

GRAVETTE SCHOOL DISTRICT
Arkansas Comprehensive School Improvement Plan
REVIEW COPY ONLY
2011-2012

The Mission of the Gravette School District is to provide each student a diverse education in a safe, supportive environment that promotes self-discipline, motivation, and excellence in learning. The Gravette School District team joins the parents and community to assist the students in developing skills to become independent and self-sufficient adults who will succeed and contribute responsibly in a changing world.

Grade Span:

Title I: Not Applicable

School Improvement:

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1 Priority 1: Literacy and Mathematics 1

1.1 Goal: All students will improve in mathematics and literacy. 1

1.2 Goal: District administrators, certified teachers and classified personnel will increase their knowledge base of instructional strategies in both math and literacy. 41

1.3 Goal: A comprehensive "Total Instructional Alignment" curriculum document for grades K-12 will continue to be used by district staff. The district will begin implementation of the Common Core State Standards in grades K-2 in the 2011-2012 school year. The Gravette School District staff joins the parents and community to assist students in developing skills to become independent and self-sufficient adults who will succeed and contribute responsibly in a changing world. 57

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2.1 Goal: The Mission of the Gravette School District, in part, is to provide each student a diverse education in a safe, supportive environment that promotes self-discipline, motivation, and excellence in learning. Thus, the Gravette School District will provide a Drug-Free and Character Education Program for all students enrolled in school K-12. 64

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1 **Priority 1:** All students will perform at or above the proficient level in the area of Literacy on state assessments that are aligned with the Arkansas State Content Standards.

1.1 **Goal:** All students will improve in mathematics and literacy.

Benchmark: District will meet or exceed Adequate Yearly Progress Table Values as determined by the Arkansas Department of Education.

<p>Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.</p>				
<p>Scientific Based Research Evolving No child Left Behind, Darling-Hammond, 2008; Standards-Based Education: Outcome-Based Education, No Child Left Behind ACT, Assessment, Homework, Inquiry-Based Learning, Rebecca M. Benally, General Books, 2010;</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Special Projects Coordinator will oversee expenditures for each federal program. Purchasing records and receipts will be retained for budget reconciliation. Specific expenditures will be included within each building ACSIP plan, as well as the Gravette Public School District Central Office Plan. Action Type: Alignment</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff	<hr/> ACTION BUDGET:
<p>COLLABORATION: Evaluation of programs implemented and expenditures accrued during the 2011-2012 school year, in accordance with Act 59 Special Needs Funding including National School Lunch Act, English Language Learner, Alternative Learning Environment, and Professional Development categorical funds will be established by the following board policies and corresponding legal references: Action Type: Alignment</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	<hr/> ACTION BUDGET:
<p>COLLABORATION: The Gravette School District will continue the local task force on closing the achievement gap in grades K-12. The task force may include representation from the following groups: members of the community, parents, teachers, administrators, classified personnel, juvenile court counselor, law enforcement personnel, school safety officer, board of education member, and high school students. Action Type: Alignment Action Type: Collaboration</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders District Staff	<hr/> ACTION BUDGET:

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Title I funds will be used to hire a part-time (.33 FTE) Special Projects Coordinator to oversee the development and implementation of federal programs. Professional development will be provided in the areas of grant writing, Federal programs management and curriculum management. Programs and services will be developed and implemented in accordance to both state and federal legislation. Annual federal program applications and corresponding Annual Financial Reports will be prepared and submitted to state department of education. Documentation and annual audit reports will also be prepared and submitted accordingly. Materials and supplies pertaining to Title I programs, publications, record management and professional development will be purchased. A laptop with publishing software will be included in the position. The Federal Programs Coordinator will be in charge of any building level reports, supplemental educational services, district educational audits, and other duties as assigned. Additional Educational Materials and Supplies will be purchased to extend and enhance student learning and facilitate the transition to Common Core State Standards throughout the district.</p> <p>Action Type: Alignment</p>	Board of Education	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	Title I Purchased Services: \$30,000.00 Title I Other Objects: \$3,000.00 Title I Materials & Supplies: \$18,002.27 Title I Employee Salaries: \$19,768.97 Title I Employee Benefits: \$5,390.00 <hr/> ACTION BUDGET: \$76,161.24
<p>The Special Projects Coordinator will attend conferences, workshops, teleconferences, and seminars pertaining to all federal programs, and/or state programs that impact the Schoolwide Programs.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	<hr/> ACTION BUDGET:
<p>The Special Projects Coordinator will collaborate with district administration to determine adequate staffing to insure optimal delivery of all programs and services outlined in respective building ACSIP plans.</p> <p>Action Type: Alignment</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	<hr/> ACTION BUDGET:

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Special Projects Coordinator will assist faculty and staff in the development and implementation of the annual Arkansas Consolidated School Improvement Plan according to guidelines set forth by the Arkansas Department of Education. An overview of the final ACSIP plan and components will be presented to faculty and staff prior to the plan implementation by each building principal and ACSIP leadership team.</p> <p>Action Type: Alignment</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff	<hr/> ACTION BUDGET:
<p>SCHOOL-WIDE REFORM STRATEGY: The Gravette School District will use NSLA funds to hire a part-time (.67 FTE) Curriculum Specialist and program administrator to coordinate and assist in the implementation of programs and services that align to provisions in both federal and state legislation, to assist district faculty in the implementation of a comprehensive K-12 curriculum, to assist district faculty in the disaggregation of assessment data, and to assist in the development and implementation of a meaningful, sustained professional development plan that correlates with data derived from the district-wide needs assessment, data analysis, and current trends in education. The Curriculum Coordinator will: 1. provide professional development to a leadership team in the areas of common core state standards and data analysis. 2. Purchase additional educational materials and supplies to extend and enhance student learning and facilitate the transition to Common Core State Standards throughout the district.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	Dr. Andrea Kelly	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff	NSLA (State-281) Other Objects: \$3,335.00 NSLA (State-281) Capital Outlay: \$1,500.00 NSLA (State-281) Purchased Services: \$14,292.00 NSLA (State-281) Materials & Supplies: \$103,544.91 NSLA (State-281) Employee Benefits: \$8,500.00 NSLA (State-281) Employee Salaries: \$38,950.00 <hr/> ACTION BUDGET: \$170,121.91

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>STRATEGIES THAT ATTRACT HIGHLY QUALIFIED TEACHERS: Funds will be allocated for the participation in educator career fairs sponsored by colleges and universities to assist in the recruitment and retention of highly qualified teachers. The Special Projects Coordinator and/or district administrators will attend the career fairs and present the information gleaned for perspective applicants to the building principals. The District will purchase supplies and develop printed materials to aid in the recruitment of highly qualified applicants.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants	Title II-A Purchased Services: \$1,750.00 Title II-A Other Objects: \$500.00 Title II-A Materials & Supplies: \$683.00 <hr/> ACTION BUDGET: \$2,933.00
<p>The components relating to administrative support will be evaluated throughout the 2011-2012 school year through a triangulated assessment process including local assessment of programs, review and Technical Assistance with ADE Program Specialist to insure compliance state and federal guidelines, and through approval of ACSIP plan at the state level. Amendments will be made to insure that ACSIP plan reflects Interventions that consistently align with state and federal guidelines.</p> <p>Action Type: Program Evaluation</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/01/2012	Administrative Staff Outside Consultants Teachers	<hr/> ACTION BUDGET:
<p>COLLABORATION: The Gravette School District recognizes the identification of the Gravette Upper Elementary as in School Improvement, Year 2 in relationship to the progress towards AYP for the 2011-2012 school year. The identified population of students is the NCLB Special Education - or students with disabilities. The Gravette School District Central Office will work collaboratively to provide assistance to the Gravette Upper Elementary in all areas as they strive to increase student achievement for students with special needs and low socio-economic population during the 2011-2012 school year.</p> <p>Action Type: Collaboration Action Type: Equity</p>	Dr. Pat Hastings	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Teachers	<hr/> ACTION BUDGET:

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Copies of annual reports to both state and federal agencies and statements of assurance will be kept on file in the Special Projects Coordinator's Office.</p> <p>10-11 EVALUATION: This intervention has been successful in keeping all building programs in alignment with state and federal guidelines, and will continue as is. All final reports are filed in the Special Projects Coordinator's office.</p> <p>Action Type: Program Evaluation</p>	Dr. Pat Hastings	Start: 08/01/2011 End: 06/30/2012	Central Office District Staff	_____ ACTION BUDGET:
<p>SCHOOL IMPROVEMENT TECHNICAL ASSISTANCE: A peer review of the 2011-2012 Middle School ACSIP plan was conducted by a team of district program directors in a collaborative effort to ensure that the building's plan contained appropriate interventions/actions necessary to address the academic needs of the specific sub-population, special needs students, not meeting the AYP goal.</p> <p>Action Type: Collaboration</p>	Dr. Pat Hastings	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	_____ ACTION BUDGET:
<p>SCHOOL CHOICE TRANSPORTATION: Gravette Public Schools has committed local funding up to 20% per school of the district's 2011-2012 Title I allocation to be used to provide and school choice transportation for those students attending the three schools designated as being in School Improvement Year 2 -- Glenn Duffy Elementary, Gravette Upper Elementary and Gravette Middle School.</p> <p>Action Type: Equity</p>	Jake Haak, Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	_____ ACTION BUDGET:

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>SCHOOL IMPROVEMENT TWO-YEAR ACSIP PLAN: The three schools, Gravette Middle School, Gravette Upper Elementary and Glenn Duffy Elementary, have each developed a two-year ACSIP plan to address the academic issues that has caused each school to be identified for school improvement. The plan provides a framework for analyzing problems, identifying underlying causes, and addressing instructional issues in the school (DATA DISAGGREGATION AND ANALYSIS TRAINING IS PROVIDED). District staff ensures that the identified schools receive technical assistance, both during the development and revision of its ACSIP plan and throughout the plan's implementation.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Professional Development Action Type: Program Evaluation</p>	<p>Jay Ensor, Zane Vanderpool, Duane Thomas</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>PROFESSIONAL DEVELOPMENT: The Gravette School District will provide the mentoring program PATHWISE to all new Arkansas teachers. Mentor Stipends will be provided as well as instructional staff training and supplies.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Janna Sharp</p>	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>COLLABORATION: The Gravette School District recognizes the identification of the Glenn Duffy Elementary School as in School Improvement, Year 2 in relationship to the program towards AYP for the 2011-2012 school year. The identified population of students is NCLB special needs and low socio-economic populations. The Gravette School District Central Office will work collaboratively to provide assistance to the Gravette Upper Elementary and Glenn Duffy Elementary in all areas as they strive to increase student achievement in the sub-populations deemed under achieving during the 2010-2011 school year.</p> <p>Action Type: Collaboration Action Type: Equity</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2010 End: 06/30/2011</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

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Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>During the school year 2009-2010, the Gravette School District solicited Phi Delta Kappa International Curriculum Management Audit Center to conduct a curriculum audit of the district and the four individual schools in the district to reveal the extent to which officials and professional staff had developed and implemented a sound, valid, and operational system of curriculum management. After completion of the audit, the Curriculum Audit Leader reported to the Board of Education and general public it's findings July, 2010. From the audit findings, the School Board and Superintendent were able to identify strengths and weaknesses of the system, and to begin formulating improvement action plans to make specific improvements to enhance the quality of the Gravette School District.</p> <p>Action Type: Alignment Action Type: Program Evaluation</p>	Dr. Pat Hastings	Start: 02/01/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders District Staff Outside Consultants Teachers	<hr/> ACTION BUDGET:
<p>The Gravette School District will continue using the professional development on-line tracking system, PD Tracker. PD Tracker will enable the district to automate and manage all professional development programs for certified staff by storing, managing, and reporting on all facets of professional development. The Gravette School District will hire the developer of PD Tracker as maintenance for improvements, modifications, and updates as they occur during the 2011-2012 school year.</p> <p>Action Type: Professional Development</p>	Dr. Pat Hastings	Start: 09/01/2011 End: 06/30/2012	Central Office Computers District Staff Outside Consultants	PD (State-223) Purchased Services: \$2,000.00 <hr/> ACTION BUDGET: \$2,000.00
<p>SCHOOL IMPROVEMENT TECHNICAL ASSISTANCE: A peer review of the 2011-2012 Gravette Upper Elementary School ACSIP plan was conducted by a team of district program directors in a collaborative effort to ensure that the building's plan contained appropriate interventions/actions necessary to address the academic needs of the specific populations of students, low socio-economic and special needs, not meeting the AYP goal.</p> <p>Action Type: Collaboration</p>	Dr. Pat Hastings	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	<hr/> ACTION BUDGET:

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>SCHOOL IMPROVEMENT TECHNICAL ASSISTANCE: A peer review of the 2011-2012 Glenn Duffy Elementary School ACSIP plan was conducted by a team of district program directors in a collaborative effort to ensure that the building's plan contained appropriate interventions/actions necessary to address the academic needs of the specific sub-population of students, special needs and low socio-economic.</p> <p>Action Type: Collaboration</p>	Dr. Pat Hastings	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	_____ ACTION BUDGET:
<p>The Gravette School District will set aside ten percent (10%) of the Glenn Duffy Elementary, Upper Elementary and Middle School Title I budgeted funds to provide the teachers and administrators high-quality professional development. The professional development opportunities must address the academic achievement problem that caused the school to be identified for school improvement. The professional development activities must ensure teachers and paraprofessionals are highly qualified, and the opportunities are provided in a manner that affords increased opportunity for participation.</p> <p>Action Type: Professional Development</p>	Dr. Pat Hastings, Zane Vanderpool	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	_____ ACTION BUDGET:

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Based on the Phi Delta Kappa Curriculum Audit findings, the seven recommendations are: 1. Review, revise, adopt and implement board policies meeting the characteristics of sound curriculum management with a special emphasis on codifying, in board policy, the current planning function of the district; 2. Design and implement a comprehensive curriculum management system that integrates curriculum development, staff development and staff appraisal, and provided continuity and consistency across all grade levels and schools; 3. revise the table of organization to adhere to the principles of sound organizational management. Revise and create job descriptions for every position that clearly outline links to chain of command and to the design and delivery of the curriculum; 4. Establish comprehensive student and program assessment procedures to provide data for decision making. align student and program assessment planning with the curriculum management plan. Establish and maintain a single centralized data based to ensure consistent and accessible reports linking programs with evidence of student learning; 5. Initiate efforts to incorporate planning process to ensure linkage of organizational efforts and to support shared purpose. Review and revise District plan to meet audit criteria; 6. Design and implement a multi-year budget that fully aligns district and building level resources with curricular goals and strategic priorities to close the achievement gap (including facility and technology needs) and includes systematic cost-benefit analyses to assure expenditures are producing desired results; and 7. Develop a comprehensive long-term facilities plan incorporating educational specifications in order to assure equitable facilities support to the district instructional program in all schools, fully functioning physical infrastructure, and safe and healthy building environments throughout the district. A representative of PDK came to address the community and school board concerning the results.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Professional Development Action Type: Program Evaluation Action Type: Technology Inclusion</p>	<p>Dr. Andrea Kelly, Dr. Pat Hastings, JoEllen Hastings, Duane Thomas, Jay Ensor, Zane Vanderpool</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office Community Leaders District Staff Outside Consultants Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>A Report To The Public was given in October, 2010 which included information on the district's goals and objectives. Information on the Report was published in the newspaper. The school improvement status for each of the schools in the district was reported. School improvement notices have been sent to each parent/guardian of all students attending district schools that have been identified as being in "improvement." School choice letters were distributed for the school improvement schools. The Gravette School District is grade specific so school choice is not an option. As established by law, the District will give a Report to the Public in the school year 2011-2012, and the same procedures will be in place for all schools in School Improvement.</p> <p>Action Type: Program Evaluation</p>	<p>Dr. Andrea Kelly, Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>In response to an external audit in March 2010 conducted by Phi Delta International, the Gravette School district will continue to offer professional development in curriculum design to administrators and teachers in the development, alignment, and management of a district-wide curriculum design. The professional development materials, supplies and stipends for training outside the regular contracted day will be be aligned with state standards, student academic achievement standards, state assessments, and the curriculum. When needed funds may be used to acquire purchase services, materials, supplies, travel, fees, technology software, and stipends.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Professional Development</p>	<p>Dr. Andrea Kelly, Dr. Pat Hastings, Donna Rush</p>	<p>Start: 09/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office Community Leaders District Staff Teachers Title Teachers</p>	<p>Title II-A</p> <p>Employee Benefits: \$6,500.00 NSLA (State-281)</p> <p>Capital Outlay: \$10,000.00 NSLA (State-281)</p> <p>Purchased Services: \$10,000.00 NSLA (State-281)</p> <p>Materials & Supplies: \$10,000.00 Title II-A</p> <p>Employee Salaries: \$19,703.85</p> <p>_____</p> <p>ACTION BUDGET: \$56,203.85</p>
<p>The Gravette School District will offer training to all district and school personnel in a leadership position. Jim Warford, International Center for Leadership Training, will conduct the training in a two-day workshop in August, 2011.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 08/23/2011 End: 08/24/2011</p>	<p>Administrative Staff Central Office District Staff Teachers</p>	<p>PD (State-223)</p> <p>Purchased Services: \$10,000.00</p> <p>_____</p> <p>ACTION BUDGET: \$10,000.00</p>

