



AGENDA STATE BOARD OF EDUCATION

December 10, 2012
Arkansas Department of Education
Arkansas Department of Education Auditorium
9:00 AM

Back Print

Reports

Report-1 Chair's Report

Presenter: Mr. Jim Cooper

Report-2 Commissioner's Report

Presenter: Dr. Tom Kimbrell

Report-3 Recognition of 2012 Milken Educator

In 1987, education pioneer Lowell Milken established the National Educator Awards program. His main belief was that an effective way to advance the teaching profession is to reward educators' achievements, enhance their resources and expand their professional interests. Arkansas was invited to participate in the Awards program in 1991. Since that time 69 Arkansas educators have been named Milken Educators. Today, we recognize the 2012 Arkansas Milken Educator Zsuzsanna Diamond, a teacher at Otter Creek Elementary School in the Little Rock School District.

Presenter: Dr. Tom Kimbrell

Report-4 Update on Common Core State Standards and PARCC

This information is provided to keep the State Board of Education apprised of the Department's work activities associated with college and career readiness.

Presenter: Dr. Laura Bednar

Consent Agenda

C-1 Minutes - November 1, 2012

Presenter: Phyllis Stewart

C-2 Commitment to Principles of Desegregation Settlement Agreement: Report on the Execution of the Implementation Plan

By the Court Order of December 1, 1993, the Arkansas Department of Education (ADE) is required to file a monthly Project Management Tool (PMT) to the court and the parties to assure its commitment to the Desegregation Plan. This

report describes the progress the ADE has made since March 15, 1994, in complying with the provisions of the Implementation Plan (Plan) and itemizes the ADE's progress against the timelines presented in the Plan. The December report summarizes the PMT for November.

Presenter: John Hoy and Willie Morris

C-3 Newly Employed, Promotions and Separations

The applicant data from this information is used to compile the Applicant Flow Chart forms for the Affirmative Action Report which demonstrates the composition of applicants through the selecting, hiring, promoting and terminating process.

Presenter: Dr. Karen Cushman and Clemetta Hood

C-4 Report on Waivers to School Districts for Teachers Teaching Out of Area for Longer than Thirty (30) Days, Ark. Code Ann. §6-17-309

Arkansas Code Annotated §6-17-309 requires local school districts to secure a waiver when classrooms are staffed with unlicensed teachers for longer than 30 days. Requests were received from 35 school districts covering a total of 72 waivers. None of these requests were from a district in academic distress. These requests have been reviewed, and either approved or denied by Department Staff, and are consistent with program guidelines.

Presenter: Dr. Karen Cushman

C-5 Review of Loan and Bond Applications

Pursuant to Arkansas Code Annotated § 6-20-805 and § 6-20-1205, the State Board of Education must approve all Revolving Loan Fund and Commercial Bond applications, with the exception of non-voted refunding of commercial bond issues that meet the minimum savings as required by the Rules and Regulations Governing Loan and Bond Applications, Section 9.02. It is recommended that the State Board of Education review the following: Commercial Bonds –two 2nd Lien Bond Applications – Recommend Approval, one Voted Application – Recommend Approval.

Presenter: Amy Woody

C-6 Adoption of State Board of Education Meeting Dates for Calendar Year 2013

Arkansas statute requires that each constitutional board and commission set proposed dates for the next calendar year at the last regular meeting of each calendar year. The State Board of Education has previously set the second Monday of each month as its regular meeting date, with the exception of November due to the Veteran's Day holiday.

Presenter: Phyllis Stewart

C-7 Consideration of the Recommendation of the Professional Licensure Standards Board of a Written Warning for Case #12-134 – Shannon Ray Caraway

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written warning for Shannon Ray Caraway for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom and Standard 3: An educator honestly fulfills reporting obligations associated with professional practices.

Mr. Caraway was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated October 22, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-8 Consideration of the Recommendation of the Professional Licensure Standards Board for a Written Reprimand and a Fine of \$50 for Case #12-126 – Heather Ann

Collins

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written reprimand for Heather Ann Collins and a fine of \$50 for violation of Standard 3: An educator honestly fulfills reporting obligations associated with professional practices and Standard 4: An educator entrusted with public funds and property honors that trust with honest, responsible stewardship.

Ms. Collins was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated September 21, 2012, but failed to respond. The timeline for any hearing has now passed.

Presenter: Michael Smith

C-9 Consideration of the Recommendation of the Professional Licensure Standards Board of a Suspension of License for 2 (two) Years with Stipulations and a \$100 Fine for Case #12-121 – Janice Anita Dodson

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending suspension of the teaching license of Janice Dodson for two (2) years with reinstatement conditioned upon a release from a licensed counselor, psychologist, psychiatrist or clinical social worker whose practice or specialization is in drug and alcohol treatment for violation of Standard 7: An educator refrains from using, possessing and/or being under the influence of alcohol, tobacco, or unauthorized drugs while on school premises or at school-sponsored activities involving students.

Ms. Dodson was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated September 21, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-10 Consideration of the Recommendation of the Professional Licensure Standards Board of Probation of Teaching License for One (1) year and a Fine of \$75 for Case #12-111 – Mila Lynne Floro

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending probation of the teaching license of Mila Lynne Floro for one (1) year and a fine of \$75 for violation of Standard 4: An educator entrusted with public funds and property honors that trust with honest, responsible stewardship.

Ms. Floro was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated September 20, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-11 Consideration of the Recommendation of the Professional Licensure Standards Board of a Written Warning for Case #12-144 – Wesley Ann Freemyer

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written warning for Wesley Ann Freemyer for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom and Standard 3: An educator honestly fulfills reporting obligations associated with professional practices and Standard 3: An educator honestly fulfills reporting obligations associated with professional practices.

Ms. Freemyer was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated October 22, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-12 **Consideration of the Recommendation of the Professional Licensure Standards Board for a Written Reprimand and a Fine of \$50 for Case #12-104B – Angela Oden Gilbert**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written reprimand for Angela Oden Gilbert and a fine of \$50 for violation of Standard 7: An educator refrains from using, possessing and/or being under the influence of alcohol, tobacco, or unauthorized drugs while on school premises or at school-sponsored activities involving students.

Ms. Gilbert was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated October 22, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-13 **Consideration of the Recommendation of the Professional Licensure Standards Board of Permanent Revocation of the Teaching License for Case # 12-069 – James Chad Green**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending permanent revocation of the teaching license of James Chad Green for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.

Mr. Green was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated June 13, 2012, rejected the recommendation and requested an Evidentiary Hearing. The evidentiary hearing was held September 14, 2012. The Ethics Subcommittee unanimously voted to maintain its previous findings. Mr. Green was notified October 4, 2012, of his right to request review by the State Board but did not respond.

Presenter: Michael Smith

C-14 **Consideration of the Recommendation of the Professional Licensure Standards Board of a Written Warning for Case #12-150 – Timothy Allen Harris**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written warning for Timothy Allen Harris for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.

Mr. Harris was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated October 23, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-15 **Consideration of the Recommendation of the Professional Licensure Standards Board of Probation of Teaching License for One (1) Year and a Fine of \$75 for Case #T12-014 – Angelique Hawkins**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending probation of the teaching license for one (1) year and a fine of \$75 for Angelique Hawkins for violation of Standard 6: An educator keeps in confidence secure standardized test material as well as information about students and colleagues obtained in the course of professional service unless disclosure serves a professional purpose or is allowed or required by law.

Ms. Hawkins was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated September 19, 2012, but failed to respond. The timeline for any hearing has now passed.

Presenter: Michael Smith

C-16 **Consideration of the Recommendation of the Professional Licensure Standards Board of a Written Warning for Case #12-076 – Adrienne Queen Hippolyte**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written warning for Adrienne Hippolyte for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.

Ms. Hippolyte was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated July 19, 2012, rejected the recommendation and requested an evidentiary hearing. The evidentiary hearing was held September 14, 2012. The Ethics Subcommittee unanimously voted to maintain its previous findings.

Presenter: Michael Smith

C-17 **Consideration of the Recommendation of the Professional Licensure Standards Board of Permanent Revocation of the Teaching License for Case # 12-052 – Steven Mark Noble**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending permanent revocation of the teaching license of Steven Mark Noble for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom.

Mr. Noble was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated June 12, 2012, rejected the recommendation and requested an evidentiary hearing. The evidentiary hearing was held September 14, 2012. The Ethics Subcommittee unanimously voted to maintain its previous findings. Mr. Noble was notified October 4, 2012, of his right to request review by the State Board but did not respond.

Presenter: Michael Smith

C-18 **Consideration of the Recommendation of the Professional Licensure Standards Board of Probation of Teaching License for Two (2) Years and a Fine of \$75 for Case #T12-013 – Terri Lyn Murphy**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending probation of the teaching license for two (2) years for Terri Lyn Murphy and a fine of \$75 for violation of Standard 6: An educator keeps in confidence secure standardized test material as well as information about students and colleagues obtained in the course of professional service unless disclosure serves a professional purpose or is allowed or required by law.

Ms. Murphy was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated September 19, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-19 **Consideration of the Recommendation of the Professional Licensure Standards Board for a Written Reprimand and a Fine of \$50 for Case #12-137 – Ellen Louise Otis**

The Professional Licensure Standards Board's Subcommittee on Ethics is recommending a written reprimand for Ellen Louise Otis and a fine of \$50 for violation of Standard 1: An educator maintains a professional relationship with each student, both in and outside the classroom and Standard 2: An educator maintains competence regarding skills, knowledge, and dispositions relating to his/her organizational position, subject matter, and/or pedagogical practice.

Ms. Otis was notified of the Professional Licensure Standards Board's recommendation by certified and regular mail dated October 22, 2012, and accepted the recommendation of the Ethics Subcommittee.

Presenter: Michael Smith

C-20 Consideration for the Voluntary Surrender of the Teaching License for Case 12-108 – Andrew David Ray

Andrew David Ray is required to surrender his Arkansas Teaching license as part of plea agreement in State v. Andrew David Ray, CR2012-63, in the Circuit Court of Carroll County, Arkansas on October 10, 2012.

Presenter: Michael Smith

Action Agenda

A-1 Consideration of Adoption of Resolution: Arkansas School Board Member Recognition Month

January is the designated month to recognize those who volunteer their services as members of governing boards of school districts throughout Arkansas. It is requested that the State Board adopt the attached resolution declaring January as Arkansas School Board Member Recognition Month.

Presenter: Dan Farley

A-2 Possible Reconsideration of Petition by the DeWitt School District to Close the Gillett Elementary School

On September 7, 2012, the DeWitt School District petitioned the State Board of Education for an order closing the Gillett Elementary School, an isolated campus. Members of the Gillett community opposed the petition. On October 8, 2012, the State Board of Education heard the petition pursuant to Ark. Code Ann. § 6-20-602(b)(2) and the Arkansas Department of Education Rules Governing the Closing of Isolated Schools. The State Board denied the petition of the DeWitt School District at that time. During its November 1, 2012, meeting, the State Board directed Arkansas Department of Education (ADE) staff to notify the parties that the State Board may possibly reconsider its October 8, 2012, decision during its December 10, 2012 meeting. On November 7, 2012, ADE staff notified the parties of this development via regular and certified mail.

Presenter: Jeremy Lasiter

A-3 Consideration for Removal of Dermott School District From Fiscal Distress Classification

The Dermott School District was classified in Fiscal Distress for the 2011-2012 school year. The Department conducted on-site technical evaluations and assistance, off-site assistance, and analysis of the financial status of the school district.

The Department is reporting the Dermott School District has currently corrected all criteria for being removed from Fiscal Distress. Attached is a letter from the Dermott School District petitioning the State Board for removal of Fiscal Distress status. The Department recommends the Dermott School District be removed from Fiscal Distress effective December 10, 2012.

The Board is requested to accept and approve this petition in compliance with A.C.A. §6-20-1908(c), which requires a District in Fiscal Distress to petition the State Board of Education for removal from Fiscal Distress status after the Department has certified in writing that the school district has corrected all criteria for being classified as in Fiscal Distress and has complied with all Department recommendations and requirements for removal from Fiscal Distress

Presenter: Jared Cleveland and Hazel Burnett

A-4 Consideration for Removal of North Little Rock School District From Fiscal

Distress Classification

The North Little Rock School District was classified in Fiscal Distress for the 2011-2012 school year. The Department conducted on-site technical evaluations and assistance, off-site assistance, and analysis of the financial status of the school district.

The Department is reporting the North Little Rock School District has currently corrected all criteria for being removed from Fiscal Distress. Attached is a letter from the North Little Rock School District petitioning the State Board for removal of Fiscal Distress status. The Department recommends the North Little Rock School District be removed from Fiscal Distress effective December 10, 2012.

The Board is requested to accept and approve this petition in compliance with A.C.A. §6-20-1908(c), which requires a District in Fiscal Distress to petition the State Board of Education for removal from Fiscal Distress status after the Department has certified in writing that the school district has corrected all criteria for being classified as in Fiscal Distress and has complied with all Department recommendations and requirements for removal from Fiscal Distress.

Presenter: Jared Cleveland and Hazel Burnett

A-5 Consideration for Removal of Strong-Huttig School District From Fiscal Distress

The Strong-Huttig School District was classified in Fiscal Distress for the 2011-2012 school year. The Department conducted on-site technical evaluations and assistance, off-site assistance, and analysis of the financial status of the school district.

The Department is reporting the Strong-Huttig School District has currently corrected all criteria for being removed from Fiscal Distress. Attached is a letter from the Strong-Huttig School District petitioning the State Board for removal of Fiscal Distress status. The Department recommends the Strong-Huttig School District be removed from Fiscal Distress effective December 10, 2012.

The Board is requested to accept and approve this petition in compliance with A.C.A. §6-20-1908(c), which requires a District in Fiscal Distress to petition the State Board of Education for removal from Fiscal Distress status after the Department has certified in writing that the school district has corrected all criteria for being classified as in Fiscal Distress and has complied with all Department recommendations and requirements for removal from Fiscal Distress.

Presenter: Jared Cleveland and Hazel Burnett

A-6 Consideration for Removal of West Side School District (Clebune County) From Fiscal Distress

The West Side School District was classified in Fiscal Distress for the 2011-2012 school year. The Department conducted on-site technical evaluations and assistance, off-site assistance, and analysis of the financial status of the West-Side School District.

The Department is reporting the West Side School District has currently corrected all criteria for being removed from Fiscal Distress. Attached is a letter from the West Side School District petitioning the State Board for removal of Fiscal Distress status. The Department recommends the West Side School District be removed from Fiscal Distress effective December 10, 2012.

The Board is requested to accept and approve this petition in compliance with A.C.A. §6-20-1908(c), which requires a District in Fiscal Distress to petition the State Board of Education for removal from Fiscal Distress status after the Department has certified in writing that the school district has corrected all criteria for being classified as in Fiscal Distress and has complied with all Department recommendations and requirements for removal from Fiscal Distress.

Presenter: Jared Cleveland and Hazel Burnett

A-7 Consideration for Classification of District in Fiscal Distress - Mineral Springs School District

Pursuant to Ark. Code Ann. §6-20-1905, the Mineral Springs School District received notice by certified mail as being identified by the Arkansas Department of Education for Fiscal Distress status. The identification, recommendation for classification, and any appeal would be presented at the December 10, 2012, State Board meeting. The District was informed in the October 22, 2012 identification letter that they could not incur any future debt obligations without prior written approval from ADE.

The deadline for appeal was November 23, 2012, and no appeal was filed.

The Department recommends that Mineral Springs School District be classified as being in Fiscal Distress as of December 10, 2012.

Presenter: Jared Cleveland and Hazel Burnett

A-8 Hearing on Waiver Request for Certified Teacher License – Nicole Francis

Nicole Annette Francis has a true finding from the Arkansas Department of Human Services Child Maltreatment Central Registry. The state board shall not issue a first-time license nor renew an existing license and shall revoke any existing license not up for renewal of any person who has a true report in the Child Maltreatment Central Registry, Ark. Code Ann. § 6-17-410(c). Ms. Francis is represented by Richard Mays.

Presenter: Katherine Donovan

A-9 Hearing for PLSB Case # 10-129 – David Waldon Paschal

After an evidentiary hearing, the Professional Licensure Standards Board Ethics Subcommittee found that David Waldon Paschal violated Standard 1 of the Code of Ethics which states, “An educator maintains a professional relationship with each student, both in and outside the classroom.” The Ethics Subcommittee recommended permanent revocation of Mr. Paschal’s Arkansas teaching license. A de novo hearing has been scheduled before the State Board to address issues raised by Mr. Paschal during his Evidentiary Hearing and he has been provided notice of the hearing date.

Presenter: Katherine Donovan

A-10 Hearing for PLSB Case # 12-048 – William Thomas Rabe

William Thomas Rabe holds a standard five year license in 7-12 mathematics valid until December 31, 2014. He received his license through the nontraditional licensing program. The PLSB Ethics Subcommittee found that Mr. Rabe violated Standard 1 in nine separate circumstances and Standard 2 in five separate circumstances as outlined in the Ethics Subcommittee’s Reasonable Belief Determination and Recommendation. Standard 1 states that “An educator maintains a professional relationship with each student both in and outside the classroom.” Standard 2 states that an educator “maintains competence regarding skills, knowledge, and dispositions relation to your organizational, subject matter, and/or pedagogical practice.” The Ethics Subcommittee recommends revocation of Mr. Rabe’s license. Mr. Rabe is not challenging the factual findings of the Ethics Subcommittee, but only its recommendation for revocation. He is not represented by an attorney.

Presenter: Katherine Donovan

A-11 Hearing on Waiver Request for Certified Teacher License – Randall Dean Wood

Randall Dean Wood has requested a waiver of his May 18, 2009 conviction for attempted breaking or entering, a class

"A" misdemeanor. Mr. Wood has applied for a standard license by reciprocity with Louisiana. Mr. Wood's criminal record was sealed August 20, 2012. The State Board of Education "shall not issue a first time license or renew an existing license not up for renewal of any person who has... pled guilty or nolo contendere to or has been found guilty of..." a disqualifying offense under Ark. Code Ann. § 6-17-410 unless a waiver is granted. The Arkansas Department of Education has access to and must consider any criminal background check reflecting a guilty plea, or nolo contendere (no contest) or being found guilty by a jury or judge for any offense listed in §6-17-410, including records that have been expunged, sealed, or subject to a pardon. Mr. Wood is not represented by an attorney.

Presenter: Katherine Donovan

A-12 **Consideration for Final Approval: Arkansas Department of Education Rules Governing Alleged Testing Improprieties**

Ark. Code Ann. § 6-15-403 allows the State Board of Education (State Board) to promulgate rules and regulations as may be necessary to develop and implement the comprehensive testing, assessment, and accountability program. Ark. Code Ann. § 6-15-438 sets forth the statutory requirements pertaining to test security and confidentiality. Current rules have been amended to account for the Professional Licensure Standards Board (PLSB) investigative process and to set forth a clear process for the resolution of alleged testing improprieties. The State Board released the proposed rules for public comment October 8, 2012. A public hearing was held October 25, 2012. The public comment period expired November 12, 2012. Department staff received public comments on the proposed rules and revised the proposed rules based upon those public comments. Department staff respectfully requests that the State Board give its final approval to the proposed rules.

Presenter: Dr. Laura Bednar and Jeremy Lasiter

A-13 **Consideration of Approval for Public Comment: Proposed Arkansas Department of Education Rules Governing Educator Licensure**

On October 8, 2012, the State Board of Education gave final approval to proposed new Rules Governing Educator Licensure, and the associated repeal of the Department's existing licensure rules. In response to concerns and comments raised during legislative review, the Department has proposed revising the Rules to delete the new ancillary license in school counseling. Department staff respectfully request the State Board to rescind its October 8, 2012, approval of the proposed rules, and then approve these proposed rules for public comment.

Presenter: Mark White and Dr. Karen Cushman

A-14 **Consideration for Emergency Approval: Arkansas Department of Education Rules Governing Educator Licensure**

Because of the thousands of licensure renewal applications expected to be processed in December, and because of the need to enable middle school licensure for December graduates of education programs, Department staff respectfully request the State Board to give emergency approval to the proposed licensure rules, making them effective immediately upon filing.

Presenter: Mark White and Dr. Karen Cushman

Minutes
State Board of Education Meeting
Thursday, November 1, 2012

The State Board of Education met Thursday, November 1, 2012, in the auditorium of the Department of Education building. Jim Cooper, Chair, called the meeting to order at 9 a.m.

Present: Jim Cooper, Chair; Brenda Gullet, Vice Chair; Dr. Jay Barth; Sam Ledbetter; Alice Mahony; Mireya Reith, Vicki Saviers; Toyce Newton; Dr. Tom Kimbrell, Commissioner; and Kim Wilson, Teacher of the Year

Absent: Joe Black

Reports

Chair's Report:

Ms. Gullett said the National Association of School Boards utilized new technology during the national conference. The new application allowed participants to customize registration and have a mobile guide upon arrival. It also enabled NASBE to collect feedback and facilitate relationship building after the conference.

In a report on the Military Child Coalition, Ms. Mahony said approximately 17,000 children in Arkansas were impacted by the Interstate Compact on Educational Opportunity for Military Children. She expressed support for policies, such as graduation requirements, Advanced Placement and student enrollment age, of the sending state to apply to the receiving state when children of military families had to transfer to schools in another state.

Ms. Newton gave a brief update on the Investing in Promising Futures for All conference held in October. She said the conference provided a forum to consider evolving cultures, traditions and demographics and the role of private philanthropy in leveling the playing field for children, youth and families and developing systems of support. One session of particular interest was how to support migrant youth and early college in high school.

Commissioner's Report

Commissioner Kimbrell said Department staff was deeply engaged with schools, education service cooperatives and higher education in the rollout of Common Core State Standards and the new Teacher Excellence Support System (TESS). He said a new video posted on the ADE website, Connecting the Dots, pulls together TESS, Common Core and the state's new accountability model.

He also said the Next Generation Science Standards would be publicly introduced in late November or early December. Arkansas is one of 26 states working on these new standards.

Fostering Empathy in Our Schools: A Conversation Around Bullying

Dr. Kimbrell said the State Board recognized the critical need to begin a conversation around bullying and asked for information on policies and procedures schools were using to address the statewide issue.

Dr. Tony Prothro, Assistant Executive Director of the Arkansas School Boards Association, discussed the work of ASBA in developing policies for schools. He said all but 12 school districts in the state were members of ASBA's policy service. He highlighted specific points in the policy and noted the policy was expanded to include cyber-bullying. Dr. Prothro said with the policy, the burden is placed on staff and students and there are consequences for licensed and classified staff that are neglectful in reporting bullying.

Dr. Barth commented that the model policy was excellent and asked about training for school personnel. Dr. Prothro said the training is not stand-alone, but is embedded in the culture of schools.

Ms. Mahoney said the El Dorado School District had used Rachel's Challenge and that it had worked well. Dr. Prothro agreed that Rachel's Challenge is an excellent organization and ASBA has considered bringing them into the state.

Ms. Reith asked if all school districts had filed their anti-bullying policies and if they were being held accountable for enforcement.

Dr. Kimbrell responded that the policies had been filed with the state, but local school boards were responsible for enforcing those policies.

Dr. Jerry Guess, Pulaski County Special School District Superintendent, and Deb Roush, PCSSD Communications Director, discussed the work their district was doing to combat bullying. Dr. Guess highlighted the campaign the Attorney General's office created and mentioned several programs his district has in place. Ms. Roush talked specifically about cyber-bullying. She explained that students are using Facebook, Twitter, YouTube and Instagram as a means for bullying. She recommended each school district have at least one person on staff fluent in social media, understanding how the kids use it and regularly checking and monitoring its use.

Dr. Kimbrell encouraged the State Board to use the information in their communities to communicate and raise awareness around bullying.

Consent Agenda

Ms. Gullett moved, seconded by Ms. Mahony, approval of the Consent Agenda. The motion carried unanimously.

Items included in the Consent Agenda:

- Minutes of the October 8, 2012, Board Meeting
- Commitment to Principles of Desegregation Settlement Agreement: Report on the Execution of the Implementation Plan
- Newly Employed, Promotions and Separations
- Waivers for Teachers Teaching out of Area
- Progress Report on the Status of Districts Classified in Fiscal Distress
- Sanction for Teachers as Recommended by the Professional Licensure Board
 - Iryna S. Andrews
 - Steven Wayne Perkins
 - Susan Lane Buckner

Action Agenda

(Complete records of the hearings are available in the State Board office.)

Consideration of Request for Open Enrollment Charter: Exalt Academy of Pine Bluff

Mary Perry, Charter Schools Program Director, introduced a request from Exalt Education, Inc. for the proposed Exalt Academy of Pine Bluff, an open enrollment charter school to be located within the Pine Bluff School District. The proposed school will serve Grades K-8 with a maximum enrollment of 540 students.

Ben Lindquist, Founder and Director of Exalt, said the school would target at-risk students and was proposing to serve only Grades K-3 in its opening year.

Rudolph Howard with the Pine Bluff School District spoke in opposition saying the district was under new leadership and working diligently to address the needs of students. He said the proposed school did not appear to offer anything new.

