluation and classroom walk throughs on the public school campus will serve as an evaluation of administrative support to the buildings. (SEE BENCHMARK STATEMENTS 1-3) (Documentation is kept of meetings and classroom walk throughs) Action Type: Collaboration Action Type: Program Evaluation	Daryl Blaxton, Superintendent, Dr. Rosemary Weaver, K-12 Curriculum Specialist	Start: 07/01/2013 End: 06/30/2014	Administrative Staff District Staff Teachers Title Teachers	<hr/> ACTION BUDGET:
The district will provide for the welfare and educational needs of homeless students in order to improve learning. The amount budgeted will be equal to the Title I allocation divided by the total number of students in the district multiplied by the number of homeless students in the district from the previous year. ($\$490,954/1814 \times 9 = \2443.90) Action Type: Collaboration Action Type: Equity	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014	Teachers	Title I Materials & Supplies: <u>\$2,444.00</u> ACTION BUDGET: <u>\$2,444.00</u>

Intervention Administrative Support for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district will provide the support necessary to employ a K-12 curriculum specialist, Dr. RoseMary Weaver(1.0 FTE) to work with the schools in the areas of curriculum, instructional alignment,and act as a literacy coach and mentor to the teachers in schools that are in school improvement in best professional practices and the use of data analysis and its effective use in instructional planning. Supplies in the form of intervention materials and travel registration fees for professional development will also be provided. Other objects funds will be used for professional membership and dues.</p> <p>Action Type: Alignment Action Type: Collaboration</p>	<p>Daryl Blaxton, Superintendent , Dr. Rosemary Weaver, Curriculum Specialist</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Central Office District Staff Outside Consultants Teachers Title Teachers</p>	<p>NSLA (State-281) Other Objects: \$1,000.00 NSLA (State-281) Purchased Services: \$2,000.00 NSLA (State-281) Materials & Supplies: \$2,250.00 NSLA (State-281) Employee Benefits: \$16,329.58 NSLA (State-281) Employee Salaries: \$65,959.00 <hr/>ACTION BUDGET: \$87,538.58</p>
<p>The district will employ a Human Service Worker, Tammy Hagood,(FTE .50) who will provide administrators and teachers assistance in identifying learning problems in struggling students and then prescribing point in time interventions designed to address said problems. Upon completion of her school psychology internship and certification exams in 2014, Tammy will be a Nationally Certified School Psychologist. Professional development will be provided in order to have the most current training available. Supplies will be in the form of literature concerning Response to Intervention practices.</p> <p>Action Type: Equity Action Type: Parental Engagement Action Type: Special Education</p>	<p>Daryl Blaxton, Superintendent</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff District Staff Performance Assessments</p>	<p>NSLA (State-281) Purchased Services: \$2,000.00 NSLA (State-281) Materials & Supplies: \$5,000.00 NSLA (State-281) Employee Benefits: \$3,185.60 NSLA (State-281) Employee Salaries: \$10,447.50 <hr/>ACTION BUDGET: \$20,633.10</p>
<p>The district will partner with the Northeast Arkansas Cooperative and the cooperative content specialists James McMillan, Sharon Gates and Katie Fears to provide staff development opportunities for teachers, paraprofessionals, and administrators. These activities will be directly related to improving classroom instruction and student achievement, will be aligned with building level ACSIP plans and will coincide with ADE rules and regulations regarding staff development. Supplies in the form of books and other professional development materials will also be provided.</p> <p>Action Type: Parental Engagement Action Type: Professional Development</p>	<p>Dr. Rosemary Weaver</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>District Staff Outside Consultants</p>	<p>PD (State-223) Purchased Services: \$19,000.00 <hr/>ACTION BUDGET: \$19,000.00</p>