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROFESSIONAL DEVELOPMENT: The Gravette School District will provide for all Special Education teachers the Special Education Automated Software (SEAS) training in July, 2011. This on-line program will assist Gravette special education teachers in meeting timelines for reporting and to maintain compliance for the Arkansas Department of Education.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Professional Development Action Type: Special Education</p>	Paula Wood	Start: 07/01/2011 End: 06/30/2012	Teachers	<hr/> ACTION BUDGET:
<p>SUPPLEMENTAL EDUCATION SERVICES (SES) SCHOOL CHOICE: State approved supplemental services will be offered to qualifying families in each of our schools identified as School Improvement Year 2. Parents will be given two separate enrollment periods during the course of the school year to enroll their children in SES. Representatives of all participating SES providers were invited by letter, phone, and email to participate in a Provider Fair for the purpose of recruiting and providing information for their specific program. The Provider Fair was held at the end of the first enrollment period. The SES providers offer tutoring after school and on Saturdays. Money has been set aside to pay the cost of SES for any eligible students wishing to take advantage of this opportunity. The original set aside amount meets the required 20% set aside for SES/School Choice. The Special Projects Coordinator for the Gravette School District will monitor Providers to ensure goals, objectives and timeframes are being met as identified in individual Student Learning Plans.</p> <p>Action Type: Equity</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Central Office Outside Consultants	NSLA (State-281) Purchased Services: \$92,724.00 <hr/> ACTION BUDGET: \$92,724.00

Intervention The Gravette Public School District Central Office will provide sufficient administrative support and services to monitor and provide guidance and evaluation of all programs and services. Compliance to both state and federal legislation will be maintained.																						
Actions	Person Responsible	Timeline	Resources	Source of Funds																		
<p>DATA ANALYSIS: The Gravette School District will offer training to principals, supervisors, and other administrators in data analysis and data disaggregation. Dr. Sarah McKenzie will use 2010-2012 school district test data for analysis and set goals for greater student achievement in the school year 2011-2012. The district level leadership team will receive additional training and meet periodically to implement strategies brought forth in the data analysis process.</p> <p>Action Type: Collaboration Action Type: Professional Development</p>	<p>Dr. Pat Hastings, Dr. Andrea Kelly</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<table border="0"> <tr> <td>Title I</td> <td></td> </tr> <tr> <td>Purchased Services:</td> <td>\$5,000.00</td> </tr> <tr> <td>Title I</td> <td></td> </tr> <tr> <td>Materials & Supplies:</td> <td>\$5,000.00</td> </tr> <tr> <td>NSLA (State-281)</td> <td></td> </tr> <tr> <td>Purchased Services:</td> <td>\$5,000.00</td> </tr> <tr> <td>NSLA (State-281)</td> <td></td> </tr> <tr> <td>Materials & Supplies:</td> <td>\$5,000.00</td> </tr> <tr> <td>ACTION BUDGET:</td> <td>\$20,000.00</td> </tr> </table>	Title I		Purchased Services:	\$5,000.00	Title I		Materials & Supplies:	\$5,000.00	NSLA (State-281)		Purchased Services:	\$5,000.00	NSLA (State-281)		Materials & Supplies:	\$5,000.00	ACTION BUDGET:	\$20,000.00
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Materials & Supplies:	\$5,000.00																					
ACTION BUDGET:	\$20,000.00																					
			Total Budget	\$430,144.00																		

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Scientific Based Research Jeynes, William, (August 24, 2010), Parental Involvement and Academic Success, Routledge Publishing, 1 edition; Henderson, A.T., Mapp, K.L., Johnson, V.R., and Davies, P. (2007) Beyond the Bake Sale. New York: The New Press.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Gravette Public School District, and each school within the district, will review and update the Parental Involvement Plan with a completion date of October 1, 2011. The Plan will continue into the 2011-2012 school year. Development of the plan will include the collaboration of district administrators, teachers, parents, community representatives, and classified staff. Action Type: Alignment Action Type: Parental Engagement	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders Teachers	_____ ACTION BUDGET:
The Gravette Public School District shall employ one certified staff to serve as a parent facilitator at each building within the district. The PARENT FACILITATOR shall receive supplemental pay including benefits for the assigned duties from district funds. The Parent Facilitators are to oversee the administration of the parental involvement plan, to promote a welcoming atmosphere in the school, and ensure that parental participation is recognized as an asset. District schools will receive funds for general supplies needed to facilitate parents. Action Type: Alignment Action Type: Parental Engagement	Board of Education	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	Local Revenue : \$5,300.00 _____ ACTION BUDGET: \$5,300.00

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The district will assist each school in the assembling of INFORMATION PACKETS that will include resources for parents, including, but not limited to the following: telephone numbers for all faculty and staff, school handbook, faculty email addresses, school web page address, grade level curriculums, school calendar, pamphlet containing a synopsis of the educational programs and services available at each school, calendar of school events, Volunteer opportunities and information, information pertaining to participation on Parent Advisory Committee, Parent Teacher Organization information, and school policies pertaining to solving parent concerns. Additional information provided within the Information Packets at the secondary level will include parental participation in course selection, career planning, and post-secondary vocational and collegiate information.</p> <p>Action Type: Alignment Action Type: Parental Engagement</p>	Dr. Pat Hastings	Start: 08/10/2011 End: 09/30/2012	Administrative Staff Central Office Teachers	Title I Materials & Supplies: \$2,000.00 NSLA (State-281) Materials & Supplies: \$600.00 <hr/> ACTION BUDGET: \$2,600.00
<p>The Gravette School District will assist in the development of a SCHOOL/PARENT COMPACT. The purpose of the compact will be to provide statements which substantiate the district's commitment to parental involvement. The compacts will be developed by a committee comprised of administrators, teachers, classified personnel, and parents. The compact will be distributed to parents/guardians of all students.</p> <p>Action Type: Alignment Action Type: Parental Engagement</p>	Dorothy Hadley, Tabby Key, Mike Walker, Janna Sharp	Start: 08/10/2011 End: 12/31/2012	Community Leaders Teachers	<hr/> ACTION BUDGET:
<p>COLLABORATION: The Gravette School District will support the compiling of information pertaining to opportunities for parents, guardians, and community members to participate in the volunteer program. Information which outlines specific opportunities for volunteerism, both within the school and at home, will be presented to parents at "Parents Make A Difference Nights" and within the Informational Packets. Volunteers will be recognized within each building at the close of the 2011-2012 school year.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement</p>	Dorothy Hadley, Tabby Key, Mike Walker, Janna Sharp	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	<hr/> ACTION BUDGET:

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette School District will review and update the district Parental Involvement Plan by October 1, 2011. A copy of the Parental Involvement Plans will be submitted to the Arkansas Department of Education, in accordance with Act 307. Full implementation of the Parental Involvement Plan will continue in the school year 2011-2012. Due to a greater emphasis being placed on parental involvement in the schools, the Parent Facilitator representatives from each building will meet to review and revise the written parental involvement plans to ensure compliance, to coordinate activities that are designed to promote parental involvement at both the district and the building level, and to review additional resources that will be added to both the parent resource centers and the parent sections of the school libraries.</p> <p>Action Type: Alignment Action Type: Parental Engagement</p>	<p>Dorothy Hadley, Tabby Key, Mike Walker, Janna Sharp</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office Community Leaders District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>PARENT INVOLVEMENT: The Gravette School District will schedule a minimum of two parent/teacher conferences during the 2011-2012 school year. Information pertaining to scheduling additional conferences with faculty, administration, and staff will be provided at parent nights and within the Informational Packets. An analysis of the data relating to parents in attendance at each of the scheduled parent/teacher conferences will be submitted for publication within the local newspaper in May 2012.</p> <p>Action Type: Alignment Action Type: Parental Engagement Action Type: Program Evaluation</p>	<p>Sharon Riggs, Tabby Key, Mike Walker, Janna Sharp</p>	<p>Start: 08/10/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office Community Leaders</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>COLLABORATION: Opportunities for parents to receive formal training in topics relating to responsible parenting will be incorporated within the frameworks of the "Parents Make A Difference" Nights. Additional resources and information will be made available through the Parent Centers.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement</p>	<p>Dorothy Hadley, Tabby Key, Mike Walker, Janna Sharp</p>	<p>Start: 08/10/2011 End: 06/30/2012</p>	<p>Administrative Staff Community Leaders Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Each building within the district will house a Parent Center and Parent Section of the school library. Resources such as parenting books, magazines, professional literature, instructional materials to assist student learning, and technological resources will be made available for parent check-out during the regular school hours. Information pertaining to the check-out policies will be made available in the school library and Parent Kits. Action Type: Alignment Action Type: Parental Engagement	Dorothy Hadley, Tabby Key, Mike Walker, Janna Sharp	Start: 08/10/2011 End: 06/30/2012	Administrative Staff Community Leaders School Library	_____ ACTION BUDGET:
Professional development in topics relating to current research and practices of parental involvement will be provided for parent facilitators throughout the 2011-2012 school year. Action Type: Alignment Action Type: Parental Engagement	Dr. Pat Hastings	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff Outside Consultants	_____ ACTION BUDGET:
PROFESSIONAL DEVELOPMENT: The Gravette Public School District will provide administrators a minimum of THREE HOURS OF PROFESSIONAL DEVELOPMENT in the area of parental involvement, which will be in addition to the required sixty hours of professional development. Training locations and opportunities may include Northwest Arkansas Educational Service Cooperative or the Arkansas Department of Education. The purpose of the professional development will be to enhance the understanding of strategies designed to incorporate effective parental involvement, and the role that administrators play in providing an environment that is conducive to parental participation. Professional development may include book studies and electronic media. Action Type: Alignment Action Type: Parental Engagement Action Type: Professional Development	Dr. Pat Hastings	Start: 08/14/2011 End: 08/14/2012	Administrative Staff District Staff Outside Consultants	Title II-A Purchased Services: \$15,000.00 Title II-A Materials & Supplies: \$5,000.00 _____ ACTION BUDGET: \$20,000.00
The Gravette School District will distribute to residents within the district boundaries, twice yearly editions of The LION PRIDE, a newsletter containing current information at both the district and building level. Action Type: Alignment Action Type: Parental Engagement	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders	NSLA (State-281) Materials & Supplies: \$4,000.00 _____ ACTION BUDGET: \$4,000.00

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette School District will implement and enforce policies which requires parental authorization for surveys and questionnaires administered to students within the public school setting.</p> <p>Action Type: Alignment Action Type: Parental Engagement</p>	<p>Jo Ellen Hastings, Duane Thomas, Jay Ensor, Zane Vanderpool</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office Community Leaders</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>PROFESSIONAL DEVELOPMENT: The Gravette Public School District will provide all teachers a minimum of TWO HOURS OF PROFESSIONAL DEVELOPMENT, which are to be included within the required sixty hours of professional development. The professional development will include strategies designed to increase the understanding of effective parent involvement. Training locations and opportunities may include Northwest Arkansas Educational Service Cooperative or the Arkansas Department of Education.</p> <p>Action Type: Alignment Action Type: Parental Engagement Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Parental Involvement Plan will be evaluated throughout the 2011-2012 school year by reviewing building level documentation pertaining to the number of volunteers, attendance at Parents Make A Difference Nights and Parent/Teacher Conferences. Data will be reviewed annually to determine if an increase in parental participation is indicated at each building. Strategies for continual increase and avenues for parental participation will be reviewed annually.</p> <p>Action Type: Parental Engagement Action Type: Program Evaluation</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION 10-11: Based on a compilation of building level documentation of parent volunteers, attendance at Parents Make a Difference Nights, and Parent Teacher Conferences provided by building level parent involvement facilitators, this plan has demonstrated an increase in parent involvement. An analysis and study of Sign-In Forms parents at Parent-Teacher Conferences, Parents Make a Difference Nights, and Open House has been made for the past three years. More volunteers are coming to the schools. Better performances by students has been noted. Parental involvement in the schools is a positive endeavor. Therefore, the four schools will continue to involve parents and interested others in their parental involvement programs.</p> <p>Action Type: Parental Engagement Action Type: Program Evaluation</p>	Dr. Pat Hastings	Start: 08/19/2011 End: 06/30/2012	District Staff Teachers	_____ ACTION BUDGET:
<p>The Gravette School District will provide to parents and caregivers, as needed or upon request, written materials in a language they can understand. i.e. Spanish</p>	Sharon Riggs, Tabby Key, Mike Walker, Janna Sharp	Start: 09/10/2011 End: 06/30/2012		_____ ACTION BUDGET:
<p>SCHOOL IMPROVEMENT PARENTAL NOTIFICATION: Before the start of the school year, parents of students attending schools designated as being in School Improvement Year 2 were notified by letter (in English or Spanish) of their rights to request a transfer to another school within the district that was not designated as being in school improvement. They were also notified that it would be the district's responsibility to provide transportation to any student transferring from any school designated as being in school improvement.</p>	Jay Ensor, Zane Vanderpool, Duane Thomas	Start: 07/01/2011 End: 06/30/2012		_____ ACTION BUDGET:

Intervention The Gravette Public School District will continue with development and implementation of a Parental Involvement Plan.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PARENTAL VOLUNTEER TRAINING: Gravette Public Schools is committed to fostering and promoting parental involvement in all of our schools. To help accomplish this goal, upon request the district will assist schools in an effort to provide annual volunteer training for parents and community members who wish to participate in activities related to incorporating developmentally appropriate learning activities in the home environment. The district shall strive to develop and maintain the capacity for meaningful and productive parental and community involvement that will result in partnerships that are mutually beneficial to the school, students, parents, and the community. To ensure the continued improvement of the district's parental/community involvement program, the district will conduct an annual review of its parental involvement policies to examine their affect on promoting higher student achievement. The review shall be done by a committee (Parental Involvement Committee) consisting of parents and other community members, certified and classified staff, and member(s) of the administration. This policy shall be part of the school's Title I plan and shall be distributed to parents of the district's students at meetings and upon request and provided, to the extent practicable, in a language the parents can understand.</p> <p>Action Type: Collaboration Action Type: Parental Engagement</p>	<p>Zane Vanderpool, JoEllen Hastings, Jay Ensor, Duane Thomas</p>	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff Teachers</p>	<p>Title I</p>
				<p>Materials & Supplies: \$2,300.00 NSLA (State-281) Materials & Supplies: \$700.00 <hr/>ACTION BUDGET: \$3,000.00</p>
			Total Budget	\$34,900.00

Intervention The Gravette School District will continue the Migrant Education Program for identified migrant students in grades K-12.				
Scientific Based Research				
Global Migration and Education: Schools, Children, and Families. Adams, L. D. and Kirova Anna, November 2006; Public Law 107-110, "No Child Left Behind", Title I, Part C--Education of Migratory Children, Section 1304 (b) (c) (3), Section 1306 (b) (1); Cummins, J., Brown, K. and Sayers, D. (2007). Literacy, technology and diversity: Teaching for success in changing times. Boston, MA: Pearson.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
One part-time (.5 FTE) paraprofessional will be hired by the Boston Mountain Educational Cooperative, and in collaboration with the Gravette Public School District, to provide a Migrant Education Program and services to the students enrolled in kindergarten through grade twelve. Funding for the position will be taken from the ELL funds. The paraprofessional will handle all documentation required for the migrant program including parent letters, etc. Action Type: Alignment Action Type: Parental Engagement	Board of Education Boston Mountain Cooperative	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	ELL (State-276) Materials & Supplies: \$1,013.01 ACTION BUDGET: \$1,013.01
The Migrant Education Program will assist parents of preschool migratory children with resources and/or programs that will provide preschool and transitional opportunities for children of preschool age. Communications regarding preschool programs and resources will be provided both in English and Spanish Action Type: Alignment Action Type: Parental Engagement	Leta Witt	Start: 08/01/2011 End: 06/30/2012	District Staff	ACTION BUDGET:
The Migrant tutor will meet regularly with the classroom teachers in kindergarten through grade eight to develop tutorial plans for all identified migrant students who will receive tutorial assistance. Action Type: Alignment Action Type: Parental Engagement	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff District Staff	ACTION BUDGET:
Parents will be notified of the Migrant Education Program through an informational newsletter that will be distributed in the fall. Program guidelines, qualification criteria, community resources, and health resources will be outlined. Introduction and a brief summary of resources available through the district Parent Center will be presented to the parents and community members through a published article in the local newspaper. Action Type: Alignment Action Type: Parental Engagement	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff	ACTION BUDGET:

Intervention The Gravette School District will continue the Migrant Education Program for identified migrant students in grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: Information pertaining to the Migrant Education Program will be distributed to pupil service personnel at each building within the district. Information will be updated as it becomes available.</p> <p>Action Type: Alignment Action Type: Collaboration</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff	_____ ACTION BUDGET:
<p>PROGRAM EVALUATION: Tutorial programs and services made available through the Migrant Education Program will be evaluated by quarterly assessment and analysis of data that identifies student progress including, but not limited to: progress reports, anecdotal records, report cards and standardized assessment records. A summary report will be provided to the Special Projects Coordinator at the end of each year. PROGRAM EVALUATION 10-11: The total number of students participating in the Migrant program this academic year 20-2010 was eighteen, including six preschool or at home students, six in Glenn Duffy Elementary, five in Upper Elementary, two in the Middle School, and five in Gravette High School. Thirteen of these were also classified as LEP. One paraprofessional tutored the students under the guidance of the classroom teachers. Services and materials were provided the students from the identified need of each student by the Migrant paraprofessional. For the school year 2010-2011, services will be provided all identified migrant students. The existing plan to meet the migrant students' needs will continue as defined by the Migrant Program from the Arkansas State Department, federal guidelines and the Boston Mountain Cooperative.</p> <p>Action Type: Alignment Action Type: Program Evaluation</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	District Staff	_____ ACTION BUDGET:
<p>Tutorial programs and services offered through the Migrant Education Program will demonstrate instructional strategies and techniques that exhibit alignment with the Arkansas State Standards.</p> <p>Action Type: AIP/IRI Action Type: Alignment</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:

Intervention The Gravette School District will continue the Migrant Education Program for identified migrant students in grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The PASS Correspondence Course, a program designed to offer transitional services from secondary to post secondary and/or employment to students enrolled in grade nine through age twenty-one will be made available to parents of qualifying students and the pupil service personnel at the high school.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Parental Engagement</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:
<p>All students enrolled in the Gravette Public School District will have access to programs and services offered through the Migrant Education Program. Criteria for qualification standards will be available to all parents and/or guardians upon enrollment. Communication and supplemental information will be available in both English and Spanish. The enrollment process and subsequent documents will be retained by the Migrant Clerk.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Parental Engagement</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:
<p>COLLABORATION: An overview of the program components and services available through the Migrant Education Program will be presented to district staff.</p> <p>Action Type: Alignment Action Type: Collaboration</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	_____ ACTION BUDGET:
<p>Compliance to all state and federal legislation pertaining to the education of the migrant student population will be ensured through the Migrant Education Program. Data will be retained throughout the 2011-2012 school year for programs and services made available to the migrant student population and families. Data will be retained for all students enrolled in the Migrant Education Program by qualification as defined by both state and federal legislation. Data retained will included Certificate of Eligibility, Student Needs Profile, and School Placement Profile.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Parental Engagement</p>	Leta Witt	Start: 08/01/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:

Intervention The Gravette School District will continue the Migrant Education Program for identified migrant students in grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The administrator responsible for the supervision of the Migrant Program in the Gravette School District is the Special Projects Coordinator. Action Type: Program Evaluation	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff	_____ ACTION BUDGET:
			Total Budget	\$1,013.01

<p>Intervention The Gravette School District will continue offering health-related programs and services to all students in grades K-12 within the realms of a Comprehensive School Health Program. Corresponding information and/or programs will also be offered to parents, guardians, and community members.</p>				
<p>Scientific Based Research The Healthy Approach: Coordinated School Programs That Show Proper Nutrition, Exercise and Learning Go Hand-in-Hand, American School Board Association, June 2007</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>School nurses will provide information pertaining to immunization requirements, medication policies, health programs, community resources, and primary screenings to parents/guardians of all students. Information will be made available through Registration Packets, Parent Kits, newspaper publications, and school newsletters.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Parental Engagement</p>	Wendy Catron	Start: 08/10/2011 End: 06/01/2012	Administrative Staff Community Leaders District Staff	<hr/> ACTION BUDGET:
<p>School nurses will conduct Body Mass Index screening in accordance with state legislation. BMI reports will be disseminated to parents/guardians annually. The program will be evaluated by data pertaining to the participation in the Body Mass Index screening and other health screenings provided during the 2011-2012 school year. Program improvements will be made based upon the data obtained during the current year and will focus on increasing parental and student participation in health screenings and timely reports provided to parents. The Gravette School District will use NSLA funds to pay for 1.0 FTE school nurse.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Parental Engagement Action Type: Program Evaluation</p>	Wendy Catron	Start: 08/10/2011 End: 06/01/2012	Administrative Staff District Staff	<hr/> ACTION BUDGET:
<p>School nurses will participate in professional development offered at both the regional and state level. Professional development will align with topics relating to the implementation and delivery of school health programs and services.</p> <p>Action Type: Equity Action Type: Professional Development</p>	Wendy Catron	Start: 08/10/2011 End: 06/01/2012	Administrative Staff District Staff Outside Consultants	NSLA (State-281) <hr/> Purchased Services: \$2,500.00 <hr/> ACTION BUDGET: \$2,500.00

<p>Intervention The Gravette School District will continue offering health-related programs and services to all students in grades K-12 within the realms of a Comprehensive School Health Program. Corresponding information and/or programs will also be offered to parents, guardians, and community members.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Copies of state and federal reports will be made and kept in the Nurse's office with a statement of assurance that our district is in compliance with these guidelines.</p> <p>PROGRAM EVALUATION 10-11: All state and federal reports were made on time and the documentation is being kept in the Nurse's Office, as well as a statement of assurance that our district is in compliance with the guidelines governing health related programs and services. Based on this plan evaluation, the plan will continue unchanged.</p> <p>Action Type: Program Evaluation</p> <p>Action Type: Wellness</p>	<p>Wendy Catron</p>	<p>Start: 08/19/2011 End: 06/30/2012</p>	<p>District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			<p>Total Budget</p>	<p>\$2,500.00</p>

Intervention Comprehensive Integration of Technology and Technological Resources throughout the K-12 Curriculum.				
Scientific Based Research				
Leading the Technology-Powered School. Grady, Marilyn L., Corwin, (May 2011); Getting started enriching with K-12 curriculum and with Internet resources. LEARNING AND LEADING WITH TECHNOLOGY, 29(9);Aguilar, Elena (September, 2008); High-Tech Teaching Success. Besnoy, Devin D. and Lane, W. Clarke. Prufrock Press, 2009; Leading 21st-Century Schools: Harnessing Technology for Engagement and Achievement. Schrum, Lynne and Levin, Barbara., Corwin, 2010.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: From Operating Funds, the Gravette School District will hire one full-time (1.0 FTE) Technology Coordinator to implement components of district-wide technology plan, including related programs and services that enhance and foster the integration of technology in classroom instruction methodology, student utilization, parental involvement and notification, and community publications. Title II-D funds and NSLA will be used for materials and supplies that will insure connectivity is maintained within the district. Title II-D funds have also been allocated for the renewal of on-line subscriptions, software, and AB tutoring monitoring/teaching software.</p> <p>Action Type: Collaboration Action Type: Parental Engagement Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Computers	_____ ACTION BUDGET:
<p>The district-wide technology coordinator will be available to provide for maintenance of existing software and hardware systems.</p> <p>Action Type: Professional Development Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Computers Outside Consultants	_____ ACTION BUDGET:
<p>On-line subscriptions will be monitored and maintained by the technology coordinator for all teachers in grades K-12. On-line subscriptions will be made available in the areas of mathematics and literacy to provide supplemental instructional strategies and materials to classroom teachers. Subscriptions will include, but not be limited to School Fusion school website, Reading A-Z.com, Discovery Education, Learn 360, and Ed.Helper.</p> <p>Action Type: Professional Development Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Community Leaders Computers	NSLA (State-281) Purchased Services: \$15,000.00 NSLA (State-281) Materials & Supplies: \$2,289.99 _____ ACTION BUDGET: \$17,289.99

Intervention Comprehensive Integration of Technology and Technological Resources throughout the K-12 Curriculum.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Technology Coordinator will monitor and maintain technological resources made available through the district website and links to parents regarding Pinnacle, an on-line grade management system. The Pinnacle program will be offered to parents enrolled in grades K-12 during the 2011-2012 school year. The Pinnacle program allows parents to monitor their children's assessment progress from home with an individually assigned password system. Other technological communications available to district patrons will include financial statements, board minutes, employee contracts, and individual classroom websites.</p> <p>Action Type: Alignment Action Type: Parental Engagement Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Community Leaders Teachers	<hr/> ACTION BUDGET:

Intervention Comprehensive Integration of Technology and Technological Resources throughout the K-12 Curriculum.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Evaluation of the effectiveness of technological resources made available to students, parents, and patrons of the community will be assessed through formative surveys and the district-wide needs assessment that will be completed in the spring of 2012. A summary page will be provided to the Special Projects Coordinator.</p> <p>PROGRAM EVALUATION 10-11: Teachers were surveyed in group meetings, by email, and informal discussions to determine the current needs for training to enhance the integration of technology into their curriculum. Since all classrooms K-8 and some 9-'12 were now equipped with Smartboards and projectors the first priority was training with the interactive whiteboard. The district sent a teacher to Kansas City, Missouri to become a Smart certified trainer in smartboard technologies. The trainer then organized and trained a small group of teachers, who in turn, developed and taught customized lessons to teachers at all buildings appropriate and relevant to their grade and subject level. A short survey was issued and over 92% were extremely satisfied with the professional development. A new interactive website was introduced and training provided to teachers prior to start of school. 95% of the teachers completed their professional profile online and began using the classroom pages. Most posted information for parents and students like their syllabus and expectations. High School teachers posted lesson plans to their sites for easy access by their administrator, but also for substitute teachers, parents and students. A smaller group used the tools to interact with students by posting assignments, upcoming quizzes and tests, as well as interactive discussions and even accepting submissions of documents through an online dropbox. The technology director provided scheduled monthly trainings after school room 3:30pm - 5:00pm available to all faculty and staff. Principals evaluated the usage of their Web 2.0 tools by monitoring their faculty pages, speaking to students, and polling parents at open house. iPads were issued to volunteer teachers in the district in exchange for evaluation data to decide how effective they would be in the district. Survey results were: 70% believed that iPads were necessary for the classroom of the future, 65% stated they would like for all of their students to have an iPad, 20% said they'd prefer iPad to a Macbook. When asked what the preferred method of training would be to become proficient with the iPad as a tool in their classroom, 50% said "inservice by our own teachers," 25% said "inservice by Apple trainers," and the remaining 25% said, "It's easy enough to just give it to them and let them figure it out." A mass notification system, Alert Now, is a communication service provided to parents, students, and staff of the district. The Alert Now system is used to call, email, or text users information for school closing, upcoming events, and important dates. If an emergency situation were to arise, the Alert Now system is used to notify the thousands of concerned parents within moments of the decision to release information. This system proved to be very useful this past year. Parents,</p>	Debbie Skinner	Start: 07/01/2011 End: 05/31/2012	Administrative Staff Community Leaders Computers Teachers	ACTION BUDGET:

January 5, 2012

Priority 1: Literacy and Mathematics

Intervention Comprehensive Integration of Technology and Technological Resources throughout the K-12 Curriculum.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>POINT-IN-TIME REMEDIATION: Technological resources will be made available to all students in grades K-12 as part of an individual remediation plan and AIP development in collaboration among the teacher, student, and parent. Software and software licenses will be purchased and maintained to be used by intervention programs in each building, especially those that have been identified in School Improvement. Literacy and Math will be the focus. Programs include Fast ForWord, Classworks, APEX. Training will be provided by software company representatives. Hardware will be purchased as needed to facilitate the most efficient use of software. Remediation and point-in-time software include: Grades 3-8 Classworks; Grades 3-5 Fast Forward; Grades 9-12 APEX; and other resources used for remediation are Reading A-Z (K-5; Edhelper (K-5); Online Math (9).</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement Action Type: Technology Inclusion</p>	<p>Zane Vanderpool, Jay Ensor, Duane Thomas, Jo Ellen Hastings</p>	<p>Start: 09/01/2011 End: 05/15/2012</p>	<p>Administrative Staff District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Service Renewals for the Pinnacle GradeBook program will be purchased to insure management of student assessment data in a format that can be utilized in various other programs for greater accessibility by parents and teachers.</p> <p>Action Type: Parental Engagement Action Type: Technology Inclusion</p>	<p>Debbie Skinner</p>	<p>Start: 08/21/2011 End: 06/01/2012</p>	<p>Administrative Staff Computers District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Professional development will be provided to the technology director and technicians in areas that directly relate to the district technology needs.</p> <p>Action Type: Professional Development Action Type: Technology Inclusion</p>	<p>Debbie Skinner</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention Comprehensive Integration of Technology and Technological Resources throughout the K-12 Curriculum.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>POINT-IN-TIME REMEDIATION: Classworks instructional software will be used within the Gravette Middle School and Gravette Upper Elementary school to offer supplemental instruction in grade level skill attainment, accelerated curriculum topics, formative assessments, and longitudinal data pertaining to student progress and mastery of the Arkansas Frameworks.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Special Education Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Teachers	_____ ACTION BUDGET:
<p>NSLA funds will be allocated for the purchase of instruction-related technology that will be available to district staff to supplement classroom instruction and to provide technology resources within the media centers. Funds will also be allocated for replacement items such as projectors, additional teacher laptops, student wireless devices, and support for the High Schools' new Learn 360 server.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 07/01/2011 End: 06/30/2012	District Staff Teachers	_____ ACTION BUDGET:
<p>Computers will be purchased for the High School library, classroom student workstations in all schools, and for classrooms of the elementary teachers.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 08/01/2009 End: 06/30/2009	Administrative Staff Computers Teachers	_____ ACTION BUDGET:
<p>The Pinnacle Grade Book program will be offered to parents enrolled in grades 4-12th during the 2011-2012 school year. The Pinnacle Grade Book program allows parents to monitor their children's assessment progress through an on-line service that is accessible from home with an individually assigned password system.</p> <p>Action Type: Equity Action Type: Parental Engagement Action Type: Technology Inclusion</p>	Debbie Skinner	Start: 08/21/2011 End: 06/01/2012	Administrative Staff Computers District Staff	_____ ACTION BUDGET:

Intervention Comprehensive Integration of Technology and Technological Resources throughout the K-12 Curriculum.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Scholastic Reading Inventory and Scholastic Math Inventory will be renewed to provide assessment data in the form of lexile and quantile measurements. All students 3-8 will be tested four times a year in math, students 3-12 will be tested in reading. Action Type: Technology Inclusion	Donna Rush, JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$17,289.99

Intervention Continuation of the Lion Pride Academy Alternative Learning Environment Program				
Scientific Based Research				
Alternative Learning Environments in Arkansas: Office of Education Policy, May 2006; Hammond, C., Smink, J. and Drew, S. (May 2007). Dropout risk factors and exemplary programs: A technical report, National Dropout Prevention Center, Linton, D. Communities in Schools, Inc.; McGrane, G. (2010). Who Am I?. In building Authentic Relationships with Youth at Risk. Clemson, SC: National Dropout Prevention Center/Network.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Lion Pride Academy Alternative Learning Environment will be staffed by one (1.0 FTE) certified teacher to provide instruction to students enrolled in the Main Academy Alternative Learning Environment which is located on the district campus. One full-time (1.0 FTE) paraprofessional will be employed to provide instructional assistance to students. Funding to support the positions will be from ALE. Teacher to student ratio will align with state guidelines as 15:1 and 18:1 with "highly qualified" paraprofessional. ALE funds will be allocated for salaries and benefits of one full-time certified teacher and one full-time paraprofessional. ALE funds will also be allocated for materials, supplies, and professional development. Apex learning software, a new copy machine, books, paper, etc. are some of the materials and supplies needed for ALE this year.</p> <p>Action Type: Alignment</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Teachers	ALE (State-275) Purchased Services: \$3,062.95 ALE (State-275) Materials & Supplies: \$20,000.00 ALE (State-275) Employee Benefits: \$15,557.00 ALE (State-275) Employee Salaries: \$70,710.00 <hr/> ACTION BUDGET: \$109,329.95
<p>Provide an alternative learning environment for students who are academically, socially, or financially challenged in the traditional school environment. ALE funds will be budgeted for telephone expenditures.</p> <p>Action Type: Equity</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff District Staff	<hr/> ACTION BUDGET:
<p>Provide self-paced learning to students through the use of APEX software and PACE Learning Cabinets and certified teachers.</p> <p>Action Type: AIP/IRI Action Type: Equity</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff District Staff	<hr/> ACTION BUDGET:

Intervention Continuation of the Lion Pride Academy Alternative Learning Environment Program				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Evaluation of the Alternative Learning Environment will include both informal and formal assessment instruments. Informal assessments will be conducted throughout the school year to monitor student progress. Locally developed assessments, teacher observations, computer-generated data, written assessments through Pace Cabinetry, and progress reports will provide formal evaluations. Data pertaining to the increase of student achievement on criterion-referenced and/or norm-referenced state assessments will provide summative data.</p> <p>PROGRAM EVALUATION 2010-2011: In 2010-2011, nine students successfully completed graduation requirements and graduated school in May 2011. Thirty-four students were served at the Academy in 2010-2011 of which two returned to regular high school, and one returning student graduated.</p> <p>Action Type: Program Evaluation</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	District Staff Teachers	_____ ACTION BUDGET:
<p>Annual support fee for APEX Learning system will be purchased.</p> <p>Action Type: Alignment</p> <p>Action Type: Technology Inclusion</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	District Staff Teachers	_____ ACTION BUDGET:
<p>Furniture/fixture expenditures will be included to provide an environment that is conducive to learning for all students.</p> <p>Action Type: Equity</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	District Staff Teachers	_____ ACTION BUDGET:
<p>Professional Development for Lion Pride Academy staff will be provided to insure that the teacher and director are proficient in the program components, capabilities, and management of student records within the APEX Learning Lab system.</p> <p>Action Type: Alignment</p>	JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Teachers	_____ ACTION BUDGET:
<p>The Lion Pride Academy will participate in the Jobs for Arkansas Graduates program during the 2011-2012 school year.</p> <p>Action Type: Alignment</p> <p>Action Type: Equity</p> <p>Action Type: Technology Inclusion</p>	JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	_____ ACTION BUDGET:

Intervention Continuation of the Lion Pride Academy Alternative Learning Environment Program				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: The Alternative Learning Environment program will be evaluated during the 2011-2012 school year through data analysis pertaining to the following program components: student attendance, percentage of increase in credit recovery averages, graduation rate, attendance, and discipline referrals. The data will be used to establish a baseline from which longitudinal data for program improvement in subsequent years will be evaluated.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Technology Inclusion</p>	JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	<hr/> ACTION BUDGET:
			Total Budget	\$109,329.95

<p>Intervention Intervention: The Gravette Public School district will establish policies and programs designed to meet the needs of the Homeless and Unaccompanied Youth student population. Programs and services offered to students will align with provisions set forth in the McKinney-Vento Homeless Assistance Act of 2002.</p>				
<p>Scientific Based Research Child Poverty in America Today: Children and the State. Arrighi, Barbara and David, J.M. Greenwood Publishing Group, 2007; Services to Homeless Students and Families: The McKinney-Vento Act and it's implilcations for school social worker practices, Hernandez Jozefowicz-Simbeni, Debra and Israel, Nathaniel; Children and Schools, Vol. 28, January 2006.McKinney-Vento: Title I and Homelessness, a brief by the NCHE, U.S. Department of Education's Student Achievement and School Accountability Programs, Winter 2009.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette Public School District will designate a Homeless Liaison to assist in the identification of homeless students within the district, as defined in the McKinney-Vento Homeless Act. Services and provisions outlined in the legislation will be offered to all homeless students and parents/guardians within the district boundaries. Action Type: Alignment Action Type: Equity Action Type: Parental Engagement</p>	JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders	<hr/> ACTION BUDGET:
<p>The Gravette Public School District Homeless Liaison will distribute and post information pertaining to the McKinney-Vento Homeless Act throughout the community, as outlined with the legislation.</p>	JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012		<hr/> ACTION BUDGET:
<p>The LEA Homeless Liaison will provide opportunities in professional development pertaining to topics relating to the homeless student population, the McKinney-Vento Homeless Act, and current research pertaining to programs and services, instructional strategies, and utilizing local resources. Professional literature and books will be provided to each building for inclusion in their school library and/or professional library. Action Type: Alignment Action Type: Professional Development</p>	JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Outside Consultants	Title I Materials & Supplies: \$5,000.00 <hr/> ACTION BUDGET: \$5,000.00

Intervention Intervention: The Gravette Public School district will establish policies and programs designed to meet the needs of the Homeless and Unaccompanied Youth student population. Programs and services offered to students will align with provisions set forth in the McKinney-Vento Homeless Assistance Act of 2002.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: The LEA Homeless Liaison will retain data pertaining to programs and services made available to both homeless children and the unaccompanied youth student populations, as defined by the McKinney-Vento Homeless Assistance Act of 2002, and the Office for the Education of Homeless Children and Youth. Data retained will be used to evaluate the effectiveness of the current year's programs and services, and to provide guidance for the improvement of programs and services in upcoming school years. The data will also be submitted to the Arkansas Department of Education, as requested, for completion of the LEA Program Data Collection Form.</p> <p>A Summary of the findings will be provided to the Special Programs Coordinator on an annual basis.</p> <p>PROGRAM EVALUATION 10-11: Gravette School District has a homeless identification form to use for the identification of homeless children which complies with the federal McKinney-Vento Act. In the 2010-1011 school year, thirteen students were identified as homeless in Gravette distict. six students were in the high school, six were in Glenn Duffy Elementary, and one in Gravette Middle School. The school district provided to several of the homeless students school materials and clothing.</p> <p>Action Type: Alignment Action Type: Program Evaluation</p>	JoEllen Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff	ACTION BUDGET:
<p>HOMELESS STUDENT SERVICES: Title I funds will be allocated to support the academic achievement of all identified homeless students in the district in the 2011-2012 school year. Funds will be used to provide certain basic necessities for the student's academic success such as transportation to their home school, medical and guidance services, clothing, and appropriate materials/supplies needed to participate in required school activities.</p> <p>Action Type: Equity Action Type: Parental Engagement</p>	JoEllen Hastings, Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	Title I Materials & Supplies: \$3,000.00 ACTION BUDGET: \$3,000.00

Intervention Intervention: The Gravette Public School district will establish policies and programs designed to meet the needs of the Homeless and Unaccompanied Youth student population. Programs and services offered to students will align with provisions set forth in the McKinney-Vento Homeless Assistance Act of 2002.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>HOMELESS: The District will provide for the welfare and educational needs of homeless students in order to remove barriers to learning. *Procedures and guidelines are in place for identification and enrollment of homeless students. Programs and activities address the educational needs of homeless students. *Staff will receive Professional Development on identification and enrollment procedures, as well as homeless students' needs. This activity is supplemental to the program already implemented with state or local funds.</p> <p>Action Type: Alignment Action Type: Equity</p>	<p>JoEllen Hastings, Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			Total Budget	\$8,000.00

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ACTION BUDGET:					
Private school faculty will have opportunities to participate in professional development trainings throughout the school year. A notice will be sent to the private schools expressing an interest in participating in federal funds, Title I, II, III, and IV, allocated to the Gravette School District.					
			Action Type: Collaboration		Pat Hastings
			Action Type: Professional Development		
Start: 07/01/2011	Administrative Staff	<hr/>			
End: 06/30/2012	Central Office	ACTION BUDGET:			
	Teachers				
<hr/>					
The Gravette School District will work collaboratively with Gravette Holiness Bible School or other approved private schools within the Gravette area to provide tutoring for individual students, if a request is made, during the 2011-2012 school year.					
		Action Type: Collaboration		Pat Hastings	Start: 08/19/2011
		Action Type: Equity			Administrative Staff
					End: 06/30/2012
					Teachers
<hr/>					
ACTION BUDGET:					
PROGRAM EVALUATION: The Special Projects Coordinator will contact each private school in the area and extend invitation to a meeting. PROGRAM EVALUATION 2010-2011: The Special Projects Coordinator met with the principal from Gravette Holiness Bible School, and reviewed the funding opportunities available to the school. The principal declined for the school to join in the funding for the 2011-2012 school year. In addition, a letter of declination to participate was also received from the Life Way Christian School in Centerton, Arkansas for the 2011-2012 school year. All documents were mailed to the ADE, and copies of the final transactions are on file in the Special Projects Coordinator's office.					
	Action Type: Collaboration				
	Action Type: Equity	Dr. Pat Hastings	Start: 07/01/2011	Administrative Staff	<hr/>
	Action Type: Program Evaluation		End: 06/30/2012	Central Office	ACTION BUDGET:
				Outside Consultants	
<hr/>					
Total Budget \$0.00					

Intervention Intervention: Year 1: School Improvement - District: The Gravette School District will target students at the schools in School Improvement Year 1 who scored below proficient in literacy on the Benchmark test.				
Scientific Based Research Strategies and Lessons for Improving Basic Early Literacy Skills, Algozzine, Bob, Marr, Mary Beth, McClanahan, Tina and Barnes, Emme. Corwin Press, 2008; Handbook of Early Literacy Research, Vol. 2. The Guilford Press; 2005.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
A Literacy Coach will be hired to assist teachers and students who scored below proficient in literacy. The literacy coach will offer professional development to the teachers in strategies consistent with Effective Literacy (ELF) and Early Literacy . The literacy coach will teach students in literacy content and strategies as requested by the teachers. Action Type: Collaboration Action Type: Professional Development	Dr. Andrea Kelly	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Central Office District Staff Teachers	ACTION BUDGET:
EVALUATION 2010-2011 The Gravette School District hired a literacy coach to provide services to teachers and students at Upper Elementary School. Donna Rush, Literacy Coach, provided professional development in content strategies, individual teacher support for literacy, assessments, etc. The literacy coach also worked directly with students in literacy. Action Type: Program Evaluation	Donna Rush	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers Title Teachers	ACTION BUDGET:
			Total Budget	\$0.00

1.2 **Goal:** District administrators, certified teachers and classified personnel will increase their knowledge base of instructional strategies in both math and literacy.

Benchmark: Professional development opportunities will be provided to administrators, certified teachers, and paraprofessionals throughout the year in the areas of identified through needs assessments and professional development plans within each building. Certified teachers and administrators will each fulfill the state mandated sixty hours. Certified teachers, administrators, and classified personnel will be offered a wide range of "on-going" substantial professional development opportunities in topics related to their current class of record.

Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.				
Scientific Based Research Gambrell, Linda B., Morrow, Lesley M., Pressley, Michael M. (Editors), Guthrie, John R., Best Practices in Literacy Instruction, 3rd Edition, Guilford Press,(January, 2007); Casey, Katherine, Literacy Coaching: The Essentials, Heinemann Publishing, Portsmouth, N.H., 2006.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Gravette School District will develop and implement a Professional Development Plan that will align with both federal and state legislation pertaining to professional development. Federal-level guidance will be derived from P.L. 107-110, "No Child Left Behind " Act, specifically Section 1119 of Title I, part A and Section 2123 of Title II, part A. State-level guidance will be derived from ACT 83 of 2003 and Section 5.0 of the Rules Governing the ACTAAP. Action Type: Alignment Action Type: Professional Development	Dr. Pat Hastings	Start: 08/10/2011 End: 06/01/2012	Administrative Staff Community Leaders Outside Consultants	_____ ACTION BUDGET:

Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.										
Actions	Person Responsible	Timeline	Resources	Source of Funds						
<p>Teacher representatives from each building, who are HIGHLY QUALIFIED IN INSTRUCTION, will have the opportunity to participate in professional development relating to technology, including, but not limited to Hot Springs Technology Conference and other workshops offered in the area of technology. Funds will also be allocated for district technology personnel to enroll in technology courses offered through Northwest Arkansas Community College that will provide knowledge that will align with the goals and objectives of the district technology plan and will provide assistance to district staff in technology-related applications.</p> <p>Action Type: Alignment Action Type: Professional Development Action Type: Technology Inclusion</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Outside Consultants	<p>NSLA (State-281)</p> <table border="0"> <tr> <td>Purchased Services:</td> <td style="text-align: right;">\$5,000.00</td> </tr> <tr> <td colspan="2"><hr/></td> </tr> <tr> <td>ACTION BUDGET:</td> <td style="text-align: right;">\$5,000.00</td> </tr> </table>	Purchased Services:	\$5,000.00	<hr/>		ACTION BUDGET:	\$5,000.00
Purchased Services:	\$5,000.00									
<hr/>										
ACTION BUDGET:	\$5,000.00									
<p>PROFESSIONAL DEVELOPMENT: The Gravette School District will provide the required professional development, as mandated by current state legislation, to all certified teachers and staff. Professional development will include a minimum of sixty hours, including six hours in the area of technology and two hours in the area of parental involvement. Administrators will be required to obtain three hours of professional development in the area of parental involvement, in addition to the required sixty hours. Supplemental professional development opportunities will be in addition to the required minimum, and will align will all policies and procedures outlined in both state and federal legislation.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Outside Consultants	<table border="0"> <tr> <td>ACTION BUDGET:</td> <td style="text-align: right;"><hr/></td> </tr> </table>	ACTION BUDGET:	<hr/>				
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<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette School District will offer the following on-site professional development opportunities for the district staff during the 2011-2012 school year. The professional development plan aligns with goals derived from a District Needs Assessment administered to faculty in the spring of 2011. The professional development activities that will be presented reflect topics identified as directly or indirectly focal areas related to student achievement, to include total instructional alignment, Common Core State Standards and Arkansas Frameworks, data disaggregation, formative assessments, pacing guides, professional learning communities, and technology programs. Funds will also be allocated for the purchase of materials and supplies that will correspond to each presentation. Funds have also been allocated for substitute salary and benefits for teachers attending additional professional development activities during the school day. ACSIP Assessment of 2011-2012 and Plan Development for 2011-2012 will be part of the yearly review. PROGRAM EVALUATION: A Needs Assessment Survey and reflective surveys will be used for Program Evaluation of the professional development program. The Professional Development Committee will analyze the data and present it to the building principals. PROGRAM EVALUATION 10-11: A District Professional Development Plan was administered this year. The district looked at the data in the form of teacher feedback, evaluation results, and the Needs Assessment Survey and determined that the PD program was successful this past year. District administrators, along with the Professional Development Committee planned professional development opportunities for the 2011-2012 school year. Records indicate that our staff is meeting the state-required sixty hours.</p> <p>Action Type: Alignment Action Type: Professional Development Action Type: Program Evaluation Action Type: Technology Inclusion</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Outside Consultants	PD (State-223) Purchased Services: \$16,737.16 PD (State-223) Materials & Supplies: \$9,081.12 <hr/> ACTION BUDGET: \$25,818.28

