



**School LEA:** 7401001

**School Name:** AUGUSTA ELEMENTARY SCHOOL

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### Submitter Information

Submitter Name: CATHY Tanner  
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Submitter Phone: 8703472241  
Date of application: 5/15/2017

### District Information

District LEA: 7401000  
District Name: AUGUSTA SCHOOL DISTRICT  
Superintendent Name: Cathy Tanner  
Superintendent Email: [ctanner@augustasd.org](mailto:ctanner@augustasd.org)

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### General Questions

Special Conditions: Focus School  
School Rating: C  
Is this a brand new LEA? False  
Is this an ALE School? False

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### Vision and Mission

Mission Statement: Augusta Elementary School is committed to developing academic, life, and social skills in order for students to become productive citizens. We achieve this through student-centered instruction and rigorous real world changes.

Vision Statement: Augusta Elementary School will become a high achieving school through quality instruction, community involvement, and positive partnerships between teachers and students.



## Rational and Innovation Goals

### Rationale for Innovation

Augusta Elementary School, located in Woodruff County, is the consolidation of Augusta and Cotton Plant Elementary Schools. Both towns, Augusta and Cotton Plant, are small, rural, agricultural towns located in one of the poorest areas in Delta Arkansas. Buses transport the students from Cotton Plant to Augusta and the daily commute is approximately 54 miles. Augusta School District is 100% free and reduced lunch with over 80% of the students coming from single-parent or single-guardian homes or could be classified as homeless. Enrollment has declined over the past few years and projected to decline for the next four years. Each year students enroll in area schools under the Freedom of Choice Act. With declining enrollment also comes the decline in funding which is needed to implement new innovative programs.

In August 2016, Dr. Richard Wilde and his team from ADE met with the Augusta District Leadership Team to conduct a comprehensive needs analysis. The recommendations from ADE were to focus on culture and climate and alignment of curriculum. The 2016-2017 school year has been centered around focusing on these areas. AES has seen many positive changes in the culture and climate and curriculum alignment is progressing through discussions at weekly PLCs and professional development. It is with the School of Innovation, AES hopes to align the curriculum to meet the needs of all students.

Our teachers are constantly looking for ways to get more 1-on-1 time with our most at-risk students. If given approval for School of Innovation, AES will create a culture focused on individualized education plans. Students will be involved in decision-making and independent problem-solving. This model of learning will allow students who need more assistance to receive the assistance needed and also allow the students who are more advanced to continue working at their pace without interruption. Through the personalized learning model, we will develop teacher skills that focus on a student-centered, student-directed personalized learning experience. This plan will provide our students with a combination of traditional classes, flex classes, accelerated digital mastery learning, and project-based learning. The schedule will be structured so that it provides flexible learning times for students to participate in integrated learning times that focus on E-STEAM education, language acquisition, character education and blended learning. This schedule will provide teachers with time to align curriculum during planning times and professional development. Paraprofessionals, student mentors, tutors, volunteers and all available personnel will be involved in providing individualized learning plans to our students.

Implementing a student-centered personalized learning environment would allow for an easier transition for students into personalized learning plans at Augusta High School. Augusta Elementary School wants to ensure that all students will receive skills and attitudes vital for college, technical school, military, and/or workforce in today's ever-changing world where the ethnic composition is rapidly changing and where future careers have not been created yet.

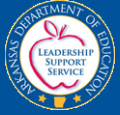


Goal	Goal Description	
1	Increase the performance of students meeting or exceeding growth in the areas of literacy, math, and science through increased student engagement and using E-STEAM focused initiatives.	
2	Increase student engagement, literacy, communicative skills, and cross cultural understanding by implementing Spanish into the curriculum.	
3	Increase teachers' use of E-STEAM focused strategies for instruction in mathematics, literacy and science. Teachers will have staff development focused on improving content knowledge in a project based mindset that helps to build critical thinking skills.	
4	Increase student engagement in the areas of Economics, Science, Technology, Arts, and Mathematics through the use of community resources and partnerships.	
5	Allow students to overcome barriers such as geographic isolation by implementing a content-rich arts curriculum.	