Intervention Administrative Support for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district will provide the support necessary to staff an ALE classroom at M.D. Williams Intermediate School and Pocahontas Junior High School to serve Pocahontas School District students who require an alternative learning environment in order to learn to their potential. Building committees, consisting of classroom teachers, guidance counselors, principals, and mental health counselors use program placement criteria and ALE guidelines to determine eligibility for the ALE program. Exiting of the ALE classroom is determined by a satisfactory rating on established criteria prior to entry into the regular classroom. Evaluation of the program's effectiveness will be measured by the percentage of students successfully meeting the exit criteria, when applicable. The transitional success is monitored by the ALE committee and principal or principals' designee. (SEE BENCHMARK STATEMENTS 7 and 9)</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement</p>	Daryl Blaxton	Start: 07/01/2013 End: 06/30/2014	District Staff	_____ ACTION BUDGET:
<p>The district provided the support needed for a peer review of each buildings' ACSIP plan on September 13, 2013 prior to submission. Using the approval checklist, building ACSIP teams were given the opportunity to not only check another buildings' plan for completeness but also became more familiar with interventions contained within the plan. Through this collaboration a two year improvement plan was discussed.</p> <p>Action Type: Collaboration</p>	Daryl Blaxton	Start: 07/01/2013 End: 06/30/2014	District Staff	_____ ACTION BUDGET:
<p>The district will provide training and support for building leadership teams in the analysis of data, the development of the ACSIP plan including how to evaluate if interventions are successful in the building. Building leadership teams will also be trained in interventions to best foster student achievement.</p> <p>Action Type: Professional Development</p>	Daryl Blaxton	Start: 07/01/2013 End: 06/30/2014	District Staff	_____ ACTION BUDGET:

Intervention Administrative Support for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>All federal and categorical funds will be used to supplement and support the required educational components of the districts four-(4) schools.</p> <p>Expenditures will be in compliance with federal and /or state requirements for each funding category. The district continually monitors each building to ensure that the financial support is provided to educate all children at a high level. Buildings are asked each spring to submit proposals for the coming school year outlining budget needs outside of their regular building budget. Each proposal must include a rationale as to how said proposal addresses an area of need as identified within the schools ACSIP plan. The district then prioritizes these needs and identifies appropriate funding source(s) to meet said needs.</p> <p>Action Type: Collaboration</p>	Daryl Blaxton	<p>Start: 07/01/2013</p> <p>End: 06/30/2014</p>	<p>Administrative Staff</p> <p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Academic Improvement Plan (AIP) and an Intensive Reading Improvement Plan (IRI) are plans detailing supplemental or intervention and remedial instruction, or both, for students in (K-12) in deficient academic areas. An AIP or an IRI is for any student who is not proficient on the state-mandated criterion-referenced assessment and state mandated developmental appropriate assessments for K-2. NCLB (Public Law 107-110) Title I, Part A, Section 1116(e)(3)(A) requires that the plan state specific learning objectives that are based on the student performance on the designated measurement tool. The method of remediation is to be based on state frameworks and they are to be research based and ability appropriate. A timeline for progress is to be reported. Also required is a recorded date of goal achievement. Signatures are obtained of the teacher, administrator & parent/guardian denoting that a plan has been formulated and that the information has been received by the parent.</p> <p>Action Type: AIP/IRI</p> <p>Action Type: Collaboration</p>	Principals	<p>Start: 07/01/2013</p> <p>End: 06/30/2014</p>	<p>Administrative Staff</p> <p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention Administrative Support for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
In the previous school year,2012-2013, NSLA funds were used for the following:1.0 curriculum specialist and expenses,.50 psychological examiner and expenses, parent facilitator supplies, 2.0 certified staff members to serve as point in time interventionists with struggling students, 2.0 school nurses,an instructional aide to oversee computer based remediation by students,renewal fees for instructional & tutorial software,tutoring before and after school at PJHS and PHS,summer credit recovery classes,ACT for all 11th graders, as well as supplies for the districts Pre-school program.	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office District Staff Teachers	<hr/> ACTION BUDGET:
The district will provide staff development opportunities for teachers, paraprofessionals, and administrators for hours above the required 60 hours. These activities will be directly related to improving classroom instruction and student achievement, aligned with building level ACSIP plans, and will coincide with ADE rules and regulations regarding staff development. Supplies in the form of books and other professional development materials will also be provided.	Dr. RoseMary Weaver	Start: 07/01/2013 End: 06/30/2014	District Staff Outside Consultants	Title I Purchased Services: \$24,548.00 <hr/> ACTION BUDGET: \$24,548.00
1% Indirect Cost will be transferred to the district operating account as allowed by state and federal guidelines. These monies will be expended at the discretion of the district.	Kim Guthrie	Start: 07/01/2013 End: 06/30/2014	Central Office	<hr/> ACTION BUDGET:
The district will continue in Year III of the implementation the use of Compass Learning educational software to use with students K-12. The software aligns with state and local curriculum standards. In addition, the software will align the districts tutoring efforts for students K-12. The software will be used to create individual learning plans for students that will provide both enrichment and remediation opportunities, create pre and post assessments, as well as enhance classroom instruction and student engagement via the use of technology. The software was purchased in the spring of the 2010/11 school year and will be implemented in the 2011/12 and 2012-2013 school years. Action Type: Alignment Action Type: Equity Action Type: Program Evaluation Action Type: Technology Inclusion Action Type: Title I Schoolwide	Daryl Blaxton	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Computers District Staff Outside Consultants Performance Assessments Teachers Teaching Aids	<hr/> ACTION BUDGET:

Intervention Administrative Support for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Pocahontas School District will purchase academic software designed to improve fundamental academic skills in both literacy and math to be used as Tier II and Tier III interventions within the district's RTI process. Action Type: Alignment Action Type: Technology Inclusion Action Type: Title I Schoolwide	Sara Martin	Start: 07/01/2013 End: 06/30/2014	Computers Teachers	Title VI State Purchased Services: \$9,500.00 <hr/> ACTION BUDGET: \$9,500.00
The district will support Alma Spikes Elementary in its transitioning efforts of students from area preschool programs into Kindergarten. This will include participation in preschool programming conferences for students transitioning with IEP plans, 504 plans, Health Care plans, etc. Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Special Education Action Type: Title I Schoolwide	Sara Martin Shawn Carter	Start: 07/01/2013 End: 06/30/2014	District Staff	<hr/> ACTION BUDGET:
The district will employ a school resource officer, through a purchased service contract with the City of Pocahontas, to increase the safety and security of its students and staff. Action Type: Collaboration Action Type: Parental Engagement	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014	Outside Consultants	NSLA (State-281) Materials & Supplies: \$500.00 NSLA (State-281) Purchased Services: \$41,403.73 <hr/> ACTION BUDGET: \$41,903.73
			Total Budget	\$205,567.41

Intervention Parental Engagement for 2013-2015.				
Scientific Based Research				
Barth,Roland.(2001).Kearning by Heart.San Francisco:Jossey-Bass.U.S. Department of Education,No Child Left Behind,A parent's Guide.2003,www.nclb.gov;Payne,Ruby K.,DeVol, Phillip E., & Smith, Terie D. (2006) Bridges out of Poverty.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district has established a district wide group called "Closing the Achievement Gap" which consists of the school leadership teams,a private school representative, parents and business representatives. The group contributes to the development of the ACSIP plan and provides input for policies and programs to improve student achievement.</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Daryl Blaxton	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Community Leaders District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>As required by Act 397, professional development is provided annually for parent volunteers at a volunteer luncheon.Teachers receive at a minimum two hours of parental involvement professional development and administrators three hours.</p> <p>Action Type: Parental Engagement Action Type: Professional Development</p>	<p>Principals, Rosemary Weaver</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will provide for parental involvement for public and private preschool programs by providing for two ABC programs as well as an additional "paid" preschool classroom on campus and by operating their own preschool special education program. The preschool classrooms have numerous parental engagement activities including Muffins for Moms, Donuts for Dads, Monthly Book Club and many other activities.The preschool special education staff serves eligible students in the ABC classrooms,HeadStart,private day care and in homes if necessary.They also work with parents to understand their child's needs and how best to address these developmental needs in the home.</p> <p>Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development</p>	<p>Suzy Hoggard, Melissa Pipkin, Judy Walker Denee Ellis, Kelly Evans</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention Parental Engagement for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district provides the support necessary for E-school parent viewer that is an online program in which parents can access their child's grades, assignments missed and other pertinent information about their child progress. Parents are also provided with information concerning their child's results of district and end of course assessments.</p> <p>Action Type: Parental Engagement Action Type: Technology Inclusion</p>	<p>Principals, Shawn O'Donnell</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Computers District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district provides the support necessary for parent centers in which parents can obtain materials to work with their child. Classroom teachers also send home materials and instructions on how parents can assist their child. Parent facilitators are also assigned in each building to assist with parental engagement.</p> <p>Action Type: Parental Engagement</p>	<p>Pat Carter, Daryl Blaxton</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will annually evaluate the effectiveness of parental involvement activities by aggregating and analyzing the results of each buildings' parent surveys and suggestions for other parental involvement activities. (SEE BENCHMARK STATEMENTS 6 and 8)</p> <p>Action Type: Parental Engagement Action Type: Program Evaluation</p>	<p>Daryl Blaxton</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district's Parent Centers will provide training to parents on ways to help children achieve in school, to understand parent responsibilities as defined in Title I, and to improve communications between parents and the school. Parents will spend time putting together supplemental curriculum materials packets for parents and students to use at home. School lunches will be provided for parents when sessions occur during the school day and continue past lunch.</p> <p>Action Type: Parental Engagement</p>	<p>Principals, Patty Moore, Cafeteria Supervisor</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>		<p>_____</p> <p>ACTION BUDGET:</p>