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette School District will offer the opportunity for building-level professional development plans to include up to twelve hours of professional development for activities that align with current legislation outlined in ACT 1185 of the 85th General Assembly. Activities may include the following•</p> <ul style="list-style-type: none"> *Grade-level team planning to integrate subject areas *Team work to analyze student access data *Training in technology use of classroom assessments such as SMI and SRI *Training in K-12 curriculum alignment *Training in Common Core State Standards and the Arkansas Frameworks alignment *Implementation of action research plans to increase student achievement based on test data *Professional book studies *Creating and developing lesson plans aligned to the frameworks *Developing intervention strategies to support remediation * Training in the use of goal setting * Training in PBSS for safe and orderly schools * Training for competency in the use of technological programs as D2SC, School Fusion, Smartboard, Front Row, Google Docs *Developing an Arkansas Comprehensive School Improvement Plan (ACSIP) as a team *Research-based programs of significance, such as ELLA, Effective Literacy (ELF), Classroom Walk Through (CWT), Teacher Institute, Principal Institute <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Zane Vanderpool, Jay Ensor, Jo Ellen Hastings, Duane Thomas</p>	<p>Start: 08/14/2011 End: 08/15/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Gravette School District will offer the opportunity for K-12 teachers who will deliver instruction relating to Arkansas History with a minimum of two hours of professional development in Arkansas History.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 08/18/2011 End: 08/18/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: A Professional Development Committee will be formed at both the district and building level and will be comprised of representatives from the following groups: administrators, teachers, and classified personnel. One representative from each of the building-level committees will be appointed to the district-level committee.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Administrators, certified and classified personnel will be offered the opportunity to attend professional development in the areas relating to drug and alcohol prevention, violence prevention, and character education. Representatives will provide in-service to building faculty to present information, research, and data obtained, as it would apply to building programs and services in areas relating to Safe and Drug Free Schools. Title IV-A and/or NSLA funds will be allocated for the purchase of materials and supplies that will correspond to professional development.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>Title IV-A</p> <p>Purchased Services: \$2,000.00</p> <hr/> <p>ACTION BUDGET: \$2,000.00</p>
<p>COLLABORATION: District administrators, teachers and classified personnel, including the district technology director, will be offered the opportunity to attend professional development in areas relating to current position. Professional development will be defined as, "coordinated set of planned learning activities for teachers, administrators, and classified employees that are standards-based and continuous" Professional development opportunities may include "approved conferences, workshops, institutes, individual learning, mentoring, peer coaching, study groups, National Board for Professional Teaching Standards certification, distance learning, internships, and college or university course work".</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Professional development required in the area of educational leadership, fiscal management, and data analysis will be made available to district administrators through conferences, workshops, and independent study in topics relating to leadership, increasing student achievement, current research in educational practices, accountability for student learning, mentoring, and promoting teacher efficacy. Action Type: Alignment Action Type: Professional Development</p>	<p>Zane Vanderpool, Jay Ensor, Jo Ellen Hastings, Duane Thomas</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Professional development in topics relating to administration, leadership, and effective programs will be provided for the district athletic director during the 2011-2012 school year. Topics presented at conferences will provide further information relating to the most current legislation at both the state and federal level in areas relating to accreditation, graduation requirements, curriculum, and evaluative measurements and methods. Action Type: Alignment Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>COLLABORATION: Professional development will be made available to certified teachers in areas relating to effective mentoring. Professional development will supplement the Pathwise Mentoring Program by providing regularly scheduled meetings of district mentors, current research and professional literature pertaining to effective mentoring strategies, book studies that focus on mentorships, and independent learning in areas selected by mentor. Materials and supplies, including book titles, will be purchased for implementation of supplemental mentoring program. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>MEASURES TO INCLUDE TEACHERS IN DECISIONS: Evaluation of professional development will be conducted and made available to administrators, teachers, and classified personnel. The effectiveness of professional development activities implemented at both the district and building level will be assessed through informal instruments such as teacher surveys and building level summaries of the comprehensive professional development plan. The effectiveness of the professional development activities will also be assessed through formal instruments such as data indicating an increase in student achievement on both criterion and norm-referenced assessments in areas corresponding to focus areas for professional development. Data gathered during the evaluation process will be used as a catalyst in the improvement of professional development opportunities.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Documentation will be retained on PD Tracker for certified teachers and staff pertaining to professional development accrued during the 2011-2012 school year.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Zane Vanderpool, Jay Ensor, Jo Ellen Hastings, Duane Thomas</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Funds will be allocated for professional development activities attended by the district superintendent and district staff including, but not limited to areas relating to content area instructional strategies, special needs students, fiscal management, leadership, and administration. Title II-A funds have also been allocated for materials and supplies that will correspond to professional development activities. In addition, district staff meeting the definitions of those having authority over budgets or the budget coding process will receive a minimum of twelve hours of professional development in the areas of school laws of Arkansas, laws and rules governing the expenditure of public education funds, fiscal accountability, school finance, ethics, and LEA financial accounting.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Dr. Andrea Kelly</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Professional development pertaining to School Bus Safety will be provided to bus drivers and the district transportation staff in August, 2011. NSLA funds will be allocated for a per diem stipend that will be paid to district staff for participation in professional development if meeting is arranged prior to the beginning of employee contracted time.</p> <p>Action Type: Professional Development</p>	<p>Richard Carver</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Gravette School district will employ from Title I funds a (1.0 FTE) Literacy Coach/Reading Specialist to supplement the literacy programs in the Gravette Middle School and in Gravette Upper Elementary School. The certified person will serve as a (.5 FTE) teacher/reading specialist at Gravette Middle School and a (.5) teacher/literacy coach at Gravette Upper Elementary. The Literacy Coach/Reading Specialist will ensure alignment in the Title I program for students in grades 3-8.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Title I Schoolwide</p>	<p>Jay Ensor, Duane Thomas</p>	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Performance Assessments Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to literacy. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>In 2011-2012, the Gravette School District will purchase formative/target tests to include literacy and math from the NWAESC. The students' formative tests will be scored and returned for teacher decision-making about future instruction. The formative tests will also provide feedback to students for academic improvement in literacy. Results of the tests will be viewed by the teachers through the D2SC technology program.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Technology Inclusion</p>	<p>JoEllen Hastings, Duane Thomas, Jay Ensor</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Performance Assessments Teachers</p>	<p>Title I Purchased Services: \$3,500.00 Title I Materials & Supplies: \$1,500.00 <hr/>ACTION BUDGET: \$5,000.00</p>
<p>A Leadership Team meeting was held on August 1, 2011 in Little Rock at the AAEA Conference. The meeting was lead by Dr. Andrea Kelly, Superintendent, with members being the school principals, and special projects coordinator from the Gravette School District. The agenda for the meeting addressed the curriculum, professional development, and fiscal guidelines for the school year 2011-2012. Professional Development funds will be used to pay for the conference room, meals and supplies.</p> <p>Action Type: Collaboration</p>	<p>Dr. Andrea Kelly</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office</p>	<p>PD (State-223) Materials & Supplies: \$275.00 <hr/>ACTION BUDGET: \$275.00</p>
<p>Gravette School District will spend 10% of Title I funds for Professional Development.</p> <p>Action Type: Professional Development Action Type: Title I Schoolwide</p>	<p>Dr. Pat Hastings</p>	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>Outside Consultants</p>	<p><hr/>ACTION BUDGET:</p>
			<p>Total Budget</p>	<p>\$38,093.28</p>

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to mathematics. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
<p>Scientific Based Research Professional Development Key to Improving Math Achievement: Research Shows Instruction - Not Textbooks, Technology - Key to Raising Math Test Scores. Ascribe Education News Service (December 4, 2008); Professional Development: What Works, Zepeda, Sally. Copyright Eye on Education (2008), National Staff Development Council. Models of Professional Development: A Collaboration of Educators, Joyce, Bruce and Calhoun, Emily. The Corwin Press, 2010.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROFESSIONAL DEVELOPMENT: District administrators, teachers and classified personnel, including the district technology director, will be offered the opportunity to attend professional development in areas relating to current position. Professional development will be defined as, "coordinated set of planned learning activities for teachers, administrators, and classified employees that are standards-based and continuous" Professional development opportunities may include "approved conferences, workshops, institutes, individual learning, mentoring, peer coaching, study groups, National Board for Professional Teaching Standards certification, distance learning, internships, and college or university course work". Action Type: Professional Development Action Type: Technology Inclusion</p>	<p>Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to mathematics. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROFESSIONAL DEVELOPMENT: The Gravette School District will offer 60 hours of professional development opportunities for the district staff during the 2011-2012 school year. The professional development activities that will be presented reflect topics identified as directly or indirectly focal areas related to student achievement, to include total instructional alignment, formative assessments, pacing guides, professional learning communities, and response to intervention. Funds will also be allocated for the purchase of materials and supplies that will correspond to each presentation. ACSIP Assessment of 2010-2011 and Plan Development for 2011-2012 will be part of the yearly review. PROGRAM EVALUATION: A Need Assessment Survey and reflective surveys will be used for Program Evaluation of the professional development program. The Professional Development Committee will analyze the data and present it to the district faculty in May 2012.</p> <p>PROGRAM EVALUATION 10-11: A District Professional Development Plan was administered this year. The district looked at the data in the form of teacher feedback, evaluation results, and the Needs Assessment Survey and determined that the PD program was successful this past year. District administrators, along with the Professional Development Committee planned professional development opportunities for the 2011-2012 school year. Records indicate that our staff is meeting the state-required sixty hours.</p> <p>Action Type: Professional Development Action Type: Program Evaluation</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>District Staff Outside Consultants Teachers</p>	<p>ACTION BUDGET:</p>

Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to mathematics. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
In 2011-2012, The Gravette School District will purchase formative/target tests to include literacy and mathematics in grades 3-12 from NWAESC. The students' formative tests will be scored and returned for teacher decision-making about future instruction. The formative tests will also provide feedback to students to improve academic performance in math. Second grade students will be tested by The Learning Institute (TLI). Action Type: Alignment Action Type: Equity Action Type: Technology Inclusion	JoEllen Hastings, Duane Thomas, Jay Ensor	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Performance Assessments Teachers	Title I Purchased Services: \$3,500.00 Title I Materials & Supplies: \$1,500.00 <hr/> ACTION BUDGET: \$5,000.00
PROFESSIONAL DEVELOPMENT: Teachers in grades kindergarten through eight (nine teachers) will participate in a Singapore Math training for two days at the University of Central Arkansas in July, 2011. Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Professional Development Action Type: Program Evaluation	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Teachers	PD (State-223) Purchased Services: \$3,000.00 <hr/> ACTION BUDGET: \$3,000.00
At Glenn Duffy Elementary, Singapore Math will be implemented as the adopted math curriculum for the district to enhance preparation for Common Core State Standards in math. The implementation grades are Kindergarten, first and second. At Upper Elementary, grades 3-5, many teachers opted to use Singapore Math as a supplement to the math adopted text, Scott-Foresman, to begin addressing the Common Core State Standards. Action Type: Alignment	Zane Vanderpool	Start: 07/01/2011 End: 06/30/2012	Teachers	PD (State-223) Purchased Services: \$18,000.00 <hr/> ACTION BUDGET: \$18,000.00

<p>Intervention The Gravette School District will implement a Professional Development Program to assist district staff in the acquisition of information relating to "best practices" and scientific-based research in areas relating to mathematics. The Professional Development Plan will offer quality "on-going" professional development activities derived from a district needs assessment used to determine focal areas.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>In the school year 2010-2011, A Twenty Member District Curriculum Coordinating Council was formed to oversee the Curriculum Management Plan, help the district maintain a clear student-centered focus, review and approve curriculum, instructional programs, assessments, and oversee work of the curriculum task forces in language, math, social studies and science. The CCC is to provide leadership and support to create the optimum learning environment for the students in the Gravette School District. Members of the CCC meet outside the school day, and are compensated for their time on a stipend basis. The district will continue to provide training as needed, and the support for building this leadership team. The District will also continue to provide training and support for the Gravette Leadership Team in data analysis for effective use in instructional planning, and leadership development in the 2011-2012 school year.</p> <p>Action Type: Alignment Action Type: Professional Development</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff Outside Consultants Teachers</p>	<p>NSLA (State-281) Materials & Supplies: \$3,000.00 NSLA (State-281) Employee Benefits: \$7,000.00 NSLA (State-281) Employee Salaries: \$20,000.00 <hr/>ACTION BUDGET: \$30,000.00</p>
			<p>Total Budget</p>	<p>\$56,000.00</p>

Intervention THIS IS A TWO YEAR PLAN: District Improvement: Improving mathematics performance for special needs and low socio-economic students scoring below proficient on Benchmark test.				
Scientific Based Research Teaching With Poverty in Mind: What Being Poor Does to Kids' Brains and What Schools Can Do About It, Jensen, Eric, ASCD (November 19, 2009); Achieving Equity in Special Education: History, Status, and Current Challenges, Skiba, Simmons, Russell J., Ritter, Ada, Shana; Gibb, Ahsley C. Etal, redorbit, April, 2008.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Marcia Sanders, Teacher Center Coordinator at Northwest Arkansas Education Service Center, will work with Gravette Schools to incorporate work by Donna Beagle, Ruby Payne and others to meet the needs of the low socio-economic students. The professional development will occur during the 2011-2012 school year. Action Type: Equity Action Type: Professional Development	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Teachers	PD (State-223) Purchased Services: \$1,000.00 ACTION BUDGET: \$1,000.00
The Gravette School District will work with Paula Wood, Special Education Supervisor, and Donna Rush, Literacy Coach, to provide professional development for the special education teachers to implement the Strategic Instruction Model (SIM) which will support students in the content area of mathematics in the 2011-2012 school year. Action Type: Professional Development Action Type: Special Education	Paula Wood, Donna Rush	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
Math in Focus will be adopted as the mathematics curriculum in grades 3-8 in the school year 2012-2013. This math curriculum has been developed for the Common Core State Standards to be implemented in the next two years. Professional Development will be provided to all teachers teaching Math in Focus in grades 3-8. Action Type: Alignment Action Type: Professional Development	Jay Ensor, Duane Thomas	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Teachers	_____ ACTION BUDGET:
In order to increase student achievement, the Gravette Upper Elementary School will increase instruction time for math in the 2011-2012 school year. Action Type: Equity	Jay Ensor	Start: 07/01/2011 End: 06/30/2012	District Staff Teachers	_____ ACTION BUDGET:

Intervention THIS IS A TWO YEAR PLAN: District Improvement: Improving mathematics performance for special needs and low socio-economic students scoring below proficient on Benchmark test.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
In school year 2012-2013, Dr. Tim Carter, professional at Arkansas Tech University, will address the educational needs of millennial generational students and understanding generational differences in professional development training for teachers. Action Type: Professional Development	Dr. Pat Hastings	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Central Office District Staff Outside Consultants Teachers	_____ ACTION BUDGET:
The Gravette School District will provide resources to help school staff and parents promote positive learning for students. Free books will be distributed to students and parents from each school building with the hope the books would generate excitement about reading. Action Type: Equity Action Type: Parental Engagement	Janna Sharp, Mike Walker, Faith Hendricks, Dorothy Hadley	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	_____ ACTION BUDGET:
Parents will be able to access information on students' performance on target/formative assessments in math beginning in the school year 2011-2012 through the D2SC program in grades 3-12. Training will be available for parents in Singapore math to support students in grades K-2. Action Type: Parental Engagement	Zane Vanderpool, Jay Ensor, Duane Thomas	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	_____ ACTION BUDGET:
Title I funds will be used to hire a 1.0 FTE Math Coach in the school year 2012-2013. The Math Coach will serve as a math resource person for teachers, support and direct the aligning of math K-12, work directly with students when needed and as assigned in each building per the Math Coach job description. Action Type: Alignment Action Type: Equity Action Type: Professional Development	Andrea Kelly	Start: 07/01/2012 End: 06/30/2013	Administrative Staff Central Office	_____ ACTION BUDGET:
			Total Budget	\$1,000.00

Intervention Intervention: Year I (Meets Standards) District: Improving mathematics performance for students receiving special education services.				
Scientific Based Research				
Gamble-Risley, Michelle, (2006), Surviving Accountability: As Easy as AYP, T.H.E. Journal, v33 n13 p38-42 August 2006. 5 pp; A Model for Collaboration: Improving Instruction for Students with Learning Needs, Brodesky, Amy, McTigue, Anna and Palmer, Allysen. Educational Leadership, Feb. 2007 V64 N 5.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Gravette School District will assist in providing PROFESSIONAL DEVELOPMENT in mathematics to the Middle School special education teachers and regular mathematics teachers upon request by the school principal. Action Type: Collaboration Action Type: Professional Development	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	ACTION BUDGET:
The Gravette School District will implement a math program that will be based on Common Core State Standards. The Special Education teachers will be given professional development on the correct implementation of the math program to ensure special education students will be successful in acquiring math skills. Action Type: Equity Action Type: Professional Development Action Type: Special Education	Pat Hastings, Zane Vanderpool, Jay Ensor	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	ACTION BUDGET:
PROGRAM EVALUATION 2010-2011: Year I: Teachers from grades K-8 and a principal attended orientation to Singapore Math (Math In Focus) this summer in Conway. Math in Focus has been approved as the adopted math program in grades k-2, and is a supplemental math series in grades 3-5. The Common Core State Standards assessments are being developed from the Singapore Math process for teaching mathematics. In the Middle School, Classworks and targeted basic skills were interventions used in math. Action Type: Program Evaluation	Zane Vanderpool, Jay Ensor, Duane Thomas	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Outside Consultants Performance Assessments Teachers	ACTION BUDGET:
			Total Budget	\$0.00

1.3 **Goal:** A comprehensive "Total Instructional Alignment" curriculum document for grades K-12 will continue to be used by district staff. The district will begin implementation of the Common Core State Standards in grades K-2 in the 2011-2012 school year. The Gravette School District staff joins the parents and community to assist students in developing skills to become independent and self-sufficient adults who will succeed and contribute responsibly in a changing world.

Benchmark: A comprehensive "Total Instructional Alignment" curriculum document will continue to be used by the district faculty, in collaboration with the NWAESC, based upon the disaggregation of both the most recent norm-referenced and criterion-referenced assessment data to insure the inclusion of instructional strategies and techniques designed to meet the academic areas in which performance indicators were below the national average and/or state proficient levels.