Board members cited concerns with transportation of students and the potential impact on the neighboring Dollarway School District.

Ms. Mahony moved, seconded by Ms. Gullett, to deny the application. The motion carried five to two in a roll call vote.

Gullett—yes
Barth—yes
Ledbetter—no

Mahony—yes
Newton—yes
Reith—yes
Saviers—no

Consideration of Request for Open Enrollment Charter: KidSmart Cultural Arts Charter, Little Rock, Arkansas

Ms. Perry introduced a request from KidSmart Educational Services for the proposed KidSmart Cultural Arts Charter, an open enrollment charter school to be located within the Little Rock School District. The proposed school will serve Grades K-8 with a maximum enrollment of 300 students.

Tiffany Pettus, representing KidSmart, said the school would focus on bilingual education, literacy, science, mathematics and technology.

Chris Heller, attorney for the Little Rock School District spoke in opposition saying charter schools in the city violate the 1988 settle agreement that governs desegregation efforts in the district and surrounding school districts. He also cited inconsistencies in the proposed charter's budget.

Board members expressed concerns with the proposed school's curriculum and budget.

Mr. Ledbetter moved, seconded by Ms. Saviers, to deny the application. The motion carried unanimously.

Consideration of Request for Open Enrollment Charter: America's Charter School, Lincoln, Arkansas

Ms. Perry introduced a request from America's Charter School-Arkansas for the proposed America's Charter School, an open enrollment charter school to be located within the Lincoln School District. The proposed school will serve Grades 8-12 with a maximum enrollment of 500 students.

Dr. Frank Holman, representing America's Charter, said the school would serve students under the four pillars of the application:

- Pillar 1: High Tech using one-to one-computers, digital resources and the latest technology delivery
- Pillar 2: Teacher Advancement Program – all teachers will use the latest best practices portal and research of the TAP program with curriculum, instruction, assessments, and accountability for performance based initiatives (TAP portal)
- Pillar 3: New Tech Model of Project Based Learning (PBL) and collaborative 21st Century tools for learning using the ECHO system with numerous rubrics and projects in the library
- Pillar 4: College and Career readiness curriculum to prepare students to be

successful for an Associate Degree of Career Technical Education experiences or industry certification

Dr. Holman said students would do most of their studies and group projects online with support from teachers. The program would target students in Washington and Benton counties who have left school or are likely to leave before graduation.

Board members expressed concerns with the proposal's incomplete information.

Ms. Newton moved to approve the application and have Dr. Holman work with Department staff to resolve the areas of concern.

Mr. Ledbetter offered a substitute motion, seconded by Dr. Barth, to table the application and give the applicant time to work with the Department to resolve the concerns. The motion carried unanimously.

Consideration of Request for Open Enrollment Charter: Northwest Arkansas Classical Academy, Bentonville, Arkansas

Ms. Perry introduced a request from Responsive Education Solutions for the proposed Northwest Arkansas Classical Academy, an open enrollment charter school to be located within the Bentonville School District. The proposed school will serve Grades K-12 with a maximum enrollment of 685 students.

Chuck Cook, Chief Executive Officer of Responsive Education, said the school would serve students in Grades K-8 the first year and then add a grade each year until the school serves Grades K-12. He said the majority of students would likely come from the Bentonville School District and might be a student body that is low minority and relatively affluent.

Parents from the Bentonville School District spoke in favor of the proposed school citing overcrowding in their resident district as the reason for need of other options for educating their children.

There was no opposition from the Bentonville School District or surrounding districts.

Dr. Barth moved, seconded by Ms. Saviers, to approve the application. The motion carried unanimously.

Consideration of Request for Open Enrollment Charter: Premier High School of Little Rock, Little Rock, Arkansas

Ms. Perry introduced a request from Responsive Education Solutions for the proposed Premier High School of Little Rock, an open enrollment charter school to be located within the Little Rock School District. The proposed school will serve Grades 9-12 with a maximum enrollment of 240 students.

Chuck Cook, Chief Executive Officer of Responsive Education, said the school would be located on the Arkansas Baptist College campus and target dropouts and students at risk of dropping out. The proposed school will use self-directed and teacher-led instruction in a setting where there is one-to-one computer-to-student ratio. The course materials are written by Responsive Ed.

Speaking in favor of the proposed school, Dr. Fitz Hill, Arkansas Baptist College President, said the school would be a perfect fit for the community and the perfect approach to making a difference for those students in greatest need.

Chris Heller spoke in opposition for the Little Rock and Pulaski County Special school districts.

Ms. Mahony expressed her concern for underage students on a college campus.

Mr. Ledbetter moved, seconded by Ms. Saviers, to approve the application. The motion carried six to one in a roll call vote.

Ledbetter—yes
Mahony—no
Saviers—yes
Barth—yes
Reith—yes
Gullett—yes
Newton—yes

Consideration of Request for Open Enrollment Charter: Quest Middle School of Pine Bluff, Pine Bluff, Arkansas

Ms. Perry introduced a request from Responsive Education Solutions for the proposed Quest Middle School of Pine Bluff, an open enrollment charter school to be located within the Dollarway School District. The proposed school will serve Grades 5-8 with a maximum enrollment of 460 students.

Chuck Cook, Chief Executive Officer of Responsive Education, said the school would open serving Grades 5-8 but plans to expand to the maximum enrollment of 460 students through Grade 12 over time.

Pine Bluff resident Larry Freeman spoke in favor of the proposal saying it would give students a love of learning and the love of success.

Board members expressed their belief that the school would negatively impact the Dollarway School District, a school already experiencing declining enrollment.

Ms. Newton moved, seconded by Ms. Gullett to approve the application. The motion carried five to three in a roll call vote.

Cooper—yes

Ledbetter—yes
Mahony—No
Saviers—Yes
Barth—No
Reith—No
Newton—yes
Gullett—yes

Consideration for Final Approval: Arkansas Department of Education Rules Governing Consolidation and Annexation of School Districts

Ark. Code Ann. § 6-13-1608(f) states that a school district may not incur debt without the prior written approval of the Arkansas Department of Education (ADE) if the school district is identified by the ADE as having fewer than three hundred fifty (350) students according to the school district’s average daily membership in the school year immediately preceding the current school year. ADE staff recommended the rules be revised to include a definition of “debt.” The proposed definition of “debt” can be found at Section 3.08 of the proposed rules. The State Board released the proposed rules for public comment September 10, 2012. A public hearing was held October 2, 2012. No comments were received.

Department staff requested that the State Board give its final approval to the proposed rules.

Dr. Barth moved, seconded by Ms. Mahony, final approval of the proposed rules. The motion carried unanimously.

Consideration for Final Approval: Arkansas Department of Education Rules Governing the Arkansas Comprehensive Testing, Assessment and Accountability Program and the Academic Distress Program

On July 9, 2012, the State Board approved for public comment certain revisions to the Arkansas Department of Education (ADE) Rules Governing the Arkansas Comprehensive Testing, Assessment and Accountability Program and the Academic Distress Program. During the public comment period, it became necessary to revise and clarify certain provisions of the proposed rules. Department staff revised the proposed rules to include a procedure for notification to school districts of their preliminary statuses and to allow time for school districts to review data upon which their statuses were based (See Section 13.10). The State Board released the proposed rules for public comment September 10, 2012. A public hearing was held October 2, 2012. The public comment period expired October 16, 2012. No changes were made to the proposed rules based upon the public comments received.

Department staff requested that the State Board give its final approval to the proposed rules.

Mr. Ledbetter said the rules had real significance in what the state was trying to do to

hold more schools accountable. He wanted to be informed if the Rules Committee failed to move forward.

Mr. Ledbetter moved, seconded by Ms. Gullett, final approval of the proposed rules. The motion carried unanimously.

Consideration for Final Approval: Repeal of Arkansas Department of Education Rules and Regulations Arkansas Compulsory Attendance Requirements

On September 10, 2012, the State Board released for public comment the proposed repeal of these outdated, superseded rules. A public hearing was held October 2, 2012, but no comments were received.

Department staff requested that the State Board give its final approval to repeal these rules.

Ms. Gullett moved, seconded by Ms. Reith, final approval of the rules. The motion carried unanimously.

Reconsideration of Closure of Gillette Elementary School

As a member of the prevailing side of the issue that came before the State Board at the October meeting, Mr. Ledbetter asked that the closure of the Gillette Elementary School be placed on the agenda for the December meeting. He also asked that all parties present for the October hearing be notified to reappear and go through some of the issues that had been brought to light since that meeting.

Mr. Cooper directed the placement of the item on the December agenda.

Adjournment

The meeting adjourned at 4:51 p.m.

These minutes were recorded by Phyllis Stewart.

ADE'S PROJECT MANAGEMENT TOOL EXECUTIVE SUMMARY
NOVEMBER 30, 2012

This document summarizes the progress that ADE has made in complying with the provisions of the Implementation Plan during the month of November 2012.

IMPLEMENTATION PHASE ACTIVITY

I. Financial Obligations

- A. As of October 31, 2012, State Foundation Funding payments paid for FY 12/13 totaled \$16,601,013 to LRSD, \$9,357,540 to NLRSD, and \$11,576,697 to PCSSD.
- B. As of October 31, 2012, the Magnet Operational Charge paid for FY 12/13 totaled \$5,222,928. The allotment for FY 12/13 was \$14,363,041.
- C. As of October 31, 2012, the M-to-M incentive checks paid for FY 12/13 totaled \$1,349,880 to LRSD, \$1,272,216 to NLRSD, and \$3,149,832 to PCSSD.
- D. ADE pays districts three equal installments each year for their transportation budgets. North Little Rock was overpaid \$271,487.69 over the last two payments. The current payment reflects what is due less the amount of the overpayment.
 - 1. In December 2011, General Finance made the last one-third payment to the Districts for their FY 10/11 transportation budget. As of December 31, 2011, transportation payments for FY 10/11 totaled \$3,977,759.00 to LRSD, \$1,456,077.37 to NLRSD, and \$2,320,249.40 to PCSSD.
 - 2. In December 2011, General Finance made the first one-third payment to the Districts for their FY 11/12 transportation budget. As of December 31, 2011, transportation payments for FY 11/12 totaled \$1,297,333.34 to LRSD, \$515,623.32 to NLRSD, and \$889,000.35 to PCSSD.
 - 3. In February 2012, General Finance made the second one-third payment to the Districts for their FY 11/12 transportation budget. As of February 29, 2012, transportation payments for FY 11/12 totaled \$2,594,666.67 to LRSD, \$689,693.05 to NLRSD, and \$1,778,000.70 to PCSSD.
- E. The sixteen (16) new Magnet and M-to-M buses have been delivered to the districts. The following is a breakdown of the buses by district.

LR	Six (6) 65 passenger buses
NLR	Two (2) 65 passenger buses
PCSSD	Three (3) 65 passenger buses
	Three (3) 47 passenger buses

The following is a breakdown of the buses that have been turned back in and delivered to Marketing & Redistribution for sale.

- | | |
|-------|---------------------------|
| LR | turned in eight (8) buses |
| NLR | turned in two (2) buses |
| PCSSD | turned in eight (8) buses |

I. *Financial Obligations (Continued)*

- F. In July 2012, Finance paid the Magnet Review Committee \$92,500. This was the total amount due for FY12/13.
- G. In July 2012, Finance paid the Office of Desegregation Monitoring \$200,000. This was the total amount due for FY 12/13.

II. *Monitoring Compensatory Education*

(Corrected from October 2012 PMT) - On October 4, 2012, the ADE Implementation Phase Working Group met to review the Implementation Phase activities from the previous quarter. Mr. Willie Morris, ADE Lead Planner for Desegregation, updated the group on all relevant desegregation issues. Ms. Kendra Clay, ADE Attorney, briefed the group on two pending desegregation case issues: (1) Little Rock School District's Motion to Enforce the 1989 Settlement Agreement related to charter schools; and (2) The State of Arkansas's Motion for Release from the 1989 Settlement Agreement. Mr. Morris stated that initially three (3) charter schools could be located in each Congressional district. Pulaski County has the majority of the open-enrollment charter schools. LRSD and PCSSD are against some open-enrollment charter schools because they maintain that the charter schools have a negative effect on desegregation. Some parties in the desegregation case have argued that the Charter School and School Choice laws may have a negative effect on desegregation. ADE continues to provide assistance to the parties such as technical support and minority recruitment because teachers are needed in the hard to recruit areas. There are nine (9) non-unitary items in PCSSD that keep them from becoming totally unitary, such as staffing, recruitment and school climate, etc. ADE has been asked to monitor the nine (9) non-unitary items which will begin soon. The ADE Implementation Phase Working Group then reviewed current events and recent newspaper articles, including LRSD's plan to build a junior high school in West Little Rock and replace or rebuild McClellan High School. The next Implementation Phase Working Group Meeting is scheduled for January 10, 2013 at 1:30 p.m. in room 201-A at the ADE.

III. *A Petition for Election for LRSD will be Supported Should a Millage be Required*

Ongoing. All court pleadings are monitored monthly.

IV. *Repeal Statutes and Regulations that Impede Desegregation*

In June 2011, the ADE sent letters to the school districts in Pulaski County asking if there were any new laws or regulations that may impede desegregation. The districts were asked to review laws passed during the 88th Legislative Session, and any new ADE rules or regulations.

V. *Commitment to Principles*

On November 1, 2012, the Arkansas State Board of Education reviewed and approved the PMT and its Executive Summary for the month of October.

VI. *Remediation - Evaluate the impact of the use of resources for technical assistance*

On October 19, 2012, Dr. Andre Guerrero provided training on Working with Latino Families. The training was an overview of cultural and linguistic considerations necessary for successful communication and participation with Latino families. The training was held at Forest Heights Middle School in the Little Rock School District.

VI. Remediation - Evaluate the impact of the use of resources for technical assistance (Continued)

On October 22-26, 2012, Questar Assessment, Inc. provided training on Augmented Benchmark Workshops. The training consisted of a professional development workshop for test development and report interpretation. Each district was invited to send attendees in each content area. The training was held at the Holiday Inn Airport in Little Rock.

On October 23, 2012, Suzanne Knowles and Sherri Thorne provided training on Formative Assessment/Observation Protocols. The training was an overview of formative assessment/observation protocols for self and peer assessment. The training was held at Wilbur D. Mills High School in the Pulaski County Special School District.

On October 25, 2012, Dr. Pamela Byrd provided training on National Assessment of Educational Progress (NAEP). The training was an overview for 12th grade students and their parents. The training took place at McClellan High School in the Little Rock School District.

On November 1-2, 2012, Questar Assessment, Inc. conducted a webinar of Online Algebra I Retest. The webinar provided training for Test Administrators in the administration of the online alternative test for Algebra I. Little Rock School District and Pulaski County Special School District participated.

VII. Test Validation

The Arkansas Department of Education (ADE) has, for over fifteen (15) years, implemented a rigorous, statistically sound and nationally recognized process for developing questions for its state standardized assessments. This process continues on an ongoing basis.

Before a question appears on a state standardized exam to measure student achievement, the question must survive a strict review process that lasts at least two (2) years. The process includes a review of each draft question by an internal team of ADE content specialists, a Content Committee, a Bias Review Committee and a Committee of Practitioners. The ADE also relies upon trained psychometricians, a Technical Advisory Committee (TAC), and the federal peer review process to conduct ongoing evaluations of the ADE's standardized testing procedures to ensure that those procedures are reliable, valid and controlled for bias.

Part of the two-year review process includes a review of each draft test question by the Bias Review Committee. The committee specifically reviews each draft test question for bias or lack of cultural sensitivity. The Bias Review Committee consists of approximately ten (10) educators, program specialists and administrators from throughout Arkansas. This committee is responsible for reviewing all reading passages, test questions, and writing prompts to make certain that the questions are controlled for bias and are not insensitive to specific groups or individuals. Once each draft question is field tested, the Bias Review Committee meets again to review the results using student data disaggregated by demographic group to review indications of possible bias with regard to a particular question. The Bias Review Committee has the power to reject a draft question altogether or require the draft question to be revised. If the Bias Review Committee orders a draft question to be revised, the entire two-year review process begins anew.

Only a draft question that has been found acceptable at every stage of the bias review process may be placed on an operational test to measure student achievement.

VIII. In-Service Training

On October 23, 2012, ADE made a site visit to Harris Elementary in the Pulaski County Special School District regarding Priority School Support. ADE School Improvement Specialists, Arkansas Leadership Academy (ALA), and district personnel met with the Harris Elementary Leadership Team to support the development and implementation of the Priority Intervention Plan (PIP) targeting the following areas; 1) Review of the Scholastic Audit and alignment to indicators on INIDISTAR (digital planning tool for Priority Schools); 2) Elements of lesson plans teachers are expected to include and schedule for submitting to Dr. Bell, Principal; 3) Plan for assisting teachers in how to develop clear teaching and learning objectives; 4) Plan for monitoring progress towards meeting goals in the action plan; and 5) Focus for classroom walk-through observations that support targeted areas of need. The presenters were Dr. Bell, Principal; Jerry Vaughn, ALA; Camile Wyllia and Karyl Bearden, ADE. The audience was the Harris Elementary Leadership Team, ADE School Improvement Support Team and Arkansas Leadership Academy (ALA).

On October 23, 2012, ADE made a site visit to Wilbur D. Mills High School in the Pulaski County Special School District regarding Literacy Design Collaborative (LDC). The ADE provided support, coaching and professional development. The presenters were Keith Harris, UALR; Sherri Thorne and Suzanne Knowles. The audience was Dr. Veronica Perkins, Principal; Samantha Newkirk, English Teacher; Dr. Carlethia Houston and Jeremy Jenkins, Science Teachers; and Erma Cummings, Career and Technical Education (CTE) Teacher.

On October 23, 2012, ADE conducted a meeting with Dr. Morris Holmes, Dr. Dennis Glasgow and Focus School Principals and Instructional Coaches at the Little Rock School District Instructional Resource Center. The meeting regarded discussing the roles and responsibilities of all stakeholders in the Focus Schools. The presenters were Dr. Andrea Kelly and Kathy Mascuilli, ADE. The audience was Dr. Morris Holmes, Superintendent, Dr. Dennis Glasgow, Focus School Principals and Focus School Instructional Coaches.

On October 24, 2012, ADE made a site visit to Robinson High School in the Pulaski County Special School District regarding Literacy Design Collaborative (LDC). The ADE provided support, coaching and professional development. The presenters were Keith Harris, UALR and Sherri Thorne. The audience was Mary Carolyn Bailey, Principal; Eleanor Jester, Instructional Facilitator; Brady Bratcher, Social Studies Teacher; Jill Wingfield, Science Teacher; Sherry Harris, English Teacher and Barbara Miner, Jobs for Arkansas Graduates (JAG) Teacher.

On October 24, 2012, ADE made a site visit to Wilbur D. Mills High School in the Pulaski County Special School District regarding Priority School Support. The School Improvement Specialists, Arkansas Leadership Academy (ALA), and district personnel met with Wilbur D. Mills High School's Professional Learning Community for English Language Arts and the school leadership team to support the development and implementation of the Priority Intervention Plan (PIP) targeting the following areas: 1) Using student data to plan core instruction and interventions; 2) Assess and prioritize indicators focusing on principal expectations and support; and 3) Using Arkansas classroom walk-through from the school principal, ADE, ALA, and PCSSD Program Advisors who observed classrooms and identified trends in data and discussed possible professional development needed. The presenters were Dr. Veronica Perkins, Principal; Dr. Delena Gammill, ALA; Camile Wyllia and Karyl Bearden, ADE. The audience was English Language Arts teachers; Wilbur D. Mills High School Leadership Team; ADE School Improvement Support Team; District Program Advisors and Arkansas Leadership Academy.

VIII. *In-Service Training (Continued)*

On October 26, 2012, ADE made a site visit to the Pulaski County Special School District Administration Building regarding Professional Learning Community for PCSSD Learning Services. ADE specialist participated in the technology training with learning services for PCSSD for the purpose of supporting teacher instruction and problem solving, as well as working with learning services to clarify and answer questions regarding ADE's support role in Priority and Focus Schools. The presenters were Dr. Linda Remele, Deputy Superintendent; Jennifer Beasley, Djuna Dudeck, Susan Fletcher and Ellie Sullivan, Program Advisors. The audience was PCSSD Learning Services.

On October 29, 2012, ADE made a site visit to Jacksonville Freshman Academy in the Pulaski County Special School District regarding Math Design Collaborative (MDC). The ADE conducted classroom visits (observations, pre- and post-conferences). The presenters were Jason Adair, Southern Regional Education Board (SREB) Consultant and Tim Brister, Arkansas Math Specialist. The audience was Lourdes Goodnight, Asst. Principal; Mindy Parker, Math Coach; Mr. Sousa, Interventionist; Jessica Richburg, Larry Burrows and Coach Mimms, Math Teachers.

On October 29, 2012, ADE made a site visit to Jacksonville High School in the Pulaski County Special School District regarding Literacy Design Collaborative (LDC). The ADE conducted classroom visits (observations, pre- post-conferences). The presenters were Jane Dearworth and Michele Snyder. The audience was Lourdes Goodnight and Chris Jones, Asst. Principals; Mrs. Lanius, English Teacher; Coach Jeremiah Clennon, Physical Science Teacher and Mr. Jurel Guffey, Career and Technical Education (CTE) Teacher.

On October 29, 2012, ADE made a site visit to Fuller Middle School in the Pulaski County Special School District regarding Focus School Support. ADE specialist met with Brent Mitchell, Principal, to initiate contact and identify schedules, protocols, and school needs. The school leadership team met to clarify ADE Specialist's role for support in the school as well as the needs of the students and teachers to assist in closing the achievement gap. The presenters were Brent Mitchell, Principal and Karyl Bearden, ADE. The audience was the school leadership team and ADE specialist.

On October 30, 2012, ADE made a site visit to the Pulaski County Special School District Administration Building regarding the school receiving the federal grant School Improvement Grant (SIG). The Jacksonville High School principal met with PCSSD technology specialists and directors to assess and plan for the purchase and implementation of new and existing technology. The primary purpose for this discussion targeted direct impact of proposed technology on student achievement and decision making based on sustainability of purchases after grant monies are no longer available. The presenters were Henry Anderson, Principal; Dr. Linda Remele, Deputy Superintendent and PCSSD Technology Team. The audience was the ADE specialist for Focus Schools.

On October 30, 2012, ADE participated in a Little Rock School District Administration Instructional Team Meeting at the Metropolitan Technology Center located in the Little Rock School District. The high school, middle school and elementary school instructional teams met with the ADE Specialist to discuss their work in the Focus Schools. The presenters were Dr. Morris Holmes, Superintendent and Dr. Andrea Kelly, ADE School Improvement Specialist. The audience was Dr. Morris Holmes, Dr. Dennis Glasgow, instructional teams and the ADE Specialist.

VIII. *In-Service Training (Continued)*

On October 31, 2012, ADE made a site visit to the Pulaski County Special School District Administration Building regarding PCSSD External Provider Meeting and District Leadership Team Meeting. Arkansas Leadership Academy (ALA), Arkansas Department of Education and PCSSD Administrators from district level, priority and focus schools met to gain an understanding of the roles each support provider will play and to develop the next steps in creating a systemic approach to improving student achievement. The district leadership team met with ADE to discuss and plan implementation and focus for future meetings. The presenters were Belinda Akin, ALA; Dr. Jerry Guess, PCSSD Superintendent; Dr. Linda Remele, Deputy Superintendent; Paula Rawls and Karyl Bearden, ADE. The audience was District and Building Administrators; Arkansas Leadership Academy (ALA) and Arkansas Department of Education.

On November 1, 2012, ADE made a site visit to Maumelle High School in the Pulaski County Special School District regarding Math Design Collaborative (MDC) classroom visit. The ADE conducted classroom observation of challenge lessons with pre- and post-conferences. The presenters were Jason Adair and Dan Molette, Southern Regional Education Board (SREB) Consultants and Tim Brister, Arkansas Math Specialist. The audience was math teachers.

On November 1, 2012, ADE made a site visit to Jacksonville High School in the Pulaski County Special School District regarding the School Improvement Grant Monitoring Leadership Team Meeting. 1) Members from ADE Federal Programs were presented with comprehensive reports and data from Jacksonville High School's leadership team regarding implementation and plans for specific interventions, support, and technology purchased through federal grant money. 2) The leadership team assessed and prioritized the indicators as facilitated by Arkansas Leadership Academy (ALA), Dr. Delena Gammill for the purpose of developing their Priority Intervention Plan (PIP). 3) The team then observed classrooms using the teacher evaluation tool from Charlotte Danielson's work, focusing on the instructional domain (3), component c: "Engaging Students in Learning". 4) Professional development and support for teachers based on previous and current observations that were discussed. The presenters were Henry Anderson, Principal; Bobby Lester, Jayne Green, and Kyron Jones, ADE. The audience was the leadership team; ADE Federal Program Administrators; ADE School Improvement Supervisor; ADE Professional Development Specialist and Arkansas Leadership Academy.