Intervention Parental Engagement for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district provides guidance for schools in the development of parental involvement policies and programs by the development of a district plan which provides linkage between the district and schools. Within the district parent/guardian involvement plan there is guidance on how to coordinate and integrate parent involvement programs and support for parental involvement activities as parents may request.</p> <p>Action Type: Parental Engagement</p>	Daryl Blaxton	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Central Office District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district notifies parents if their child attends a school that is in school improvement through: letters (in multiple languages as necessary) which are sent home in parent information packets, the district newsletter, which is mailed and by posting on the school web site.</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	Daryl Blaxton, Lucy Broadway, Principals	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The district will host an "Annual Report to the Public" prior to its regular September board meeting. During this report, the district will advise the public of the current accreditation and school improvement status of the district as well as each school. In addition, the district will share details of school improvement plans as well as the use of federal and categorical dollars.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement Action Type: Program Evaluation</p>	Daryl Blaxton, Superintendent	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Central Office District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			Total Budget	\$0.00

Intervention Provide Support to Improve Student Achievement on Open Response Questions for 2013-2015.				
Scientific Based Research				
National Research Council. Preventing Reading Difficulties in Young Children. Washington, DC: National Academy Press, 1998.Allen, Janet. Inside Word: Tools fpr Teaching Academic Vocabulary in Grades 4-12. York, Maine: Stenhouse Publishers, 2007.Faber, Sharon. How to Teach Reading If Youre Not A Reading Teacher. Nashville, TN: Incentive Publications, Inc., 2004.Wolfe, P. Brain Matters. Translating Research into Classroom Practice. Alexandria, VA: ASCD, 2001				
Actions	Person Responsible	Timeline	Resources	Source of Funds
To address this identified weakness in literacy across all buildings the Pocahontas School District will provide the necessary professional development, in both math and literacy, to improve student achievement in the area of open response questioning. Action Type: Professional Development	Rosemary Weaver	Start: 07/01/2013 End: 06/30/2014	District Staff	ACTION BUDGET:
Each building will be responsible for developing and implementing a school level action plan to improve open response scores.	Principals	Start: 07/01/2013 End: 06/30/2014		ACTION BUDGET:
Administration will formally use Classroom Walk Throughs to determine the level of implementation of the reading comprehension strategies that is occurring in individual classrooms. Teachers that are experiencing difficulty will be provided support to ensure full implementation. (SEE BENCHMARK STATEMENT 2) Action Type: Professional Development Action Type: Program Evaluation	Principals, Rosemary Weaver	Start: 07/01/2013 End: 06/30/2014	District Staff Outside Consultants	ACTION BUDGET:
During the 2008/2009 school year, the district identified "reading comprehension" as an area in need of improvement among its student population. During the 2009/2010 and 2010/2011 school years the district contracted with Modern Red, Inc. for imbedded staff development training, K-12, regarding the implementation of research based instructional strategies designed to improve reading comprehension across all subject areas. A plan for ongoing sustainability of the implementation of the Modern Red strategies was developed during the 2010-2011 school year. The district will focus on further implementation of these strategies during the 2012-2013 school year. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development Action Type: Special Education	Dr. RoseMary Weaver	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office District Staff Teachers	ACTION BUDGET:
			Total Budget	\$0.00

