

School Plan

ESTEM PUBLIC CHARTER SCHOOL
123 W. 3rd Street, Little Rock, AR 72201

Arkansas Comprehensive School Improvement Plan

2014-2015

The mission of eStem Public Charter School is to produce students that are STEM literate; deeply versed in economics and business; prepared to enter a global economy well educated in international history, culture and language, protocol and business ethics.

To accomplish our mission, we will endeavor to develop students who are critical thinkers, problem solvers, and collaborative members of a learning community and society. We will encourage students to be risk takers and enthusiastic life-long learners who are versed in engineering, science, technology, economics, math, and literacy.

Grade Span:

Title I: Not Applicable

School Improvement:

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Priority 1: Administrative Support for Student Learning

Goal: To provide efficient and effective administrative services to the school so that teachers may concentrate their efforts on curricular planning, instruction and assessment of student work.

Priority 2: Wellness

Goal: To improve the health (and thus the academic performance) of all students during the 2014-2015 school year by addressing personal health, nutrition education and physical fitness. Focus will be on reducing the number of students system-wide who are identified as being at-risk for or are overweight by implementing wellness content and activities as part of the curriculum.

Priority 1: Administrative Support

Supporting
Data:

1. See Building Plan

Goal To provide efficient and effective administrative services to the school so that teachers may concentrate their efforts on curricular planning, instruction and assessment of student work.

Benchmark To meet or exceed the AMO (Annual Measurable Objective) standards for the building as developed by the Arkansas Department of Education.

Intervention: Each of the three eStem Public Charter School has entered into an agreement with the eStem Public Charter Schools, Incorporated (Charter Management Office) to provide business and academic services that will support implementation of the school's charter.

Scientific Based Research: Differing Organizational Models Help Charter Divide Up the Load; Robelen; 2008.
 Renewing the Compact: a Statement by the Task Force on Charter School Quality and Accountability; National Alliance for Public Charter Schools; 2008.

Actions	Person Responsible	Timeline	Resources	Source of Funds
The Charter Management Office will maintain and keep the records and books of the schools and will comply with all provisions of the Arkansas Freedom of Information Act as they apply to the schools. Action Type: Alignment Action Type: Equity	Mark Milhollen, CFO	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> Administrative Staff Central Office District Staff 	ACTION BUDGET: \$
The Charter Management Office shall provide support in implementing the educational program and program of	John Bacon, CEO	Start: 07/01/2014 End:	<ul style="list-style-type: none"> Administrative Staff 	ACTION BUDGET: \$

instruction, including rules and requirements relating to student admissions, access to equal educational opportunities, testing, and activities. Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Special Education		06/30/2015	<ul style="list-style-type: none"> • Central Office • Computers • Outside Consultants • Performance Assessments • Teachers 	
The Charter Management Office will manage the business operations of the schools, including managing personnel and payroll functions, arranging for contracting of services for instructional, transportation, technology, auditing, custodial, and food services, and maintaining the facility. Action Type: Collaboration Action Type: Equity	Mark Milhollen, Chief Financial Officer	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office • Computers • District Staff • Outside Consultants 	ACTION BUDGET: \$
The Charter Management Office shall procure and maintain insurance policies covering commercial liability, workers' compensation, directors' and officers' liability coverage, and any other insurance required by applicable law or any other agreements to which the schools are a party. Action Type: Alignment Action Type: Equity	Mark Milhollen, Chief Financial Officer	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office • District Staff 	ACTION BUDGET: \$
The Charter Management Office will support in the identification and preparation of submissions for grants and other donations from public and/or private funding sources and will ensure that such funds are used in accordance with applicable statutory and regulatory requirements. Action Type: Collaboration Action Type: Equity	John Bacon, Chief Executive Officer	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office • Community Leaders • District Staff • Outside Consultants • Teachers 	ACTION BUDGET: \$
Quantity and content of professional development opportunities will be examined twice per year to ensure alignment with Arkansas frameworks and standards and relevance to district and school staff. A professional development survey was conducted of the staff in June of 2014 and results reflected an overall rating of satisfactory for the quantity and content of professional development offerings of the district. The administrative team conducted a review of the comprehensive professional development program in July of 2014 and determined that the professional development program was in compliance with state guidelines. Effectiveness of professional development programs will be evaluated through an ongoing combination of classroom walk	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Computers • District Staff • Teachers 	ACTION BUDGET: \$