On November 1, 2012, ADE made a site visit to Bale Elementary School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the Focus School Principal and District-hired School Improvement Specialist to discuss the development of the targeted improvement plan for Focus Schools in the ACSIP plan. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Ericka McCarroll, Principal; Iciphine Jones, School Improvement Specialist for the Little Rock School District.

On November 1, 2012, ADE made a site visit to Central High School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the Focus School Principal and District-hired School Improvement Specialist to discuss the development of the targeted improvement plan for Focus Schools in the ACSIP plan. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Nancy Rousseau, Principal; and Dr. Phil Cook, District Assigned School Improvement Specialist.

On November 5, 2012, ADE made a site visit to Franklin Elementary School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the Focus School Principal to discuss the development of the targeted improvement plan for Focus Schools in the ACSIP plan. Classroom observations were conducted and discussed. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Cynthia Collins, Principal.

VIII. *In-Service Training (Continued)*

On November 6, 2012, ADE made a site visit to Stephens Elementary School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the Focus School Principal to discuss the development of the targeted improvement plan for Focus Schools in the ACSIP plan. Classroom observations were conducted and discussed. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Sharon Brooks, Principal.

On November 6, 2012, ADE made a site visit to Wakefield Elementary School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the Focus School Principal and Instructional Coaches to discuss the development of the targeted improvement plan for Focus Schools in the ACSIP plan. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Les Taylor, Principal; Jennifer Salinas, Literacy Coach and Connie Higgins, Math Coach.

On November 7, 2012, ADE made a site visit to Dunbar Middle School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the Focus School Principal to discuss the development of the targeted improvement plan for Focus Schools in the ACSIP plan. Classroom observations were conducted and discussed. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Eunice Thrasher, Principal.

On November 12, 2012, ADE made a site visit to Bale Elementary School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the principal, school improvement specialist for the district and instructional coaches. The specialist and principal went through the targeted improvement plan to check the progress on the interim measurable objectives. A meeting with the instructional coaches and school improvement specialist was held to discuss how student achievement is being impacted by actions in the targeted improvement plan. Classroom observations were conducted and debriefed. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Ericka McCarroll, Principal; Iciphine Jones, School Improvement Specialist for the Little Rock School District; Nita Gray, Literacy Coach and Ms. Harriett Harris, Math Coach.

On November 13, 2012, ADE made a site visit to Pulaski Heights Middle School in the Little Rock School District regarding Focus Schools. ADE Specialist met with the principal and literacy coach to discuss the Elementary and Secondary Education Act (ESEA) Flexibility timeline and the targeted improvement plan for Focus Schools. A return visit date was set. The presenter was Kathy Mascuilli, Professional Development Specialist. The audience was Dr. Suzanne Ross, Principal; Linda Dove, Southern Regional Education Board (SREB) consultant and Debra Brown, Literacy Coach.

IX. *Financial Assistance to Minority Teacher Candidates*

On June 27, 2012, a listing of all Spring 2012 Minority Graduates from Arkansas Colleges/Universities was sent to three (3) Pulaski County School Districts.

X. *Financial Assistance to Minority Teacher Candidates*

On April 12, 2012, Ms. Lisa Smith of the Arkansas Department of Higher Education reported Minority Scholarships for Fiscal Year 2011-2012 have been phased out and no awards were given. These included the State Teacher Assistance Resource (STAR) Program, the Minority Teacher Scholars (MTS) Program, and the Minority Masters Fellows (MMF) Program.

XI. *Minority Recruitment of ADE Staff*

The MRC met on July 9, 2012 at the ADE. The MRC plan calls for ADE to maintain a 25% minority (black) employment rate in each division of the department and in the department as a whole for employees rated at Grade 21 and above (not including Grade 99's). Due to the revision in the employee grade system by the Office of Personnel Management, Grades C121 to C130 were used for the purpose of this report. A graph was also presented that showed the percentage of black, white and other employees for the ADE as a whole and by division. During the quarter ending June 30, 2012, two of the divisions, Central Administration and Accountability exceeded the 25% threshold. The ADE as a whole was 20% Black.

XII. *School Construction*

This goal is completed. No additional reporting is required.

XIII. *Assist PCSSD by communicating with local colleges and universities to facilitate lowering the cost of Black History course offerings to its certified staff*

Goal completed as of June 1995.

XIV. *Scattered Site Housing*

This goal is completed. No additional reporting is required.

XV. *Standardized Test Selection to Determine Loan Forgiveness*

Goal completed as of March 2001.

XVI. *Monitor School Improvement Plans - Follow-up and assist schools that have difficulty realizing their school improvement objectives*

On August 25, 2011, ADE staff held an ACSIP meeting at NLRSD. The meeting was held in Kristie Ratliff's office to discuss ACSIP requirements. Diane Gross discussed priorities, interventions, and actions and stressed that actions in the ACSIP plan must be very focused and clear. It was suggested that NLRSD put the budget codes in the action for the Bookkeeper's reference when paying out. The Peer Review Process for approving building plans was discussed.

In addition to the ACSIP, discussions were held about Title III and State ELL expenditures and making sure monies are being spent in a way the EL students are being served. The need for spending the dollars in the buildings where the students are located was also pointed out.

XVII. *Data Collection*

The ADE Office of Public School Academic Accountability has released the 2010 Arkansas School Performance Report (Report Card). The purpose of the Arkansas School Performance Report is to generally improve public school accountability, to provide benchmarks for measuring individual school improvement, and to empower parents and guardians of children enrolled in Arkansas public schools by providing them with the information to judge the quality of their schools. The Department of Education annually produces a school performance report for each individual public school in the state.

XVIII. *Work with the Parties and ODM to Develop Proposed Revisions to ADE's Monitoring and Reporting Obligations*

On October 10, 2012, the ADE participated in a Desegregation Monitoring and Assistance Plan Meeting. Those in attendance were Margie Powell, Aleta Fletcher, Robert Carrillo, Tommy Farmer, Derek Scott, Brad Montgomery, Sherman Whitfield, Terri Rogers and Dr. Brenda Bowles. During the meeting the following items were discussed:

XVIII. Work with the Parties and ODM to Develop Proposed Revisions to ADE's Monitoring and Reporting Obligations (Continued)

- Dr. Bowles introduced Derek Scott, Chief Operations Officer, and his attendees. She explained the purpose of the meeting was to provide an update on monitoring Section H. Facilities.
- Mr. Scott stated that the district had implemented a new process for ensuring the cleanliness of school buildings and grounds. He provided a copy of the District's Custodial Inspection Form used by the supervisors to monitor the cleanliness of school buildings and grounds. Mr. Farmer and Mr. Carrillo are the new custodial and grounds supervisors. They order supplies, make sure buildings and grounds are clean, supervise custodians with input from building principals, facilitate repairs of broken equipment, etc. Mr. Scott would like to see more employees added to supervisory roles because eighteen (18) schools is a lot for two (2) people to handle. He would like to have at least one (1) more person.
- Ms. Powell stated that she has noticed a huge improvement in the grounds and commended the District on its efforts. She asked if there were incentives for schools who consistently receive outstanding ratings. She asked if the District was just looking for neatness and cleanliness or other things like building repairs.
- Mr. Montgomery stated that the District is trying to make a paradigm shift, would like to purchase new equipment because \$28,000 was spent replacing equipment last year. The budget was increased for this school year. He stated that the District is working to have seasoned custodians who do a good job and teach the new custodians. There is no training for new custodians at this time; however Mr. Farmer and Mr. Carrillo are developing a training component for new custodians.

The next meeting is tentatively scheduled for **Wednesday, October 24, 2012 at 2:30 p.m.** in the Equity and Pupil Services Conference Room.

NEWLY EMPLOYED FOR THE PERIOD OF October 12, 2012– November 16, 2012

Robert Abernathy – Statistical Analysis Manager, Grade C121, Division of Fiscal and Administrative Services, State LEA Funding/Loans and Bonds, effective 11/13/12.

Stephanie Alsbrook – Nutritionist Consultant, Grade C121, Division of Fiscal and Administrative Services, Child Nutrition, effective 10/15/12.

***Anastashia Flowers – Administrative Specialist III, Grade C112, Division of Research and Technology, Data Quality and Management, effective 10/29/12.**

***Vanessa Hatcher – APSCN Field Analyst, Grade C121, Arkansas Public School Computer Network (APSCN), effective 10/15/12.**

Katelyn Spitz – Administrative Specialist III, Grade C112, Division of Fiscal and Administrative Services, Financial Accountability and Reporting, effective 10/29/12.

PROMOTIONS/DEMOTION/LATERALTRANSFERS FOR THE PERIOD OF October 12, 2012– November 16, 2012

Laura Green – from ADE Program Administrator, Grade C124, Division of Learning Services, Federal Programs, to Public School Program Manager, Grade C126, Division of Learning Services, Federal Programs, effective 10/15/12.

Charlotte Nichols – from APSCN Field Analyst, Grade C121, Division of Fiscal and Administrative Services, Arkansas Public School Computer Network (APSCN), to Information Systems Business Analyst, Grade 122, Division of Fiscal and Administrative Services, APSCN, effective 11/05/12.

SEPARATIONS FOR THE PERIOD OF October 12, 2012– November 16, 2012

***Taffey Smith – Administrative Specialist II, Grade C109, Division of Learning Services, Special Education, effective 10/30/12. 1 Year, 1 month, 24 days. 01**

Melissa Wilson – Public School Program Advisor, Grade C122, Division of Learning Services, Professional Development, effective 11/09/12. 6 Years, 6 months, 29 days. 01

***Minority**

AASIS Codes:

01- Voluntary

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	#Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
1701	Alma School District	1	Dean, Megan	Middle Childhood Education	230	Sp Education Instructional Specialist 4-12	12-13	Granted
	Ark. School For The Deaf	1	Mann-Dale, Lorette	English 7-12, ESL P-12, Special Ed Hearing	114	Speech Endorsement 7-12	11-12 12-13	Denied
	Benton County School of the Arts	2	Strestha, Tracy	ECE P-4, Middle Childhood Education	230	Sp Education Instructional Specialist 4-12	12-13	Granted
			Strestha, Tracy	ECE P-4, Middle Childhood Education	231	Sp Ed Ech Inst Specialist P-4	12-13	Granted
3301	Calico Rock School District	4	Russell, Buffy	Special Education, FACS	295	Library Media Science P-8	11-12 12-13	Granted
			Russell, Buffy	Special Education, FACS	296	Library Media Science 7-12	11-12 12-13	Granted
			Russell, Buffy	Special Education, FACS	305	Gifted & Talented P-8	12-13	Granted
			Russell, Buffy	Special Education, FACS	306	Gifted & Talented 7- 12	12-13	Granted
5707	Cossatot River School District	1	Mendoza, Kaela	FACS 7-12	411	Career Orientation Endorsement 7-12	12-13	Granted

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	#Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
4102	Foreman School District	2	McCastlain, Dedra	ECE P-4, ESL P-12	002	English/Language/Social Studies 4-8	12-13	Granted
	Foreman School District Continued			ECE P-4, ESL P-12		168		
	Forrester-Davis Development Center	1	Blackard, Chanda	ECE P-4	231	Sp Ed Ech Inst Specialist P-4	11-12	Granted
							12-13	
0404	Friendship Community Care	1	Cutler, Melissa	ECE P-4	231	Sp Ed Ech Inst Specialist P-4	10-11	Denied
							11-12	
0404	Gravette School District	1	Childress, Dan	Social Studies 7-12	166	English/ Language/ Arts 7-12	12-13	Granted
0203	Hamburg School District	2	Temple, Vickie	Elementary K-6	203	Vocal Music P-8	12-13	Granted
6202	Hughes School District	1	Temple, Vickie	Elementary K-6	205	Instrumental Music P-8	12-13	Granted
2604	Jessieville School District	1	Owens, Sheryl	Secondary Principal, Social Studies 7-12, Guidance Counselor 7-12	311	District Administrator P-12	12-13	Granted
0506	Lead Hill School District	1	Riley, Stephanie	English 7-12	200	Mathematics 7-12	12-13	Granted
7205	Lincoln School District	1	Huddleston, Stephanie	Middle Childhood Education	200	Mathematics 7-12	11-12	Granted
7205	Lincoln School District	1	Sebastian, Melody	Elementary 1-6, Middle Childhood Education	239	Curriculum/Prog/Adm /Curriculum P-12	12-13	Denied

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	# Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
6001	Little Rock School District	4	Cole, Bettye	Social Studies 7-12, Mathematics 7-12	230	Sp Education Instructional Specialist 4-12	12-13	Granted
	Little Rock School District Continued		Dixon, Sarah	English 7-12	298	Reading 7-12	12-13	Granted
			Parker, Tammy	MS English	002	English/Language/Social Studies 4-8	12-13	Granted
			Whitehead, Jennifer	Middle Childhood Education	001	Early Childhood Education P-4	12-13	Granted
4301	Lonoke School District	1	Buffalo, Linda	Language Arts 7-12	230	Sp Education Instructional Specialist 4-12	10-11 11-12 12-13	Denied
3004	Malvern School District	1	Campbell, Genia	FACS 7-12	410	Career Academy Endorsement 7-12	12-13	Granted
5703	Mena School District	1	Vizueth, Catalina	Middle Childhood Education	004	Spanish 7-12	12-13	Granted
1703	Mountainburg School District	2	Hoelscher, Racindy	Social Studies	166	English/ Language/ Arts 7-12	11-12 12-13	Granted
			Hooten, Terry	Spanish 7-12	108	Journalism 7-12	11-12 12-13	Granted
1611	Nettleton School District	1	Burrow, Dorothy	PE 4-12	235	Physical Education, Wellness & Leisure P-8	12-13	Granted
4203	Paris School District	8	Gilliam, Nicole	English 7-12, Social Studies 7-12	105	Grade 5/6 Endorsement (English)	11-12 12-13	Granted

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	# Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
			Gilliam, Nicole	English 7-12, Social Studies 7-12	106	Grade 5/6 Endorsement	11-12 12-13	Granted
			Harrison, Katie	ECE P-4	107	Grade 5/6 Endorsement (P-4)	12-13	Denied
			Knapp, Jessica	PE K-12	168	Science/Mathematics 4-8	11-12 12-13	Granted
			Lewis, Wendy	ECE P-4	231	Sp Ed Ech Inst Specialist P-4	12-13	Granted
			Sikes, Greta	ECE P-4	231	Sp Ed Ech Inst Specialist P-4	11-12 12-13	Granted
			Skaggs, DeAnna	ECE P-4	230	Sp Education Instructional Specialist 4-12	11-12 12-13	Granted
			Trusty, Casey	Special Ed P- 4	230	Sp Education Instructional Specialist 4-12	11-12 12-13	Granted
5804	Pottsville School District	1	Bruce, Amy	ECE P-4	107	Grade 5/6 Endorsement (P-4)	12-13	Granted
6006	Pulaski Co. Spec. School Dist.	4	Dennette, Russell	English/Langu age Arts 7-12	113	Drama Endorsement 7-12	12-13	Granted
			Newson, Jennifer	Elem 1-6, MS Social Studies	231	Sp Ed Ech Inst Specialist P-4	11-12 12-13	Granted
			Nichols, Nickey	Elem 1-6, Middle Childhood Education	239	Curriculum/Prog/Adm /Curriculum P-12	12-13	Granted

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	# Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
1613 Riverside School District		1	Ploszay, Joy	ECE P-4, Elem K-6, MS Social Studies	305	Gifted & Talented P-8	12-13	Granted
				ECE P-4	107	Grade 5/6 Endorsement (P-4)	10-11 11-12 12-13	Granted
				ECE P-4, Middle Childhood Education, Elementary K- 6	295	Library Media Science P-8	12-13	Granted
2705 Sheridan School District		2	Casey, Amy Lynette	ECE P-4, Middle Childhood Education, Elementary K- 6	296	Library Media Science 7-12	12-13	Granted
				ECE P-4, Middle Childhood Education, Elementary K- 6	224	Business Technology 4-8	12-13	Granted
				PE/Wellness/L eisure	225	Business Technology 7-12	12-13	Granted
4706 So. Miss. County School Dist.		5	Milligan, Amanda Milligan, Amanda	Elementary 1- 6, Special education P- 12	295	Library Media Science P-8	11-12 12-13	Granted
				Elementary 1- 6, Special education P- 12	295	Library Media Science P-8	11-12 12-13	Granted
				Elementary 1- 6, Special education P- 12	295	Library Media Science P-8	11-12 12-13	Granted

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	# Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
			Robinson, Ronna	Elementary 1-6, Special education P-12	296	Library Media Science 7-12	11-12 12-13	Granted
			Tomblin, Kimberly	ECE P-4	299	Guidance & Counseling P-8	10-11 11-12 12-13	Granted
2906	Spring Hill School District	1	McMaster, Jerry	Spec.P-12	167	Social Studies 7-12	11-12 12-13	Granted
5206	Stephens School District	2	McKinney, Damon	English 7-12	114	Speech Endorsement 7-12	12-13	Granted
	Stephens School District Continued		Owens, Gary O.	Secondary Principal	312	Building Administrator P-8	12-13	Denied
	Stuedlein Learning Center	1	Traywick, Rebecca	ECE P-4, 5th/6th Endorsement	231	Sp Ed Ech Inst Specialist P-4	10-11 11-12 12-13	Granted
4605	Texarkana School District	2	Sneed, Angela	English 7-12	002	English/Language/Social Studies 4-8	12-13	Granted
			Strom-Frank, Kathleen	PE/Wellness/Licensure P-12	230	Sp Education Instructional Specialist 4-12	12-13	Granted
5605	Trumann School District	1	Prater, Wendy	Special Ed P-12	320	Curr/Program Adm/Sped P-12	12-13	Granted
1705	Van Buren School District	11	Copeland, Caren	ECE P-4	230	Sp Education Instructional Specialist 4-12	10-11 11-12 12-13	Granted

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	# Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
Van Buren School District Continued			Courtney, Stephanie	Middle Childhood Education	230	Sp Education Instructional Specialist 4-12	11-12 12-13	Granted
			Cruz, Bertha J.	ECE P-4	168	Science/Mathematics 4-8	11-12 12-13	Granted
			Cruz, Bertha J.	ECE P-4	002	English/Language/So cial Studies 4-8	11-12 12-13	Granted
			Gabriel, Juan C	ECE P-4, 5th/6th Endorsement	230	Sp Education Instructional Specialist 4-12	11-12 12-13	Granted
			Harris, Penelope	Spanish P-12, Journalism, English, Drama/Speech, FACS, Counseling P- 12	230	Sp Education Instructional Specialist 4-12	10-11 11-12 12-13	Granted
			Higdon, Emily	ECE P-4	002	English/Language/So cial Studies 4-8	12-13	Granted
			Higdon, Emily	ECE P-4	168	Science/Mathematics 4-8	12-13	Granted
			McPhate, Sarah	ECE P-4	230	Sp Education Instructional Specialist 4-12	11-12 12-13	Granted

000000Additional Licensure Waiver Requests
2012-2013

December 2012 State Board Meeting

LEA	District	# Waivers Requested	Teacher	License Areas	ALP Code	Out of Area	Yrs ALP	Granted/ Denied
			Spears, Deanna	ECE P-4, Elem 1-6, Gifted Education P- 12, ESL P-12	203	Vocal Music P-8	12-13	Granted
			Spears, Deanna	ECE P-4, Elem 1-6, Gifted Education P- 12, ESL P-12	205	Instrumental Music P- 8	12-13	Granted
6401	Waldron School District	1	Lipham, Chris	PE K-12, Health 7-12	302	Building Level Administrator	5-12 12-13	Granted
1803	West Memphis School District	1	Perry, Altha	Business Technology 7- 12	411	Career Orientation Endorsement 7-12	12-13	Granted
	Youth Bridge, Inc.	1	Kennedy, Craig	Social Studies 7-12	230	Sp Education Instructional Specialist 4-12	11-12 12-13	Granted
35	Total # Waivers Requesting Waivers this Month	72	Total # Waivers Requested this Month			Total # Waivers Granted Total # Waivers Denied Total # Waivers Requested		66 6 72

**000000Long Term Substitute Requests
2012-2013 School Year
December 2012 State Board**

LEA	District	# Waivers Requested	Substitute Name	Subject	Teacher of Record	Granted/ Denied
5401	Barton-Lexa School District	1	Grantham, Christina	English	Bagley, Linda	Granted
6303	Bryant School District	2	Norris, Mary Quinn, Teresa	Social Studies Special Education	Harper, Barbara Swenson, Susan	Granted Denied
5502	Centerpoint School District	1	Martin, Steven Matthew	Sciences, Physical, Anatomy, Physiology, Environmental	Casper, Pamela	Granted
4802	Clarendon School District	1	Brown, CleAnn	Library Media K-6	Meacham, Dolores Ann	Granted
1101	Corning School District	1	Jolly, Misty	Business Tech/C.O.	Leone, Tracy	Granted
5901	Des Arc School District	1	Ritchie, Bennett	Science 7th, Physical Science, Physics	Hill, Elizabeth	Granted
5802	Dover School District	1	Clairday, Paulette	Science	Taylor, Alicia	Granted
5301	East End School District	1	Daves, Dwight	Environmental Science, Physical Science, Chemistry	Garrigus, Denise	Granted
7203	Fayetteville School District	2	Fischer, Kimberly White, Rachel	Elementary 2nd Grade	Anderson, Tanika Richard, Nicole	Granted Granted
6601	Fort Smith School District	1	Kincy, Danny	Engineering	Treat, William	Granted
2602	Fountain Lake School District	1	Kinsinger, Matthew	ALLE Facilitator	Gregory, Justin	Granted
0404	Gravette School District	1	Carson, Karaline	Journalism	Jones, Brandy	Granted
0503	Harrison School District	1	McCoy, DeeAnn	3rd Grade	Lieblong, Erin	Granted
2603	Hot Springs School District	2	Crystal Fustin Skaggs, Mary	8th Grade Science Elementary Music	Coleman, Erica LaFollette, Sean	Granted Granted
4401	Huntsville School District	1	McNamara, Michael	5th Grade	Mahan, Laura	Granted
5102	Jasper School District	1	Barron, Kailey	Secondary Science	Tunstall, Jackie	Granted
6605	Lavaca School District	1	Palmer, Sara	1st Grade	Staton, Caitlyn	Granted
6001	Little Rock School District	17	Cole, Bettye Eubanks, Lorrie Foster, Valerie Hannahs, Barbara Harrison, Ollie Henderson, Walter	Special Education Art Music Learning Skills Business Education Music	Goss, Carolyn Vacant Position Vacant Position Bates, Mickey Dodson, Vincent Heffington, Janelle	Granted Denied Denied Granted Granted Granted

**000000Long Term Substitute Requests
2012-2013 School Year
December 2012 State Board**

LEA	District	# Waivers Requested	Substitute Name	Subject	Teacher of Record	Granted/ Denied			
	Little Rock School District Continued		Layne, Tyree	Special Education	Hurst, Pamela	Granted			
			Lewis, Larry	Music	Vacant Position	Denied			
			Pennington, Allison	Kindergarten	Webb, Mary	Granted			
			Rainey, Derick	Music	Thomas, Sabonn	Granted			
			Ray, Jacquelyn	Gifted/Talented & Science	Vacant Position	Denied			
			Simmons, Adele	Grade 1	Elmore, Angela	Granted			
			Thompson, James	Electronics	Johnson, Harvey	Granted			
			Tyson, Dorothy	Grade 5	Beavers, Barbara	Granted			
			Ward, Judy	FACS	Carr, Patricia	Granted			
			Wells, Rita	Spanish	Vacant Position	Denied			
			White, Victor	Music	Vacant Position	Denied			
			2501	Mammoth Spring School District	1	Ragsdale, Laeryn	Speech Asst./Special Education	Skaggs, Haley	Granted
			6002	N. Little Rock School District	3	Amberg, Brandy	4th Grade	Fleisher, Lindsey	Granted
						Chambers, Brian	Speech/Drama	Rafferty, Melissa	Granted
			Stoll, Stacy	4th Grade	Bearden, Sabra	Granted			
7006	Norphlet School District	1	Eckert, Jean	Social Studies	Hagler, Sarah	Granted			
6205	Palestine-Wheatley Sch. Dist.	1	Walton, Erin	Spanish 9-12	Pickell, Britney	Granted			
3505	Pine Bluff School District	1	Johnson, Tiffany	English	Smth, Terry	Granted			
6052	Pulaski Co. Spec. School Dist.	1	Lacy, Kimberly	Mathematics	Ward, Lacy Lyn	Granted			
0405	Rogers School District	2	Patton, Karen	Art K-5	Funkhouser, Amanda	Granted			
			Westphal, Emily	4th Grade	Sidani, Sabrina	Granted			
5805	Russellville School District	1	Bloodworth, Tonya	Secondary Mathematics	Cousar, Elizabeth	Granted			
0406	Siloam Springs School District	1	Becan, Carol	Fifth Grade	Saylor, Heather	Granted			
1507	So. Conway Co. School District	1	Rasmussen, Todd	Social Studies	White, Nina	Granted			
2906	Spring Hill School District	1	Smith, Christina	Business Education	Britt, Lacy	Granted			
7207	Springdale School District	2	Butler, Steven	Special Education	McKeever, Shelly	Granted			
			Valdez, Sharon	Elementary Language Arts	Cavitt, Jamie	Granted			
5206	Stephens School District	1	Cross, Napoleon	Social Studies	Bradley, Richard	Granted			

**0000000 Long Term Substitute Requests
2012-2013 School Year
December 2012 State Board**

LEA	District	# Waivers Requested	Substitute Name	Subject	Teacher of Record	Granted/ Denied
0104	Stuttgart School District	5	Coleman, Leona	Middle School Math	Saranic, Laura	Granted
			Earney, Sherry	Physical Science	Williams, Marilyn	Denied
			Leus, Rene	Spanish	Dabbs, Kristian	Granted
			McClarty, Phillip	Physical Science	Williams, Marilyn	Granted
				Marketing, CTE,		
0602	Warren School District	1	Simpson, Gina	Accounting 1	Rogers, Jill	Denied
			Brown, Johnny	Middle School Science	Williams, Katie	Granted
1803	West Memphis School District	2	Bond, Delvestia	Special Education	Hatchett, Belynda	Granted
			Coats, Donna	Special Education	White, Lloyette	Granted
3510	White Hall School District	1	Works, Katie	English	Wendell, Sally	Granted
Total # Districts Requesting Long Term Substitutes this Month		63	Total # Long Term Substitutes Requested this Month			
36					Total # Substitute Requests Granted	54
					Total # Substitute Requests Denied	9
					Total # Substitute Requests this Month	63

Section 1
Second Lien Bonds

Arkansas Code Annotated (A. C. A.) § 6-20-1229 (b) states the following:

(b) All second-lien bonds issued by school districts shall have semi-annual interest payments with the first interest payment due within eight (8) months of the issuance of the second-lien bond. All second lien bonds shall be repaid on payment schedules that are either:

- (1) Equalized payments in which the annual payments are substantially equal in amount; or
- (2) Decelerated payments in which the annual payments decrease over the life of the schedule.