Intervention Total Instructional Alignment for 2013-2015.				
Scientific Based Research				
Fullan, M.G., (1991). The new meaning of educational change. New York: Teachers College Press. Lezotte, L., & McKee, K. (2006). Stepping up: Leading the charge to improve our schools. Okemos, MI: Effective School Products, Ltd. Stiggins, R., (2005). From formative assessment to assessment FOR learning: A path to success in standards-based schools. Phi Delta Kappa, 87(4), 324-328. Schmoker, M., (2006). Results now; How we can achieve unprecedented improvements in teaching and learning. Alexandria, VA: Association for Supervision and Curriculum Development.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district plan is to continue the work with APSRC over the next two-(2) years until all content areas and all grade levels are fully aligned to the Common Core Standards in regards to curriculum, instruction and assessment. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Rosemary Weaver	Start: 07/01/2013 End: 06/30/2014	District Staff	<hr/> ACTION BUDGET:
Building administrators and the K-12 Curriculum Specialist, in collaboration with APSRC staff, will review progress on the ABC work. Professional days throughout the year will be designated for collaboration, refinement, and expansion on the horizontal and vertical alignment of both curriculum and instruction Action Type: Alignment Action Type: Professional Development Action Type: Program Evaluation	Rosemary Weaver, Principals	Start: 07/01/2013 End: 06/30/2014	Administrative Staff District Staff	<hr/> ACTION BUDGET:
The district will support the implementation of the Common Core Learning Standards during the 2013-2015 school years through its participation in the Arkansas Public School Resource Center's "Achieving By Changing" collaborative initiative of 26 districts in the state. The focus will be on alignment of instruction and assessment to the Common Core Standards as well as raising the rigor of classroom instructional practices.	Dr. RoseMary Weaver	Start: 07/01/2013 End: 06/30/2014		<hr/> ACTION BUDGET:
Success of the intervention will be determined by; 1) data gathered by administrators during Classroom Walkthroughs and lesson plan reviews as well as 2) the success, district-wide, in meeting the AMO targets for students scoring proficient or above on the state criterion reference exams. SEE BENCHMARK 2 AND 3	RoseMary Weaver	Start: 07/01/2013 End: 06/30/2014		<hr/> ACTION BUDGET:
			Total Budget	\$0.00

Intervention Ensure High Quality Teacher Evaluation and Feedback for 2013-2015.				
Scientific Based Research				
R.J. Marzano (2003) What works in schools: Translating research into action.Alexandria, VA: Association for Supervision and Curriculum Development R.J. Marzano (2004) Building background knowledge for academic achievement.Alexandria, VA: Association for Supervision and Curriculum Development C. Danielson & T. McGreal (2000) Evaluation to enhance professional practice.Alexandria, VA: Association for Supervision and Curriculum Development				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district participated in a Teacher Evaluation Pilot during the 2010-2011 school year. The pilot is part of the Arkansas Department of Education’s work in developing a research based/best practice evaluation system that will be recommended to all districts within the state. The evaluation system is based on work done by Charlotte Danielson.	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014		_____ ACTION BUDGET:
Baseline data regarding the performance categories on the evaluation system’s observation instrument were gathered in 2011-2012. Data from the performance categories of the observation instrument in 2011-2012 will then be compared to 2012-2013 to determine whether or not improvement in instruction has occurred after two years.	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014		_____ ACTION BUDGET:
The Pocahontas School Board, upon recommendation of the superintendent and certified personnel policy committee, adopted the ADE evaluation process as the district’s board approved teacher evaluation process for the 2011-2012 school year. The focus of the 2012-2013 school year will be to further improve classroom instruction through quality teacher evaluations and feedback related to the evaluations. The focus of the evaluation process is one of continued professional growth by all educators in the district.	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014		_____ ACTION BUDGET:
All certified staff will develop "Individualized Growth Plans", for the 2013-2014 school year, based upon their individual evaluations in conjunction with district and building goals regarding student achievement results in literacy and/or mathematics.	Principals Superintendent	Start: 07/01/2013 End: 06/30/2014		_____ ACTION BUDGET:
All certified staff in the district received twenty-four -(24) hours of training on the state’s new teacher evaluation process, TESS, during the summer and prior to the start of the 2013-2014 school year. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	RoseMary Weaver	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office Teachers	_____ ACTION BUDGET:

Intervention Ensure High Quality Teacher Evaluation and Feedback for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
All administrators in the district will successfully complete the state required TESS certification exam for evaluators. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development Action Type: Technology Inclusion	Daryl Blaxton	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office	<hr/> ACTION BUDGET:
			Total Budget	\$0.00

2 **Priority 2:** To provide the resources necessary to enable Pocahontas students to make healthy choices which will improve their quality of life and their ability to learn.