through observations and review of student achievement data. Action Type: Alignment Action Type: Professional Development Action Type: Program Evaluation				
Professional development opportunities will be provided for teachers that work with identified students in coordination with ADE guidelines using on-site internal and external presenters, attendance at conferences and through the IDEAS portal. These development sessions will focus on specific knowledge and skills students need in order to become "college ready, career ready, and world ready". Action Type: Professional Development	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Computers • Outside Consultants • Teachers 	ACTION BUDGET: \$
Title 1 funds will be set aside for any identified homeless students to purchase materials and supplies as needed. The homeless liaison will be responsible for overseeing the expenditure of these funds. (This amount was calculated using Method #2 on the NCLB Methods for Determining Title I Part A Set-Aside - \$257.37 x 14 students based on last year's cost data). Action Type: Equity Action Type: Title I Target Assistance	Ann Pollard, Homeless Liaison	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • District Staff • Teachers 	Title I - Materials & Supplies: \$3603.27 ACTION BUDGET: \$3603.27
Professional development opportunities will be provided to allow all certified staff to obtain at least 60 hours for 2014-2015; a minimum of 2 hours of parental involvement training for teachers and administrators) will be provided; and a minimum of 6 hours of technology training will be provided. Parent involvement training will be conducted to prepare volunteers to assist in the instructional program for parents. Action Type: Professional Development	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Teachers 	ACTION BUDGET: \$
Licensed specialists (speech therapist, physical therapist, occupational therapist, Easter Seals) will be contracted to provide special education services to students identified under IDEA for the 2014-2015 school year. Action Type: Equity Action Type: Special Education	Donna Broyles, Special Ed. LEA Supervisor,	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Outside Consultants 	ACTION BUDGET: \$
The Charter Management Office will assist the building directors in designing, implementing and monitoring professional development activities for school instructional personnel. This will include hiring a	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	<ul style="list-style-type: none"> • Administrative Staff • Central Office • District Staff • Performance 	Title II-A - Employee Salaries: \$36126.85

(.52 FTE) director of teaching and learning (Bryan Swymn - \$36113 salary, \$9,671.79 fringe) who will plan, present, and evaluate professional development opportunities for teachers and administrators related to classroom practices and content knowledge. Focus areas will include: addressing the needs of students with different learning styles, improving student behavior, involving parents in their children's education, and using data/assessments to improve classroom practice and student learning. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development			Assessments • Teachers	Title II-A - Employee Benefits: \$9671.79 ACTION BUDGET: \$45798.64
The ACSIP plan will be reviewed by council of peers annually prior to submission. Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	• Administrative Staff • Community Leaders • District Staff • Teachers	ACTION BUDGET: \$
Professional development opportunities will be provided to building administrators, teachers and staff related to using data and assessments to improve classroom practice and student learning. Action Type: Alignment Action Type: Collaboration Action Type: Equity	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	• Administrative Staff • District Staff • Teachers	ACTION BUDGET: \$
The Charter Management Office will procure the services of a professional development expert (.46 FTE - Bryan Swymn, \$30,753 salary, \$8,239 fringe) to oversee the development and evaluation of all professional development activities system-wide in order to ensure instruction for all students is properly aligned to Arkansas state standards and provides proper preparation for all assessments. Action Type: Collaboration Action Type: Professional Development Action Type: Technology Inclusion	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015		PD (State-223) - Employee Benefits: \$8239.00 PD (State-223) - Employee Salaries: \$30753.00 ACTION BUDGET: \$38992
Total Budget:				\$88393.91

Priority 2: Wellness

Supporting Data:

1. In a report dated September, 2011, the Division of Adolescence and School Health and National Center for Chronic Disease Prevention and Health Promotions stated; The dietary and physical activity behaviors of children and adolescents are influenced by many sectors of society, including families, communities, schools, child care settings, health-care providers, faith-based institutions, government agencies, the media, and the food and beverage industries and entertainment industry. Each of these sectors has an important, independent role to play in

improving the dietary and physical activity behaviors of young persons. Schools play a particularly critical role by establishing a safe and supportive environment with policies and practices that support healthy behaviors. Schools also provide opportunities for students to learn about and practice healthy eating and physical activity behaviors.