**STATE BOARD OF EDUCATION MEETING
DECEMBER 10, 2012
APPLICATIONS FOR COMMERCIAL BONDS**

COMMERCIAL BOND APPLICATIONS:

2 2nd Lien	\$	6,190,000.00
<hr/>		<hr/>
2	\$	6,190,000.00

**SCHOOL DISTRICTS FINANCIAL TRANSACTIONS
COMMERCIAL BONDS
2ND LIEN
RECOMMEND APPROVAL**

DISTRICT	COUNTY	ADM	AMOUNT OF APPLICATION	DEBT RATIO	TOTAL DEBT W/THIS APPLICATION	PURPOSE
Fort Smith	Sebastian	13,778	\$4,120,000	5.32%	\$74,884,718	Constructing and equipping new school facilities and renovating and equipping existing school facilities (\$4,000,000) and cost of issuance and underwriter's discount allowance (\$120,000).
Greenbrier	Faulkner	3,157	\$2,070,000	15.91%	\$33,522,686	Funding the District's portion of the following partnership project: constructing 10 classrooms at the high school (\$2,000,000); cost of issuance, and underwriter's discount allowance (\$70,000) with any remaining funds to be used for other capital projects and equipment purchases.

Section 2 Voted Bonds

Arkansas Code Annotated (A. C. A.) § 6-20-1201 states the following:

A school district may borrow money and issue negotiable bonds to repay borrowed moneys from school funds for: building and equipping school buildings; making additions and repairs to school buildings; purchasing sites for school buildings; purchasing new or used school buses; refurbishing school buses; providing professional development and training of teachers or other programs authorized under the federally recognized Qualified Zone Academy Bond program, 26 U.S.C. § 1397E; and paying off outstanding postdated warrants, installment contracts, revolving loans, and lease-purchase agreements, as provided by law.

**STATE BOARD OF EDUCATION MEETING
DECEMBER 10, 2012
APPLICATIONS FOR COMMERCIAL BONDS**

COMMERCIAL BOND APPLICATIONS:

1 Voted	\$ 54,595,000.00
1	\$ 54,595,000.00

**SCHOOL DISTRICTS FINANCIAL TRANSACTIONS
COMMERCIAL BONDS
VOTED
RECOMMEND APPROVAL**

DISTRICT	COUNTY	ADM	AMOUNT OF APPLICATION	DEBT RATIO	TOTAL DEBT W/THIS APPLICATION	PURPOSE
Lake Hamilton	Garland	4,291	\$54,595,000	18.92%	\$70,560,000	Refunding the February 1, 2001, January 1, 2004, July 1, 2004 and April 1, 2008 bond issues (\$13,165,000); funding the following partnership projects: building and equipping a new middle school (\$9,527,574), building and equipping a new Agriculture Science Building (\$1,732,684), constructing 10 new classrooms at the primary school (\$2,441,506), constructing 14 new classrooms at the junior high school (\$2,886,467), constructing 8 classrooms at the elementary school (\$1,814,412), installing a new district fire alarm system (\$507,597); funding the following non-partnership projects: constructing 8 classrooms and a cafeteria addition at the high school (\$2,932,193), replacing stadium lights and new band shell at the high school (\$500,700), and constructing a new multi-purpose arena (\$16,335,337); and cost of issuance, underwriter's discount allowance and escrow contingency (\$2,751,530) with any remaining funds to be used for other capital projects and/or equipment purchases.

**ARKANSAS STATE BOARD OF EDUCATION
CALENDAR**

January 2013 - December 2013

AGENDA ITEMS IDENTIFIED / ITEM DETAILS DRAFTED	ATTACHMENTS / MATERIALS TO BE POSTED ON NOVUSAGENDA DUE	DATE OF SUBMISSION TO WEB	MEETING DATE
December 21, 2012	December 28, 2012	January 4, 2013	January 14, 2013
January 18, 2013	January 23, 2013	February 1, 2013	February 11, 2013
February 15, 2013	February 20, 2013	March 1, 2013	March 11, 2013
March 15, 2013	March 20, 2013	March 27, 2013	April 8, 2013
April 19, 2013	April 22, 2013	May 3, 2013	May 13, 2013
May 17, 2013	May 21, 2013	May 31, 2013	June 10, 2013
June 14, 2013	June 19, 2013	June 28, 2013	July 8, 2013
July 19, 2013	July 24, 2013	August 2, 2013	August 12, 2013
August 16, 2013	August 21, 2013	August 30, 2013	September 9, 2013
September 20, 2013	September 25, 2013	October 4, 2013	October 14, 2013
October 11, 2013	October 16, 2013	October 25, 2013	November 4, 2013 *
November 15, 2013	November 20, 2013	November 29, 2013	December 9, 2013
* Veteran's Day is November 11, 2013			

DRAFT

STATE BOARD OF EDUCATION RESOLUTION

WHEREAS, more than 468,000 students attend public and charter schools in Arkansas; and

WHEREAS, the Arkansas State Board of Education acknowledges the importance of public education and its impact on our communities today and in the future; and

WHEREAS, the Arkansas State Board of Education recognizes the vital role of more than 1,450 elected local school board members who establish the mission and direction for their local districts and approve policies to guide their school systems; and

WHEREAS, school board members contribute countless hours of their time fulfilling their state-mandated roles and responsibilities; and

WHEREAS, school board members must make key decisions regarding the curriculum, instruction, finance and facilities of our public schools; and

WHEREAS, school board members employ and evaluate the superintendent, who has the daily responsibility for the operation of the school district; and

WHEREAS, school board members must participate in professional development every year in order to enhance their knowledge and skills related to their responsibilities;

NOW, THEREFORE, BE IT RESOLVED, That the Arkansas State Board of Education recognizes and salutes the members of local boards of education by proclaiming the month of January, 2013, as Arkansas School Board Member Recognition Month.



ARKANSAS DEPARTMENT OF EDUCATION

November 7, 2012

Dr. Tom W. Kimbrell
Commissioner

**State Board
of Education**

Jim Cooper
Melbourne
Chair

Brenda Gullett
Fayetteville
Vice Chair

Dr. Jay Barth
Little Rock

Joe Black
Newport

Sam Ledbetter
Little Rock

Alice Mahony
El Dorado

Toyce Newton
Crossett

Mireya Reith
Fayetteville

Vicki Saviers
Little Rock

Mr. Gary Wayman, Superintendent
DeWitt School District
1841 South Grandview Drive
DeWitt, Arkansas 72042

The Honorable Jared Holzhauer, Mayor
City of Gillett
P.O. Box 367
Gillett, Arkansas 72055

**Re: Notice of Possible Reconsideration of the Petition by the DeWitt
School District to Close the Gillett Elementary School
VIA REGULAR MAIL AND CERTIFIED MAIL**

Dear Superintendent Wayman and Mayor Holzhauer:

At the direction of the Arkansas State Board of Education (State Board), this letter is to notify you that the State Board will possibly reconsider the matter of the petition by the DeWitt School District to close the Gillett Elementary School. As you are aware, the State Board voted to deny that petition during its October 8, 2012 meeting.

The State Board will vote on whether to reconsider that action on **December 10, 2012 at 9:00 a.m.** The meeting will take place in the **Auditorium of the Arch Ford Education Building, Four Capitol Mall, Little Rock, Arkansas.** Should the State Board vote to reconsider its previous action on the petition, it will reopen its hearing on the matter. The State Board would conduct such a hearing pursuant to the legal authority and justification vested in it by Ark. Code Ann. § 6-20-602. Enclosed for your review are copies of Ark. Code Ann. § 6-20-602 and the Arkansas Department of Education Rules Governing the Closure of Isolated Schools.

You are requested to attend the meeting to address any questions of the State Board. Any materials you choose to submit to the State Board should be provided to my office **no later than 12:00 noon on November 20, 2012.** Please contact me at (501) 682-4227 should you require additional information.

Respectfully,

Jeremy C. Lasiter
General Counsel

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.org

Enclosures

cc (w/encls): Tom W. Kimbrell, Ed.D, Commissioner of Education
Mr. Tony Wood, Deputy Commissioner of Education
Ms. Phyllis Stewart, Chief of Staff and State Board of Education Liaison
Mr. Mike Dodson, DeWitt School Board
Mr. Kenneth Graves, DeWitt School Board
Mr. Brad Koen, DeWitt School Board
Mr. Johnny Lockley, DeWitt School Board
Mr. Bruce Morgan, DeWitt School Board
Mr. Barry Joe Wilson, DeWitt School Board
Ms. Shawanna Wansley, DeWitt School Board
Mr. Tripp Walter, Arkansas Public School Resource Center

**ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING THE CLOSURE OF ISOLATED SCHOOLS
September 2012**

1.00 PURPOSE

- 1.01 These rules shall be known as the Arkansas Department of Education Rules Governing the Closure of Isolated Schools.

2.00 AUTHORITY

- 2.01 The State Board of Education enacted these rules pursuant to Ark. Code Ann. §§ 6-11-105, 6-13-1603, 6-20-602 and 25-15-201 et seq.

3.00 DEFINITIONS

- 3.01 "Affected district" means a school district that:
- 3.01.1 Loses territory or students as a result of an administrative annexation; or
 - 3.01.2 Is involved in an administrative consolidation.
- 3.02 "Closure" means the cessation of use of an isolated school for the purpose of daily classroom instruction.
- 3.03 "Isolated school" means a school within a school district that:
- 3.03.1 Prior to administrative consolidation or annexation under Ark. Code Ann. § 6-13-1601 et seq. qualified as an isolated school district under Ark. Code Ann. § 6-20-601; and
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- 4.03 Upon receiving a petition for approval of a motion to close all or part of an isolated school under subdivisions 4.01.2 and 4.02 of these rules, the State Board shall have the authority to review and approve or disapprove the petition.

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*** received from the Arkansas Code Revision Commission through ***
*** June 12, 2012. ***

Title 6 Education
Subtitle 2. Elementary And Secondary Education Generally
Chapter 20 Finances
Subchapter 6 -- Local School District Isolated Funding

A.C.A. § 6-20-602 (2012)

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*** received from the Arkansas Code Revision Commission through ***

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ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING THE CLOSURE OF ISOLATED SCHOOLS
September 2012

1.00 PURPOSE

- 1.01 These rules shall be known as the Arkansas Department of Education Rules Governing the Closure of Isolated Schools.

2.00 AUTHORITY

- 2.01 The State Board of Education enacted these rules pursuant to Ark. Code Ann. §§ 6-11-105, 6-13-1603, 6-20-602 and 25-15-201 et seq.

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DEWITT SCHOOL DISTRICT
Gary Wayman, Superintendent
MEMBER NORTH CENTRAL ASSOCIATION

DIRECTORS

Johnny Lockley, President
Kenneth Graves
Shawanna Wansley, Secretary
Mike Dodson
Brad Koen
Bruce Morgan
Barry Joe Wilson, Vice President

Marty Weaver
DeWitt High School Principal
Greg Evans
DeWitt Middle School Principal
Robert Franks
DeWitt Elementary Principal
Vicki Reed
Gillett Elementary Principal

Response to Possible Private Donations
Pledged in Support of Gillett Elementary School Campus

The documents provided list contingent pledges of funds from seven entities to be used in "trust" to help offset the cost and keep the Gillett Elementary School operational; however, the DeWitt School District has the following concerns that should properly be addressed:

1. The majority of funds pledged are contingent upon the DeWitt School District being required to continue to fund the entire operational cost of the campus and the pledged funds would only serve to augment, not supplement, the cost of operating the school. As a result, the funds do nothing to resolve any of the fiscal issues currently facing the DeWitt School District in having to maintain the Gillett campus.
2. The "pledges" contained in the attached documents are not legally binding and are contingent on certain fact patterns not agreeable to the DeWitt School District. Therefore, the funds cannot be relied upon and may be withdrawn at any time making them illusory on a practical basis.
3. Even if fully funded, the corpus of the "trust" or pledges is only \$63,000. However, the excess cost of the Gillett campus to the DeWitt School District is \$241,000 per year. Therefore, even if the entire corpus of the "trust" or pledges was raised anew and paid out each year, the entire pledge of funding remains almost \$178,000 short of the projected budget shortfall and cost necessary to maintain the campus.
4. Finally, the documentation provided listed possible contingent private donations from seven (7) sources; however, there were actually written non-binding pledges from only five (5) possible donors.

Based on the mentioned concerns, the DeWitt School District respectfully submits that for a myriad of reasons it cannot submit a valid legal budget to maintain the Gillett Elementary School campus based on inadequate non-binding private funding pledges to support public education. Furthermore, to be required to do so will likely place the DeWitt School District in jeopardy of being in violation of state public education accountability laws and regulations as well as negatively impacting the overall fiscal integrity of the district.

**DEWITT SCHOOL DISTRICT
GILLETT CAMPUS
ACTUAL REVENUE / EXPENDITURES
FY 11-12 SCHOOL YEAR**

REVENUE	AMOUNT
FOUNDATION AID: 79 ADM	\$ 485,376.00
ISOLATED FUNDING	76,070.00
ISOLATED TRANSPORTATION	58,801.93
UNRESTRICTED STATE FUNDING	620,247.93

EXPENDITURES	AMOUNT
Certified Salaries	415,337.64
Classified Salaries	55,990.50
Benefits	109,986.54
Utilities	40,587.11
General Supplies	8,161.77
Repair/Maint	25,861.05
Food Service Program	71,779.10
Textbooks/Library Books	12,851.14
Equipment	318.27
Transportation-Isolated aid	58,801.93
Insurance:Property/Vehicle	11,417.12
Redemption of Principal	40,000.00
Interest	4,920.00
Other	5,803.47

TOTAL EXPENDITURES FY 12	\$ 861,815.64
79 ADM	Per ADM \$ 10,909.06

EXCESS COST OF GILLETT CAMPU: \$ (241,567.71)

The revenue and expenditures do not include:
ABC Program, Categorical Funding, Title I or Special Education.

Note: This report has been reviewed by ADE financial staff, APSRC staff, and Beardsley and Associates.
--

NOTICE LETTER



ARKANSAS DEPARTMENT OF EDUCATION

September 11, 2012

Dr. Tom W. Kimbrell
Commissioner

Mr. Gary Wayman, Superintendent
DeWitt School District
1841 South Grandview Drive
DeWitt, Arkansas 72042

State Board
of Education

Jim Cooper
Melbourne
Chair

Brenda Gullett
Fayetteville
Vice Chair

Dr. Jay Barth
Little Rock

Joe Black
Newport

Sam Ledbetter
Little Rock

Alice Mahony
El Dorado

Toyce Newton
Crossett

Mreya Reith
Fayetteville

Vicki Saviers
Little Rock

**Re: Petition for Closure of the Gillett Elementary School
VIA REGULAR MAIL AND CERTIFIED MAIL**

Dear Superintendent Wayman:

The Arkansas Department of Education is in receipt of the petition of the DeWitt School District to close the Gillett Elementary School pursuant to Ark. Code Ann. § 6-20-602(b)(2).

This letter is to notify you that the State Board of Education (State Board) will hold a hearing concerning the petition on **Monday, October 8, 2012, at 9:00 a.m. in the Auditorium of the Arch Ford Education Building, Four Capitol Mall, Little Rock, Arkansas.** The State Board will conduct the hearing pursuant to the legal authority and jurisdiction vested in the State Board by Ark. Code Ann. § 6-20-602. Enclosed for your review are copies of Ark. Code Ann. § 6-20-602 and the Arkansas Department of Education Rules Governing the Closure of Isolated Schools.

You, along with any school board members and/or other representatives of your school district are requested to attend the hearing to address any questions of the State Board. Any additional materials you choose to submit to the State Board should be provided to my office **no later than 12:00 noon on Wednesday, September 18, 2012.**

Thank you for your attention to this matter. Please contact me at (501) 682-4227 should you have any questions or require additional information.

Respectfully,

Jeremy Lasiter
General Counsel

Enclosures

cc: Dr. Tom Kimbrell, Commissioner of Education
Mr. Tony Wood, Deputy Commissioner of Education
Ms. Phyllis Stewart, State Board Liaison
Mr. Tripp Walter, Arkansas Public School Resource Center

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 - 4.02.2.2 State all reasons that the isolated schools or part thereof should be closed;
 - 4.02.2.3 State how the closure will serve the best interests of the students in the district as a whole;
 - 4.02.2.4 State if the closure will have any negative impact on desegregation efforts or violate any valid court order from a court of proper jurisdiction; and
 - 4.02.2.5 Have attached a copy of the final motion approving the closure by the local board of directors.
- 4.03 Upon receiving a petition for approval of a motion to close all or part of an isolated school under subdivisions 4.01.2 and 4.02 of these rules, the State Board shall have the authority to review and approve or disapprove the petition.

- 4.04 The State Board shall only approve a motion to close isolated schools or parts thereof under subdivisions 4.01.2 and 4.02 of these rules if the closure is in the best interest of the students in the school district as a whole.
- 4.05 The State Board shall not close a school if the State Board finds that the closure will have any negative impact on desegregation efforts or will violate any valid court order from a court of proper jurisdiction.
- 4.06 Except under subsection 4.07 of these rules, the State Board shall not require the closure of all or part of an isolated school without a motion from the local board of directors as required under subdivisions 4.01.2 and 4.02 of these rules.
- 4.07 Ark. Code Ann. § 6-20-602 and these rules shall not be construed to restrict the authority of the Department of Education and the State Board otherwise granted by law.
- 4.08 Funding for isolated school districts shall be expended by the resulting or receiving district only on the operation, maintenance, and other expenses of the isolated schools within the resulting or receiving district.

5.00 STATE BOARD HEARING PROCEDURES – CLOSURE OF ISOLATED SCHOOLS

- 5.01 All persons wishing to testify before the State Board shall first be placed under oath by the Chairperson of the State Board.
- 5.02 The spokesperson(s) for the petitioning school district shall have a total of fifteen (15) minutes to present the school district's remarks. The State Board may allow more than fifteen (15) minutes if necessary.
- 5.03 The spokesperson(s) for any individual or group of citizens that opposes the petition shall have a total of fifteen (15) minutes to present the remarks of the individual or group of citizens. The State Board may allow more than fifteen (15) minutes if necessary.
- 5.04 The spokesperson(s) for the petitioning school district shall have a total of five (5) minutes to present closing remarks to the State Board. The State Board may allow more than five (5) minutes if necessary.
- 5.05 The State Board shall then discuss, deliberate and vote upon the matter of approving or denying the school district's petition.
- 5.06 If it deems necessary, the State Board may take the matter under advisement and announce its decision at a later date, provided that all

discussions, deliberations and votes upon the matter take place in a public hearing.

5.07 The State Board shall issue a written order concerning the matter.

SCHOOL DISTRICT PETITION

DEWITT SCHOOL DISTRICT
GARY WAYMAN, SUPERINTENDENT
MEMBER NORTH CENTRAL ASSOCIATION

DIRECTORS

Johnny Lockley, President
Kenneth Graves, Vice-President
Shirawanna Wansley, Secretary
Mike Dodson
Brad Koen
Bruce Morgan
Bary Joe Wilson

August 20, 2012

Marty Weaver
DeWitt High School Principal
Greg Evans
DeWitt Middle School Principal
Robert Franke
DeWitt Elementary Principal
Vicki Reel
Gillett Elementary Principal

CERTIFIED DELIVERY
RETURN RECEIPT REQUESTED

Dr. Tom Kimbrell, Commissioner
Arkansas Department of Education
#4 State Capitol Mall - Room 304-A
Little Rock, AR 72201

Dear Dr. Kimbrell:

This letter is to inform you that in its June meeting the Dewitt School Board voted by a 5-2 vote that 2012-2013 will be the last year for the Gillett Elementary School to be open. (copy of minutes enclosed) After that time all students will be on our campuses at DeWitt. The board feels this is a financially sound move for our district. We, like many districts, have fought balances and keeping that campus open brings the district a very conservative figure of \$150,000.00 loss every year. We will work hard to have a place for the few staff members there through retirements and other factors that always take place. This will be an ongoing project throughout this entire school year.

A formal petition will be filed with the ADE legal department, hopefully us to get State Board approval in October. This must be done because of Gillett being an isolated school.

We look forward to this being a positive move for our students. Please advise me of anything I need to do regarding any information you need.

Yours truly,



Gary Wayman
Superintendent of Schools

(870) 946-3576

PO Box 708 1841 S Grandview Drive DeWitt, AR 72042
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Fax (870) 946-1491

SEP 07 2012

BEFORE THE ARKANSAS STATE BOARD OF EDUCATION
DEPARTMENT OF EDUCATION
IN THE MATTER OF THE CLOSURE OF THE GENERAL DIVISION
GILLETT ELEMENTARY OF THE DE WITT SCHOOL DISTRICT IN ARKANSAS
COUNTY

PETITION FOR CLOSURE OF AN ISOLATED SCHOOL

COMES NOW the DeWitt School District of Arkansas County (Petitioner), acting by and through its Superintendent and the President of the Board of Directors duly authorized as indicated by their signatures below, to petition the State Board of Education to officially close its Gillett Elementary School campus and hereby submits to the Board as follows:

I. Statutory Basis for Closure

Pursuant to Ark. Code Ann. § 6-20-602 and the Arkansas Department of Education Rules Governing the Closure of Isolated Schools, the Petitioner hereby submits and incorporates into this Petition as Exhibit 1 attached hereto, proof of the legally binding local board resolution of the DeWitt School District Board of Directors to close the Gillett Elementary School campus as approved by a majority of the quorum of the Board of Directors present at the meeting.

II. Reasons for Closure of Gillett Elementary School

a. Financial

As noted in the attached Exhibit 2 to this Petition, the DeWitt School District experienced a net loss of approximately \$138,580.66 in its operation of the Gillett Elementary School campus during the 2011-2012 school year. It is expected that a similar operating loss will occur for the Gillett Elementary School during the current 2012-2013 school year.

b. Facilities

As noted in the attached Exhibit 3 to this Petition, there would be significant facilities costs incurred by the DeWitt School District to keep the fifty-six (56) year old Gillett Elementary campus functioning beyond the current school year.

The Gillett Elementary School facility is fully functioning and operational, and is properly housing its current student body, but will be unable to stay in full compliance with health and safety codes and regulations beyond this school year without the expenditure of a significant amount of district funds.

If the State Board of Education grants this Petition for closure, District students living in the Gillett area will attend classes in the DeWitt Elementary

School, a modern (built in 2005) facility which has adequate space to properly house these students along with its current student population.

c. Transportation

The DeWitt School District understands the importance of providing timely transportation for its Gillett Elementary School students to its DeWitt campus. As is described in the attached Exhibit 4 to this Petition, the DeWitt School District has performed an analysis of the bus routes serving Gillett.

The results of the analysis show that the times of picking up students in the morning and the delivery of students in the afternoon will not change. Additionally, the District has the ability to increase the number of students transported by placing a bus with more seating on one of the Gillett routes if necessary.

d. No Segregative Effect Due to the Closure

The DeWitt School District annexed the Gillett School District as part of the original "Act 60" school mergers in 2004. At that time, the Attorney General opined (copy of opinion attached as Exhibit 5 to this Petition) that the annexation of the Gillett School District into the DeWitt School District would cause no segregative effect. The DeWitt School District is not subject to a Federal District Court desegregation order, and the District believes that the State Board of Education's approval of this Petition would not cause any negative impact on the desegregation efforts of any school district, nor would it violate any valid court order.

