



School LEA: 0104025

School Name: STUTTGART HIGH SCHOOL

Submitter Information

Submitter Name: Donnie Boothe
Submitter E-mail: dboothe@stuttgartschools.org
Submitter Phone: 8706733561
Date of application: 3/18/2016

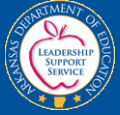
District Information

District LEA: 0104000
District Name: STUTTGART SCHOOL DISTRICT
Superintendent Name: NATHAN GILLS
Superintendent Email: ngills@stuttgartschools.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



Expect Excellence. Achieve Greatness!

We set high expectations for our students because we believe they will rise to the challenge and achieve greatness in any avenue they pursue after graduation. In an effort to meet the needs of our diverse population we need to reconsider the purpose of a high school diploma. We want our students to be prepared for life, not just a college education. From the 14- 15 school year, forty-one percent of our students do not go to a four-year college immediately after high school or ever at all. A number of our students who are not already working to supplement their family's income do enter the workforce for the first time. We had to ask ourselves if we have prepared them well enough?

Mission Statement

Stuttgart High School will provide a diverse and comprehensive curriculum within a safe environment offering all students the opportunity to develop problem solving, communication and transitional skills necessary for the 21st century.

Our mission statement says we will prepare students for the 21st century. Does this mean a college education, vocational school, workplace readiness, or technically prepared? It includes anything we could possibly imagine. We want to prepare all of our students regardless of the path they choose. This is important for our community.

Stuttgart's population is decreasing according to the statistics from the Census Bureau. The businesses we have been fortunate enough to visit with need employees now. Our community, businesses, industries, and schools cannot grow if we do not graduate students who have the skills needed to succeed. Our goal is not to only prepare college ready students but workforce ready students. The staff, parents, and community are behind us. They expect excellence from us and we want greatness for Stuttgart.



Goals and Performance Targets

Rationale for Innovation

How can we meet the needs of our students and community if we do not make a change in the way things have always been done? We want our students to have a career-centered learning experience and engage in real world know how.

Yes, one of our goals is to increase graduation rate, but we want a high school diploma to mean something to the students and the community. Our community will suffer if the students who graduate do not have the skills necessary to make it in the real world.

After visiting several of our major industries it was apparent we are not producing graduates or non- graduates who are prepared to enter the workforce in our area. We want to make a change.

We must change how we approach the following:

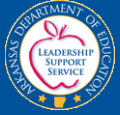
- Reaching our struggling students
- flexibility for students who have 2-4 credits to meet for graduation their senior year
- Certificates of Completion and industry endorsements
- College ready or career pathways for students.

Goal	Goal Description	
1	Reduce the achievement gap among one of more groups of students by offering a variety of differentiated learning experiences for all students which will motivate students to increase their GPA and stay on track to graduate.	
2	- Students will participate in new curriculum options	



Innovations

Innovation	Purpose
1. Seniors will be allowed to work in businesses and industry settings as an intern, apprentice, or employee.	Students need on the job and hands on training. We want to build a partnership with our business community. They will provide valuable training and some skills that can only be found in their setting.
2. Allow seniors the opportunity of flexible scheduling if they are on track for graduation.	In order to increase our graduation rate, we feel there should be flexible scheduling allowed for those students with a grade point with a 2.0 and up, limited discipline referrals, and a minimum number of absences. We feel that this will motivate more students to stay on track for graduation if they are allowed to leave campus to work or take college/ vocational classes. In addition, these students will be required to take the new Financial Literacy(Personal Finance) class in order to participate in this program. We will submit the proper paperwork for course approval through the ADE. The students will be monitored by the teacher responsible for teaching this class. A rubric of expectations will be created which will be similar to the one currently used thought our work-release program through the AGRI and CTE department.
3. Tutoring/Remediation/Advisory Time	a. Provide time during the school day for RTI, tutoring, make-up work/test and “getting to know our students. - Increase achievement of students who are more than one grade level below in math and literacy. We have a 30 minute block of time build in to our schedule for the 2016-2017 school year. During this time period our students would be allowed to go to tutoring and or remediation. One day a week this 30 minute block will be an advisory period for our CAP groups. The goal would be for each advisory teacher to have the same group of students during their entire high school experience.
4. Embedded classes	By providing a more engaging and meaningful curriculum, we believe our students will feel more empowered and invested in their education, therefore leading to completion of their coursework, maintaining a higher grade point and stay on track for graduation.
5. Career Coaching	The counselors would provide career coaching. They would assist helping students and parents choose college and career paths. They will serve as the liaison between the school and the business community and play a vital role in the foundations class. Also they will work with our TAGG population to support and encourage post-secondary or career planning.



Innovation	Purpose
<p>6. Certificate of Completion which includes various endorsements from area industries and business.</p>	<p>Through our various CTE career pathways students will receive a certificate of completion once meeting the course requirements. IN addition and where appropriate, students can also receive an industry endorsement based on the prerequisite skills set by individual businesses. For instance, Lennox has expressed a need for employees who have braze-welding experience. An employee from Lennox would have to approve students meet their expectations before receiving and industry endorsement on their certificate of completion. This does not take away from the completion process but enhances and improves the possibility of employment at this business. SHS will offer a new class Leadership and Community. This class will embed Oral Communications and will be a local requirement to receive a certificate of completion.</p>



Innovation Plan

Plan Date	Action	Expected Outcome
08/15/2016	Embedded Classes	Students will have more opportunities to complete college, career pathway choices or enter the workforce.
08/15/2016	Career Coaching	Assist students and parents in their college and career paths during their time in the Stuttgart School District. To create an ongoing partnership with the business community.
08/15/2016	Tutoring/Enrichment/ Activity Time	To meet the need of all of our students. We want to build personal and meaningful relationships between staff, students and parents.
08/15/2016	Early Release Time for Qualifying Seniors	If allowed to participate in this program, we believe students will stay in school, stay in good standing with the school, complete course work, maintain their GPA and stay on track for graduation. Students will gain college credit and career readiness.
08/15/2016	Certificates of Completion Certificates with Industry Endorsements	Students will be career ready.