## Innovation Plan

Plan Date	Action	Expected Outcome
03/02/2017	Met with District Leadership Team and created list of community partners	Community partners are needed for SOI Council Members, for speakers, for support of the programs at Augusta Elementary School



## Requested Waivers

Code section, Rule, or Local Policy	Goal	Rationale
	1	
	2	
<p>ADE Rules Governing Teacher Licensure: Standards of Accreditation: 15.03; Arkansas Code Annotated: 6-15-1004; 6-17-309; 6-17-919; 6-17-401; 6-17-902; 6-17-908</p>	1	<p>Declining enrollment is projected for the next four years at Augusta Elementary School. Due to low enrollment currently at Augusta Elementary School and in order to fulfill the requirements of Standards for Accreditation, AES has to become innovative to prepare students for high school, college, and careers. The Augusta School District has to hire teachers who are multi-certified in grades 4-6. Depending on each grade enrollment, the district may have to hire a teacher who will only be needed for a one year position due to lower enrollment the following year. The Augusta School District is asking for this waiver to allow staff to be moved for occurrences such as this. For example, the high school literacy teacher may not have a full day of classes and this would allow this teacher to teach one or two classes of literacy in one of these grades in the elementary school. This same scenario could happen in all core and non-core areas depending on each year's grade enrollment. To fully implement E-STEAM, high school teachers will be needed for flex classes, project-based activities, technology activities, and engineering activities.</p> <p>Teachers in the Augusta School District currently receive the minimal teacher salary requirements. With projected teacher shortages, our district cannot compete with schools who pay higher than minimal teacher salaries. An ALP (alternative licensure plan) creates a financial burden for teachers and digital classes create financial burdens for the school. Students who are struggling learners benefit more from teacher interaction rather than digital classes. To prevent using online classes for required courses mandated by ADE but only offered one or two periods a day, ASD would like the flexibility to allow a certified teacher on staff to teach the required classes. The Augusta School District request waivers which will allow core teachers to teach core and non-core classes without additional licensure requirements or completion of an ALP.</p> <p>The ASD request waivers that will allow four year degreed individuals who do not possess teaching licensure to be employed as teachers and blended learning facilitators in core, non-core, and E-STEAM classes.</p> <p>This request is driven by the difficulty of obtaining licensed teachers in areas needed to implement the components of E-STEAM effectively especially in engineering. A four year degreed individual with an engineering degree has a</p>



		<p>very strong background in science and math. The educator will meet requirements such as completion of criminal background check, Child Maltreatment registry, and required professional development required by the Augusta School District.</p> <p>The Augusta School District will put the best teacher available in the classes with students, whether it is a teacher employed currently, a four year degreed instructor, or digitally.</p>
Section 10.02.4 of the ADE Rules Governing Standards of Accreditation of Arkansas Public Schools and School Districts:	4	<p>Use of a flex schedule could result in a teacher having more students than allowed in a digitally blended class. During flex time, students will be allowed to find a comfortable class in which to work and get support or enroll due to the student's interest in a particular class. A flex schedule would allow teachers to implement more differentiated RTI strategies, enrichment opportunities, and project-based learning activities. A request for a maximum of 35 students in these classes but teacher will not have more than the daily number as required by law.</p>



## Council of Innovation

Minority at School 50.00%

Council Member Name	Representative Group	Minority	Position	Date Elected
Richard Greer	School	Y	Member	3/10/2017



## 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
11/16/2016	Introduce components of SOI to teachers	3	3	0	0	0	Teachers will visit SOI website to find more information about Schools of Innovation.





## Election Results

Number of certified and classified on staff:	80
Number of staff who voted:	50
Number of staff who voted for proposed Plan:	40
Number of staff who voted against the proposed plan:	4
Percentage of staff voting in favor of the proposed Plan of Innovation:	80



## Professional Development Scope

### Professional Development Plan Part 1

Date	Audience	Purpose of the Session
3/16/2017	Teachers, administrators, other staff	Introduce School of Innovation

### Professional Development Plan Part 2

Date	Audience	Purpose of the Session
3/22/2017	Teachers, administrators	School Improvement Conference