



**School LEA:** 0402011

**School Name:** DECATUR MIDDLE SCHOOL

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### Submitter Information

Submitter Name: Carol Owens  
Submitter E-mail: [cowens@decatursd.com](mailto:cowens@decatursd.com)  
Submitter Phone: 4797523559  
Date of application: 5/22/2017

### District Information

District LEA: 0402000  
District Name: DECATUR SCHOOL DISTRICT  
Superintendent Name: Jeff Gravette  
Superintendent Email: [jgravette@decatursd.com](mailto:jgravette@decatursd.com)

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### General Questions

Special Conditions: Priority School  
School Rating: D  
Is this a brand new LEA? False  
Is this an ALE School? False

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### Vision and Mission

Vision: We Learn. We Dream. We Grow.

Mission: Decatur Middle School commits itself to serving our students and community by providing opportunity, equity, and authentic learning experiences through innovative teaching practices, rigorous curriculum, and personalized learning opportunities to help students learn and grow to their full potential.



## Rational and Innovation Goals

### Rationale for Innovation

We need a school of innovation to serve our economically and ethnically diverse students and community by providing opportunity, equity, and authentic learning experiences through innovative teaching practices, rigorous curriculum, and personalized learning opportunities, which we believe will help students learn and grow to their full potential. Currently, 79% of students qualify for free and reduced lunch. Decatur Middle School's growing transient and migrant populations include Marshallese students (1.7%), Asian students (7.4%), and Latin American students (36.4%). In addition to the cultural diversity within the school, 30% of the students in the school are labeled as Limited English Proficient. According to the national norm-referenced assessment Measure of Academic Progress (MAP) of our current 5th-8th grade students, 48% of our students need more than a grade-level's growth in a year's time in mathematics, and 47% of our students need more than a grade-level's growth in a year's time in reading. For the 2016/2017 school year's incoming 5th grade students, 77% of the students need more than a grade-level's growth in a year's time in both mathematics and reading. We must maximize core class instructional time and quality of instruction through innovative, diverse learning strategies to increase student learning. With limited staff and facilities, we need to implement innovative systems to meet our students needs. Through the approval of the School of Innovation status, we will be able to transform from the traditional education model to a flexible model that will serve every student through personalized learning, rigorous curriculum, standards-based grading, and authentic learning experiences in order to ensure that all students learn, dream, and grow to their full potential, both socially and academically. In 2017/2018, we will implement the School of Innovation plan in levels 5-8, with plans to add an additional grade-level of students each year.

| Goal | Goal Description   |  |
|------|--|--|
| 1    | Increase student achievement in mathematics with a focus on students meeting or exceeding personal growth goals.   |  |
| 2    | Increase student achievement in literacy with a focus on students meeting or exceeding personal growth goals.  |  |
| 3    | Students will be able to take ownership of their learning.   |  |
| 4    | Innovative teaching designs will improve student engagement, motivation, student ownership, mastery, and a deeper learning by offering choice and voice. |  |

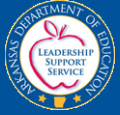


## Innovation Plan

| Plan Date  | Action   | Expected Outcome   |
|------------|--|--|
| 08/14/2017 | We will develop an ESL Academy for the first two 90 minutes blocks of the day. We will integrated English with Social Studies and Math with Science. | Increased ELL language proficiency for our level 0 and level 1 learners by one or more year each academic school year.   |
| 08/14/2017 | Personalized Math instruction using GoMath, based on students academic levels.   | All students will master core math content and meet growth expectations each year.   |
| 08/12/2019 | We will have Project Based Learning implemented in the core subject areas. We will use the Blended Learning model to implement this idea.            | Students and teachers will design projects and lessons that will increase student engagement, ownership and mastery.   |
| 08/14/2017 | We will implement a multiple, modified block scheduling.   | We will have 90 minutes of core instruction in English, math, social studies and science. The modified schedule will give the students the inventions needed based on the student needs.   |
| 08/14/2017 | We will embed keyboarding and art into the core classroom and offer the careers class in the 8th grade.  | <p>Students will take keyboarding in their English class during the 5th grade to learn the essential keyboarding skills when they first arrive in our building. This will give them the tools needed for using computers for writing and for use with our 1 to 1 technology.</p> <p>Art will be embedded into our core classes to further expand on the importance of art in the liberal arts and how art is used in the sciences, including engineering.</p> <p>We will offer a careers class to the 8th grade students which will prepare the students for high school. This class will be for high school credit.</p> |
| 01/13/2020 | We will implement Standard-based grading.  | All students will take ownership of their growth and mastery of the core subjects. The teachers will be able to facilitate and mentor students as they work toward mastery at their own pace. All core teachers will implement standard-based grading by 2020.   |