2.1 **Goal:** The Pocahontas School District will provide the necessary support to enable students to make healthy lifestyle choices by implementing systems to help decrease the average BMI on annual student screenings and to increase collaboration toward healthy living practices between all segments of the school community

Benchmark: At the end of the SY 2008-2009, 25% of males and 23.3% of females were classified as obese using the Body Mass Index Screening . At the end of the 2009-10 school year, there will be a decrease in the average Body Mass Index for students by 1/2% as evaluated by the annual Body Mass Index Screening.

Benchmark: At the end of the SY 2009-2010, 26.1% of males and 21.2% of females were classified as obese using the Body Mass Index Screening . At the end of the 2010-2011 school year, there will be a decrease in the average Body Mass Index for students by 1/2% as evaluated by the annual Body Mass Index Screening.

Benchmark: At the end of the SY 2010-2011, 24.9% of males and 23.7% of females were classified as obese using the Body Mass Index Screening . At the end of the 2011-2012 school year, there will be a decrease in the average Body Mass Index for students by 0.5% as evaluated by the annual Body Mass Index Screening.

Benchmark: At the end of the SY 2011-2012, 28.4% of males and 25.3% of females were classified as obese using the Body Mass Index Screening . At the end of the 2012-2013 school year, there will be a decrease in the average Body Mass Index for students by 0.5% as evaluated by the annual Body Mass Index Screening.

Benchmark: At the end of the SY 2012-2013, 26.4% of males and 24.1% of females were classified as obese using the Body Mass Index Screening . At the end of the 2013-2014 school year, there will be a decrease in the average Body Mass Index for students by 0.5% as evaluated by the annual Body Mass Index Screening.

Intervention Administrative Support for Wellness for 2013-2015.				
Scientific Based Research				
<p>Journal of the American Dietetic Association, 103(7):887-93.2003.NAL Call Number: 389 Am34 Position of the American Dietetic Association: Child and adolescent food and nutrition programs. J. Stang,C.T. Bayerl.Food and Nutrition Information Center's(FNIC) web site atHttp://www.nal.usda.gov/fnic/pubs and db.html. Clinical Pediatrics, 40(2): 63-70.2001.NAL Call Number: RJ1-C55, Behavioral and cognitive status in school-aged children with a history of failure to thrive during early childhood.R.A.Dykman, et al.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Pocahontas School District has developed District wellness policies in collaboration with the district Nutrition and Physical Activity Committee. Policies have been approved by the district school board. Policies include the five federal requirements:Goals for nutrition education,physical activity and other school-based activities, Nutrition guidelines ,Guidelines for reimbursable school meals, a plan for measuring implementation of the local wellness policy,and community involvement. The Policy Statement has been submitted to ADE, Child Nutrition Unit, per the required submission deadline of May 15, 2006.</p> <p>Action Type: Collaboration Action Type: Wellness</p>	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office Community Leaders District Staff Outside Consultants	ACTION BUDGET:
<p>The Pocahontas School District will:(1) provide support to schools to ensure successful implementation of the Wellness Policies;(2)provide resources and professional development to District and School staff to improve the overall school nutrition environment; and (3) will promote the health and physical activity curriculum and student</p> <p>Action Type: Professional Development Action Type: Wellness</p>	Daryl Blaxton, Superintendent	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office District Staff	ACTION BUDGET:
<p>The Pocahontas School District will ensure each school provides a pleasant environment and monitors schedules and other factors which may interfere with students' access to health information, resources, and a healthy environment. The School Health Index Modules will be used to evaluate district and school effectiveness. This action will serve as a summative evaluation.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Program Evaluation Action Type: Wellness</p>	Daryl Blaxton, Superintendent, Ivey Pfeiffer, Biron Busby, John Chester, Shawn Carter, Principals	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Central Office Community Leaders District Staff Teachers	ACTION BUDGET:

Intervention Administrative Support for Wellness for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Pocahontas School District will support schools in the alignment and implementation of the current Arkansas Nutrition and Physical Education and Physical Activity Standards and Arkansas Curriculum Frameworks. Resources, professional development opportunities and training will be provided to increase knowledge and advance skills for successful implementation.</p> <p>Action Type: Alignment Action Type: Professional Development Action Type: Wellness</p>	<p>Dr. Rosemary Weaver, District Curriculum Specialist</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Central Office Community Leaders District Staff Outside Consultants Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Nutrition and Physical Activity Committee as part of the ACSIP Committee will frequently monitor Goals and will evaluate the effectiveness of Interventions by reviewing data results, and other assessments related to Wellness (School Health Index Modules, Wellness Policy Checklist, etc.). This action will serve as a formative evaluation. ACSIP will be modified as needed.</p> <p>Action Type: Collaboration Action Type: Program Evaluation Action Type: Wellness</p>	<p>Rosemary Weaver</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Central Office Community Leaders District Staff Outside Consultants Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			<p>Total Budget</p>	<p>\$0.00</p>

<p>Intervention Schools will implement practices to provide opportunities for students to practice healthy behaviors at school and encourage them to make healthy food and physical activity choices resulting in increased academic performance for 2013-2015.</p>				
<p>Scientific Based Research Guidelines for School Health Programs to Promote Lifelong Healthy Eating(June 14,1996/Vol.45/No.RR-9);Guidelines for School Health Programs to Promote Lifelong Physical Activity (March 7, 1997/Vol.46/No.RR-6)</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Pocahontas School District will support the schools in making physical activity and healthy foods widely available in all areas of the school campus and encourage students to make healthy behavior choices outside of school. . Action Type: Wellness</p>	<p>Daryl Blaxton, Superintendent, Shelly Barnes, Wellness Committee Chair, Patty Moore, Child Nutrition Director</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Community Leaders District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Pocahontas School District will support schools offering the students choices of: two (2) entrees offered daily at lunch; two (2)choices of fruit or 100% fruit juice offered daily at lunch; two (2) choices of vegetables offered daily at lunch; and five (5) foods containing whole grain offered weekly. Action Type: Wellness</p>	<p>Patty Moore, Child Nutrition Director</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Community Leaders District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Pocahontas School District will support school staff exhibiting qualities of positive role models for healthy eating and physical activity. Action Type: Collaboration Action Type: Wellness</p>	<p>Daryl Blaxton, Superintendent, Shelly Barnes, Robin Ford, Shannon Modlin, Nurses</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Community Leaders District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Pocahontas School District will involve parents in physical activity and nutrition education through homework, national school lunch program menus, and parent-teacher organization meeting presentations and professional development activities. Professional development will focus on physical activity and nutrition educaion, and health risk indicators that compromise students ability to perform academically, etc. Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development Action Type: Wellness</p>	<p>Daryl Blaxton, Superintendent, Dr. Rosemary Weaver , Curriculum Director</p>	<p>Start: 07/01/2013 End: 06/30/2014</p>	<p>Administrative Staff Community Leaders District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention Schools will implement practices to provide opportunities for students to practice healthy behaviors at school and encourage them to make healthy food and physical activity choices resulting in increased academic performance for 2013-2015.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Pocahontas School District will support implementing a health promotion and physical activity curriculum. The curriculum will be aligned with Arkansas Frameworks. Action Type: Alignment Action Type: Collaboration	Dr. Rosemary Weaver, Curriculum Director	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Community Leaders District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
Pocahontas School District will support schools in providing marketing education that encourages students to make healthy food and physical activity choices. This will be integrated and aligned with Arkansas Health and Physical Education Frameworks and Career Technical Education Frameworks. Action Type: Alignment Action Type: Collaboration Action Type: Wellness	Dr. Rosemary Weaver, Curriculum Director	Start: 07/01/2013 End: 06/30/2014	Administrative Staff Community Leaders District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
Pocahontas School district will ensure that the Wellness Committee will observe and assist in the evaluation of the various methods used to distribute and collect free and reduced price meal applications as well as the student collection procedures to support the Child Nutrition Director in making appropriate changes that improve access to the program by all students. This ongoing action will serve as a formative and summative evaluation. Action Type: Collaboration Action Type: Equity Action Type: Program Evaluation Action Type: Wellness	Patty Moore, Child Nutrition Director	Start: 07/01/2013 End: 06/30/2014		_____ ACTION BUDGET:
			Total Budget	\$0.00

3 **Priority 3:** Students in the Pocahontas School District whose primary language is not English will be provided assistance to enable them to learn to their potential.

3.1 **Goal:** ELL students will become proficient in the English language.

Benchmark: ELL students’ composite scores for listening, writing, and comprehension will increase by one level each year.