Requested Waivers

Code section, Rule, or Local Policy	Goal	Rationale
Deleted	2	Deleted
15.03.2 15.03.3 LICENSURE AND RENEWAL, Ark. Code Ann 6-15-1004, 6-17-309, 6-17-902, 6-17-919, Section 15.03 of the Standards Accreditation, and ADE Rules Governing Educator Licensure	2	<p>The applicant is requesting this waiver to the extent that it is necessary if we embed the following:</p> <ol style="list-style-type: none"> 1. Oral Communications with Leadership and Communication. The licensure waiver is needed as the teacher does not have certification to teach Oral Communication. 2. Environmental and Natural Resources with Environmental Science. A licensure waiver is needed as this teacher does not have a science certification. 3. Financial Literacy (Personal Finance) with Transitions Math. A licensure waiver is needed as this teacher has a math certification not business certification. <p>This waiver will allow SHS the flexibility needed to reach those student who normally do not have the opportunity to complete a career pathway. It will help us meet our goal to allow student new curriculum options. We also believe it will increase the number of seniors that will attend college or enter the workforce at entry-level positions. These actions are pending course approval from ADE.</p>
Full Day Attendance 6-18-211 Statute, Waiver of ADE Rules Governing mandatory attendance for students in grades 9-12. Ark. Code Ann 6-16-102 and Standards of Accreditation 10.01.4	2	Students who have completed core graduation requirements would be allowed to leave campus to attend college classes, job shadow, or participate in work related tasks. This waiver would apply mostly to seniors, but possibly some juniors as well if they are reclassified during the school year.
Deleted	1	Deleted



Council of Innovation

District:

School:

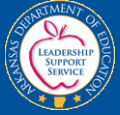
Minority at School 49.00%

Council Member Name	Representative Group	Minority	Position	Date Elected
Brian Beard	Certified Staff	N	member	1/21/2016
Melanie Martin	Classified	N	member	1/21/2016
Michele Kerksieck	Certified Staff	N	Co-Secretary	1/21/2016
Rhonda Choisser	Certified Staff	N	Co-Secretary	1/21/2016
Kathy Prislovsky	Certified Staff	N	member	1/21/2016
Tyler Reed	Certified Staff	N	member	1/21/2016
Donnie Boothe	Administration	N	Principal	1/21/2016
Kim Morgan	Parent	N	Parent Member	1/21/2016
Debra Avery	Classified	Y	member	1/21/2016
Melanie Konecny	Parent	N	Parent Member	1/21/2016
Patricia Adcock	Certified Staff	N	member	1/21/2016
Columbus Osby	Community	Y	Community Member	1/21/2016
Amy Marek	Assistant Principal	N	Administration	1/21/2016
Gean Pike	Student	Y	Student	1/21/2016



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
1/19/2016	Plan Approval/Voting for Council	1	1	4	1	4	The proposed plan was shared and council representatives were elected. Staff was asked for suggestions.
12/7/2015	Community Collaboration	0	3	0	4	0	Administrators toured the Lennox facility. We met to discuss the skills needed in this business to be employable. Documentation from the meeting is included in the application.
12/14/2015	Community Collaboration	0	4	0	3	0	Administrators met the president, vice president, and operations manager of Producers. We met to discuss the skills needed in this business to be employable. Documentation from the meeting is included in the application.



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
12/16/2015	Community Collaboration	0	4	0	5	0	Administrators toured the Stratton facility. We met to discuss the skills needed in this business to be employable. Documentation from the meeting is included in the application.
1/26/2016	Council of Innovatoin	7	0	0	0	0	Elect positions, share goals for the school of innovation, asked for input.
3/15/2016	Council of Innovation	11	0	0	0	0	Input about professional development needs, discussion over the application, SOI status and next steps.



Election Results

Number of certified and classified on staff:	45
Number of staff who voted:	41
Number of staff who voted for proposed Plan:	41
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
1/21/2016	Teachers, administrators, parents, students, and community members.	We wanted out staff to see the direction our school was taking, we asked for any questions or concerns.
1/4/2016	High School Staff	RTI professional development training through Arkansas Ideas
2/19/2016	RTI teachers	Staff members attended IReady training. This is the assessment tool we are using during our scheduled RTI.

Professional Development Plan Part 2

Date	Audience	Purpose of the Session
7/29/2016	Those teaching embedded classes.	Embedded classes will allow our students to receive multiple credits and stay on track for graduation.
7/31/2016	Administrators	RTI Leadership found in Arkansas Ideas. This course takes a closer look at what steps district leaders need to take in order to implement RTI successfully within their districts.
8/12/2016	High School Staff	PD will be held for the staff to discuss the implementation of the 30 minute split lunch time set aside for RTI, tutoring, PLC meetings etc..
7/13/2016	Financial Literacy(Personal Finance) teacher	R.E.A.L. Econ for All Conference- through Economics Arkansas
6/8/2016	AGRI teachers	DSC WILD/WET/PLT-Environmental education curriculum approved by ADE
7/28/2016	AGRI teachers	Arkansas Department of Career Ed. Agriculture Science and Technology- In-service