| Plan Date  | Action   | Expected Outcome  |
|------------|--|---|
| 08/14/2021 | Fully Personalized Learning for students, through Project Based Learning and Blended classrooms. | The expected outcome is to have students on Personalized Learning tracks based off of essential standards, using technology and Project Based Learning projects. Teachers will be able to facilitate the students as they work towards mastery. |
| 08/14/2021 | We plan to develop Core Academy's based off student/community needs                              | The expected outcome is to have multiple Career Academy's that students can focus on so that when they graduate high school they will have college credit and work experience.  |
| 08/13/2018 | We plan to develop an embeded mentor/advisory program in our schedule.                           | The expected outcome is to have a mentor/advisory program embedded into the school day to help our students learn emotional, social and career skills for future academic development.  |



## Requested Waivers

| Code section, Rule, or Local Policy   | Goal | Rationale   |
|---|------|---|
| IV.9.03.3.6 24.17 and 24.18   | 4    | We want to integrate Art into the core classes instructional time. We will use a certified Art teacher to facilitate the instruction. This teacher will rotate between classrooms with supplies and ensure that Art standards are being covered.  |
| IV.9.03.3.9 24.17   | 4    | We plan to incorporate Keyboarding instruction into our classrooms in 5th,6th, and 7th grades. Our Keyboarding teacher is in the high school and it requires our students to walk between campuses. Keyboarding instruction is provided through an online program. Our classroom teachers will be responsible for completing this program with our students. There will be a dedicated time in each classroom for this instruction.   |
| 24.18 - ADE approval required for teacher to teach out-of-level/area for more than 30 days. 7.01 - Highly Qualified | 4    | <p>We are seeking a waiver of Ark. Code Ann. § 6-17-309(a) (1) would allow Applicant to meet its stated goals of having licensed teachers teaching outside of their grade or subject area.</p> <p>We are also seeking a waiver to allow our ESL Academy teacher to teach core subjects out of certification area. This allows us to put our Level 0 and 1s (ELPA Scores) into an academy setting daily. They would receive instruction in all core areas with a teacher that is certified in ESL instruction. The goal is to help them acquire English as a second language more quickly than if they were in a regular classroom. The academy model has been successful in districts like Springdale, which has similar demographics to our district. ESL Academy students would be integrated into the larger school population so that they are not isolated from their peers.</p> |
| IV 9.023.3.12   | 4    | High School classes will be offered to 7th and 8th graders. EOC exams will be offered for these courses and high school credit will be awarded upon successful completion of the exam.  |
| D/P 15.04   | 4    | The teachers will be provided with 450 minutes a week for planning time to allow for team planning (PLC time), along with inclusion of activity teachers and other specialist.  |
| 9.03.3.11   | 4    | We are going to embed Arkansas history into the social studies curriculum. Using Project Based Learning we will use standards specific to Arkansas to help guide our social studies projects and will use this waiver to embed this particular standard into the regular core class.  |



| Code section, Rule, or Local Policy   | Goal | Rationale  |
|---|------|--|
| Ark. Code Ann. §§ 6-15-1004, 6-17-309, 6-17-401, 6-17-902, 6-17-919, Section 15.03 of the Standards for Accreditation, and the ADE Rules Governing Educator Licensure | 4    | We are seeking waivers of Ark. Code Ann. §§ 6-15-1004, 6-17-309, 6-17-401, 6-17-902, 6-17-919, Section 15.03 of the Standards for Accreditation, and the ADE Rules Governing Educator Licensure We would like to hire personnel without Arkansas teaching license in specific career classes, for example, business classes, robotics (engineering), greenhouse and other specific career areas. |



