



**School LEA:** 7309039

**School Name:** PANGBURN HIGH SCHOOL

### Submitter Information

Submitter Name: DUTCHESS BUTLER  
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Submitter Phone: 5013884027  
Date of application: 5/25/2016

### District Information

District LEA: 7309000  
District Name: PANGBURN SCHOOL DISTRICT  
Superintendent Name: KATHY BERRYHILL  
Superintendent Email: [kathy.berryhill@pangburnschools.org](mailto:kathy.berryhill@pangburnschools.org)

### General Questions

Special Conditions: Need Improvement School  
School Rating: B  
Is this a brand new LEA? No  
Is this an ALE School? No

### Vision and Mission

The vision of Pangburn High School of Innovation is to provide an individual path to success for all students. With the use of technology and a flex schedule, students will be divided into pods so that their educational experience will be individualized and unique to meet their needs. With a combination of integrated mastery learning, blended classrooms, STEM project-based assignments, career based internships and certifications, community service learning and other experiences outside the conventional classroom, students will develop soft skills that are essential for college or the 21st Century workplace.

The Pangburn High School of Innovation contains the following components:

1. A flex schedule will be used to allow students to move through their curriculum at their own pace. The classroom teachers can conduct direct contact with students in RTI, remediation, and interventions to help students who are performing below grade level. Students can also accelerate through the curriculum to obtain more college hours or work certifications in high school.
2. Students will be enrolled in a class based on a curriculum by Paul Vitale- the Peak Performance University which is designed to build the nine essential skills for the workplace and college. Students will also create an electronic portfolio around the nine essential skills and receive grades based on the evidence and artifacts that they provide.
3. Students will explore more direct pathway career certifications and internship opportunities with the support of the ASU Regional Career Center, the Arkansas Department of Workforce, local industry and local workforce classes.
4. The district will promote more community service learning opportunities through the local extra-curricular organizations. One major focus of the community service will be based on promoting early childhood literacy.



## Goals and Performance Targets

### Rationale for Innovation

Pangburn High School desires to set up a school of innovation to create individual pathways of success for all students. Through a flexible schedule, career certifications, college and AP offerings, internships, and community learning opportunities, the students of Pangburn High School will receive a holistic education that will prepare them for living in 21st Century communities.

Goal	Goal Description	
1	Reduce the achievement gap by allowing students to work through the curriculum at their own pace through the flex schedule.	
2	Students will show proficiency in the nine essential soft skills for the 21st Century Workplace.	
3	Pangburn High School students will be able to participate in new avenues to expand college and career readiness options.	
4	Pangburn High School students will be involved in Community Service Learning Opportunities	



## Innovations

Innovation	Purpose
Flexible Schedule	A flexible schedule allows students to move through their curriculum at their own pace. The schedule allows classroom teachers to conduct RTI, remediation and interventions to help students who are performing below grade level. Students can also accelerate through the curriculum to obtain more college hours or work certifications in high school.
Peak Performance University	A class designed to build the nine essential skills for the workplace and college
Electronic Portfolio and Workplace Report Card	A measurement to show that students are developing the nine essential skills for the workplace
Career Certifications and Internships through the ASU Regional Career Center, the Arkansas Department of of Career Education, local industry and local workforce classes	For students to gain the real world experiences that are needed in the 21st Century Workplace
Community Service Learning Opportunities	For students to develop soft skills and community awareness through community service learning



## Innovation Plan

Plan Date	Action	Expected Outcome
08/15/2016	Community service learning opportunities will become available for students.	Students will earn a certificate and credit for 75 hours of community service.
08/15/2016	A flexible schedule will begin for all 9th and 10th grade students.	To close the achievement gap by allowing students to move through the curriculum at their own pace and allows students to administer RTI, remediation and other interventions.
08/15/2016	A program will be implemented that will teach the 9 essential skills for college and the workplace through the Peak Performance University program.	All students enrolled in the graduating class of 2020 and beyond will complete the course as a local graduation requirement.
08/15/2016	Electronic portfolio and work-place report cards will be used to assess students to show growth in the 9 essential skills of college and the workplace.	Students will show evidence of proficiency in the 9 essential skills of college and the workplace.
08/15/2016	Career certifications and internships through the ASU Regional Career Center, the Arkansas Department of Career Education, local industry and local work-force classes will be made available to students.	Students gain real-world experiences that are necessary for college and the 21st century workplace.



## Requested Waivers

Code section, Rule, or Local Policy	Goal	Rationale
Teacher Licensure	3	<p>6-15-1004 Qualified teachers in Every Public School Classroom</p> <p>15.03 Standard for Accrediation Licensure and Renewal ADE Rules Governing Educator Licensure</p> <p>6-17-309 Certification to Teach Grade or Subject Matter - Exceptions - Waivers</p> <p>6-17-919 Warrants Void without Valid Certifications and Contract</p> <p>Content experts such as fork lift drivers, computer programmers, engineers, professional musicians, licensed health care professionals, etc. may be allowed to teach non-core classes. We need this as an enhancement to the relationship which we seek to develop with the business community. Teachers in non-core subjects not in possession of state certifications will be closely monitored and replaced if student achievement fails to meet or exceed our high expectations.</p> <p>6-17-401 Teacher licensure Requirement Exemption from this portion of the Education Code to extent that it requires teachers in non-core classes to be certified. As such pangburn public School will have the flexibility to identify those individuals best suited to facilitate the unique educational programs in non-core areas.</p> <p>6-17-902 Definition (definition of a teacher as licensed) Pangburn Public School seeks exemption from this portion of the Education Code to the extent that it requires teachers in non-core classes to be certified. As such, Pangburn Public Schools will have the flexibility to identify those individuals best suited to facilitate the unique educational programs in non-core areas.</p>
Alternative Learning Environment	1	<p>6-15-1005 (b) (5)</p> <p>6-18-503 (a) (1) (C) (i)</p> <p>6-48-101 et. seq.</p> <p>Section 19.03 of the ADE Rules Governing Standards for Accrediatation of Arkansas Public Schools and Schools Districts</p> <p>Section 4 of the ADE Rules Governing the Distribution of Student Special Needs Funding and the Determination of Allowable Expenditures of Those Funds</p> <p>Since the Pangburn School District is implementing a flex schedule the concepts of ALE will be brought to all students. The district would like to use the ALE personnel to best serve the needs of more students</p>