2. According to Health United States, 2008, 18% of adolescents 12-19 years are overweight; 10% of adolescents 12-17 years of age smoked cigarettes in the past month; and 17% of adolescents 12-17 years of age used alcohol in the past month.
3. Results from a 2007 National Health Interview Survey conducted by the Centers for Disease Control and Prevention show that 5.1% of adolescents 12-17 years of age missed 11 or more days of school in the past 12 months due to illness or injury. The same report found that 2% of adolescents 12-17 years of age had fair or poor health.
4. A 2007 report of the Summary Health Statistics for U.S. Children found that 11% of adolescents 12-17 years of age have no health insurance; and 7.3% of adolescents 12-17 years of age have no usual source of health care.
5. According to Deaths: Final Data for 2006, the leading causes of death among adolescents 15-19 years of age are accidents (unintentional injuries), homicide, and suicide.
6. See building plans for specific school data.

Goal To improve the health (and thus the academic performance) of all students during the 2014-2015 school year by addressing personal health, nutrition education and physical fitness. Focus will be on reducing the number of students system-wide who are identified as being at-risk for or are overweight by implementing wellness content and activities as part of the curriculum.

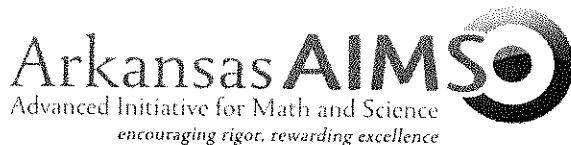
Benchmark To reduce the number of student identified as overweight or "at risk" by 1% or greater.

Intervention: Health and Wellness Education				
Scientific Based Research: Division of Adolescence and School Health, National Center for Chronic Diseases Prevention and Health Promotion, 2011; Health United States, 2008; National Center for Disease Control and Prevention, 2007; Adolescent Health, Wellness, and Safety, NMSA, 2006; Adolescent health and well-being in the twenty-first century, Call, Riedel, Hein, Peterson, and Kipke, 2002.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Students will be encouraged to participate in an enrichment program that supports physical activity. Action Type: Collaboration Action Type: Wellness	Johnecia Howard, Director of Activities	Start: 07/01/2014 End: 06/30/2015	• Teachers	ACTION BUDGET: \$
Physical Education and Health curriculum are aligned to standards and guidelines for instruction. Action Type: Alignment Action Type: Wellness	Johnecia Howard, Director of Activities	Start: 07/01/2014 End: 06/30/2015	• Teachers	ACTION BUDGET: \$
Coordinated health services will be provided via school personnel who are Registered Nurses (one FTE nurse per school building). Action Type: Parental Engagement Action Type: Wellness	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	• Administrative Staff • Central Office • Community Leaders • Outside Consultants	ACTION BUDGET: \$
Guidance and counseling services will be available by certified school counselors. While the schools possess a waiver from the per pupil guidelines, the schools will employ full-time guidance counselors on site at each building. Action Type: Wellness	John Bacon, CEO	Start: 07/01/2014 End: 06/30/2015	• Teachers	ACTION BUDGET: \$
Although the schools possess a waiver from physical activity and nutrition standards, students will participate in a variety of physical activities throughout the school year. All students in grades K-4 will have regularly scheduled, weekly physical education instruction, as well as daily recess	Johnecia Howard, Director of Activities	Start: 07/01/2014 End: 06/30/2015	• Outside Consultants • Teachers	ACTION BUDGET: \$