Benchmark: In 2009-2010, seven students were evaluated using ELDA. One student scored a five. Two students scored a 4. Two students scored a 3. And, two students scored a 2. The exit criteria is a score of 4 for two consecutive years. Three students have met the exit criteria based on 08-09 and 09-10 results. Therefore, they will exit the program.

Benchmark: In 2010-2011, three students were evaluated using ELDA. One student scored a three-(3). One student scored a two-(2) and one student a one-(1). The exit criteria is a score of 4 for two consecutive years. No students met the exit criteria based on 09-10 and 10-11 results therefore none will exit the program.

Benchmark: In 2011-2012, three students were evaluated using ELDA; one-3rd grade, one-9th grade and one-12th grade. Two students scored a three-(3) and the other student scored a one-(1). The exit criteria is a score of 4 for two consecutive years. No students met the exit criteria based on 10-11 and 11-12 results therefore none will exit the program.

Benchmark: The district tested no ELL students, via the ELDA, during the 2012-2013 school year.

Intervention Administrative support for teachers of ELL students for 2013-2015.				
Scientific Based Research				
Actions	Person Responsible	Timeline	Resources	Source of Funds
ELDA scores and teacher assessments will be used to evaluate ELL students to see if progress is being made. (SEE BENCHMARK STATEMENT 4) Action Type: Equity Action Type: Program Evaluation	Rosemary Weaver	Start: 07/01/2013 End: 06/30/2014	Performance Assessments	_____ ACTION BUDGET:
A total English immersion program is implemented with all ELL students. Students whose ELDA score is below 4, have tutoring provided. Action Type: Equity	Rosemary Weaver	Start: 07/01/2013 End: 06/30/2014	District Staff	_____ ACTION BUDGET:
The district provides for two Spanish speaking tutors, as needed, that can assist teachers who have Spanish speaking students enrolled in their classes. The district will also provide any resource that teachers need such as student books or articles that inform them of the latest research regarding ELL students. Action Type: Equity	Rosemary Weaver	Start: 07/01/2013 End: 06/30/2014	District Staff	_____ ACTION BUDGET:
			Total Budget	\$0.00

A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
Classroom Teacher	Blaire O'Donnell	Alma Spikes ACSIP Chairman	Title I
Classroom Teacher	Jeannette Thielemier	High School ACSIP	Special Education
Community Representative	Dalton Sullivan	Community representative	Equity
District-Level Professional	Daryl Blaxton	Superintendent	Federal Programs,Equity
District-Level Professional	Dr. Rosemary Weaver	K-12 Curriculum Specialist	Federal Programs
District-Level Professional	Patty Moore	Nutrition Director	Wellness
District-Level Professional	Sara Martin	Special Education Director	Special Education,Equity, Federal Programs
District-Level Professional	Shawn O'Donnell	Technology Director	Technology
Non-Classroom Professional Staff	Anthony Brewington	High School Assistant Principal	Equity
Non-Classroom Professional Staff	Brent Miller	MD Williams Assistant Principal	Title I
Non-Classroom Professional Staff	Christy Couch	SLP	Special Education
Non-Classroom Professional Staff	Dave Goodin	Principal	Federal Programs
Non-Classroom Professional Staff	Harlan Davis	Jr. High Assistant Principal	Equity
Non-Classroom Professional Staff	Karen Burris	Counselor	Title I
Non-Classroom Professional Staff	Lynne Hogan	Counselor	Title I
Non-Classroom Professional Staff	Nanci Young	M.D. Williams Intermediate ACSIP Chair	Special Education
Non-Classroom Professional Staff	Pat Reynolds	Counselor	Title I
Non-Classroom Professional Staff	Robin Brown	M.D. Williams Nurse	Wellness
Non-Classroom Professional Staff	Taftnee Cox	Counselor,PJHS ACSIP Chair	Title I
Non-Classroom Professional Staff	Terri Walton	Librarian,PHS Chair	Title I
Non-Classroom Professional Staff	Tracy Gholson	PHS Nurse	Wellness
Parent	Abi Baltz		Title I
Parent	Terry Andrews		Title I
Principal	Marty Moore	PJHS Principal	Title VI
Principal	Shannon Fish	M.D. Williams Intermediate Principal	Title I
Principal	Shawn Carter	Alma Spikes Principal	Title I