III. The Closure Will Benefit All of the District's Students

The DeWitt School District recognizes and embraces its obligation to provide a quality education to all of its students in the best possible educational environment.

By closing the Gillett Elementary School campus, DeWitt School District will be able to provide all of its elementary school students with a quality education in a quality educational facility. The Gillett Elementary students will benefit, as will the current DeWitt Elementary students, from the advanced technological capacity present in the DeWitt Elementary facility.

The DeWitt Junior and Senior High campuses have, since 2008, successfully accommodated the Junior and Senior High Students from Gillett, and the District is prepared from all educational and logistical standpoints to welcome the Gillett Elementary School students to the DeWitt campus.

IV. Conclusion

The DeWitt School District submits that as shown in this Petition that the closure of the Gillett Elementary School is in compliance with the requirements of Ark. Code Ann. § 6-20-602, and the closure of the school is in the best interest of all of the students in the DeWitt School District. The District reserves the right to submit additional information to the State Board of Education.

Therefore, the DeWitt School District and its Board of Directors respectfully request that the State Board of Education grant this Petition, and approve the closure of the Gillett Elementary School effective at the end of the current 2012-2013 school year.

SIGNED THIS 6th DAY OF SEPTEMBER, 2012.


Gary Wayman
Superintendent
DeWitt School District


Johnny Lockley
President
DeWitt School District
Board of Directors

DEWITT SCHOOL BOARD

June 12, 2012

The Board of Directors of the DeWitt School District met for its regular monthly meeting on Tuesday, June 12, 2012, at 7:00 p.m. in the Board Room of the Administration Building.

President Johnny Lockley called the meeting to order. Others present were Vice-president Kenneth Graves, Secretary Shawanna Wansley, and Board Members Mike Dodson, Brad Koen, Bruce Morgan, and Barry Joe Wilson, along with Superintendent Gary Wayman.

Old Business

Gillett Elementary - A motion was made by Mr. Morgan to accept the recommendation that school year 2012-2013 be the last year for Gillett Elementary. Second by Mrs. Wansley. The roll call vote is as follows:

Mr. Dodson	No
Mr. Wilson	Yes
Mrs. Wansley	Yes
Mr. Graves	No
Mr. Morgan	Yes
Mr. Koen	Yes
Mr. Lockley	Yes

Motion carried 5-2.

New Business

Consent Agenda - A motion to approve the consent agenda as presented was made by Mr. Wilson. Second by Mr. Dodson. Motion carried.

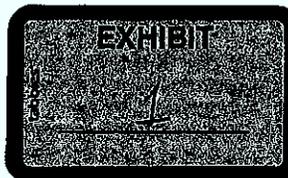
2011 Audit - Mr. Graves made a motion to approve the 2011 audit as recommended. Second by Mr. Wilson. Motion carried.

Proposed 2013-2014 Budget - A motion to adopt the attached and recommended Proposed Budget of Expenditures with Lax Levy for fiscal year beginning July 1, 2013 to and including June 30, 2014, as printed was made by Mr. Morgan. Second by Mrs. Wansley.

Student Insurance - Mr. Koen made a motion to accept the recommendation to renew student insurance with United Healthcare at a cost of \$13,480.00. Second by Mr. Dodson. Motion carried.

Accreditation Report - A motion to approve the accreditation report as recommended was made by Mr. Wilson. Second by Mr. Koen. Motion carried.

Professional Development Calendar - Mr. Wilson made a motion to approve the 2012-2013 Professional Development Calendar as recommended. Second by Mr. Koen. Motion carried.



Electronic Fund Transfers - A motion was made by Mr. Dodson to approve the Electronic Transfers policy (7.20) as recommended. Second by Mrs. Wansley. Motion carried. (Copy attached).

Electronic Fund Transfers Required by State - Mr. Wilson made a motion to approve the electronic transfer of all funds required by the State as recommended. Second by Mr. Dodson. Motion carried.

Advanced Ed (North Central) - A motion to pursue district accreditation from Advanced Ed (formerly North Central) as recommended, was made by Mr. Morgan. Second by Mr. Dodson. Motion carried.

Lunchroom Cost Changes - Mr. Wilson made a motion to approve a five-cent increase in the cost of lunches in accordance with a state recommendation. The cost for lunches will now be as follows:

Breakfast (all schools)	\$.85
Lunch: DeWitt Elementary	
Gillett Elementary	\$1.35
DeWitt Middle School	\$1.60
DeWitt High School	\$1.85
All Adult Lunches	\$2.55

Second by Mr. Koen. Motion carried.

Personnel

Resignations - A motion was made by Mr. Koen to accept the resignations of the following:

- Jerry Tolbert - Bus Driver
- Dara Neville - Bus Driver - Regular and PCC
- Mark Dardenne - Bus Driver
- Amy Rosegrant - Elementary Teacher
- Robin Carter - Elementary Title I Teacher
- Deborah Reed - Elementary Teacher
- Austin Winters - Middle School Teacher/Assistant Coach

Second by Mrs. Wansley. Motion carried.

Employment - Mr. Dodson made a motion to employ the following for the 2012-2013 year:

- Jill Shook - Special Ed Para-Professional
- Kelli Morton - Title I Para-Professional - DeWitt Elementary
- Cerae Howard - ABC Pre-School Aide
- Michael Strain - Bus Driver (Extra-Long Route/PCC)
- Ashley Smith - High School Counselor

Second by Mr. Graves. Motion carried.

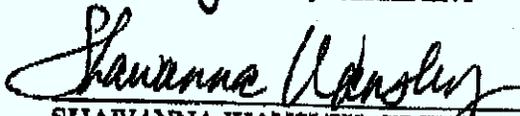
DeWitt School Board
Page 3
June 12, 2012

There being no further business to come before the board, the meeting was adjourned at 8:15 p.m. on a motion by Mr. Wilson and second by Mr. Koen.

DATE APPROVED: July 10, 2012



JOHNNY LOCKLEY, PRESIDENT



SHAWANNA WANSLEY, SECRETARY

DEWITT SCHOOL DISTRICT
GARY WAYMAN, SUPERINTENDENT
MEMBER NORTH CENTRAL ASSOCIATION

DIRECTORS

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Bary Joe Wilson

Marty Weaver
DeWitt High School Principal
Greg Evans
DeWitt Middle School Principal
Robert Franks
DeWitt Elementary Principal
Vicki Reed
Gillett Elementary Principal

April 25, 2012

*Letter
I sent to
our board.*

TO: All Board Members

Here is a new revenue/expenditure sheet for the Gillett campus with the changes made that for so many have caused problems. We seem to be getting away from the big picture of the district losing money and want to get into a discussion over two or three thousand dollars.

You have the revenue figures on 80 students. But, the actual count as of last board meeting was 78. Some will now say that figure is 79. When do we stop and look at the district as a whole?

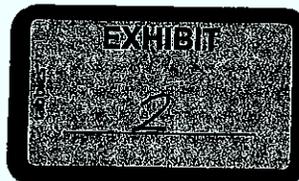
- 1.) Drew Horton - charge to that campus is based on two periods a day (with no coaching stipends figured in which is another thing being said).
- 2.) Even though the Title I money has to be spent on that campus, I have taken Sheila Dodson's salary out of the figures (another small shot taken out).
- 3.) As you can see, I have added the bonuses given to the employees, but it did not ^{change} ~~change~~ any percent of bonuses for anybody not full time down there. Example: S Noble, T Young, W. Wright, D Horton)

Also added was the cost for the subs and fringe benefits for them.

(870) 946-3576

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Board Members

Page 2

April 25, 2012

Expenditures:

The utilities list you have is for 1/11 - 12/11. In checking from 1/12 to now they are running about the same or just a few hundred higher so the \$87,772.82 will be a good fair average number. Also, remember this does not include any repairs to HVAC systems or any other major repairs we have done to those buildings, just utilities.

Bottom line is this - does it matter to you whether the district loses \$148,130.47 or \$138,580.57? How much is too much - that's the question. My feelings are when you have a ship you are running very tightly you cannot afford to keep losing money in any amount.

If you have any questions, please call me.

GILLETT 2011-12

4/25/2011

REVENUE

12/9/11 ENROLLMENT

80 X 6144 491,250.00 SFF
 80 X 1000 80,000.00 ISOLATED
 571,250.00 TOTAL REVENUE

4/10/2012 Actual enrollment figures

78 x 6144 479,232.00
 78 x 1000 78,000.00
 557,232.00

EXPENDITURES

CERTIFIED

DONNA BARNETT 42,100.00 100%
 SARA LONG 45,625.00 100%
 KRIS LYNCH 46,625.00 100%
 TAMMIE OLSON 44,550.00 100% REDUCED GT COORDINATOR
 DEBBIE REED 46,625.00 100%
 VICKIE REED 59,231.18 87% REDUCED 1 DAY/WEEK & CURR. STIPEND
 KATHY TRITES 43,625.00 100%
 GAYLE WOMACK 42,100.00 100%
 TRICIA YOUNG 9,570.40 20% 1 DAY PER WEEK
 SHELIA NOBLE 2,568.48 12% 1 DAY PER WEEK
 DREW HORTON 9,100.05 **Changed 4/19 1 1/4 days per week (2 periods/day)
 WANDA WRIGHT 8,420.00 20% 1 DAY PER WEEK

LISA JONES 24,624.00

VIRGINIA SULLIVAN 30,354.00

VALARIE BROWN 12,778.50

TERRI PACE 18,105.67

SHEILA BOBSON ~~17,754.00~~ TITLE 1 removed 4/23/2012 from calculations

~~503,756.28~~ 486,002.28

14% RETIREMENT ~~71,709.89~~ 68,040.32

MATCHED SS ~~30,333.51~~ 37,179.17

~~614,789.68~~ 591,221.77

4/19/2012 Adjustments to December calculations

Bonus 8,000.00 **

Subs 5,824.89

Fringe on Bonus/
 Subs 2,993.08

608,039.74 (-50807.74) Based on 78 students 4/23/2012

Utilities 87,772.82

695,812.56 (-138,580.56) Salaries/Fringe/Utilities only

**Did not charge to Gillett any portion of S.Noble, T.Young, W.Wright or D.Horton bonus

THIS DOES NOT INCLUDE 2 ABC EMPLOYEES AS THOSE STUDENTS ARE NOT IN COUNT ABOVE OR SUBS FOR THAT PROGRAM

To: Gary Wayman, Superintendent of Schools
From: Jeff Rader, Director of Facilities
Subject: Facilities Division Report, Gillett Campus
Date: July 23, 2012

On March 29th, 2012, the Facilities Division made an annual visit to the Gillett Campus K-5 Grade Configuration. The building was built in 1956 with a square footage of 28,266. In review of their report, the elementary campus is in need of corrective maintenance to the building. The following is a list of request to correct the issues:

Minor Issues:

- Electrical work was needed in most rooms to cut down on the number of electrical cord being used for technology devices.
- Playground equipment was in need of being replaced or repaired
- Fall zone material too shallow in landing area
- Continues problems with fire alarm system

Major Issues:

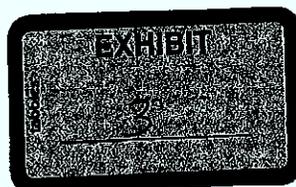
- Absence of emergency lights in the building
- Suppression system in cafeteria is not in compliance with state standards.

*The state fire marshal is required to be contacted in all major issues.

Estimated cost to replace the suppression system is about \$60,000.00

Estimated cost to remove and replace emergency lighting to building is about \$40,000.00

Estimated cost for all minor repairs is about \$20,000



To: Gary Wayman, Superintendent of Schools

From: Jeff Rader, Director of Transportation

Subject: Closing of Gillett Elementary

Date: July 23, 2012

In review of the two bus routes currently in the Gillett area, the school district has determined that it will not have any impact in transportation of students. The times of picking students up in the morning and the delivery of students in the afternoon will not change. The district currently transports a total of about 82 students with the two 71 passenger buses. The Nady/Weber bus route (#36) could become shorter, due to graduation and the moving of parents to another part of the district. Currently, the first student gets on the Nady bus about 6:05 a.m. and gets home about 5:00 in the afternoon. The Arkansas Post and the in town route (#35) will not be affected by this change at all. It will continue to run the same route. One small change could be made; both buses could be required to shuttle to the Gillett campus to and from the DeWitt Campuses.

In comparison to bus routes in the Gillett area to the bus routes in DeWitt area, we currently have four routes in DeWitt with the same pickup and delivery times of students. The district will not have to extend any routes currently in the DeWitt area due to the closing the Gillett campus. The district has the resources to increase the capacity by placing a 77 passenger bus on one of the routes if needed.





THE ATTORNEY GENERAL
STATE OF ARKANSAS
MIKE BEEBE

Timothy G. Gauger
Senior Assistant Attorney General

Direct dial: (501) 682-2586
E-mail: tim.gauger@ag.state.ar.us

April 23, 2004

VIA FACSIMILE AND U.S. MAIL

Mr. Tom Courtway, Interim Director
Arkansas Department of Education
4 Capitol Mall
Little Rock, Arkansas 72201-1071

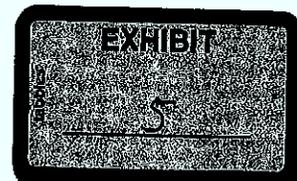
Re: Administrative Annexation of Humphrey and Gillett School Districts to the
DeWitt School District

Dear Mr. Courtway:

This is in response to your letters to General Beebe dated April 2, 2004, in which you ask for an advisory opinion as to whether proposed administrative annexations of the Humphrey and Gillett School Districts to the DeWitt School District "would negatively affect, hamper or delay the desegregation efforts of the affected or any other school districts." Act 60 of the Second Extraordinary Session of the 84th General Assembly provides, among other things, that "[a]ll administrative consolidations or annexations [approved by the State Board of Education] shall be accomplished so as not to create a school district that hampers, delays, or in any manner negatively affects the desegregation of another school district in this state." Along with your letters you enclosed copies of the relevant Petitions for Voluntary Annexation and supporting documentation. To assist the Department and the Board in fulfilling their responsibilities under Act 60, we offer the following observations concerning the proposed annexations.

Act 60 does not define the term "desegregation." Under United States Supreme Court precedent, the term "desegregation" is a legal term of art that describes the process by which a school district eliminates, to the extent practicable, the lingering effects or "vestiges" of prior *de jure* racial discrimination. Thus, in the absence of a finding that a school district has engaged in the past in activities prohibited by the Fourteenth Amendment to the United States Constitution, and that there are presently lingering effects or vestiges of that discrimination that remain unaddressed, a school district is not "desegregating" as that term is used in case law. In this case, the State Board is considering the annexation of the Humphrey and Gillett districts to the DeWitt district, which would create one large district encompassing most of southern-southeast Arkansas County, with an "appendage" that runs up western Arkansas County and includes small

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Internet Website • <http://www.ag.state.ar.us/>



portions of Jefferson and Lonoke Counties. The school districts contiguous to this newly formed district are the Arkansas City, Delta Special, Dumas, Elaine, Gould, Alzheimer Unified, Carlile, Hazen, Stuttgart, and Holly Grove School Districts.¹ We are unaware of any pending desegregation court decrees in those surrounding districts that might be impacted or adversely affected by the proposed annexations of the Humphrey and Gillett districts to the DeWitt district. Therefore, based upon the information available to us, we cannot say that the proposed annexations will have any negative effect on any "desegregation" efforts in those surrounding districts.

While the language of Act 60 speaks in terms of the creation of a "new" district that would negatively affect desegregation efforts in "another" school district, we believe that the Board must also consider whether the proposed annexation would negatively impact any desegregation efforts that may be ongoing in the petitioning districts themselves. On that issue, we note that in the Petitions for Annexation submitted by the affected districts the superintendents of each district have each certified under oath that their respective districts are not involved in desegregation litigation in a United States Court or under the continuing jurisdiction of a United States Court order regarding desegregation of a public school or schools. We therefore cannot say that the proposed annexations will interfere in any way with any desegregation efforts in the petitioning districts.

Finally, as will be the case in any proposed annexation or consolidation, the Board must be cognizant that even if there is no evidence that an existing desegregation order will be impacted, the Board should not approve any annexation or consolidation plan that has been proposed with the purpose or intent to create racially segregated schools. As the Supreme Court noted in *Missouri v. Jenkins*, 500 U.S. 70, 115 (1995):

[I]n order to find unconstitutional segregation, we require that plaintiffs "prove all of the essential elements of *de jure* segregation — that is, stated simply, a current condition of segregation resulting from *intentional state action directed specifically* to the [allegedly segregated] schools." *Keyes v. School Dist. No. 1, Denver*, 413 U.S. 189, 205-206 (1973) (emphasis added). "[T]he differentiating factor between *de jure* segregation and so-called *de facto* segregation . . . is purpose or intent to segregate." *Id.*, at 208 (emphasis in original).

The requisite unconstitutional intent may be established by direct proof, or by inference. *Keyes, supra*, 413 U.S. at 201. Furthermore, an inference of unlawful intent can be drawn from the foreseeable effects of official action. "Adherence to a particular policy or practice, with full knowledge of the predictable effects of such adherence upon racial imbalance in a school system is one factor among many others which may be considered by a court in determining whether an

¹ I note that the Board has already considered petitions for administrative annexations of the Delta Special and Arkansas City School Districts to the McGhee School District, and that pending before the Board is a petition for the administrative consolidation of the Grady and Gould School Districts. I also note that Holly Grove is slated for consolidation under Act 60, but it has not petitioned for voluntary annexation or consolidation.

inference of segregative intent should be drawn." *Columbus Bd. of Educ. v. Penick*, 443 U.S. 449, 464-65 (1979).

There are numerous cases that discuss legal challenges to school district annexations and consolidations in the context of desegregation litigation, but in each case the question of whether a particular annexation or consolidation (or series of annexations or consolidations) were done with the requisite unconstitutional intent is a highly fact-specific inquiry. A good example is provided by the case of *Hoots v. Commonwealth of Pennsylvania*, 672 F.2d 1107 (3d Cir. 1982). In *Hoots*, the Pennsylvania legislature passed laws in the 1960's that required county boards of education to submit, and for the State Board of Education to review and approve, plans for the reorganization of the state's school districts. Pursuant to state law, the State and county boards established the General Braddock Area School District (GBASD) in east-central Allegheny County. The student population of the GBASD was 63% black. The boards also established nearly all-white school districts (ranging from 87% to 98% white) surrounding the GBASD. The population of the GBASD area was becoming increasingly black at an accelerated pace, and the GBASD area was economically depressed and encompassed "declining" communities. Residents of the GBASD filed suit, alleging that the State and county boards' actions in reorganizing the school districts in east-central Allegheny County violated the Fourteenth Amendment. The trial court agreed with the plaintiffs, and the Third Circuit Court of Appeals affirmed. The Court of Appeals acknowledged, as noted earlier, that unconstitutional intent is a fact specific inquiry, and that unlawful intent to segregate can be proven directly or by inference. The Court of Appeals held that there was ample direct and indirect evidence of unconstitutional intent. The Court cited to direct evidence that local officials in areas surrounding the GBASD opposed merger with the majority-black GBASD area due to racial considerations, and that those concerns were communicated to the State and county boards. There was also indirect evidence from which unlawful intent could be inferred:

The district court, for example, considered it significant that the Boards' redistricting plan disregarded statutory and administrative reorganization standards, e.g., the statutory 4000 pupil minimum guideline, the requirement that existing facilities be used where possible, the requirement of racial and cultural diversity, and the requirement that each district be capable of providing a comprehensive educational program.

Furthermore, the district court properly weighed evidence such as the Board members' admitted knowledge that their redistricting decisions would cause and perpetuate segregation, the foreseeability of the segregative result, the Boards' formulation of boundaries that promoted no other interest other than racial segregation, [and] the Boards' rejection of alternative school district configurations in favor of a segregation-maximizing alternative[.]

Hoots, 672 F.2d at 1118.

Given the highly fact-specific nature of cases such as this, and given the limited information available to us, we cannot definitively opine as to whether or not a Fourteenth Amendment challenge to the proposed annexations of Humphrey and Gillett to DeWitt would succeed. Given the case law, we strongly urge the State Board to scrupulously adhere to the statutory criteria set forth in Act 60 and its implementing regulations in each and every proposed annexation or consolidation, and that the Board satisfy itself that the proposed annexations or consolidations are supportable by considerations other than racial concerns. "[A] series of Board actions and practices that cannot be explained without reference to racial concerns" and that causes "racial separation of the schools" is strong evidence of racial discrimination. *Columbus Bd. of Educ. v. Penick, supra*, 443 U.S. at 461-62.

To assist the State Board, we have attached as Exhibit A a spreadsheet showing the racial composition of the petitioning districts and the surrounding districts, based upon 2003-04 enrollment data posted on the Department of Education's "AS-IS" website. As the Board will note, a combined Humphrey-Gillett-DeWitt district as a whole would have a student population that is 79.61% white and 19.68% black. The surrounding districts have a weighted average student population that is 42.48% white and 54.84% black. While neither Act 60 nor federal law requires the Board to create school districts in a manner that would achieve any particular "racial balance" in the student population of a school district, this data should give the Board pause because, examining this data only, it might be seen as evidence that Gillett's and/or Humphrey's decision to annex to DeWitt was based upon racial considerations, *i.e.*, an effort to create or maintain a majority-white resulting district surrounded by districts with substantial minority populations for racial reasons. In addition, one might particularly point to the proposed annexation of Humphrey to DeWitt as looking somewhat suspect, since (unlike the case of a Gillett-DeWitt annexation, which creates a relatively compact district), the annexation of Humphrey to DeWitt creates an odd-looking "appendage" to the resulting district. In addition, although Humphrey appears to be contiguous to DeWitt in the sense that the two districts share a border, a letter of objection submitted by the Superintendent of the Alzheimer School District asserts that one must travel through the Stuttgart School District to reach DeWitt schools from Humphrey schools. For these reasons, we strongly advise the Board to scrutinize these proposed annexations with great care and to satisfy itself that there are legitimate, non-racially-motivated reasons why the annexations of Humphrey and Gillett to DeWitt would be superior to an annexation or consolidation of Humphrey and Gillett with their other potential "partners."

Finally, while your letter did not request an opinion concerning non-desegregation-related matters, during our review of the Petitions we identified the following issue the Department and the Board may wish to consider when it hears this petition:

- At paragraph 5 of both the Gillett / DeWitt and Humphrey / DeWitt Petitions, the Petitions suggest that the permanent school board shall be elected at the "first regular school election following the petitioned annexation," *i.e.*, September 2004. But, both Petitions state that the total number of permanent board members will be nine. This is contrary to Act 60.

Mr. Tom Courtway
April 23, 2004
Page 5

Very truly yours,

A handwritten signature in black ink, appearing to read 'Timothy G. Gauger', written in a cursive style.

TIMOTHY G. GAUGER
Senior Assistant Attorney General

TGG/dn

**INFORMATION FROM PARTIES
OPPOSING THE PETITION**

GILLETT ELEMENTARY

VICKI REED, PRINCIPAL



MAIL: PO BOX 700
DEWITT, AR 72042
SHIP: 313 S. 6TH
GILLETT, AR 72055
PHONE: (870) 548-2466
FAX: (870) 548-2281

TO: Jeremy Lasiter

FROM: Gillett

DATE: 9/18/12

Of Pages (Including This Page) 7

FAX 1 of 3

COMMENTS: _____

Those speaking for Gillett Elementary October 8, 2012:

Jared Holzhauer, Gillett Mayor

Vicki Reed, Gillett Principal

Mike Dodson, School Board representative

September 17, 2012

To: State Board of Education,

My name is Kenneth Graves, a current school board member of the DeWitt School District. I was one of two no votes to close Gillett Elementary.

I received my letter today, on Monday the 17th, informing me of the October 8th meeting concerning the Gillett Elementary closure. I am collecting my info for my decision to be presented to you on this Tuesday morning to get in the mail to you on Wednesday. I have included information given to me from past school board meetings and have some extra that I have come up with on my own. Included are the past 4 years ending balances for the district, financial figures from our Supt. Gary Wayman, Gillett elementary info of school success, a total of tax money collected from the Gillett school district from the 2005 tax year, and other items.

Item A: A list of salaries is provided, but on the bottom of the second page those figures are not correct if I am right. The loss of \$113,227.00 in my thinking is incorrect. If you lose isolated status, you lose that \$80,000. If you close, that still does not figure in. To me, that is a play on numbers that I caught. It should only be a deficit of \$33,227.00.

Item B: Other figures I take are correct.

Item C: Gillett Elementary info stating success of students. Top Ten school as recognized by the State of Arkansas and Dept. of Education.

Item D: A monthly balance sheet from the past 4 years. Shows a growing balance.

Item E: A letter stating the 2005 tax monies received from the Gillett School District that should be around \$503,539 before the Gillett High School closure. That figure should be more than that now with any increases in taxes. None of that money is included in any figures.

Item F: Any other last minute additions.