## Council of Innovation

Minority at School

49.00%

| Council Member Name | Representative Group | Minority | Position | Date Elected |
|---------------------|----------------------|----------|----------|--------------|
| John Unger          | Staff                | N        | Chair    | 2/8/2017     |
| Stephanie Sandoval  | Student              | Y        | student  | 2/8/2017     |
| Deegan Brooks       | Student              | N        | student  | 2/8/2017     |
| Carol Owens         | staff                | N        | staff    | 2/8/2017     |
| Gina Holt           | staff                | N        | staff    | 2/8/2017     |
| Luis Sandoval       | parent               | Y        | parent   | 2/8/2017     |
| Chentile Merworth   | parent               | N        | parent   | 2/8/2017     |
| Elaine Christman    | teacher              | N        | teachers | 2/8/2017     |
| Celeste Puga        | student              | Y        | student  | 2/8/2017     |
| Anabel Lopez        | parent               | N        | parent   | 2/8/2017     |
| Hannah Hawkins      | counselor            | N        | staff    | 2/8/2017     |
| Toby Conrad         | Principal            | N        | staff    | 2/8/2017     |
| Jessica Hartman     | teacher              | N        | teacher  | 2/8/2017     |
| Joli Sotallaro      | teacher              | N        | teacher  | 2/8/2017     |
| Rachel Gibson       | teacher              | N        | teacher  | 2/8/2017     |
| Phillip Vandenberg  | teacher              | N        | teacher  | 2/8/2017     |
| Jeff Gravette       | superintendent       | N        | staff    | 2/8/2017     |
| Gwen Jordan         | parent               | N        | parent   | 2/8/2017     |
| Phoua Lee           | parent               | Y        | parent   | 2/8/2017     |



## 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   |
|--------------|--------------------|-------------------------|-----------------------------|------------------------|----------------------------------|-------------------------|--|
| 5/27/2016    | Why?               | 2                       | 2                           | 0                      | 0                                | 0                       | We looked at the plan on how to build our mission and vision.  |
| 7/18/2016    | Goals              | 1                       | 2                           | 0                      | 0                                | 0                       | We discussed our goals and outlook for the SOI.  |
| 7/26/2016    | Goals              | 2                       | 2                           | 0                      | 0                                | 0                       | We began developing our plans for the development of the SOI and the Professional Development that would take place for the staff. |
| 9/6/2016     | Mission and vision | 2                       | 2                           | 0                      | 0                                | 0                       | We put together the mission and vision statement and look at methods and structures.   |
| 9/27/2016    | Innovation Summitt | 2                       | 2                           | 0                      | 0                                | 0                       | We researched best practices for our SOI.  |
| 11/15/2016   | Develop our plans  | 3                       | 2                           | 0                      | 0                                | 0                       | Discussed our plan for the schedule and the teaching practices we would use.   |
| 12/5/2016    | Develop our plan   | 3                       | 2                           | 0                      | 0                                | 0                       | Discussed our plan for the schedule and the teaching practices we would use.   |





| 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   |
|--------------|--|-------------------------|-----------------------------|------------------------|----------------------------------|-------------------------|--|
| 12/12/2016   | Develop our plan   | 3                       | 2                           | 0                      | 0                                | 0                       | Continue to develop further innovative designs   |
| 1/3/2017     | Develop our SOI  | 3                       | 2                           | 0                      | 0                                | 0                       | Continue to develop further innovative designs   |
| 1/19/2017    | Look at our progress in the Middle School and look at adding the high school to the SOI plan | 0                       | 2                           | 0                      | 0                                | 0                       | Develop a core leadership team and finish SOI application  |
| 1/24/2017    | Develop our plan   | 3                       | 2                           | 0                      | 0                                | 0                       | Continue to develop our plan   |
| 2/7/2017     | Develop our plan   | 3                       | 2                           | 0                      | 0                                | 0                       | Continue to develop our plan   |
| 2/28/2017    | To introduce our core leadership team in 5-12 to the process of innovative design            | 12                      | 4                           | 0                      | 0                                | 0                       | Continue to develop the plan and bridge the gap between the middle school and the high school.         |
| 2/8/2017     | Council of Innovation  | 6                       | 3                           | 5                      | 1                                | 6                       | To develop our council of innovation   |
| 3/1/2017     | Core Leadership team   | 11                      | 4                           | 0                      | 0                                | 0                       | To continue to develop a share leadership model and develop the mission and vision of the high school. |
| 3/6/2017     | To finish the SOI application  | 3                       | 1                           | 0                      | 0                                | 0                       | Submit the 2017 SOI 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   |
|--------------|-----------------------|-------------------------|-----------------------------|------------------------|----------------------------------|-------------------------|--|
| 3/9/2017     | Council of Innovation | 6                       | 3                           | 5                      | 1                                | 3                       | To help research what our school and community needs are moving into the next school year. |



## **Election Results**

|   |    |
|---|----|
| Number of certified and classified on staff:                            | 26 |
| Number of staff who voted:  | 24 |
| Number of staff who voted for proposed Plan:                            | 24 |
| Number of staff who voted against the proposed plan:                    | 1  |
| Percentage of staff voting in favor of the proposed Plan of Innovation: | 96 |