Intervention Total Instructional Alignment curriculum document to include pacing guides, essential questions, task analysis, and assessments for each content area and Career Technical Education courses for grades K-12.				
Scientific Based Research Total Instructional Alignment: From Standards to Student Success. Carter, Lisa (2007); Curriculum Mapping and Alignment: "Mapping the Big Picture", Heidi Hayes Jacobs (1997); Squires, D.A. (2009). Curriculum Alignment: Research-based strategies for increasing student achievement. Thousand Oaks, CA: Corwin Press. Wiles, J. (2009). Leading curriculum development. Thousand Oaks, CA: Corwin Press.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
MEASURES TO INCLUDE TEACHERS IN DECISIONS: All teachers in the Gravette School District will continue participation in the development of the Total Instructional Alignment curriculum document at both the building and district levels. Action Type: Alignment Action Type: Collaboration Action Type: Technology Inclusion	Zane Vanderpool, Jay Ensor, Mitchell Wilber, Jo Ellen Hastings	Start: 07/01/2010 End: 06/30/2011	Administrative Staff Computers Teachers	_____ ACTION BUDGET:
Data analysis of most recent standardized assessment will be addressed within the curriculum map at both the building and district levels. Action Type: Alignment Action Type: Equity Action Type: Technology Inclusion	Zane Vanderpool, Jay Ensor, Duane Thomas, Jo Ellen Hastings	Start: 08/10/2011 End: 06/30/2012	Administrative Staff Computers Teachers	_____ ACTION BUDGET:

Intervention Total Instructional Alignment curriculum document to include pacing guides, essential questions, task analysis, and assessments for each content area and Career Technical Education courses for grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: District-level professional development and assistance will be provided to insure that faculty are knowledgeable in the program components and corresponding applications of the Total Instructional Alignment documents and the Common Core State Standards. District staff will participate in professional development offered through the NWAESC in topics and trainings associated with the Total Instructional Alignment initiative as well as the Common Core State Standards. Professional educators experts in the total instructional alignment documents and curriculum alignment process will be enlisted to lead trainings through professional development opportunities during the year at the Gravette District.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Technology Inclusion</p>	Dr. Pat Hastings	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Computers District Staff Teachers	ACTION BUDGET:
<p>Total Instructional Alignment curriculum documents will be developed for each grade level and content area. Building administrators will establish policies for review and implementation of task analysis through classroom observation and lesson plan documentation. Administrators throughout the district will continue to be provided with Classroom Walk-Through training to be implemented in each building to improve instructional strategies and ensure that instruction is on level and targeting higher order thinking skills. iPads have been purchased for each administrator responsible for conducting Classroom Walk-Throughs so that the data can be assessed and utilized in planning future professional development. Training will be provided on the use of the iPad and CWT software.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Technology Inclusion</p>	Zane Vanderpool, Jay Ensor, Duane Thomas, JoEllen Hastings	Start: 08/10/2011 End: 05/31/2012	Computers District Staff Teachers	PD (State-223) Purchased Services: \$2,000.00 ACTION BUDGET: \$2,000.00
<p>COORDINATION AND INTEGRATION OF PROGRAMS: Total Instructional Alignment curriculum documents will exhibit alignment with the Arkansas Content Standards and the Common Core State Standards</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Technology Inclusion</p>	Zane Vanderpool, Jay Ensor, Duane Thomas, Jo Ellen Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Computers District Staff	ACTION BUDGET:

Intervention Total Instructional Alignment curriculum document to include pacing guides, essential questions, task analysis, and assessments for each content area and Career Technical Education courses for grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: The development and implementation of the Total Instructional Alignment and the Common Core State Standards curriculum documents will be evaluated through informal assessment instruments, including, but not limited to: evidence of vertical alignment, integration of curriculum units, inclusion of Arkansas Frameworks and Common Core Standards, and formative assessments. Building administrators will ensure that certified teachers have completed the alignment documents for their respective grade level and/or content area.</p> <p>PROGRAM EVALUATION 10-11: Currently, Glenn Duffy Elementary has implemented pacing guides to develop lesson plans in Math, English, Social Studies and Science. Glenn Duffy Elementary will be using the quarterly assessments from TLI to monitor student progress. The Upper Elementary has fully implemented TIA in their building, and are transitioning to the Common Core State Standards. The Middle School will continue to use the TIA documents and pacing guides. Middle School will continue with target testing. The High School will continue to use Pacing Guides where available, and developing pacing guides as necessary in places where they are not available.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Program Evaluation Action Type: Technology Inclusion</p>	<p>Zane Vanderpool, Jay Ensor, Duane Thomas, Jo Ellen Hastings</p>	<p>Start: 08/10/2011 End: 05/31/2012</p>	<p>Computers District Staff Outside Consultants</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>COLLABORATION: The district Total Instructional Alignment and Common Core State Standards curriculum document will reflect instructional strategies and techniques designed to meet the needs of subgroup populations, as identified in the No Child Left Behind Act. Assessment data for each subgroup will guide faculty in the inclusion of "best practices" for identified skill areas. Instructional strategies and techniques designed to meet additional needs of students services through the special education programs will also be included.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Technology Inclusion</p>	<p>Zane Vanderpool, Jay Ensor, Duane Thomas, Jo Ellen Hastings</p>	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Computers District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention Total Instructional Alignment curriculum document to include pacing guides, essential questions, task analysis, and assessments for each content area and Career Technical Education courses for grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The District will use the Total Instructional Alignment documents, as well as the Common Core State Standards resources, and pacing guides as the basis for its curriculum. District administrators will ensure training of new faculty on TIA and Common Core State Standards, and continue to refine curriculum in each building to better serve the students. Pacing Guides and Formative/Quarterly Assessments will be utilized by all teachers to enhance curriculum alignment and correlation to the ADE Frameworks and Common Core State Standards in the 2011-2012 school year. The District will giving the Formative Assessments in Grades 3 through 12. In grades K-2, TLI assessments will be utilized. The District and School Administrators will continue to look at examples of curriculum maps and lesson plans and use the data from classroom walk-throughs in the evaluation of the 11-12 school year.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Technology Inclusion</p>	<p>Zane Vanderpool, Jay Ensor, Duane Thomas, JoEllen Hastings</p>	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Computers District Staff Performance Assessments Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Student progress will be monitored based on Classworks and Fast ForWord program data, classroom performance, report cards, ITBS scores, and Arkansas Benchmark exam.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Program Evaluation</p>	<p>JoEllen Hastings, Duane Thomas, Jay Ensor, Zane Vanderpool</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Performance Assessments Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			Total Budget	\$2,000.00

<p>Intervention The Gravette School District will provide differentiated learning experiences that focus on critical thinking, creativity, and problem solving to supplement the gifted and talented program.</p>				
<p>Scientific Based Research Best Practices in Gifted Education. Robinson, A., Shore, B., and Enersen, D. Prufrock Press, 2006; Education of the Gifted and Talented (6th Edition). Davis, Gary A., Rimm, Sylvia B., and Siegle, Del., Prentice Hall, April 2010.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
From the the District Teacher Salary Fund 1000, the Gravette School District will hire one full-time, 1.0 FTE, certified teacher and one .6 FTE certified teacher to deliver instruction through the Gifted and Talented Program to students in grades K-12 Action Type: Alignment Action Type: Equity	Dr. Andrea Kelly	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	Local Revenue : \$69,502.00 <hr/> ACTION BUDGET: \$69,502.00
Whole Class Enrichment will be provided to all students in grades K-2 for a minimum of thirty minutes each week. Action Type: Alignment Action Type: Equity	Andrea Van Sandt	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	<hr/> ACTION BUDGET:
Identified gifted and talented students in grades 3-8 will participate in a "pull-out" program in which a minimum of 150 minutes will be provided in instructional strategies and activities that align with the Arkansas Gifted/Talented program standards. Action Type: Alignment Action Type: Equity	Rachel Gibson	Start: 07/01/2011 End: 06/30/2012		<hr/> ACTION BUDGET:

Intervention The Gravette School District will provide differentiated learning experiences that focus on critical thinking, creativity, and problem solving to supplement the gifted and talented program.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Evaluation of the Gifted and Talented Program will be conducted through interviews with building level administrators, counselors, and the superintendent.</p> <p>PROGRAM EVALUATION 10-11: Building level administration participated in interviews regarding improvements to the continuity and effectiveness of the Gifted and Talented Program. It was determined at Glenn Duffy Elementary that a certified Gifted and Talented teacher should be hired to fill the .5 Enrichment position and to expand it to a .6 position. This would allow students to have more contact time with a teacher trained in gifted education. The Upper Elementary would make use of this staff for third and fourth grade pull-out; giving students the opportunity to work with multiple gifted teachers throughout the program. The options of honor classes and bring Pre-AP to the middle school level while maintaining a pull-out or seminar type class for students was discussed with the building administration and counselor. More research evidence will be collected to determine best course of action. Teacher surveys will be used to determine support for different programming options at the middle school level. It was determined that additional professional development in Gifted Education be provided to faculty at all levels. Communication and decision making for the program will become a more inclusive process throughout the district to ensure a continued improvement in the continuity and effectiveness of the Gifted and Talented Program.</p> <p>Action Type: Program Evaluation</p>	Rachel Gibson	Start: 07/01/2011 End: 06/30/2012		ACTION BUDGET:
<p>Instructional materials and supplies will be purchased for utilization within the whole class instruction and resource classes provided to students in grades K-8. Instructional materials will include trade books, deductive and inductive problem solving resources, whole group learning activities, creativity materials, art supplies, and technology-related supplies.</p> <p>Action Type: Alignment</p> <p>Action Type: Equity</p>	Rachel Gibson	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers Teaching Aids	Title I Materials & Supplies: \$2,000.00 <hr/> ACTION BUDGET: \$2,000.00

Intervention The Gravette School District will provide differentiated learning experiences that focus on critical thinking, creativity, and problem solving to supplement the gifted and talented program.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Professional development opportunities will be provided to certified teachers in topics relating to current trends and issues relating to gifted and talented education. Action Type: Alignment Action Type: Professional Development	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Teachers	_____ ACTION BUDGET:
NSLA Funds will be used to hire G/T Concepts. G/T Concepts will assist the Gravette School District with yearly G/T reports and oversight of the Gifted and Talented programs offered at the Gravette School District Action Type: Collaboration	Andrea Kelly	Start: 07/01/2011 End: 06/30/2012		_____ ACTION BUDGET:
			Total Budget	\$71,502.00

2 **Priority 2:** To provide a Character Education Program that includes components relating to the criteria within the Safe and Drug-Free Communities Act.

2.1 **Goal:** The Mission of the Gravette School District, in part, is to provide each student a diverse education in a safe, supportive environment that promotes self-discipline, motivation, and excellence in learning. Thus, the Gravette School District will provide a Drug-Free and Character Education Program for all students enrolled in school K-12.

Benchmark: There will be an annual decrease of at least 10% in the number of discipline referrals submitted to building administrators for students in grades K-12.

Intervention A Drug-Free and Character Education Program will be offered in the Gravette Public Schools				
Scientific Based Research				
Newman, Olivia. "Divided Schools, Divided Selves: Psychology and Character Education" Paper presented at the annual meeting of the MPSA Annual National Conference, Palmer House Hotel, Hilton, Chicago, IL, Apr 03, 2008; Scanio, Donna J., Character Education in the Classroom, Authorhouse Publishing, April 10, 2007; Urbanski, J and Reubens, Joan. Bullying -- Not in This School, Research Press, 2010.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
COLLABORATION: The Gravette School District will continue providing assistance in the implementation of a character based education program in each school in the district as specified in the criteria withing the Safe and Drug-Free Communities Act. The district's goal is to create a safe and drug-free environment that is conducive to learning for students K-12. To that end, videos, pamphlets, and other necessary materials will be purchased to provide instruction about substance abuse and provide for positive character education district wide. Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Teachers	Title IV-A Materials & Supplies: \$4,271.56 ACTION BUDGET: \$4,271.56
PROFESSIONAL DEVELOPMENT: Opportunities will be provided for teachers, paraprofessionals, administrators to participate in professional development activities pertaining to character education and drug/violence prevention throughout the school 2011-2012. Action Type: Collaboration Action Type: Professional Development	Dr. Pat Hastings	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office Outside Consultants Teachers	ACTION BUDGET:

Intervention A Drug-Free and Character Education Program will be offered in the Gravette Public Schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: The Special Projects Coordinator will assist each school building's counselor as they serve as Character Education facilitator. The counselors will hold yearly committee meetings to provide programs and services to be incorporated into the upcoming school year's character education program. Development of the program components will include information gathered from parents and teacher input, building and district level data and local assessments. Parents will be notified of activities related to the character education and drug prevention programs and services through each school's newsletters and articles for publication.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Teachers	_____ ACTION BUDGET:
<p>Topics identified within ACT 1097 of 1995, "Laws Affecting Arkansas Students " will be interwoven within the curriculum presented in the character education program. Guidance and specific Arkansas laws will be derived from the ACT 1097 text.</p> <p>Action Type: Alignment Action Type: Equity</p>	Roger Sharp, Barbara Roberts, Jaymey Boston, Shannon Mitchell	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Teachers	_____ ACTION BUDGET:

Intervention A Drug-Free and Character Education Program will be offered in the Gravette Public Schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: The Special Projects Coordinator will assess by survey the teachers, counselors and building principals at the end of each year to determine the needs for the coming year. The survey is to provide feedback to the Special Projects Coordinator regarding the degree of assistance provided each school in the development of their Character Education Programs. PROGRAM EVALUATION 10-11: Through feedback via SurveyMonkey in the Spring of 10-11, principals and counselors provided information to the Special Projects Coordinator for planning for this school year's Character Education Programs in the schools. Following are the results of the survey from the ninety-five respondents: Students and teachers reflect upon developing habits of good character - 45.3% Always, 52.6% Sometimes; Students take good care of school property (such as books, computers, desks)- 11.6% Always, 86.3% Sometimes 2.1% Never; Teachers respect each other in the school - 54.3% Always, 45.7% Sometimes; Teachers at the school work together - 58.9% Always, 41.1% Sometimes; Community members are closely involved in our school - 26.6% Always, 72.3% Sometimes; How would you rate your school's character education program for students - 27.4% Excellent, 41.4% Average, 20.0% Fair, 2.1% Poor 9.5% We don't have a character education program; What events do you have at your building that addresses character education - 82.4% Assemblies, 71.8% Counselor lead character lessons, 58.8% Word of the day/week/month, 63.5% Awards for displaying good character, 35.3% Group activities as rewards, 29.4% Presenters of character education programs, 16.5% Classroom contests, 28.2% Community speakers, 32.9% School trips for rewards for good character behavior; Do you think teaching character and ethics is important - 100% Yes; How do you implement character education into your curriculum - Sample answers: Lead by example, By modeling, Assemblies-Counselor lead character lessons, Talk to students about choices; discussion during class, Word of the month, Demonstrate, recognize and compliment, Outside speakers, Successful examples due to character character, Manners, discipline out of respect not fear, Citizenship lessons, Look for teachable moments, etc.; What would you like to see added to your school's character education program? Sample answers: Implement a district-wide plan, School assemblies about drinking and driving, Stronger Character Counts program, More cohesiveness, More parental involvement, More activities, More trips to build character, More integration with literature, Continue educational peer group sessions, Add an ethics class, Good presenters, A whole-school" character word of the month, Need stronger school-wide rules and polices that are implemented. Student role playing for good character, Rewards and incentives for displaying good character, and Programs and activities that are for students showing signs of depression.</p> <p>Action Type: Program Evaluation</p>	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Teachers	ACTION BUDGET:

January 5, 2012

Priority 2: Safe-Drug Free Program

Intervention A Drug-Free and Character Education Program will be offered in the Gravette Public Schools				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Administrators and teachers will receive professional development in integrating character education in the curriculum through workshops and trainings sponsored by the NWAESC, Arkansas Department of Education or other professional law enforcement agency. SRO officers and other resource organizations will conduct workshops on drug and violence awareness throughout the year as needed.</p> <p>Action Type: Professional Development</p>	Dr. Pat Hastings	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>PROFESSIONAL DEVELOPMENT: The Gravette School District will continue the Positive Behavior Support Systems (PBSS) training in all schools in the district. Two teachers from each building (eight total) will become PBSS Facilitators. Facilitators will learn important aspects of classroom and school-level student management, social skills instruction, how to organize and run a School Discipline Committee, and ways to address teasing, taunting, bullying, harassment, fighting, and school crises. Personnel from this training will serve on Closing the Achievement Gap Committee.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Professional Development Action Type: Program Evaluation</p>	Dr. Pat Hastings	<p>Start: 08/01/2011 End: 06/30/2012</p>	<p>District Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			Total Budget	\$4,271.56