Below are some reasons I voted no.

Reason 1: Item E, see above.

Reason 2: With the closure of any school you would hope the receiving district could find a place for everyone so no one loses their job. In this case, the teachers from Gillett have seniority and would replace any one in a similar position in DeWitt. At this time, I don't think we are in a position to absorb extra people. That is what I do not want or would like to happen for anyone to lose their job.

Reason 3: When a school closure happens, the receiving district usually sells the property of the closing school district, so as not to have upkeep on the buildings and property. In this case, I had a secondary reason to vote no to close. In the event the closure goes through, I would hope it would be possible for the Gillett Farmers and Businessman Organization to wind up with the gym. Some of you may have heard of and or attended the "Coon Supper" in Gillett. One of the most well known places to be in an election year. I did not want to be responsible for that. If they do not keep the gym in some way, a tradition would die in that town.

In closing, I do not think it is as bad as it seems. It depends on how you figure it with all the figures. Will they close eventually? Possibly. And at the right time I would have to vote yes, but it is not now. It is easy to vote on something concerning the "faceless" taxpayers. I live among them and know a lot of them. The decision is in your hands now. Look at the figures. Thank you for your time. As a school board member, I know the hard decision you have to make.

*Kenneth
Gouss*

Gillett Elementary

Foundation	\$6,267 X 74 =	463,758
Isolated	1,000 X 74 =	<u>74,000</u>
		\$ 537,758

*All figures
were taken
from contracts
on Website.*

Certified:

K	Kathleen Walters	34,500
1	Krls Lynch	46,625
2	Betsy Long	44,625
3	Gayle Womack	42,100
4/GT	Tammie Olson	43,550
5	Donna Barnett	42,100
SpEd/Coun	Kathy Trites	45,125
Llb	Tricia Young	9,815
Art	Nancy Corley	3,631
PE	Drew Horton	5,337
Mus	Lisa Sampson	7,367
Prln	Vicki Reed	<u>56,445</u>
		339,220

2012/13 1 day (FTE .20)
2012/13 6/8 of one day (FTE .15)
1 period (FTE .125)
7/8 of 1 day (FTE .175)
4 days (FTE .80)
Total Certified

Classified:

Nur	Leighann Haynes	25,771
Caf	Terrl Young	18,981
Caf	Valarie Brown	12,281
Sec	Lisa Jones	<u>24,340</u>
		\$ 81,373

*NSLA funds are usually used for these salaries.

TOTAL SALARIES

\$420,593

Benefits Est. 24%

<u>100,943</u>
\$ 521,536 (+16,222)

****This does not include Transportation money, Title Programs, NSLA, or ABC Funding**

****Starting at zero balance (no carry-over like the District)**

*** 6B Funds are usually used for part of Sp.Ed. salaries**

Non District Funds:

Shella Dodson	100% Title I
Danielle Phillips	100% ABC
Cerae Berry	100% ABC

***** If GES closes there will be a loss of \$74,000 (\$1,000 per child) in Isolated funding.**

D

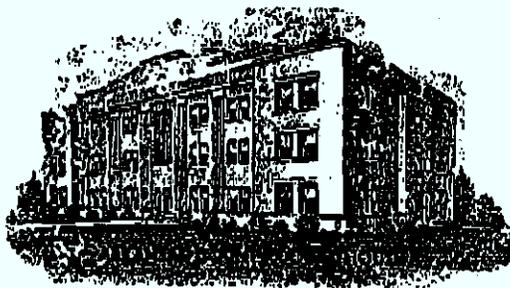
DEWITT SCHOOL DISTRICT

MONTHLY BALANCES IN OPERATING FUND, LEGAL BALANCE AND ALL FUNDS SUMMARY UNRESTRICTED

MONTH	UNRESTRICTED			UNRESTRICTED			
	OPERATING FUND	LEGAL BALANCE	ALL FUNDS BALANCE	OPERATING FUND	LEGAL BALANCE	ALL FUNDS BALANCE	
	FUNDS 1,2,4			FUNDS 1,2,4			
	2008-2009			2009-2010			
JULY	960,052.07	1,347,490.20	2,064,613.41	JULY	1,000,676.51	1,082,686.07	1,534,852.12
AUG	1,133,148.08	916,632.89	1,578,667.88	AUG	666,146.77	720,101.16	1,142,910.30
SEPT	1,017,121.62	534,101.36	1,177,641.42	SEPT	346,990.89	343,764.96	732,091.64
OCT	600,954.34	393,320.60	874,209.03	OCT	907,361.63	849,176.62	1,472,024.43
NOV	1,610,027.05	1,581,216.22	1,880,939.97	NOV	963,363.63	1,141,744.57	1,559,937.86
DEC	1,637,516.29	1,316,036.60	1,704,425.63	DEC	1,097,669.56	1,123,137.41	1,642,062.57
JAN	1,823,278.35	1,549,418.79	2,336,617.37	JAN	1,213,826.16	1,266,676.12	1,723,461.60
FEB	1,600,082.96	1,261,633.64	2,146,274.54	FEB	1,049,605.08	1,057,329.67	1,579,686.05
MAR	1,142,139.52	989,146.72	1,707,186.90	MAR	846,463.17	754,845.39	1,290,284.27
APRIL	645,205.61	677,439.18	1,426,480.33	APRIL	1,133,096.94	932,145.14	1,366,172.69
MAY	644,760.78	421,966.43	1,123,166.00	MAY	1,167,322.11	1,017,673.11	1,344,909.61
JUNE	1,077,696.36	1,127,536.04	1,670,796.50	JUNE	1,447,749.69	1,326,826.92	1,993,615.65

2010-2011			2011-2012				
JULY	726,374.60	705,290.45	838,268.64	JULY	667,040.69	794,363.62	1,086,644.16
AUG	620,027.28	495,777.45	715,481.16	AUG	666,413.62	627,744.16	826,610.71
SEPT	347,066.34	173,483.53	444,960.61	SEPT	475,377.77	399,621.36	666,462.47
OCT	1,090,028.60	934,926.84	1,266,801.37	OCT	1,206,116.12	1,153,486.79	1,435,017.52
NOV	1,370,674.08	1,249,340.95	1,186,899.26	NOV	1,336,906.71	1,356,263.24	1,666,986.26
DEC	1,193,669.67	1,076,470.92	1,336,243.16	DEC	1,272,263.64	1,306,933.73	1,606,667.07
JAN	1,771,699.07	1,720,604.79	1,696,767.60	JAN	1,691,036.66	1,604,244.74	1,931,496.52
FEB	1,570,725.11	1,495,170.25	1,653,673.05	FEB	1,600,166.33	1,426,543.26	1,786,917.24
MAR	1,305,462.88	1,240,246.63	1,532,004.62	MAR	1,193,666.07	1,263,616.26	1,462,546.31
APRIL	1,186,716.65	1,045,665.71	1,346,211.00	APRIL	1,076,662.76	1,077,029.63	1,297,171.74
MAY	1,014,496.91	670,203.64	1,213,463.26	MAY	1,103,767.47	1,070,691.34	1,430,349.46
JUNE	1,467,662.06	1,364,296.78	1,790,694.79	JUNE	1,467,972.01	1,466,112.74	1,963,776.63

Ending balance has increased the last four years.

**ARKANSAS COUNTY TREASURER**

Charles A. Horton
870/ 946-4210 - Phone
870/946-1532 - Fax
101 Court Square
DeWitt, Arkansas 72042

February 15, 2012

To Whom it may concern,

Today Mr. Kenneth Graves came to my office.

He had a question concerning the taxes collected for the Gillett school district in 2005.

We discussed the figure he was trying to determine. We decided the total amount would be the Collector's Unapportioned, Delinquent Personal, State Land Redemption and Individual Land Redemption funds. Upon researching the 2005 records I determined these amounts to be: \$491,802.32, 6,096.48, 611.22, & 5,029.92 or a total of \$503,539.94.

Thank you,

Charles A Horton

GILLETT ELEMENTARY

VICKI REED, PRINCIPAL



MAIL: PO BOX 700
DEWITT, AR 72042
SHIP: 313 S. 6TH
GILLETT, AR 72055
PHONE: (870) 548-2466
FAX: (870) 548-2281

TO: Jeremy Lasiter

FROM: Gillett

DATE: 9/18/12

Of Pages (Including This Page) 10

Fax 2 of 3

COMMENTS: _____

C

Gillett Elementary School

Public Meeting

October 11, 2011

2011 OEP Awards: High Achieving "Overall" School

A. Benchmark Scores in Mathematics, 2011

(FAX)

Table 1: Top 20 Elementary Schools in Arkansas Based on Benchmark Math Achievement School (District)		Region 1	
Grades Served	% Proficient/Advanced		
• 1	Gillett Elementary (DeWitt)	SE	K-5 100%
• 2	College Hill Elementary (Texarkana)Ⓜ	SW	K-4 99%
• 3	Salem Elementary (Bryant)Ⓜ CN	K-6	98%
• 3	Viola Elementary (Viola) NE	K-6	98%
• 5	Tuckerman Elementary (Jackson County)	NE	K-4 97%
• 5	Evening Strade Math & Science Academy (Cave City)	NE	K-4 97%
• 5	Richard Elementary (West Memphis)Ⓜ	NE	K-6 97%
• 5	Pottsville Elementary (Pottsville)	NW	K-3 97%
• 5	Morrilton Elementary (South Conway County)	NW	2-3 97%
• 5	Arnold Drive Elementary (Pulaski County)Ⓜ CN	K-5	97%
• 5	Elen Smith Elementary (Conway)Ⓜ CN	K-4	97%
• 5	Center Valley Elementary (Russellville)	NW	K-4 97%
• 5	Mount Pleasant Elementary (Melbourne)	NE	K-6 97%
• 5	Woodrow Cummins Elementary (Conway)Ⓜ	CN	K-4 97%
• 15	Park Magnet (Hot Springs)Ⓜ CN	K-4	96%
• 15	Academy of Technology (Vilonia)Ⓜ CN	2-4	96%
• 15	Jim Stone Elementary (Conway)Ⓜ CN	K-4	96%
• 15	Dover Elementary (Dover) NW	K-4	96%
• 15	Central Park at Morning Star Elementary (Bentonville)Ⓜ NW	K-5	96%
• 15	Mountain Springs Elementary (Cabot) CN	K-4	96%

B. Benchmark Scores in Literacy, 2011

Served	Park Magnet (Hot Springs)	CN	K-4	98%	97%	Region	Grades
1	Park Magnet (Hot Springs)	CN	K-4	98%	97%		
Table 3: Top 20 Elementary Schools in Arkansas Based on Benchmark Literacy Achievement School (District)							
2	Collage Hill Elementary (Texarkana)	SW	K-4	97%	97%		
3	Mount Pleasant Elementary (Melbourne)	NE	K-6	96%	96%		
3	Academy of Technology (Vibonia)	CN	2-4	96%	96%		
5	Richland Elementary (West Memphis)	NE	K-6	95%	95%		
5	Korast Park Elementary (Little Rock)	CN	K-5	95%	95%		
5	Ern Stone Elementary (Conway)	CN	K-4	95%	95%		
8	Eagle Heights Elementary (Harrison)	NW	K-4	94%	94%		
8	Ellen Smith Elementary (Conway)	CN	K-4	94%	94%		
8	Evening Shade Math & Science Academy (Cave City)	NE	K-4	94%	94%		
8	Arnold Drive Elementary (Pulaski County)	CN	K-5	94%	94%		
12	Woodland Heights Elementary (Harrison)	NW	K-4	93%	93%		
12	Gillett Elementary (DeWitt)	SE	K-5	93%	93%		
12	Central Park at Morning Star Elementary (Bentonville)	NW	K-4	93%	93%		
12	Pottsville Elementary (Pottsville)	NE	K-3	93%	93%		
12	Valley View Elementary (Valley View)	NE	K-6	93%	93%		
12	Viola Elementary (Viola)	NE	K-5	93%	93%		
12	Salem Elementary (Bryant)	CN	K-5	93%	93%		
12	Eastside Elementary (Rogers)	NW	K-5	93%	93%		
20	Dover Elementary (Dover)	NW	K-4	92%	92%		
20	Chapel Elementary (Pulaski County)	CN	K-5	92%	92%		
20	Vandergriff Elementary (Fayetteville)	NW	K-5	92%	92%		
20	Imboden Area Charter (Imboden Area Charter)	NE	K-8	92%	92%		
20	Morrison Elementary (South Conway County)	NW	2-3	92%	92%		
20	Hunt Elementary (Springdale)	NW	K-5	92%	92%		
20	Springhill Elementary (Bryant)	CN	K-5	92%	92%		
20	Williams Magnet Elementary (Little Rock)	CN	K-5	92%	92%		
20	Elm Tree Elementary (Bentonville)	NW	K-4	92%	92%		
20	Woodrow Cummins Elementary (Conway)	CN	K-4	92%	92%		

C. Benchmark Scores Combined (Math and Literacy)
Table 5: Top 20 Elementary Schools in Arkansas Based on Benchmark Math and Literacy Achievement

•	1	College Hill Elementary (Texarkana)☒	SW	K-4	98%	
•	2	Park Magnet (Hot Springs)☒	CN	K-4	97%	
•	2	Gillett Elementary (Dewitt)	SE	K-5	97%	
•	4	Mount Pleasant Elementary (Melbourne)☒	NE	K-5	96%	
•	4	Academy of Technology (Vilonia)☒	CN	2-4	96%	
•	4	Richland Elementary (West Memphis)☒	NE	K-5	96%	
•	4	Ellen Smith Elementary (Conway)☒	CN	K-4	96%	
•	4	Evening Shade Math & Science Academy (Cave City)	NE	K-4	96%	
•	4	Arnold Drive Elementary (Pulaski County)☒	CN	K-5	96%	
•	4	Jim Stone Elementary (Conway)☒	CN	K-4	96%	
•	11	Viola Elementary (Viola)	NE	K-6	95%	
•	11	Salem Elementary (Bryant)☒	CN	K-6	95%	
•	11	Pottsville Elementary (Pottsville)	NW	K-3	95%	
•	11	Morrilton Elementary (South Conway County)	NW	2-3	95%	
•	15	Central Park at Morning Star Elementary (Bentonville)☒	NW	K-4	94%	
•	15	Forest Park Elementary (Little Rock)☒	CN	K-5	94%	
•	15	Tuckerman Elementary (Jackson County)	NE	K-4	94%	
•	15	Dover Elementary (Dover)	NW	K-4	94%	
•	15	Woodrow Cummins Elementary (Conway)	CN	K-4	94%	
•	15	Center Valley Elementary (Russellville)	NW	K-4	94%	

Common Core State Standards

- Full Implementation in Grades K-2
- Partial Implementation in Grades 3-5
- Crosswalk from ADE Website
- New Reading Textbooks – PD with Harcourt Representative
- Rigor
- Higher Level Thinking Skills
- CGI Math- Cognitive Guided Instruction
- After-school Tutoring for Benchmark

PLCs

Professional Learning Communities

- Drop Box
- Analyzed Test Data
- Target Specific SLE & Specific Students
- Common Assessments
- AIP Professional Development
- Collaboration using Technology
- ALA with DMS- Norms, Mission, What is PLC?

Technology

- **GES is Schoolwide Title I**
- **Stimulus Funds used to buy:**
 - 3 SmartBoards**
 - 13 Computers**
 - 6 White Boards**
 - 3 Media Carts**
 - 20 iPods**
 - Library Books**
- **Special Education Stimulus Funds- 1 SmartBoard**

Technology in the Classroom

- Virtual Tour of Washington, DC; Native American Museum; Williamsburg

- Interactive reading of stories in Reading Books
(Can choose male/female voice), Student Interactive Activities.

- Study Dog- Software Literacy Program for Pre-K – 1st Grade students Web based



- Teacher Tube Videos – Story on Double Dutch Jump rope
- Publishing Student Writing – Microsoft Word
- Used Website to practice Latitude/Longitude for Soc. Studies
- AMI- Accelerated Math and AR Accelerated Reading

ABC Preschool

- Arkansas Better Chance for School Success
- State Directed & funded by DHS
- Students in ABC Programs:
 - Vocabulary scores up 31%
 - Math Skills up 37%
 - Print Awareness up 23%
- Arkansas is the national leader in standards for quality preschool environment
- ECERS – Highs Language-Reasoning 7.00; Program Structure 6.75; Interaction 6.00;
Overall 5.74

GILLETT ELEMENTARY

VICKI REED, PRINCIPAL



MAIL: PO BOX 700
DEWITT, AR 72042
SHIP: 313 S. 6TH
GILLETT, AR 72055
PHONE: (870) 548-2466
FAX: (870) 548-2281

TO: Jeremy Lasiter

FROM: Gillett

DATE: 9/18/12

Of Pages (Including This Page) 11

FAX 3 of 3

COMMENTS: _____

B. Benchmark Scores in Literacy, 2012

Table 3: Top 25 Elementary Schools in Arkansas Based on Benchmark Literacy Achievement

School (District)	Region	Grades Served	% Proficient/Advanced	GPA
1 1. Glen Smith Elementary School (Conway) ♦	CN	K-4	98%	3.82
1 2. Mount Pleasant Elementary School (Melbourne) ♦	NE	K-6	98%	3.82
3 3. Park Manor School (Hot Springs) ♦	CN	K-5	98%	3.79
4 4. College Hill Elementary School (Texarkana) ♦	SW	K-4	97%	3.78
4 5. Vandeventer Elementary School (Cayenneville) ♦	NW	K-5	96%	3.78
6 6. Woodland Heights Elementary School (Harrison) ♦	NW	K-4	98%	3.77
7 7. Academy of Technology (Vilonia) ♦	CN	2-4	96%	3.76
7 8. Bellview Elementary (Rogers)	NW	K-5	95%	3.76
7 9. Forest Park Elementary School (Little Rock)	CN	P-5	97%	3.76
7 10. Jim Stone Elementary School (Conway) ♦	CN	K-4	97%	3.76
11 11. Arnold Drive Elementary School (Bulaski County) ♦	CN	P-5	95%	3.75
11 12. Richland Elementary School (West Memphis) ♦	NE	K-6	97%	3.75
13 13. Central Park at Morning Star Elementary (Bentonville)	NW	K-4	95%	3.74
13 14. Hunt Elementary School (Springdale) ♦	NW	K-5	94%	3.73
15 15. Dover Elementary School (Dover)	NW	K-4	93%	3.72
16 16. Chenal Elementary School (Pulaski County) ♦	CN	K-5	95%	3.71
16 17. Elm Tree Elementary School (Bentonville) ♦	NW	K-4	94%	3.71
16 18. Gillett Elementary School (DeWitt) ♦	SE	P-5	95%	3.71
16 19. London Elementary School (Russellville)	NW	K-4	97%	3.71
16 20. Pottsville Elementary School (Pottsville) ♦	NW	K-3	94%	3.71
16 21. Woodrow Cummins Elementary School (Conway) ♦	CN	K-4	97%	3.71
22 22. Arrie Goforth Elementary (Norfolk)	NW	K-6	96%	3.70
23 23. Salem Elementary School (Bryan) ♦	CN	K-5	95%	3.69
24 24. Don R. Roberts Elementary School (Little Rock)	CN	P-5	93%	3.68
24 25. Eagle Heights Elementary School (Harrison) ♦	NW	K-4	93%	3.68
24 26. Julia Lee Moore Elementary School (Conway)	CN	K-4	92%	3.68
24 27. Lowell Elementary School (Rogers)	NW	K-5	95%	3.68

♦ Indicates school placed on same list in 2010-11.

OEP Awards Response

Page 1 of 1

OEP Awards Response

Michael L. Crouch [mlcrouch@uark.edu]

Sent: Thursday, September 06, 2012 4:56 PM

To: Vicki Reed

Cc: Gary Ritter [garyr@uark.edu]

OEP 2012
math

Hi Vicki,

This is in response to your inquiry about the OEP Awards that were released today. I looked at our test score databases, and I see that your school scored 100% last year in math, with a 3.74 Math GPA score. This year, your school had a 95% proficient or advanced rating, with a 3.58 Math GPA score. Of course, your school's scores from both years are fantastic, but our Math GPA cut-off for this year was 3.70. While your school did score higher on the percentage rating than a few of the award schools from this year, we only base our awards on GPA.

I will say congratulations on the Literacy award (where you improved by .21 from last year), and you were within .02 of the Combined award list. If you have anymore questions for us, please do not hesitate to e-mail us or give our office a call. Thanks!

Michael Crouch

SCHOOL PROFILE—GRADE 3 MATHEMATICS

Results by Gender and Ethnicity

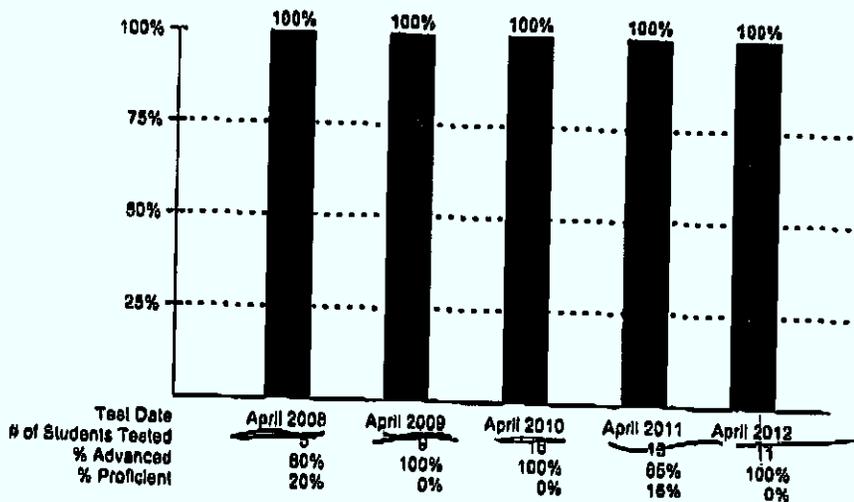
The following table shows the number and percent of Grade 3 students in your School at each performance level for the Gender and Ethnicity Population Groups. More detailed data for these and other population groups and comparisons to District, Region, and State results can be found in your School Summary Reports.

Population Group	Below Basic		Basic		Proficient		Advanced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Combined Population	0	0%	0	0%	0	0%	11	100%
Gender								
Female	0	0%	0	0%	0	0%	6	100%
Male	0	0%	0	0%	0	0%	5	100%
Ethnicity								
Hispanic	0	0%	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%	0	0%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%	0	0%
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%
Black	0	0%	0	0%	0	0%	1	100%
White	0	0%	0	0%	0	0%	10	100%
Two or More Races	0	0%	0	0%	0	0%	0	0%

Mean Scale Score		
School	District	State
673	621	607
661	627	611
663	616	604
	598	598
		653
		544
		599
665	581	556
674	631	625
	642	607

Proficient and Advanced Performance History

The following graph displays the number of Grade 3 students tested in your School and the percent scoring at the Proficient or Advanced performance levels on the Arkansas Augmented Benchmark Examination in Mathematics since April 2008.



Longitudinal data

SCHOOL PROFILE—GRADE 4 MATHEMATICS

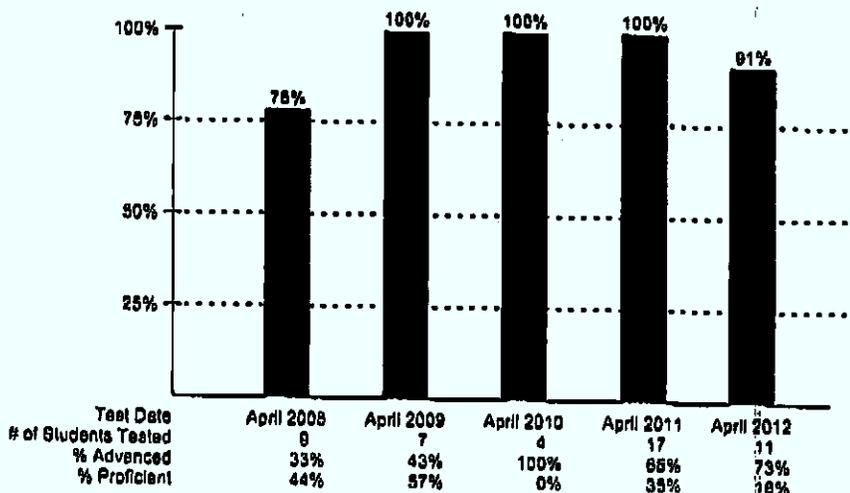
Results by Gender and Ethnicity

The following table shows the number and percent of Grade 4 students in your School at each performance level for the Gender and Ethnicity Population Groups. More detailed data for these and other population groups and comparisons to District, Region, and State results can be found in your School Summary Reports.

