



Action Plan 2009-2010

Pulaski County Special School District

SUPERINTENDENT'S ACTION PLAN 2009-2010

For the current school year, the Pulaski County Special School District (PCSSD) has put forward Action Plan 2009-2010, which articulates key areas in which the district is concentrating efforts to improve educational instruction and programs for all students.

Raise Student Achievement

- Continue to analyze school data (grades K-12) for school improvement planning purposes (using state mandated tests and Formative Evaluation Process for School Improvement (FEPSI) process and formative assessments including The Learning Institute (TLI).
- After data analysis answer the question, "Now What?" in order to develop plans to improve.
- Build instructional leadership capacity with administrators through professional leadership development and Professional Learning Communities (administrators' PLCs).
- Continue to address the achievement gap by providing specific culturally relevant professional development and implementing those strategies with fidelity.
- Continue to implement best classroom practices and interventions to improve instruction through professional development, technology, academic coaches and/or specialists, and instructional facilitators.
- Maintain Comprehensive Literacy Programs [(ELLA (Early Literacy Learning in Arkansas), ELF (Effective Literacy), Literacy Lab, Literacy Now, America's Choice, Reading First, School Wide Writing Plans, and Reading in the content areas)].
- Promote and maintain Standards Based Math (MathLinks, JBHM, and Cognitively Guided Instruction).
- Continue district-wide intermittent assessments for formative use in grades 1-12.
- Continue to develop and maintain alignment of PCSSD curriculum both vertically and horizontally to ensure quality and sequential instruction among grade levels and across disciplines.
- Utilize differentiated instructional strategies and diverse teaching styles to accommodate individual student learning.

- Continue Arkansas Better Chance (ABC) Pre-K program to provide readiness opportunities for qualifying students.
- Analyze and evaluate district programs.
- Utilize Professional Learning Communities at the building level to promote school-driven development of professional development, identification and implementation of best practices, and interventions to ensure No Child is Left Behind.
- Continue to offer alternative learning options for students not achieving in the traditional school setting.
- Continue with after school programs to assist students in meeting proficiency.
- Provide intervention and remediation for students who are not proficient on the Benchmark Exams and/or not progressing on formative assessments.
- Partner with parents to develop Academic Improvement Plans and Intensive Reading Instruction (IRIs) for students who are not proficient on the Benchmark Exams or progressing appropriately in the classrooms.

Develop and Implement Innovative Programs

- Maintain Adkins Pre-K Center.
- Continue the National Aeronautics and Space Administration (NASA) Explorer program at Harris Elementary Health and Science Specialty School.
- Provide opportunities for staff to participate in the Arkansas Leadership Academy.
- Continue America's Choice model at selected secondary schools.
- Continue International Baccalaureate Program Middle Years at Robinson Middle School.
- Continue the Coaching Model by utilizing Instructional Facilitators in literacy and math for developing teaching capacity.
- Continue Transition Camp for identified incoming 6th grade students at each middle school.
- Continue Transition Camp for identified incoming 9th grade students at each high school.
- Continue Multi-Age classrooms for identified struggling 4th and 5th grade learners by providing more intense instruction.
- Search for and apply for grant opportunities to help students achieve.

Implement Desegregation Plan

- Provide inservice training regarding the district's Discipline Management Plan to identified staff.

- Evaluate and insure district compliance with Plan 2000.
- Continue programs that utilize successful desegregation strategies such as the Specialty Programs and magnet schools.
- Implement strategies to increase the number of African-American students in Gifted and Talented, Pre-Advanced Placement, and Advanced Placement courses.
- Decrease the disparity in achievement and discipline between black, non-black, and low socio-economic student populations.
- Continue the Teacher Expectations Student Achievement (TESA) training and classroom implementation.

Develop Teacher Capacity

- Develop professional development based on data analysis of needs.
- Embed professional learning that is focused, daily, and ongoing with fidelity.
- Ensure 60 hours of professional development, which includes six hours of instructional technology; three hours of Parent Involvement Training for administrators and two hours for teachers, and two hours of Arkansas History.
- Align all professional development within the district, to include state mandates, research based strategies, and other professional development; develop strategies identified by data analysis.
- Continue the Pathwise Mentoring Program, which pairs novice teachers with trained mentors.

Ensure a Diverse and Highly Qualified Workforce

- Attend career fairs.
- Host a Pulaski County Special School District career fair.
- Offer hiring incentives to insure a diverse and HQ workforce.
- Promote a racially diverse staff.
- Advertise open job positions at all district sites and on the web page.
- Update the online capabilities for easier application procedures to prospective new employees.

Provide a Fair and Orderly Work Environment for All Employees

- Maintain appropriate personnel policies allowing input from employees.

- Provide information and training as necessary to employees.
- Provide technical assistance to district administrators on employee issues.
- Reduce the rate of absenteeism of instructional staff by monitoring staff absences, counseling employees, and offering attendance incentives.
- Develop and maintain an authentic staff evaluation program.

Improve Technology

- Provide face-to-face and online inservice for classroom teachers, administrators, and support staff in technology that supports teaching and learning.
- Implement the Compass Learning Odyssey Technology Initiative in all elementary and middle schools; and other software and hardware acquisitions district-wide.
- Continue Cyber Academy (i.e., credit recovery) to provide an online learning opportunity for students in grades 6-12.
- Use teacher e-mail for better communication.

Facilitate Parental Involvement

- Support communication through implementation of district-wide Gradebook and grade reporting for parents and students utilizing GradeQuick/Edline.
- Provide Parent Centers at each school.
- Continue Family Nights and parent meetings.

Improve Buildings and Grounds

- Use the facility study to prioritize repairs and construction.
- Improve the appearance of buildings and grounds district-wide.
- Bring facilities into Americans with Disabilities Act (ADA) compliance.

Improve Financial Stability

- Monitor district revenue and expenditures to identify areas to improve operational efficiencies and reduce costs.
- Monitor the district's fund balances to minimize annual fluctuations.
- Move the district forward in Arkansas Public School Computer Network (APSCN) reporting.
- Analyze input of potential loss of district revenues.