Code section, Rule, or Local Policy	Goal	Rationale
Library Media Specialist	1	<p>6-25-103 Library media Services Program defined            6-25-104 Library Media Specialist - Qualification            16.02.3 Library Media Specialist Requirements</p> <p>In order to use the skills of the library/ media specialist to the maximum potential to serve the needs of the students, this position would be maintained as a half time media specialist and half time interventionist/teacher</p>
Class Size and Teaching Load	1	<p>Section 10.02.5 of the ADE Rules Governing Standards for Accreditation of Arkansas Public Schools and Schools Districts</p> <p>A flex schedule will best serve the differentiated needs of our students and use our teachers in the most efficient manner. It will allow time for the most experienced teachers to work with our students that have been identified in our RTI program. It allow many of our students to accelerate through the curriculum of the classes. the flex schedule will allow more time for enrichment opportunities, career development, and community service projects.</p>
School Year/School Day (Seat Time)	1	<p>6-16-102 Uniform dates for beginning and end of the school year.            6-18-211 Mandatory Attendance for Students in Grades 9-12            10.01.4 Required Time for Instruction            ADE Rules - Mandatory Attendance Requirements for Students in Grades Nine through 12            Standards for Accreditation 14.03</p> <p>A flex schedule will best serve the differentiated needs of our students and use our teachers in the most efficient manner. It will allow time for the most experienced teachers to work with our students that have been identified in our RTI program. It allow many of our students to accelerate through the curriculum of the classes. The flex schedule will allow more time for enrichment opportunities, career development, internships and community service projects.</p>



## Council of Innovation

District:

School:

Minority at School 5.00%

Council Member Name	Representative Group	Minority	Position	Date Elected
David Rolland	High School Principal	N	Member	3/17/2016
Dutchess Butler	High School Counselor	N	Member	3/17/2016
Stephanie Vernon	High School Teacher	N	Member	3/17/2016
Brian Harris	High School Teacher	N	Member	3/17/2016
Suzanne Louks	Asst. High School Principal	N	Member	3/17/2016
Stacie Hopkins	Business Manager	N	Member	3/17/2016
Erika McKee	High School Classified Staff	N	Member	3/17/2016
Janet Drye	High School Classified Staff	N	Member	3/17/2016
Jamie Maartin	Parent	N	Member	3/17/2016
Karyl Hartsfield	Community Member/ College	N	Member	3/17/2016
Mikel McCord	School Board Member	N	Member	3/17/2016
Mariel Arias	Student	N	Member	3/17/2016
Chris Collett	High School Teacher	N	Member	3/17/2016
Connor Marsh	Student	N	Member	3/17/2016
Madison Graham	Student	N	Member	3/17/2016
Michelle McClish	Parent	N	Member	3/17/2016
Nathan Pruss	Community Member/Business	N	Member	3/17/2016
Bonnie Green	Parent	N	Member	3/17/2016
Mary Roberts	Wilbur D Mills Coop	N	Member	3/17/2016
Tom Gaither	Community Member	N	Member	3/17/2016
Tim Brister	College Representative/STEM	N	Member	3/17/2016



## Shared Leadership

Meeting Date	Meeting Purpose	No. of Teachers Present	No. of School Staff Present	No. of Parents Present	No. of Community Members Present	No. of Students Present	Meeting Outcome/Planned Next Steps
12/4/2015	Meeting with Virtual Arkansas on redesigning a high school	0	0	1	0	0	Introduction of the idea of a flexible schedule
12/9/2015	Tour of Pea Ridge	3	0	0	0	0	introduction of career Pathways/ Viewed a Modified Flex Schedule in Action
12/15/2015	Meeting with ACE State Representatives	5	0	2	0	0	Introduction of Peak Performance University
12/16/2015	Meeting with Student Focus Group	5	4	2	2	45	Introduction of Peak Performance University to Student Focus Group
12/18/2015	High School Faculty Meeting	35	14	0	0	0	Introduction of complete plan to the High School Staff with a Q/A Session
1/18/2016	Local School Board Meeting	3	7	3	11	2	Introduction of Overall Plan to Local School Board with a Q/A session



## Election Results

Number of certified and classified on staff:	46
Number of staff who voted:	43
Number of staff who voted for proposed Plan:	43
Number of staff who voted against the proposed plan:	0
Percentage of staff voting in favor of the proposed Plan of Innovation:	100



## Professional Development Scope

### Professional Development Plan Part 1

Date	Audience	Purpose of the Session
4/21/2016	High School Teacher	Blended Education
5/26/2016	High School Teacher / APPEX (On Line Learning)	Blended Education/ Project Based Learning

### Professional Development Plan Part 2

Date	Audience	Purpose of the Session
6/15/2016	High School Staff	Peak Performance University (Paul Vitale)
6/16/2016	High School Staff	Electronic Portfolios/ Essential Work Skills Report Card