## Professional Development Scope

### Professional Development Plan Part 1

| Date       | Audience                 | Purpose of the Session |
|------------|--------------------------|------------------------|
| 7/19/2016  | Teachers/Admin           | RTI                    |
| 7/18/2016  | Teachers                 | Standard-based grading |
| 9/12/2016  | Teachers                 | Phonics I              |
| 9/26/2016  | Teachers/Admin           | Innovation Summit      |
| 10/9/2016  | Teachers/Admin           | AMLE Conference        |
| 10/19/2016 | Teachers/Admin           | PLC Summit             |
| 2/15/2017  | Leadership team teachers | Innovation Conference  |

### Professional Development Plan Part 2

| Date      | Audience          | Purpose of the Session  |
|-----------|-------------------|---|
| 4/12/2017 | Teachers          | We are starting a book study for all staff on Standard-Based grading.   |
| 6/5/2017  | Teachers/Admin    | Standard-based grading workday  |
| 6/14/2017 | Teachers/Admin    | PLC Summit - this will help all teachers in our building understand the PLC process we currently use in our building and help us innovate our schedule and our RTI program. |
| 7/31/2017 | Teachers          | GoMath Personalized learning platform professional development. This training will help our teachers understand how to facilitate personalized math learning.               |
| 7/31/2017 | Teachers/Admin    | Project Based Learning professional development.  |
| 8/14/2017 | Grade Level PLC's | 2017 PLC focus will be on standards-based grading and implementing the practice.  |
| 8/13/2018 | Grade Level PLC's | 2018 PLC focus will be on Project Based Learning, Personalized Learning and Mentor programs   |
| 8/12/2019 | Grade Level PLC's | 2019 PLC focus will be on Personalized Learning and how to build Academies  |

## 4 Year Middle School of Innovation Strategic Plan

| 2016 - 2017  | 2017 - 2018   | 2018 - 2019   | 2019 - 2020   | 2020 - 2021  |
|--|---|---|---|--|
| <ul style="list-style-type: none"> <li>● Block Schedules</li> <li>● RTI - Tutorial Time built into schedule</li> <li>● Focus on Reading &amp; Math increases</li> <li>● House/Homeroom Time</li> <li>● Built in PLC for teacher collaboration</li> <li>● Curriculum Development</li> </ul> | <ul style="list-style-type: none"> <li>● Personalized Math</li> <li>● Mentor/Advisory Program</li> <li>● ESL Academy - level 0-1's - fluid movement out &amp; PBL embedded here also</li> <li>● PBL instruction &amp; course embedding                             <ul style="list-style-type: none"> <li>○ Art &amp; SS</li> <li>○ Open Gym</li> <li>○ Electives ?</li> <li>○ Embedding</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>● SBG</li> <li>● Three Academy Program                             <ul style="list-style-type: none"> <li>○ ESL, PBL Core Areas Academy</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>● Further development on Three Academy Program</li> <li>● Year Round?</li> </ul> | <ul style="list-style-type: none"> <li>● Fully Personalized Learning for all students</li> <li>● 5-12 Career ++ Academies</li> </ul> |

|   |   |                 |                 |                 |
|---|---|-----------------|-----------------|-----------------|
|   | <p>Careers and Keyboarding?</p> <ul style="list-style-type: none"> <li>● Advance Placement in MS/HS courses for students who need this.</li> </ul>  |                 |                 |                 |
| PD Requirements   | PD Requirements   | PD Requirements | PD Requirements | PD Requirements |
| <ul style="list-style-type: none"> <li>● SBG</li> <li>● Office of Innovation</li> <li>● RTI</li> <li>● PLC Institute</li> </ul> | <ul style="list-style-type: none"> <li>● SBG mindset and implementation practices</li> <li>● PBL <ul style="list-style-type: none"> <li>○ Curriculum development and process</li> </ul> </li> </ul> |                 |                 |                 |

|   |   |          |          |          |
|---|---|----------|----------|----------|
|   | <ul style="list-style-type: none"> <li>● GO Math Personalized Learning</li> </ul> |          |          |          |
| Outcomes  | Outcomes  | Outcomes | Outcomes | Outcomes |
| <ul style="list-style-type: none"> <li>● Flex/Block Schedule</li> <li>● Tier 2 &amp; 3 programs</li> <li>● SBG in 2 English Classes</li> <li>● Essential Standards for all grade levels</li> <li>● PLC Development</li> <li>● Some Pacing Guides for Curriculum</li> <li>● 5-12 Vertical Alignment</li> </ul> |   |          |          |          |