Population Group	Below Basic		Basic		Proficient		Advanced		Mean Scale Scores		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	School	District	State
Combined Population	0	0%	1	9%	2	18%	8	73%	663	614	637
Gender											
Female	0	0%	1	17%	1	17%	4	67%	635	629	641
Male	0	0%	0	0%	1	20%	4	80%	696	604	633
Ethnicity											
Hispanic	0	0%	0	0%	1	100%	0	0%	580	613	624
Asian	0	0%	0	0%	0	0%	0	0%			684
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%	0	0%			662
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%			639
Black	0	0%	0	0%	0	0%	0	0%		554	590
White	0	0%	1	10%	1	10%	8	80%	671	627	654
Two or More Races	0	0%	0	0%	0	0%	0	0%		575	642

Proficient and Advanced Performance History

The following graph displays the number of Grade 4 students tested in your School and the percent scoring at the Proficient or Advanced performance levels on the Arkansas Augmented Benchmark Examination in Mathematics since April 2008.



SCHOOL PROFILE—GRADE 5 MATHEMATICS

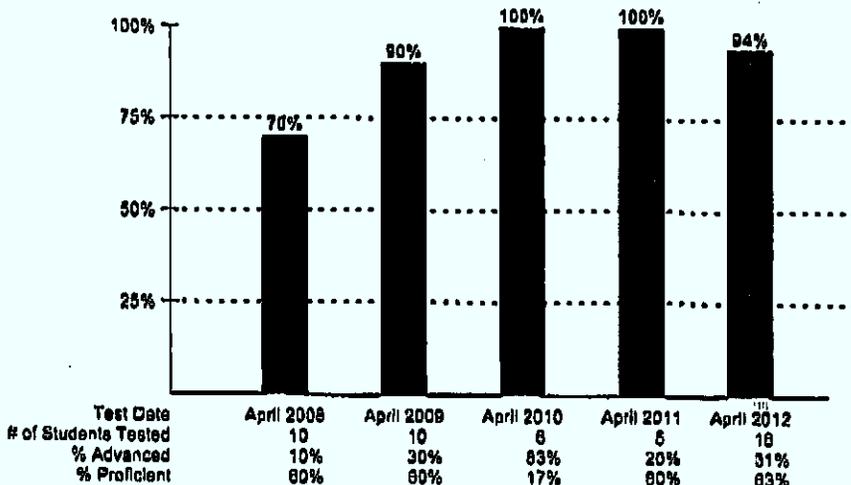
Results by Gender and Ethnicity

The following table shows the number and percent of Grade 5 students in your School at each performance level for the Gender and Ethnicity Population Groups. More detailed data for these and other population groups and comparisons to District, Region, and State results can be found in your School Summary Reports.

Population Group	Below Basic		Basic		Proficient		Advanced		Mean Scale Scores		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	School	District	State
Combined Population	0	0%	1	8%	10	63%	5	31%	665	683	671
Gender											
Female	0	0%	0	0%	3	36%	5	63%	700	678	678
Male	0	0%	1	13%	7	88%	0	0%	630	667	665
Ethnicity											
Hispanic	0	0%	0	0%	0	0%	1	100%	702	598	657
Asian	0	0%	0	0%	0	0%	0	0%			732
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%	0	0%			600
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%			674
Black	0	0%	0	0%	1	100%	0	0%	676	695	617
White	0	0%	1	7%	9	64%	4	29%	662	686	689
Two or More Races	0	0%	0	0%	0	0%	0	0%		678	675

Proficient and Advanced Performance History

The following graph displays the number of Grade 5 students tested in your School and the percent scoring at the Proficient or Advanced performance levels on the Arkansas Augmented Benchmark Examination in Mathematics since April 2009.



SCHOOL PROFILE—GRADE 3 LITERACY

Results by Gender and Ethnicity

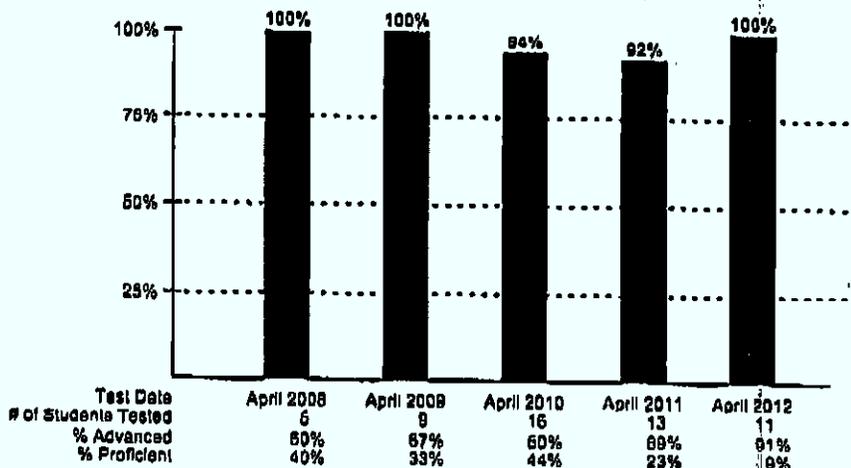
The following table shows the number and percent of Grade 3 students in your School at each performance level for the Gender and Ethnicity Population Groups. More detailed data for these and other population groups and comparisons to District, Region, and State results can be found in your School Summary Reports.

Population Group	Below Basic		Basic		Proficient		Advanced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Combined Population	0	0%	0	0%	1	9%	10	91%
Gender								
Female	0	0%	0	0%	1	17%	5	83%
Male	0	0%	0	0%	0	0%	5	100%
Ethnicity								
Hispanic	0	0%	0	0%	0	0%	0	0%
Asian	0	0%	0	0%	0	0%	0	0%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%	0	0%
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%
Black	0	0%	0	0%	0	0%	1	100%
White	0	0%	0	0%	1	10%	9	90%
Two or More Races	0	0%	0	0%	0	0%	0	0%

Mean Scale Scores		
School	District	State
758	667	649
793	692	689
765	642	613
	649	628
		733
		654
		634
751	654	672
759	670	677
	665	644

Proficient and Advanced Performance History

The following graph displays the number of Grade 3 students tested in your School and the percent scoring at the Proficient or Advanced performance levels on the Arkansas Augmented Benchmark Examination in Literacy (Reading and Writing) since April 2008.



SCHOOL PROFILE—GRADE 4 LITERACY

Results by Gender and Ethnicity

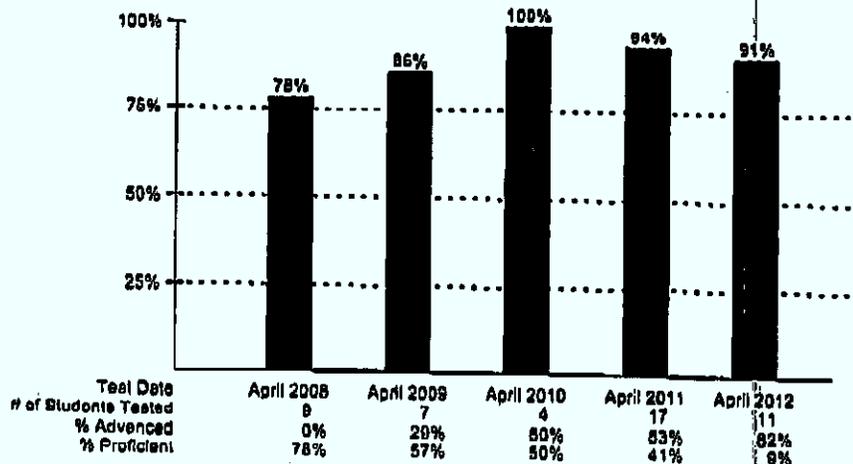
The following table shows the number and percent of Grade 4 students in your School at each performance level for the Gender and Ethnicity Population Groups. More detailed data for these and other population groups and comparisons to District, Region, and State results can be found in your School Summary Reports.

Population Group	Below Basic		Basic		Proficient		Advanced	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Combined Population	0	0%	1	9%	1	9%	9	82%
Gender								
Female	0	0%	1	17%	0	0%	5	83%
Male	0	0%	0	0%	1	30%	4	80%
Ethnicity								
Hispanic	0	0%	0	0%	0	0%	1	100%
Asian	0	0%	0	0%	0	0%	0	0%
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%	0	0%
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%
Black	0	0%	0	0%	0	0%	0	0%
White	0	0%	1	10%	1	10%	6	80%
Two or More Races	0	0%	0	0%	0	0%	0	0%

Mean Scale Scores		
School	District	State
777	703	726
786	737	761
603	679	697
781	732	701
		777
		618
		737
	693	657
777	722	798
	711	740

Proficient and Advanced Performance History

The following graph displays the number of Grade 4 students tested in your School and the percent scoring at the Proficient or Advanced performance levels on the Arkansas Augmented Benchmark Examination in Literacy (Reading and Writing) since April 2008.



SCHOOL PROFILE—GRADE 5 LITERACY

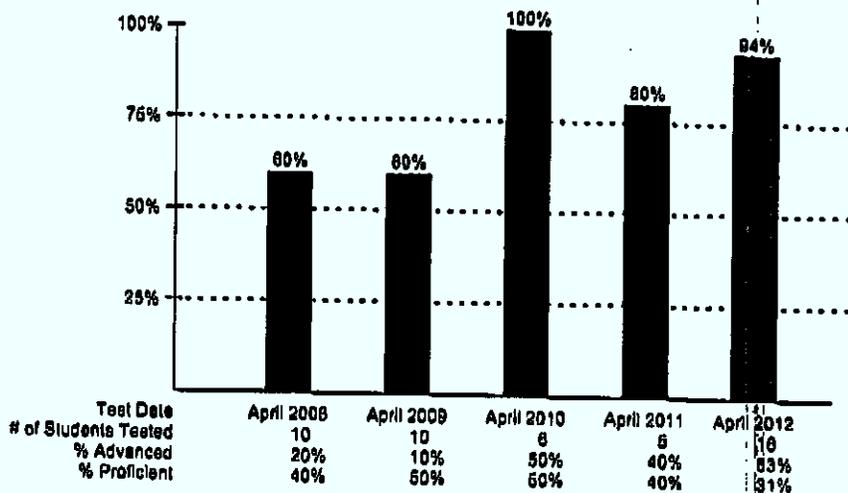
Results by Gender and Ethnicity

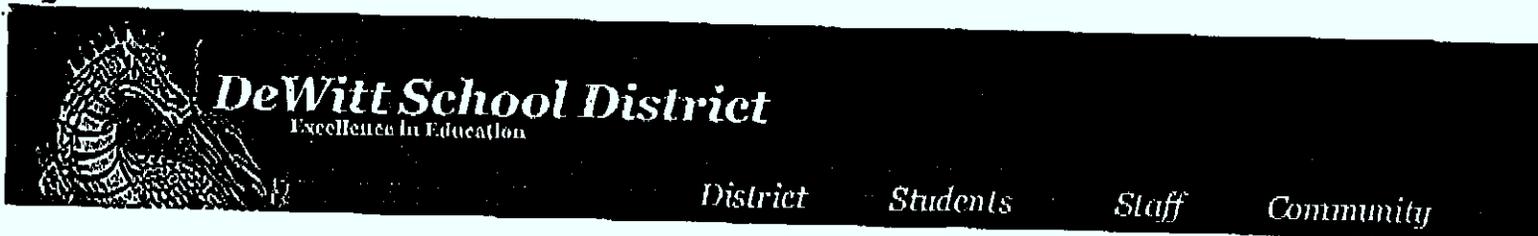
The following table shows the number and percent of Grade 5 students in your School at each performance level for the Gender and Ethnicity Population Groups. More detailed data for these and other population groups and comparisons to District, Region, and State results can be found in your School Summary Reports.

Population Group	Below Basic		Basic		Proficient		Advanced		Mean Scale Scores		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	School	District	State
Combined Population	0	0%	1	6%	6	31%	10	63%	797	802	766
Gender											
Female	0	0%	0	0%	2	25%	6	75%	868	816	789
Male	0	0%	1	13%	3	38%	4	50%	726	793	738
Ethnicity											
Hispanic	0	0%	0	0%	0	0%	1	100%	984	811	743
Asian	0	0%	0	0%	0	0%	0	0%			830
Native Hawaiian/Pacific Islander	0	0%	0	0%	0	0%	0	0%			661
American Indian/Alaska Native	0	0%	0	0%	0	0%	0	0%			781
Black	0	0%	0	0%	1	100%	0	0%	761	780	695
White	0	0%	1	7%	4	29%	9	64%	787	810	792
Two or More Races	0	0%	0	0%	0	0%	0	0%		885	768

Proficient and Advanced Performance History

The following graph displays the number of Grade 5 students tested in your School and the percent scoring at the Proficient or Advanced performance levels on the Arkansas Augmented Benchmark Examination in Literacy (Reading and Writing) since April 2008.





Quick Links

- ADE Website Requirements
- Bulletins
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- School Board Meeting Minutes

Schools

- DeWitt High School
- DeWitt Middle School
- DeWitt Elementary School
- Gillett Elementary School

District Test Scores

The results from Benchmark and EOC tests for district students for the 2011-12 school year are now available. In a July letter to district staff, Superintendent Gary Wayman stated, "I want to tell you what a great overall job our district did with test scores. We had some great gains, few drops, and a few holding their own, but overall we made very positive gains."



	<u>DeWitt Elementary</u>		<u>Gillett Elementary</u>	
	<u>2011</u>	<u>2012</u>	<u>2011</u>	<u>2012</u>
Grade 3 (Math)	78%	93%	100%	100%
Grade 4 (Math)	83%	77%	100%	100%
Grade 5 (Math)	82%	82%	100%	94%
Grade 3 (Literacy)	61%	85%	92%	100%
Grade 4 (Literacy)	82%	82%	94%	91%
Grade 5 (Literacy)	77%	93%	80%	94%
Grade 5 (Science)	65%	73%	80%	69%

"Some of these scores on the surface look like they went down, but look at it closer. Last year's 3rd grade math at DES was 78% and this year's 4th grade math was 77%. So, we held our ground. Gillett's last year's 3rd grade literacy was 92%. This year's 4th grade literacy was 91%. So, the same could be said there."



DeWitt Middle School

	<u>2011</u>	<u>2012</u>
Grade 6 (Math)	69%	66%
Grade 7 (Math)	63%	77%
Grade 8 (Math)	48%	58%
Grade 6 (Literacy)	61%	70%
Grade 7 (Literacy)	52%	79%
Grade 8 (Literacy)	70%	70%
Grade 7 (Science)	23%	29%

"Good things happened at DeWitt Middle School with a lot of hard work and good things, we think, will keep happening. Their scores show that a lot of hard work was done and Middle School can be proud."

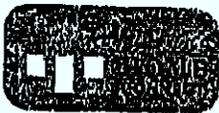
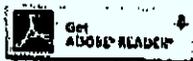
"Now, for DeWitt High School. We made gains and also had a few drops here, but once again it was overall a good job."

DeWitt High School

	<u>2011</u>	<u>2012</u>
11 Grade Literacy	72%	65%
EOC Geometry	69%	59%
EOC Biology	48.3%	42%
Algebra I	75.3%	82%

"There is some work to be done, but we can get there by working hard together as a district."

Mr. Wayman went on to say that he wanted to send the letter to district staff, "So that everyone has a knowledge of scores because we are truly in this together."



For more information on district school performance for previous years, visit the Arkansas School Performance website, www.normessasweb.uark.edu.

Calendar Updates

A professional development presentation on cyberbullying will be held on Monday, August 13, as part of required staff development days for district faculty. Lunch will be provided. The available flex dates in August will now be August 8, 9, 10, and 17. Please click below for an updated 2012-13 school year calendar.

- >>> [2012-13 Color Coded Calendar \(Updated July 12, 2012\)](#)
- >>> [2012-13 Text Calendar](#)

Upcoming Events

- August 8-17
Staff Development
- August 20
First Day of School

>>> [See more events](#)

Recently Updated

- May 8, 2012
School Board Meeting Minutes
- Archived Stories on District News
- 04/30/12 Fund Balances



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ENROLLMENT DATA

DeWitt Total School District Enrollment by Race and Gender

2011-2012

LEA	DISTRICT	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101000	DEWITT SCHOOL DISTRICT	17	2	202	41	4	0	1037	672	631	1303

Source: ADE Data Center

2010-2011

LEA	DISTRICT	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101000	DEWITT SCHOOL DISTRICT	22	0	212	36	4	0	1074	698	650	1348

Source: ADE Data Center

2009-2010

LEA	DISTRICT	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101000	DEWITT SCHOOL DISTRICT	18	1	205	30	4	2	1100	707	653	1360

Source: ADE Data Center

DeWitt Elementary School Enrollment by Race and Gender

2011-2012

LEA	SCHOOL	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101001	DEWITT ELEMENTARY SCHOOL	11	0	79	16	1	0	386	253	240	493

Source: ADE Data Center

2010-2011

LEA	SCHOOL	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101001	DEWITT ELEMENTARY SCHOOL	20	0	73	15	1	0	426	277	258	535

Source: ADE Data Center

2009-2010

LEA	SCHOOL	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101001	DEWITT ELEMENTARY SCHOOL	18	0	79	12	1	0	443	293	260	553

Source: ADE Data Center

Gillett Elementary School Enrollment by Race and Gender

2011-2012

LEA	SCHOOL	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101008	GILLETT ELEMENTARY SCHOOL	2	0	4	3	0	0	66	40	35	75

Source: ADE Data Center

2010-2011

LEA	SCHOOL	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101008	GILLETT ELEMENTARY SCHOOL	0	0	7	4	0	0	65	42	34	76

Source: ADE Data Center

2009-2010

LEA	SCHOOL	2 OR MORE RACES	ASIAN	BLACK	HISPANIC	NATIVE AMERICAN/ NATIVE ALASKAN	NATIVE HAWAIIAN/ PACIFIC ISLANDER	WHITE	MALE	FEMALE	TOTAL
0101008	GILLETT ELEMENTARY SCHOOL	0	0	3	4	0	0	57	37	27	64

Source: ADE Data Center

DeWitt Elementary School Enrollment by Grade

2011-2012

K	1	2	3	4	5	6	7	8	9	10	11	12	GED	UNGRADED	TOTAL
88	80	86	69	87	83	0	0	0	0	0	0	0	0	0	493

Source: ADE Data Center

2010-2011

K	1	2	3	4	5	6	7	8	9	10	11	12	GED	UNGRADED	TOTAL
74	90	77	91	88	115	0	0	0	0	0	0	0	0	0	535

Source: ADE Data Center

2009-2010

K	1	2	3	4	5	6	7	8	9	10	11	12	GED	UNGRADED	TOTAL
93	77	88	90	106	99	0	0	0	0	0	0	0	0	0	553

Source: ADE Data Center

Gillett Elementary School Enrollment by Grade

2011-2012

K	1	2	3	4	5	6	7	8	9	10	11	12	GED	UNGRADED	TOTAL
9	15	16	8	10	17	0	0	0	0	0	0	0	0	0	75

Source: ADE Data Center

2010-2011

K	1	2	3	4	5	6	7	8	9	10	11	12	GED	UNGRADED	TOTAL
16	17	7	12	16	8	0	0	0	0	0	0	0	0	0	76

Source: ADE Data Center

2009-2010

K	1	2	3	4	5	6	7	8	9	10	11	12	GED	UNGRADED	TOTAL
16	7	12	16	7	6	0	0	0	0	0	0	0	0	0	64

Source: ADE Data Center

**DEWITT SCHOOL DISTRICT
REPORT CARD**

2011 District REPORT CARD for DEWITT SCHOOL DISTRICT

INDICATOR 1: STUDENT ACHIEVEMENT

	Percent tested overall	Percent below basic	Percent Basic	Percent Proficient	Percent Advanced	Percent proficient and above
Grade Three Literacy						
Combined Population	95% or Greater	18.2	17.2	32.3	32.3	64.6
African-American	95% or Greater	38.5	30.8	23.1	7.7	30.8
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	16.5	15.2	32.9	35.4	68.4
Economic Disadvantaged	95% or Greater	22.4	19.4	35.8	22.4	58.2
Students with Disabilities	95% or Greater	66.7	13.3	6.7	13.3	20
Limited English Proficient	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	15.9	9.1	40.9	34.1	75
Male	95% or Greater	20	23.6	25.5	30.9	56.4
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Three Mathematics						
Combined Population	95% or Greater	6.1	13.1	27.3	53.5	80.8
African-American	95% or Greater	23.1	15.4	38.5	23.1	61.5
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	3.8	13.9	24.1	58.2	82.3
Economic Disadvantaged	95% or Greater	9	13.4	26.9	50.7	77.6
Students with Disabilities	95% or Greater	40	26.7	13.3	20	33.3
Limited English Proficient	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	2.3	11.4	31.8	54.5	86.4
Male	95% or Greater	9.1	14.5	23.6	52.7	76.4
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Four Literacy						
Combined Population	95% or Greater	6.3	9.5	35.8	48.4	84.2
African-American	95% or Greater	RV	RV	RV	RV	RV
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	7.5	7.5	35	50	85
Economic Disadvantaged	95% or Greater	10.7	10.7	33.9	44.6	78.6
Students with Disabilities	95% or Greater	60	10	20	10	30
Female	95% or Greater	2.4	7.3	29.3	61	90.2
Male	95% or Greater	9.3	11.1	40.7	38.9	79.6

Grade Four Mathematics						
Combined Population	95% or Greater	5.3	7.4	27.4	60	87.4
African-American	95% or Greater	RV	RV	RV	RV	RV

Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	3.8	7.5	27.5	61.3	88.8
Economic Disadvantaged	95% or Greater	8.9	12.5	26.8	51.8	78.6
Students with Disabilities	95% or Greater	20	30	30	20	50
Female	95% or Greater	4.9	7.3	17.1	70.7	87.8
Male	95% or Greater	5.6	7.4	35.2	51.9	87

Grade Five Literacy						
Combined Population	95% or Greater	3.4	19.7	47.9	29.1	76.9
African-American	95% or Greater	6.3	31.3	50	12.5	62.5
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	3.2	17.2	47.3	32.3	79.6
Economic Disadvantaged	95% or Greater	5	22.5	52.5	20	72.5
Students with Disabilities	95% or Greater	28.6	35.7	21.4	14.3	35.7
Female	95% or Greater	0	11.5	49.2	39.3	88.5
Male	95% or Greater	7.1	28.6	46.4	17.9	64.3
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Five Mathematics						
Combined Population	95% or Greater	6.8	10.3	45.3	37.6	82.9
African-American	95% or Greater	18.8	25	37.5	18.8	56.3
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	3.2	8.6	46.2	41.9	88.2
Economic Disadvantaged	95% or Greater	10	13.8	45	31.3	76.3
Students with Disabilities	95% or Greater	35.7	35.7	7.1	21.4	28.6
Female	95% or Greater	1.6	9.8	44.3	44.3	88.5
Male	95% or Greater	12.5	10.7	46.4	30.4	76.8
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Five Science						
Combined Population	95% or Greater	6.8	27.4	56.4	9.4	65.8
African-American	Not Available	6.3	56.3	31.3	6.3	37.5
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	5.4	24.7	59.1	10.8	69.9
Economic Disadvantaged	95% or Greater	10	30	55	5	60
Students with Disabilities	Not Available	28.6	50	14.3	7.1	21.4
Female	95% or Greater	3.3	27.9	60.7	8.2	68.9
Male	95% or Greater	10.7	26.8	51.8	10.7	62.5
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Six Literacy						
Combined Population	95% or Greater	7.7	32.7	35.6	24	59.6
African-American	95% or Greater	5.6	44.4	33.3	16.7	50

Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	8.6	30.9	33.3	27.2	60.5
Economic Disadvantaged	95% or Greater	9.9	39.4	36.6	14.1	50.7
Students with Disabilities	95% or Greater	RV	RV	RV	RV	RV
Female	95% or Greater	2.5	22.5	47.5	27.5	75
Male	95% or Greater	10.9	39.1	28.1	21.9	50

Grade Six Mathematics						
Combined Population	95% or Greater	12.5	18.3	27.9	41.3	69.2
African-American	95% or Greater	16.7	27.8	33.3	22.2	55.6
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	11.1	16	24.7	48.1	72.8
Economic Disadvantaged	95% or Greater	16.9	21.1	32.4	29.6	62
Students with Disabilities	95% or Greater	RV	RV	RV	RV	RV
Female	95% or Greater	7.5	12.5	32.5	47.5	80
Male	95% or Greater	15.6	21.9	25	37.5	62.5

Grade Seven Literacy						
Combined Population	95% or Greater	6.3	40.2	36.6	17	53.6
African-American	95% or Greater	11.1	61.1	27.8	0	27.8
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	5.6	35.6	37.8	21.1	58.9
Economic Disadvantaged	95% or Greater	8.2	46.6	35.6	9.6	45.2
Students with Disabilities	95% or Greater	38.5	53.8	0	7.7	7.7
Female	95% or Greater	3.8	32.1	43.4	20.8	64.2
Male	95% or Greater	8.5	47.5	30.5	13.6	44.1

Grade Seven Mathematics						
Combined Population	95% or Greater	19.6	15.2	34.8	30.4	65.2
African-American	95% or Greater	27.8	22.2	38.9	11.1	50
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	18.9	14.4	31.1	35.6	66.7
Economic Disadvantaged	95% or Greater	20.5	21.9	38.4	19.2	57.5
Students with Disabilities	95% or Greater	92.3	0	0	7.7	7.7
Female	95% or Greater	15.1	13.2	37.7	34	71.7
Male	95% or Greater	23.7	16.9	32.2	27.1	59.3