<p>periods. All students in grades 5-8 will have the opportunity to participate in physical education and health courses that meet daily for at least a quarter. These students will also participate in a 30 minute physical activity recess daily. All 9th grade students will be enrolled in semester courses in the areas of health and physical education.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Wellness</p>				
<p>Records maintained by guidance counselor and attendance secretary will be analyzed annually to assess effectiveness of interventions on student wellness. A review of records from 2013-2014 shows that 42% of high school students met with the guidance counselor for counseling services; 100% of the students met with the counselor for academic advisement and guidance. Early college planning services were provided to all students. A review of records from 2013-2014 shows that 48% of elementary and middle school students met with the guidance counselor for counseling services; 100% met with the counselor for academic advisement and guidance. Attendance data reflects an attendance rate of 95.73% for 2013-2014.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement Action Type: Program Evaluation</p>	John Bacon, CEO	<p>Start: 07/01/2014 End: 06/30/2015</p>	<ul style="list-style-type: none"> • Administrative Staff • Computers • District Staff 	<p>ACTION BUDGET: \$</p>
Total Budget:				\$0

• Planning Team

Classification	Name	Position	Committee
Business Representative	Corbitt, Chris	Board Member	Administrative Support
Classroom Teacher	Brown, Debra	Instructional Coach - K-8 Literacy	Administrative Support
Classroom Teacher	Kristy Kidd	Instructional Coach, K-8 Math/Science	Administrative Support
Classroom Teacher	Stacie Thompson	Instructional Coach, 9-12	Administrative Support
Community Representative	Ahlen, John	Board Member	Administrative Support
Community Representative	Knowles, Jason	Community Police Officer	Wellness
District-Level Professional	Bacon, John	Chief Executive Officer	Administrative Support
District-Level Professional	Millhollen, Mark	Chief Financial Officer	Administrative Support
District-Level Professional	Swymn, Bryan	Director of Teaching and Learning	Administrative Support
Non-Classroom Professional Staff	Igwe, Jane	School Nurse, High School	Wellness
Non-Classroom Professional Staff	Jones, Sarah	Guidance Counselor, High School	Wellness
Non-Classroom Professional Staff	Lentz, Beth	School Nurse, K-8	Wellness
Non-Classroom Professional Staff	Pollard, Ann	Guidance Counselor, K-8	Wellness
Non-Classroom Professional Staff	Rook, Louisa	Guidance Counselor, High School	Wellness
Parent	Cleveland, Rebecca	Parent	Wellness
Parent	Scott, Yolanda	Parent	Wellness
Principal	Barton, Cindy	Director, K-8	Administrative Support, Wellness
Principal	Walls, Ruthie	Principal, High School	Administrative Support, Wellness



Invoice

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Arkansas AIMS

DATE: AUGUST 24, 2015

2801 S. University Ave., Little Rock, AR 72204
Phone 501-683-7684 Fax 501-683-7683

TO: eStem Charter School
200 River Market Avenue Ste.225
Little Rock, AR 72201

FOR: AR AIMS AP Math Workshop
UALR Campus
Oct. 1-2, 2015

DESCRIPTION	UNIT	RATE	AMOUNT
AP Math Content Workshop: Scott Pursley Thank you! You are registered for the 2-Day AR AIMS AP Math Content Workshop on Oct. 1-2, 2015 on the UALR Campus. Registration fee for this workshop is \$350. Payment is expected prior to the workshop; please remit to Arkansas AIMS 2801 S. University, Speech 217 Little Rock, AR 72204 National presenters, materials, and breakfast and lunch are covered. You are responsible for the arrangements and cost of your own lodging and travel. No refunds will be issued but if you are unable to attend, another teacher from your district may attend in your place.	1	\$350.00	\$350.00
TOTAL			\$350.00

Mark
Please pay
from Johns budget.
Thanks

John Bacon budget

Make all checks payable to Arkansas AIMS
THANK YOU FOR YOUR BUSINESS!