<p>Intervention The four schools in the Gravette School District will implement Drug Free and Character Based Programs for all students enrolled in grades K-12.</p>				
<p>Scientific Based Research Russell, Josephine. (2007). How children become moral selves: Building character and promoting citizenship in education. Portland, Oregon: Sussex Academic Press; Lockwood, Alan L. (2009) The Case for Character Education: A Developmental Approach. College Teachers Press, N.Y.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Character Based Education and Drug-Free Programs will continue at all grade levels in the four schools in the Gravette School District. The school counselors will be the programs' facilitator. They will provide the following, but not limited to, classroom instruction, obtaining and disseminating drug and alcohol awareness and prevention materials, in-service trainings, parental notifications, yearly pre and post testing, teacher and student surveys and providing student behavior incentives. PROGRAM EVALUATION: Each school will provide to the Special Projects Coordinator at the end of the year, an evaluation of the Character Education and Drug-Free Programs presented to teachers and students during the school year. PROGRAM EVALUATION 10-11: The character education programs in the four schools will continue next year. After reviewing the disciplinary data, student surveys and school counselor recommendations and referrals from teachers and parents in 2010-11, it was determined that students were having significant abuse problems in the areas of alcohol usage, tobacco usage and prescription medication. The data revealed a need for concentration in the character education on the identified areas of abuse by students. An effort by counselors will be made to provide in the character education programs in the 2009-2010 school year a way to address transitory students, family conflict and academic failure as these areas are contributors to substance abuse. The District Character Education Program was presented by the four schools and accepted by parents and teachers as an intervention to seek avenues to prevent substance abuse. Evaluation 10-11: The same areas continue to be problematic. The counselors are meeting on a monthly basis to develop interventions including speakers, curriculum and therapeutic approaches to address those issues.</p> <p>Action Type: Program Evaluation</p>	<p>Dr. Pat Hastings</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Central Office Teachers</p>	<p>ACTION BUDGET:</p>

Intervention The four schools in the Gravette School District will implement Drug Free and Character Based Programs for all students enrolled in grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Character Education, School Safety and Drug Education materials and/or supplies will be purchased and distributed to meet identified needs of the district. Safe and Drug Free materials will be included in curriculum and parent centers. Materials will be available in Spanish and English for used by students, teachers, and parents. The materials will be used throughout the year to promote character education and to promote a safe and drug free environment. Guest speakers will be present to faculty and students as part of a school-wide curriculum promoting safe schools and drug free living. Action Type: Alignment Action Type: Parental Engagement	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office	_____ ACTION BUDGET:
The Gravette School District is concentrating on intervention programs directed toward eliminating student bullying in the schools. This past school year, all schools held orientation trainings with their faculty and staff to address the issue of bullying, how to detect bullying, and implementing intervention strategies. In the school year 2011-2012, the schools are planning to implement building-developed programs based on the PBSS Arkansas state program to reduce and/or eliminate bullying. The district will provide materials, books, supplies in support of the programs. Action Type: Collaboration Action Type: Equity Action Type: Program Evaluation	JoEllen Hastings, Duane Thomas, Jay Ensor, Zane Vanderpool	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	_____ ACTION BUDGET:
PARENTAL INVOLVEMENT: The Gravette School District will ensure that parents are on committees such as ACSIP Committee, Parental Involvement Committee, Closing the Achievement Gap, etc. They will serve as advisers to planning and implementation of district plans for programs or activities that foster a safe and drug free learning environment to support academic achievement. Parents and guardians will be an integral part to the development of the planning and setting of goals for the district. Action Type: Parental Engagement	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office Community Leaders District Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$0.00

3 **Priority 3:** The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.

3.1 **Goal:** Recommendations of the School Nutrition/Physical Advisory Committee, Child Health Advisory Committee, and Arkansas Department of Education will be implemented at both the building and district level during the 2008-2009 school year.

Benchmark: There will be a cumulative decrease of 10% of students in grades K-12 reported as "At Risk" on the Body Mass Index data.

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Scientific Based Research "Health Is Academic: A Guide to Coordinated School Health Programs," National Center for Chronic Disease Prevention and Health Promotion, Division of Adolescent and School Health, Oct 20, 2008; Section 204 of Public Law 108-265, Child Nutrition and WIC Reauthorization Act of 2004, June, 2004. National School Lunch Act (42 U.S.C. 1751 et seq.) or the Child Nutrition Act of 1966 (42 U.S.C. 1771 et seq.).				
Actions	Person Responsible	Timeline	Resources	Source of Funds
COLLABORATION: A School Nutrition/Physical Activity Advisory Committee has been formed and is comprised of representatives from each of the following groups: board of education, administration, food services, certified teacher, classified personnel, parents, and student population. Guidance for the committee was derived from ACT 1220 of 2003 and will be included in the development of local policies that address the following issues: Implementation of nutrition and physical activity standards, professional development in the area of school nutrition and physical activity, integration of topics relating to nutrition and physical activity into the curriculum, nutrition education for all students, increasing training of physical education teachers. Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement	Dr. Pat Hastings	Start: 08/10/2011 End: 06/01/2012	Administrative Staff Community Leaders District Staff	_____ ACTION BUDGET:
The goals of the School Nutrition/Physical Activity Advisory Committee during the school year will be to compile data and information that will be used in the policy development including Section I of the Child Health Advisory Committee Recommendations for Standards to Implement Through Rules and Regulations. Action Type: Alignment Action Type: Collaboration Action Type: Equity	Dr. Pat Hastings	Start: 08/10/2011 End: 06/01/2012	Administrative Staff Central Office Community Leaders District Staff	_____ ACTION BUDGET:

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette School District submitted a list of the School Nutrition/Physical Activity Advisory Committee Members to the Arkansas Department of Education prior to October 1, 2006. Any subsequent revisions to the committee roster will also be submitted to the state department in a timely manner.</p> <p>Action Type: Alignment</p>	Dr. Pat Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Community Leaders Teachers	_____ ACTION BUDGET:
<p>Parents will be notified of programs and services offered to students within the realms of the School Nutrition/Physical Activity Programs through school newsletters, publication in local newspaper, and presentation at Parents Make A Difference Nights.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement</p>	Dr. Pat Hastings	Start: 08/10/2011 End: 05/31/2012	Community Leaders District Staff Teachers	_____ ACTION BUDGET:
<p>COLLABORATION: Parents will be notified of programs and services offered to students within the realms of the School Nutrition/Physical Activity Programs through school newsletters, publication in local newspaper, and presentation at Parents Make A Difference Nights.</p> <p>Action Type: Equity Action Type: Parental Engagement</p>	Dr. Pat Hastings	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Community Leaders Teachers	_____ ACTION BUDGET:
<p>Resources relating to topics of nutrition and physical activity will be made available to parents through building-level Parent Centers and Parent Sections of each school library. Current research in the areas of child nutrition and physical activity will also be made available.</p> <p>Action Type: Equity Action Type: Parental Engagement</p>	Faith Hendricks, Janna Sharp, Tammy Harmon, Mike Walker	Start: 08/10/2011 End: 05/31/2012	Administrative Staff Community Leaders School Library Teachers	_____ ACTION BUDGET:

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: The School Nutrition/Physical Activity Advisory Committee will formulate and incorporate goals and objectives for nutrition and physical activity into the annual school planning and report documentation. The members of the School Nutrition/Physical Activity Advisory Committee will meet regularly to ensure that programs and services developed and implemented at both the district and building levels demonstrate compliance with the Child Health Advisory Committee Recommendations for Standards to Implement Through Rules and Regulations (ADE, October 2004) for the 2006-2007 school year.</p> <p>Action Type: Collaboration Action Type: Program Evaluation</p>	<p>Dr. Pat Hastings, Jeff Gravette</p>	<p>Start: 08/10/2009 End: 05/31/2010</p>	<p>Administrative Staff Community Leaders Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Recommendations and subsequent implementation of programs and services aligning with the Child Health Advisory Committee and district School Nutrition/Physical Activity Advisory Committee will demonstrate compliance with the Rules and Regulations Governing School Nutrition Programs, as set forth by the Arkansas Department of Education.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement</p>	<p>Dr. Pat Hastings</p>	<p>Start: 08/10/2011 End: 05/31/2012</p>	<p>Administrative Staff Community Leaders District Staff</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: The Gravette School District School Nutrition/Physical Advisory Committee Recommendations for Gravette School District are listed below. The recommendations will be reviewed and implemented, as feasible, during the 2011-2012 school year. These recommendations were derived from the 2007-2008 School Health Index assessment and will be coupled with the assessment results of the 2009-2011 School Health Index to formulate the final recommendations that will be included within the Local Wellness Policy that will be submitted to local school board and/or state department by June 30, 2012. Recommendations: -Inclusion of topics relating to benefits of proper nutrition and physical education in Parents Make A Difference Nights. -Increase in opportunities to utilize community resources/partnerships in activities related to beneficial nutrition and physical education topics. -Professional literature relating to nutrition and physical education topics in school library -Resource materials relating to proper nutrition and physical education topics in Parent Resource Centers</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement</p>	<p>Dr. Pat Hastings, Jeff Gravette</p>	<p>Start: 08/10/2011 End: 05/31/2012</p>	<p>Administrative Staff Community Leaders Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>COLLABORATION: The recommendations outlined at both the building and district level will be reviewed to determine effectiveness throughout the 2011-2012 school year. Additional recommendations formulated by the School Nutrition/Physical Activity Committee will be included within the Local Wellness Policy.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Program Evaluation</p>	<p>Dr. Pat Hastings</p>	<p>Start: 08/10/2011 End: 05/31/2012</p>	<p>Administrative Staff Community Leaders Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Professional development in topics relating to school nutrition and physical activity will be provided to district staff during the 2011-2012 school year. If needed, a district-wide meeting to develop activities that could be incorporated in the respective building plans will be planned. Professional literature and resources will be made available for each physical education teacher to increase educator knowledge in the area of physical education through book studies and professional resources that provide instructional strategies and techniques for physical education classes. In addition professional development opportunities will be made available to our staff in the area of incorporating nutrition and physical education into the math and literacy classroom including using nutrition facts in math and making cross lateral exercises a part of the classroom. Action Type: Professional Development Action Type: Title I Schoolwide Action Type: Wellness	Dr. Pat Hastings	Start: 08/14/2011 End: 06/01/2012	Administrative Staff Teachers	PD (State-223) Purchased Services: \$2,500.00 <hr/> ACTION BUDGET: \$2,500.00

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Building nurses will turn in a summary of Student Body Mass Index findings to the Special Projects Coordinator on an annual basis.</p> <p>PROGRAM EVALUATION 10-11: The BMI percentages of participation for those grades required to participate are as follows: Glenn Duffy Elementary (grades K and 2) had a 72% participation rate with 183 students having BMI assessed. Overall 9.8% were overweight and 8.2% were identified as obese. 82% were identified as healthy or underweight. Gravette Upper Elementary (grade 4) had a participation rate of 47% with 63 students having BMI assessed. Overall 9.5% were identified as overweight and 12.7% obese. 77.8% were identified as healthy or underweight. Gravette Middle School (grades 6 and 8) had a 37% participation rate with 109 students having BMI assessed. Approximately 14.7% were identified as overweight and 16.5% were identified as obese. Approximately 68.8% were identified as healthy or underweight. Gravette High School (grade 10) had approximately 49% participation rate with BMI assessed for 67 students. Approximately 20.9% were in the overweight category, 13.4% were identified as obese, and 65.7% were healthy or underweight. In summary, the percentage of healthy weights decreased as the students aged: 82% had a healthy weight in the elementary school, and only 65% in the high school. Also, the school district does allow the option to not participate in this evaluation so as such the results may not be a true representation of the student population.</p> <p>Action Type: Program Evaluation</p> <p>Action Type: Wellness</p>	Wendy Catron	Start: 08/19/2011 End: 06/30/2012	District Staff	_____ ACTION BUDGET:
<p>The Food Service Director will plan and coordinate healthy meals and may consult with district leaders to hold curriculum discussions regarding healthy foods and meals among staff and students.</p> <p>Action Type: Wellness</p>	Jason Carter	Start: 07/01/2011 End: 06/15/2012	Administrative Staff District Staff Outside Consultants	_____ ACTION BUDGET:

Intervention The Gravette School District will develop and implement a Local Wellness Policy, in accordance with ACT 1220 of 2003.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The individual schools will promote health and wellness activities through campus PE classes and health instruction. In addition, NSLA funds will be utilized to cover expenses for personnel training and travel, and for supplies to assist the school nurses and staff in the district with the wellness goals and objectives for staff and students. Action Type: Equity Action Type: Professional Development	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Teachers	<hr/> ACTION BUDGET:
			Total Budget	\$2,500.00

<p>Intervention The Gravette School District will implement the "321 JumpStart" Program. This program emphasizes wellness for all students in grades K-12.</p>				
<p>Scientific Based Research Transforming School Mental Health Services. Doll, Elizabeth J. and Cummings, Jack A. Corwin Press Publishing, September, 2007; Teaching with Poverty in Mind. Jensen, Eric, ASCD, November 2009.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: Wellness is promoted in all schools. The 321 JumpStart quarterly magazine will be provided at all grade levels in the four schools in the Gravette School District. Since the magazines are high interest, and content rich, literacy teachers will utilize these materials as part of the curriculum in which to provide instruction in cross curricular content reading. The teachers will also provide the following, but are not limited to, classroom instruction and obtaining and disseminating related information to the issues' main topics in each quarterly. 321 JumpStart contains content to include substance abuse prevention, health and nutrition, mental health, safety, etc. As part of our District Parent Involvement Plan, the quarterly will be sent home with students after teacher lead instruction. Each quarterly will be provided to the parents for additional counseling with students. At the end of each year, surveys will be given to the principals, teachers and students to determine the effectiveness of the program. PROGRAM EVALUATION 2010-2011: Based on a Surveymonkey assessment at the end of last year, students, teachers and parents gave approval for the content of the quarterly magazine. It was determined the 321 Jumpstart quarterly would be purchased and utilized by students and teachers in the 2011-2012 school year.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement Action Type: Wellness</p>	<p>Dr. Pat Hastings, JoEllen Hastings, Duane Thomas, Jay Ensor, Zane Vanderpool</p>	<p>Start: 12/23/2009 End: 06/30/2011</p>	<p>Administrative Staff Teachers</p>	<p>NSLA (State-281) Materials & Supplies: \$4,000.00 ACTION BUDGET: \$4,000.00</p>
<p>COLLABORATION: The District Wellness Committee meets monthly and as part of their agenda, the end-of-year program evaluation results will be reviewed for effectiveness and a determination will be made as to continued use of the program in the district.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Wellness</p>	<p>Jeff Gravette</p>	<p>Start: 12/23/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Teachers</p>	<p>ACTION BUDGET: _____</p>

Intervention The Gravette School District will implement the "321 JumpStart" Program. This program emphasizes wellness for all students in grades K-12.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
PROGRAM EVALUATION 10-11: The Special Projects Coordinator assessed the principals and counselors in all schools to determine the effectiveness of the 321 Jumpstart quarterly magazine. Positive responses were attained from all personnel. It was recommended the quarterly be utilizing in the school year 11-12 as a means to promote wellness for students. The District will continue to monitor the Quarterly's effectiveness. Action Type: Equity Action Type: Program Evaluation	Dr. Pat Hastings	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Teachers	_____ ACTION BUDGET:
			Total Budget	\$4,000.00

4 **Priority 4:** English language learners will improve in literacy.

4.1 **Goal:** English Language Learners will improve in literacy.

Benchmark: The District will meet or exceed Adequate Yearly Progress Table Values as determined by the Arkansas Department of Education.

Intervention Intervention: The Gravette School District will implement a comprehensive educational program for English Language Learners.				
Scientific Based Research Scientific Based Research: NCTE Position Paper on the Role of English Teachers in Educating English Language Learners (ELLs) Prepared by the NCTE ELL Task Force Approved by the NCTE Executive Committee April 2006; Teaching English Language Learners Across the Content Areas. Haynes, Judie and Zacarian, Debbie. ASCD, 2010; The Language-Rich Classroom: A Research-Based Framework for Teaching English Language Learners. Himmele, Persida and Himmele, William, ASCD, 2010.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
From Catagorial Funds 2276, The Gravette School District will hire a part-time (.5 FTE) facilitator that will be available to provide instructional assistance to ELL students in grades K-12. Instructional and assessment materials will be purchased to provide services to all students. In addition a small file cabinet will be purchased for the ELL facilitator. Professional development opportunities will be made available for the facilitator to remain current on ELL programs and in-service trainings offered by the NWAESC and the Department of Education throughout the school year. Action Type: Alignment Action Type: Equity	Leta Witt	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff	ELL (State-276) Other Objects: \$110.00 ELL (State-276) Purchased Services: \$2,946.09 ELL (State-276) Materials & Supplies: \$1,924.22 ELL (State-276) Employee Benefits: \$3,688.00 ELL (State-276) Employee Salaries: \$8,959.96 <hr/> ACTION BUDGET: \$17,628.27
The ELL facilitator and coordinator will be available to offer services in translation to parents/guardians of ELL students. Action Type: Equity Action Type: Parental Engagement	Meghan Reimer, Leta Witt	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff	<hr/> ACTION BUDGET:

Intervention Intervention: The Gravette School District will implement a comprehensive educational program for English Language Learners.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>COLLABORATION: Collaboration among teachers, special education department, administrators, ELL facilitator and the ELL coordinator will be achieved through scheduled meetings that focus on the implementation of instructional strategies and techniques designed to meet the educational needs of the ELL student population.</p> <p>Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement</p>	Meghan Reimer	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:
<p>COLLABORATION: Educational resources selected to encourage participation in student learning by parents/guardians of ELL students will be made available through the Parent Centers and Parent Section of the school library in each building.</p> <p>Action Type: Alignment Action Type: Collaboration Action Type: Parental Engagement</p>	Meghan Reimer	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:
<p>Professional development in topics relating to current research of ELL programs and student learning will be provided to the ELL coordinator as it becomes available during the 2011-2012 school year.</p>	Dr. Pat Hastings	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff Outside Consultants	_____ ACTION BUDGET:

Intervention Intervention: The Gravette School District will implement a comprehensive educational program for English Language Learners.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>PROGRAM EVALUATION: Evaluation of the ESL program and instructional assistance components will be formulated based upon local, state, and federal assessment instruments. FORMATIVE EVALUATION: Student progress will be monitored throughout the school year with a series of informal evaluative assessments, including writing samples, progress reports, and teacher observation.</p> <p>PROGRAM EVALUATION 10-11: Last year, 88 students were screened using the LAS or LAS Links language screening tests (LAS: 29, LAS Links: 59). Of the students tested, 85 were identified as LEP (Limited English Proficient) and placed in the ESL Program. The primary languages of the students taking the test were Spanish, Hmong, Chuukese, Cherokee, Punjabi, and Pingelapese. Throughout the year, these students were monitored and given appropriate ESL Services as identified by the building LPAC (Language Placement and Assessment Committee). These ESL Services included in-class accommodations, testing accommodations, pull-out/push-in intervention by a paraprofessional or ESL teacher in the elementary schools and middle school, and an ESL class in the High School. All ESL students were assessed with the ELDA in the spring of 2011. Based on the 2011 ELDA, the District is meeting the needs of the ESL students identified. A continuation of the program is in place for the 2011-2012 school year.</p> <p>Action Type: Alignment Action Type: Equity Action Type: Program Evaluation</p>	Meghan Reimer	Start: 08/10/2011 End: 06/30/2012	Administrative Staff District Staff	_____ ACTION BUDGET:
<p>K-8, building level ESOL teachers will assist in each building to track and oversee ELL students, attend and supervise LPAC committee meetings, and work in cooperation with the ESL coordinator.</p> <p>Action Type: Alignment Action Type: Equity</p>	Dr. Pat Hastings, Meghan Reimer	Start: 08/19/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	_____ ACTION BUDGET:

Intervention Intervention: The Gravette School District will implement a comprehensive educational program for English Language Learners.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Building level ESOL teachers will attend appropriate training dealing with instructing ELL students, English Language Development Assessments, and LPAC Committee procedures. Action Type: Alignment Action Type: Equity Action Type: Parental Engagement Action Type: Professional Development	Dr. Pat Hastings	Start: 08/19/2011 End: 06/30/2012	Administrative Staff Outside Consultants Performance Assessments Teachers	<hr/> ACTION BUDGET:
The Gravette School District will use NSLA funds to hire a full-time (1.0 FTE) ESOL Teacher-Coordinator to teach ESL students half-time at the Middle School and to serve half-time as an ESL Coordinator in grades K-12. Action Type: Alignment Action Type: Collaboration Action Type: Equity Action Type: Parental Engagement	Duane Thomas, Jay Ensor, Zane Vanderpool, JoEllen Hastings	Start: 07/19/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	NSLA (State-281) Employee Salaries: \$40,000.00 NSLA (State-281) Employee Benefits: \$9,700.00 <hr/> ACTION BUDGET: \$49,700.00
Gravette School District will implement Project Teach Them All through a partnership with the University of Arkansas and a cohort of teachers in Glenn Duffy Elementary, to be expanded to other buildings in the future. Funds will cover \$300.00 Program Fees per teacher over two years, Reimbursement for teacher for Praxis II PLT Exam, and University of Arkansas Registration Fees. Action Type: Professional Development	Meghan Reimer	Start: 08/15/2011 End: 06/15/2012	Administrative Staff Central Office Outside Consultants	ELL (State-276) Purchased Services: \$300.00 <hr/> ACTION BUDGET: \$300.00
			Total Budget	\$67,628.27

Intervention Gravette School District will systematize and streamline ESOL services with the inclusion of ELL tracking software and building ESOL teachers.				
Scientific Based Research Nesselrodt, Pamela S.,(2007) Ramping Up to Meet NCLB Mandates by Creating an ESL Program Reflecting Effective Schools Research, JOURNAL OF EDUCATION FOR STUDENTS PLACED AT RISK, 12(4), 441457, Copyright ' 2007; Linan-Thompson, Sylvia (2007), Determining English Language Learners' Response to Intervention: Questions and Some Answers, Learning Disability Quarterly, v30 n3 p185-195 Sum 2007. 11 pp.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
K-12, building level ESOL teachers will assist in each building to track and oversee ELL students, attend and supervise LPAC committee meetings, and work in cooperation with the ESOL coordinator. Action Type: Alignment Action Type: Equity Action Type: Parental Engagement	Dr. Pat Hastings, Meghan Reimer	Start: 08/19/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	ACTION BUDGET:
Building level ESOL teachers will attend appropriate training dealing with instructing ELL's, English Language Development Assessments, and LPAC Committee procedures. Action Type: Alignment Action Type: Equity Action Type: Professional Development	Dr.Pat Hastings	Start: 08/19/2011 End: 06/30/2012	District Staff Outside Consultants Performance Assessments Teachers	ACTION BUDGET:
A tracking program has been developed that will provide access to each of the building ESOL teachers, and the District ESL Coordinator regarding proficiency levels, testing and assignment accommodations, and tracking students for two years who have been dismissed from the ESOL program. Action Type: Program Evaluation Action Type: Technology Inclusion	Roger Sharp	Start: 08/19/2011 End: 06/30/2012	Computers Performance Assessments Teachers	ACTION BUDGET:
PROGRAM EVALUATION: Building level ESOL teachers and the District coordinator as well as the ELL facilitator will take a survey to determine the effectiveness and ease of use of the streamlined program. PROGRAM EVALUATION 10-11: Utilizing the survey results, the ELL software is being redesigned to better meet the needs of program administrators and students. The program will be revised and then re-evaluated in the following year. Action Type: Program Evaluation Action Type: Technology Inclusion	Dr. Pat Hastings, Roger Sharp	Start: 08/19/2011 End: 06/30/2012	Computers District Staff	ACTION BUDGET:

Intervention Gravette School District will systematize and streamline ESOL services with the inclusion of ELL tracking software and building ESOL teachers.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
FORMATIVE EVALUATION 2011-2012: ESOL teachers who use the new tracking software will provide feedback in the form of written program change requests for the purpose of refining the software. Action Type: Program Evaluation	Meghan Reimer	Start: 08/15/2011 End: 06/10/2012		<hr/> ACTION BUDGET:
			Total Budget	\$0.00

5 **Priority 5:** To meet the 60 day evaluation timeline requirement of 100% under state guidelines of Individuals with Disabilities Education Act to ensure timely evaluation and identification of students with special needs.

5.1 **Goal:** Follow the ADE directive for timelines and provide professional development to special education teachers to promote student achievement.

Benchmark: THIS IS A TWO YEAR PLAN: Gravette School District will meet the Special Education evaluation timelines as determined by the Arkansas Department of Education.

<p>Intervention The Gravette School District will provide sufficient professional development opportunities for special education teachers and support staff. Technical support will be provided to assure appropriate use of new technology. The district will be in compliance with both state and federal regulations.</p>				
<p>Scientific Based Research Executive Function in the Classroom: Practical Strategies for Improving Performance and Enhancing Skills for All Students, Kaufman, Christopher, Paul H. Brookes Publishing, May 2010; Improving Instruction for Students with Learning Needs, Popham, W. James. ASCD, Feb. 2007, V. 64, No. 5;</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>The Gravette School District for the 2011-2012 school year employed a 1.0 FTE Special Education Supervisor and a 1.0 Special Education teacher. The new teaching position is located at Glenn Duffy Elementary. This need occurred based on student-teacher ratio. The position was needed to be in compliance with ADE program approval. Action Type: Special Education</p>	Paula Wood	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>Classroom amplification system, FrontRow, has been installed this summer in all classrooms district-wide, K-12. FrontRow will allow students to accurately hear and respond to instruction and questioning. It will also serve to keep students focused and on task in the classroom. Action Type: Special Education Action Type: Technology Inclusion</p>	Paula Wood	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Computers Outside Consultants Teachers Teaching Aids</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Special Education teachers in Grades 3-8 will attend Strategic Instructional Model (SIM) professional development throughout the school year. This training will provide learning strategies to support students in their content area classrooms. Action Type: Collaboration Action Type: Equity Action Type: Special Education</p>	Paula Wood	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>

<p>Intervention The Gravette School District will provide sufficient professional development opportunities for special education teachers and support staff. Technical support will be provided to assure appropriate use of new technology. The district will be in compliance with both state and federal regulations.</p>				
Actions	Person Responsible	Timeline	Resources	Source of Funds
<p>Scholastic Reading Inventory (SRI) and Scholastic Math Inventory (SMI) are universal screeners for reading and math to enable Special Education teachers to provide interventions for struggling students. Action Type: Collaboration</p>	<p>Paula Wood, Donna Rush</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff District Staff Outside Consultants Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Special Education teachers will receive training in Singapore Math (Math in Focus) in grades K-2. Singapore Math is the adopted math curriculum. Action Type: Collaboration Action Type: Equity Action Type: Professional Development Action Type: Special Education</p>	<p>Paula Wood, Zane Vanderpool</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Outside Consultants Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>The Special Education teachers, along with all classroom teachers, will receive C.L.A.S.S. training beginning this fall. This training will help align literacy instruction to the Common Core State Standards. Action Type: Collaboration Action Type: Professional Development Action Type: Special Education</p>	<p>Donna Rush</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>District Staff Outside Consultants Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
<p>FORMATIVE ASSESSMENT: Teachers will be surveyed to identify areas of professional development need, and surveyed again at the end of the year to see what areas of need were met. Action Type: Program Evaluation</p>	<p>Paul Wood</p>	<p>Start: 07/01/2011 End: 06/30/2012</p>	<p>Administrative Staff Teachers</p>	<p>_____</p> <p>ACTION BUDGET:</p>
			<p>Total Budget</p>	<p>\$0.00</p>

Intervention YEAR ONE: The Gravette School District will ensure the Special Educations will meet the 60 day evaluation timeline requirements.				
Scientific Based Research				
Guidelines, Rules and Regulations set forth by the Arkansas Department of Education, Special Education Unit, Little Rock, Arkansas, 2011; Special Education Legislation: A Synopsis of Federal and State Policies: The Education for All Handicapped Children Act (PL 94-142) of 1074; Individuals with Disabilities Education Act (PL 101-476) of 1990; No Child Left Behind of 2002; (updates of laws by Nathan Essex, University of Michigan, 2006.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
PROFESSIONAL DEVELOPMENT utilizing the timeline compliance component of Special Education Automated Software (SEAS), that will monitor timelines and send notices to teachers on-line or via email, and generate reports. These reports will serve to keep Special Education teachers, Supervisor, and evaluators apprised of timelines for evaluation. Action Type: Professional Development Action Type: Special Education	Paula Wood	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Computers Outside Consultants Teachers	ACTION BUDGET:
The Gravette School District and the District Special Education Supervisor will monitor student records for timeline compliance, and will conduct monthly meetings with Special Education teachers to ensure student records are reviewed in a timely manner. Teacher release time may be given as needed to meet deadlines where applicable. Action Type: Equity Action Type: Special Education	Paula Wood	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Computers District Staff Teachers	ACTION BUDGET:
FORMATIVE ASSESSMENT: All assessments will take place within the 60 day time frame. Action Type: Program Evaluation	Paula Wood	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Teachers	ACTION BUDGET:
			Total Budget	\$0.00

A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
Business Representative	Dr. Pat Hastings	Administrator	Professional Development Committee
Classroom Teacher	Cary Stamps	Middle School Business Teacher	Closing The Achievement Gap Task Force
Classroom Teacher	Connie Nichols	FACS Teacher	Closing the Achievement Gap Task Force
Classroom Teacher	Donna Rush	Title I Teacher	Title I Advisory Committee
Classroom Teacher	Gary Affolter	Seventh Grade Teacher	District ACSIP Advisory Committee
Classroom Teacher	Gena Cannon	PE Teacher/Coach	Wellness Committee
Classroom Teacher	Jeff Gravette	Middle School Social Studies	Closing The Achievement Gap Task Force
Classroom Teacher	Jennifer Hicks	Fourth Grade Teacher	Closing the Achievement Gap Task Force
Classroom Teacher	Judie Dollar	Sixth Grade Teacher	Professional Development Committee
Classroom Teacher	Karen Tolle	English Teacher	Closing The Achievement Gap Task Force
Classroom Teacher	Kim Brunkhardt	Fourth Grade Teacher	District ACSIP Advisory Committee
Classroom Teacher	Randall Reynolds	Middle School Math	Closing the Achievement Gap Task Force
Classroom Teacher	Sandy McKinzie	Fifth Grade Teacher	Wellness Committee
Classroom Teacher	Sharon Riggs	Teacher	Closing The Achievement Gap
Classroom Teacher	Sharon Riggs	Fifth Grade Teacher	District ACSIP Advisory Committee
Classroom Teacher	Shelly Cripps	Title I Teacher	Title I Advisory Committee
Community Representative	Daniel Yates	Community Representative	District Closing The Achievement Gap Task Force
District-Level Professional	Dr. Pat Hastings	District Special Services Director	District ACSIP Advisory Committee
District-Level Professional	Dr. Pat Hastings	Administrator	Title I Advisory Committee
District-Level Professional	Dr. Pat Hastings	Administrator	Closing The Achievement Gap Task Force
Non-Classroom Professional Staff	Amanda Hamilton	Computer Lab Assistant	Title I Advisory Committee
Non-Classroom Professional Staff	Amber Cole	Paraprofessional	Wellness Committee
Non-Classroom Professional Staff	Cathy Scott	Title I Paraprofessional	Title I Advisory Committee
Non-Classroom Professional Staff	Cathy Scott	Title I Paraprofessional	District Closing The Achievement Gap Task Force
Non-Classroom Professional Staff	Donna Austin	Cafeteria Manager	Wellness Committee
Non-Classroom Professional Staff	Jason Carter	Food Service Director	Wellness Committee
Non-Classroom Professional Staff	Paula Wood	Special Education Supervisor	Closing The Achievement Gap Task Force
Non-Classroom Professional Staff	Shannon Mitchell	High School Counselor	District ACSIP Advisory Committee

Classification	Name	Position	Committee
Non-Classroom Professional Staff	Shelly Cripps	Title I Literacy Teacher	District ACSIP Advisory Committee
Non-Classroom Professional Staff	Shelly Cripps	Title I Teacher	Closing The Achievement Gap Task Force
Non-Classroom Professional Staff	Wendy Catron	School Nurse	Wellness Committee
Parent	Denise Griffith	Parent	Closing the Achievement Gap Task Force
Parent	Julie Deihl	Parent	Wellness Committee
Parent	Tonya Cowan	Parent	District Closing The Achievement Gap Task Force
Principal	Duane Thomas	Middle School Principal	District ACSIP Advisory Committee
Principal	Jay Ensor	Upper Elementary Principal	District ACSIP Advisory Committee
Principal	Jo Ellen Hastings	High School Principal	District ACSIP Advisory Committee
Principal	Zane Vanderpool	Elementary Principal	District ACSIP Advisory Committee