Grade Seven Science						
Combined Population	95% or Greater	44.6	31.3	21.4	2.7	24.1
African-American	Not Available	61.1	38.9	0	0	0
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	41.1	28.9	26.7	3.3	30
Economic Disadvantaged	95% or Greater	54.8	28.8	15.1	1.4	16.4

Students with Disabilities	Not Available	92.3	0	0	7.7	7.7
Female	95% or Greater	45.3	28.3	24.5	1.9	26.4
Male	95% or Greater	44.1	33.9	18.6	3.4	22

Grade Eight Literacy						
Combined Population	95% or Greater	9.8	16.7	51	22.5	73.5
African-American	95% or Greater	12	24	44	20	64
Caucasian	95% or Greater	9.2	14.5	52.6	23.7	76.3
Economic Disadvantaged	95% or Greater	12.1	24.1	50	13.8	63.8
Students with Disabilities	95% or Greater	64.3	21.4	0	14.3	14.3
Female	95% or Greater	3.3	13.3	53.3	30	83.3
Male	95% or Greater	19	21.4	47.6	11.9	59.5

Grade Eight Mathematics						
Combined Population	95% or Greater	24.5	23.5	42.2	9.8	52
African-American	95% or Greater	52	20	24	4	28
Caucasian	95% or Greater	15.8	23.7	48.7	11.8	60.5
Economic Disadvantaged	95% or Greater	34.5	25.9	31	8.6	39.7
Students with Disabilities	95% or Greater	85.7	0	0	14.3	14.3
Female	95% or Greater	18.3	21.7	48.3	11.7	60
Male	95% or Greater	33.3	26.2	33.3	7.1	40.5

Grade Eleven Literacy						
Combined Population	95% or Greater	1.4	25.7	56.8	16.2	73
African-American	95% or Greater	RV	RV	RV	RV	RV
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	1.6	17.7	61.3	19.4	80.6
Economic Disadvantaged	95% or Greater	3.1	37.5	46.9	12.5	59.4
Students with Disabilities	95% or Greater	RV	RV	RV	RV	RV
Female	95% or Greater	0	23.1	61.5	15.4	76.9
Male	95% or Greater	2.9	28.6	51.4	17.1	68.6

EOC Algebra						
Combined Population	95% or Greater	4.3	20.4	60.2	15.1	75.3
African-American	95% or Greater	4.8	23.8	66.7	4.8	71.4
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	4.3	20	57.1	18.6	75.7
Economic Disadvantaged	95% or Greater	5.8	23.1	59.6	11.5	71.2
Students with Disabilities	95% or Greater	RV	RV	RV	RV	RV
Female	95% or Greater	3.4	18.6	62.7	15.3	78
Male	95% or Greater	5.9	23.5	55.9	14.7	70.6

EOC Geometry						
Combined Population	95% or Greater	5	26	48	21	69
African-American	95% or Greater	10.5	52.6	36.8	0	36.8
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	2.6	20.5	51.3	25.6	76.9
Economic Disadvantaged	95% or Greater	5.9	29.4	51	13.7	64.7
Students with Disabilities	95% or Greater	RV	RV	RV	RV	RV
Limited English Proficient	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	2.1	27.7	46.8	23.4	70.2
Male	95% or Greater	5.8	25	50	19.2	69.2

Biology						
Combined Population	94.7	17.2	34.5	37.9	10.3	48.3
African-American	Not Available	46.7	40	13.3	0	13.3
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	94.6	11.8	32.4	42.6	13.2	55.9
Economic Disadvantaged	89.1	17.9	38.5	35.9	7.7	43.6
Students with Disabilities	Not Available	25	16.7	41.7	16.7	58.3
Limited English Proficient	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	10	35	40	15	55
Male	92.2	23.9	32.6	37	6.5	43.5

Number of Recently Arrived LEP Students Not Assessed in Literacy

Grade Three	0
Grade Four	0
Grade Five	0
Grade Six	0
Grade Seven	0
Grade Eight	0
Grade Eleven	0
Total	0

Norm-Reference Test (ITBS)

Grade One Reading Comprehension	62
Grade One Math Problems	56
Grade Two Reading Comprehension	62
Grade Two Math Problems	57
Grade Three Reading	46
Grade Three Math	49
Grade Four Reading	54
Grade Four Math	63
Grade Five Reading	47
Grade Five Math	51
Grade Five Science	59

Grade Six Reading	41
Grade Six Math	43
Grade Seven Reading	43
Grade Seven Math	47
Grade Seven Science	50
Grade Eight Reading	43
Grade Eight Math	44
Grade Nine Reading Comprehension	47
Grade Nine Math Concepts and Problems	53
American College Test (ACT)	
Number of Students Taking Voluntary Universal ACT	
District Provided College Prep for Students Taking ACT in Grades 9-11	
Number of Students in College Preparatory Enrichment Program (CPEP)	
Number of Students Taking ACT in Grades 9-11	42
Number of Students Taking ACT in Grade 12	52
Mathematics	19.1
Science	19.3
English	18.6
Composite	18.9
Reading	19.6
Scholastic Assessment Test (SAT)	
Number of Students Taking SAT College Admission Test	2
SAT Critical Reading Mean	RV
SAT Math Mean	RV
SAT Writing Mean	RV
Advanced Placement Courses (AP)	
Number of Students Taking AP courses	61
Number of AP exams taken	80
Number of Exams scored 3,4 or 5	8
Number of Students Taking International Baccalaureate Courses	

INDICATOR 2: SCHOOL PERFORMANCE

No Child Left Behind Met Adequate Yearly Progress (AYP)

Achieving Standards	2
First Year Not to Meet Standards (Alert)	1
Year One of Targeted School Improvement	0
Year Two of Targeted School Improvement	0
Targeted Corrective Action	0
Targeted Intensive School Improvement	0
Targeted Restructuring	0
Year One of Whole School Improvement	0
Year Two of Whole School Improvement	0
Whole School Corrective Action	0

Whole School Intensive Improvement	0
Whole School Intensive Restructuring	0
State Directed	1
Improvement School Rating (Gains)	
1-Schools in Need of Immediate Improvement	1
2-Schools Approaching Standards (Alert)	2
3-Schools Meeting Improvement Standards	1
4-Schools Exceeding Improvement Standards	0
5-Schools of Excellence for Improvement	0
Performance School Rating (Status)	
1-Schools in Need of Immediate Improvement	0
2-Schools on Alert	0
3-Schools Meeting Standards	1
4-Schools Exceeding Standards	2
5-Schools of Excellence	1
Annual Accreditation Status	
Accredited	4
Accredited-Cited	0
Accredited-Probationary	0
Attendance rate	97.3
Dropout rate	4
Combined Population Graduation Rate	91.3
African American Graduation Rate	79.2
Hispanic Graduation Rate	RV
Caucasian Graduation Rate	96
Economically Disadvantaged Graduation Rate	85.2
Limited English Proficient Graduation Rate	RV
Students with a Disability Graduation Rate	100
Grade Inflation Rate	6.1
Remediation Rate	58.8
October Enrollment	1348

INDICATOR 3: RETENTION

Number of Students Retained at Grade One	10
Percent of Students Retained at Grade One	9.3
Number of Students Retained at Grade Two	3
Percent of Students Retained at Grade Two	3.6
Number of Students Retained at Grade Three	3

Percent of Students Retained at Grade Three	2.9
Number of Students Retained at Grade Four	2
Percent of Students Retained at Grade Four	1.9
Number of Students Retained at Grade Five	1
Percent of Students Retained at Grade Five	0.8
Number of Students Retained at Grade Six	8
Percent of Students Retained at Grade Six	7.3
Number of Students Retained at Grade Seven	15
Percent of Students Retained at Grade Seven	12.3
Number of Students Retained at Grade Eight	5
Percent of Students Retained at Grade Eight	4.6

INDICATOR 4: SAFE & ORDERLY ENVIRONMENT

Discipline Policies Distributed to Parents	Y
Discipline Training Provided to Staff	Y
Parental Involvement Plan Adopted	Y
Expulsions	0
Weapons Incidents	0.2
Staff Assaults	0.1
Student Assaults	0.3

INDICATOR 5: TEACHER QUALITY

Percent of Teachers Completely Certified (Licensed)	96.9
Percent Teaching with Emergency/ Provisional Credentials	2.3
Percent of Teachers with Bachelor's Degree	59.5
Percent of Teachers with Master's Degree	36.6
Percent of Teachers with Advanced Degree	0.8
Teachers in High Poverty Schools	
Percent of Classes not Taught by Highly Qualified Teachers	
Teachers in Low Poverty Schools	
Percent of Classes not Taught by Highly Qualified Teachers	0
Aggregate all Economic Levels	
Percent of Classes not Taught by Highly Qualified Teachers	0.2

Indicator 6: Choice

Percent of Students Obtained Through School Choice	0
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Indicator 7: Economic

District Total Mills Voted	34.5
District Expenditure Per Student	8,967
District Average Teacher Salary	44,451
District Total Expenditures	13,329,291
District Instructional Expenditures	7,043,369
District Administrative Expenditures	1,268,643

District Extracurricular Expenditures	440,148
District Capital Expenditures	621,837
District Debt Service Expenditures	622,864
Percent of Students Eligible for Free and Reduced Meals	60.3
State Free and Reduced-Price Meal Rate **	59.7%
National Free and Reduced-Price Meal Rate **	51.49%

**DEWITT ELEMENTARY SCHOOL
REPORT CARD**

2011 SCHOOL REPORT CARD for DEWITT ELEMENTARY SCHOOL

INDICATOR 1: STUDENT ACHIEVEMENT

	Percent tested overall	Percent below basic	Percent Basic	Percent Proficient	Percent Advanced	Percent proficient and above
Grade Three Literacy						
Combined Population	95% or Greater	20.7	18.4	33.3	27.6	60.9
African-American	Not Available	38.5	30.8	23.1	7.7	30.8
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	19.1	16.2	33.8	30.9	64.7
Economic Disadvantaged	95% or Greater	25	20	36.7	18.3	55
Students with Disabilities	Not Available	71.4	14.3	0	14.3	14.3
Limited English Proficient	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	18.4	10.5	42.1	28.9	71.1
Male	95% or Greater	22.4	24.5	26.5	26.5	53.1
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Three Mathematics						
Combined Population	95% or Greater	6.9	14.9	28.7	49.4	78.2
African-American	Not Available	23.1	15.4	38.5	23.1	61.5
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	4.4	16.2	25	54.4	79.4
Economic Disadvantaged	95% or Greater	10	15	26.7	48.3	75
Students with Disabilities	Not Available	42.9	28.6	7.1	21.4	28.6
Limited English Proficient	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	2.6	13.2	34.2	50	84.2
Male	95% or Greater	10.2	16.3	24.5	49	73.5
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Four Literacy						
Combined Population	95% or Greater	6.3	11.4	34.2	48.1	82.3
African-American	Not Available	RV	RV	RV	RV	RV
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	7.7	9.2	33.8	49.2	83.1
Economic Disadvantaged	95% or Greater	10.4	12.5	31.3	45.8	77.1
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	2.9	8.8	26.5	61.8	88.2
Male	95% or Greater	8.9	13.3	40	37.8	77.8

Grade Four Mathematics						
Combined Population	95% or Greater	6.3	8.9	25.3	59.5	84.8
African-American	Not Available	RV	RV	RV	RV	RV

Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	4.6	9.2	24.6	61.5	86.2
Economic Disadvantaged	95% or Greater	10.4	14.6	22.9	52.1	75
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	95% or Greater	5.9	8.8	20.6	64.7	85.3
Male	95% or Greater	6.7	8.9	28.9	55.6	84.4

Grade Five Literacy						
Combined Population	95% or Greater	3.7	20.2	47.7	28.4	76.1
African-American	Not Available	6.7	33.3	53.3	6.7	60
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	3.4	17	47.7	31.8	79.5
Economic Disadvantaged	95% or Greater	5.5	23.3	52.1	19.2	71.2
Students with Disabilities	Not Available	33.3	41.7	16.7	8.3	25
Female	95% or Greater	0	12.7	47.3	40	87.3
Male	95% or Greater	7.4	27.8	48.1	16.7	64.8
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Five Mathematics						
Combined Population	95% or Greater	7.3	11	44	37.6	81.7
African-American	Not Available	20	26.7	33.3	20	53.3
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	3.4	9.1	46.6	40.9	87.5
Economic Disadvantaged	95% or Greater	11	15.1	42.5	31.5	74
Students with Disabilities	Not Available	41.7	41.7	8.3	8.3	16.7
Female	95% or Greater	1.8	10.9	41.8	45.5	87.3
Male	95% or Greater	13	11.1	46.3	29.6	75.9
Migrant	Not Available	RV	RV	RV	RV	RV

Grade Five Science						
Combined Population	95% or Greater	7.3	28.4	55	9.2	64.2
African-American	Not Available	6.7	60	26.7	6.7	33.3
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	95% or Greater	5.7	25	59.1	10.2	69.3
Economic Disadvantaged	95% or Greater	11	31.5	52.1	5.5	57.5
Students with Disabilities	Not Available	33.3	58.3	0	8.3	8.3
Female	95% or Greater	3.6	30.9	56.4	9.1	65.5
Male	95% or Greater	11.1	25.9	53.7	9.3	63
Migrant	Not Available	RV	RV	RV	RV	RV

Norm-Reference Test (ITBS)

Grade One Reading Comprehension

60

Grade One Math Problems

54

Grade Two Reading Comprehension	56
Grade Two Math Problems	53
Grade Three Reading	41
Grade Three Math	44
Grade Four Reading	53
Grade Four Math	63
Grade Five Reading	47
Grade Five Math	50
Grade Five Science	59
Grade Six Reading	NA
Grade Six Math	NA
Grade Seven Reading	NA
Grade Seven Math	NA
Grade Seven Science	NA
Grade Eight Reading	NA
Grade Eight Math	NA
Grade Nine Reading Comprehension	NA
Grade Nine Math Concepts and Problems	NA
American College Test (ACT)	
Number of Students Taking Voluntary Universal ACT	
District Provided College Prep for Students Taking ACT in Grades 9-11	
Number of Students in College Preparatory Enrichment Program (CPEP)	
Number of Students Taking ACT in Grades 9-11	
Number of Students Taking ACT in Grade 12	
Mathematics	
Science	
English	
Composite	
Reading	
Scholastic Assessment Test (SAT)	
Number of Students Taking SAT College Admission Test	
SAT Critical Reading Mean	
SAT Math Mean	
SAT Writing Mean	
Advanced Placement Courses (AP)	
Number of Students Taking AP courses	
Number of AP exams taken	
Number of Exams scored 3,4 or 5	
Number of Students Taking International Baccalaureate Courses	

INDICATOR 2: SCHOOL PERFORMANCE

No Child Left Behind Met Adequate Yearly Progress (AYP)

Achieving Standards	N
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First Year Not to Meet Standards (Alert)	Y
Year One of Targeted School Improvement	N
Year Two of Targeted School Improvement	N
Targeted Corrective Action	N
Targeted Intensive School Improvement	N
Targeted Restructuring	N
Year One of Whole School Improvement	N
Year Two of Whole School Improvement	N
Whole School Corrective Action	N
Whole School Intensive Improvement	N
Whole School Intensive Restructuring	N
State Directed	N

Improvement School Rating (Gains)

Improvement School Rating (Gains)

3-Schools Meeting Improvement Standards

Performance School Rating (Status)

Performance School Rating (Status)

4-Schools Exceeding Standards

Annual Accreditation Status

Accredited	YES
Accredited-Cited	NO
Accredited-Probationary	NO

Attendance rate	95.1
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Dropout rate	
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Combined Population Graduation Rate	
African American Graduation Rate	
Hispanic Graduation Rate	
Caucasian Graduation Rate	
Economically Disadvantaged Graduation Rate	
Limited English Proficient Graduation Rate	
Students with a Disability Graduation Rate	

Grade Inflation Rate *This Indicator is not applicable to this school	NA
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Remediation Rate	
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October Enrollment	535
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INDICATOR 3: RETENTION

Number of Students Retained at Grade One	9
Percent of Students Retained at Grade One	10
Number of Students Retained at Grade Two	3
Percent of Students Retained at Grade Two	3.9

Number of Students Retained at Grade Three	2
Percent of Students Retained at Grade Three	2.2
Number of Students Retained at Grade Four	2
Percent of Students Retained at Grade Four	2.3
Number of Students Retained at Grade Five	1
Percent of Students Retained at Grade Five	0.9
Number of Students Retained at Grade Six	0
Percent of Students Retained at Grade Six	0
Number of Students Retained at Grade Seven	0
Percent of Students Retained at Grade Seven	0
Number of Students Retained at Grade Eight	0
Percent of Students Retained at Grade Eight	0

INDICATOR 4: SAFE & ORDERLY ENVIRONMENT

Discipline Policies Distributed to Parents	Y
Discipline Training Provided to Staff	Y
Parental Involvement Plan Adopted	Y
Expulsions	0
Weapons Incidents	0
Staff Assaults	0.2
Student Assaults	0.6

INDICATOR 5: TEACHER QUALITY

Percent of Teachers Completely Certified (Licensed)	100
Percent Teaching with Emergency/ Provisional Credentials	0
Percent of Teachers with Bachelor's Degree	76.6
Percent of Teachers with Master's Degree	21.3
Percent of Teachers with Advanced Degree	2.1
Teachers in High Poverty Schools	
Percent of Classes not Taught by Highly Qualified Teachers	NA
Teachers in Low Poverty Schools	
Percent of Classes not Taught by Highly Qualified Teachers	NA
Aggregate all Economic Levels	
Percent of Classes not Taught by Highly Qualified Teachers	0.4

Indicator 6: Choice

Percent of Students Obtained Through School Choice	0
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Indicator 7: Economic

District Total Mills Voted	34.5
District Expenditure Per Student	8,967
District Average Teacher Salary	44,451
District Total Expenditures	13,329,291
District Instructional Expenditures	7,043,369

District Administrative Expenditures	1,268,643
District Extracurricular Expenditures	440,148
District Capital Expenditures	621,837
District Debt Service Expenditures	622,864
Percent of Students Eligible for Free and Reduced Meals	65.2
State Free and Reduced-Price Meal Rate **	59.7%
National Free and Reduced-Price Meal Rate **	51.49%

**GILLETT ELEMENTARY SCHOOL
REPORT CARD**

2011 SCHOOL REPORT CARD for GILLETT ELEMENTARY SCHOOL

INDICATOR 1: STUDENT ACHIEVEMENT

	Percent tested overall	Percent below basic	Percent Basic	Percent Proficient	Percent Advanced	Percent proficient and above
Grade Three Literacy						
Combined Population	Not Available	0	8.3	25	66.7	91.7
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	0	9.1	27.3	63.6	90.9
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Grade Three Mathematics						
Combined Population	Not Available	0	0	16.7	83.3	100
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	0	0	18.2	81.8	100
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Grade Four Literacy						
Combined Population	Not Available	6.3	0	43.8	50	93.8
African-American	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	6.7	0	40	53.3	93.3
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Grade Four Mathematics						
Combined Population	Not Available	0	0	37.5	62.5	100
African-American	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	0	0	40	60	100
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Grade Five Literacy						
Combined Population	Not Available	RV	RV	RV	RV	RV
African-American	Not Available	RV	RV	RV	RV	RV
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	RV	RV	RV	RV	RV
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Grade Five Mathematics						
Combined Population	Not Available	RV	RV	RV	RV	RV
African-American	Not Available	RV	RV	RV	RV	RV
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	RV	RV	RV	RV	RV
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Grade Five Science						
Combined Population	Not Available	RV	RV	RV	RV	RV
African-American	Not Available	RV	RV	RV	RV	RV
Hispanic	Not Available	RV	RV	RV	RV	RV
Caucasian	Not Available	RV	RV	RV	RV	RV
Economic Disadvantaged	Not Available	RV	RV	RV	RV	RV
Students with Disabilities	Not Available	RV	RV	RV	RV	RV
Female	Not Available	RV	RV	RV	RV	RV
Male	Not Available	RV	RV	RV	RV	RV

Norm-Reference Test (ITBS)

Grade One Reading Comprehension	68
Grade One Math Problems	62
Grade Two Reading Comprehension	93
Grade Two Math Problems	85
Grade Three Reading	71
Grade Three Math	76
Grade Four Reading	58
Grade Four Math	67
Grade Five Reading	61
Grade Five Math	64
Grade Five Science	64
Grade Six Reading	NA

Grade Six Math	NA
Grade Seven Reading	NA
Grade Seven Math	NA
Grade Seven Science	NA
Grade Eight Reading	NA
Grade Eight Math	NA
Grade Nine Reading Comprehension	NA
Grade Nine Math Concepts and Problems	NA
American College Test (ACT)	
Number of Students Taking Voluntary Universal ACT	
District Provided College Prep for Students Taking ACT in Grades 9-11	
Number of Students in College Preparatory Enrichment Program (CPEP)	
Number of Students Taking ACT in Grades 9-11	
Number of Students Taking ACT in Grade 12	
Mathematics	
Science	
English	
Composite	
Reading	
Scholastic Assessment Test (SAT)	
Number of Students Taking SAT College Admission Test	
SAT Critical Reading Mean	
SAT Math Mean	
SAT Writing Mean	
Advanced Placement Courses (AP)	
Number of Students Taking AP courses	
Number of AP exams taken	
Number of Exams scored 3,4 or 5	
Number of Students Taking International Baccalaureate Courses	

INDICATOR 2: SCHOOL PERFORMANCE

No Child Left Behind Met Adequate Yearly Progress (AYP)

Achieving Standards	Y
First Year Not to Meet Standards (Alert)	N
Year One of Targeted School Improvement	N
Year Two of Targeted School Improvement	N
Targeted Corrective Action	N
Targeted Intensive School Improvement	N
Targeted Restructuring	N
Year One of Whole School Improvement	N
Year Two of Whole School Improvement	N
Whole School Corrective Action	N
Whole School Intensive Improvement	N

Whole School Intensive Restructuring	N
State Directed	N
Improvement School Rating (Gains)	
Improvement School Rating (Gains)	2-Schools Approaching Standards (Alert)
Performance School Rating (Status)	
Performance School Rating (Status)	5-Schools of Excellence
Annual Accreditation Status	
Accredited	YES
Accredited-Cited	NO
Accredited-Probationary	NO
Attendance rate	95.8
Dropout rate	
Combined Population Graduation Rate	
African American Graduation Rate	
Hispanic Graduation Rate	
Caucasian Graduation Rate	
Economically Disadvantaged Graduation Rate	
Limited English Proficient Graduation Rate	
Students with a Disability Graduation Rate	
Grade Inflation Rate *This Indicator is not applicable to this school	NA
Remediation Rate	
October Enrollment	76

INDICATOR 3: RETENTION

Number of Students Retained at Grade One	1
Percent of Students Retained at Grade One	5.9
Number of Students Retained at Grade Two	0
Percent of Students Retained at Grade Two	0
Number of Students Retained at Grade Three	1
Percent of Students Retained at Grade Three	8.3
Number of Students Retained at Grade Four	0
Percent of Students Retained at Grade Four	0
Number of Students Retained at Grade Five	0
Percent of Students Retained at Grade Five	0
Number of Students Retained at Grade Six	0
Percent of Students Retained at Grade Six	0
Number of Students Retained at Grade Seven	0
Percent of Students Retained at Grade Seven	0

Number of Students Retained at Grade Eight	0
Percent of Students Retained at Grade Eight	0

INDICATOR 4: SAFE & ORDERLY ENVIRONMENT

Discipline Policies Distributed to Parents	Y
Discipline Training Provided to Staff	Y
Parental Involvement Plan Adopted	Y
Expulsions	0
Weapons Incidents	0
Staff Assaults	0
Student Assaults	0

INDICATOR 5: TEACHER QUALITY

Percent of Teachers Completely Certified (Licensed)	100
Percent Teaching with Emergency/ Provisional Credentials	0
Percent of Teachers with Bachelor's Degree	46.2
Percent of Teachers with Master's Degree	53.8
Percent of Teachers with Advanced Degree	0
Teachers in High Poverty Schools	
Percent of Classes not Taught by Highly Qualified Teachers	NA
Teachers in Low Poverty Schools	
Percent of Classes not Taught by Highly Qualified Teachers	NA
Aggregate all Economic Levels	
Percent of Classes not Taught by Highly Qualified Teachers	0

Indicator 6: Choice

Percent of Students Obtained Through School Choice	0
--	---

Indicator 7: Economic

District Total Mills Voted	34.5
District Expenditure Per Student	8,967
District Average Teacher Salary	44,451
District Total Expenditures	13,329,291
District Instructional Expenditures	7,043,369
District Administrative Expenditures	1,268,643
District Extracurricular Expenditures	440,148
District Capital Expenditures	621,837
District Debt Service Expenditures	622,864
Percent of Students Eligible for Free and Reduced Meals	64.5
State Free and Reduced-Price Meal Rate **	59.7%
National Free and Reduced-Price Meal Rate **	51.49%

ARK. CODE ANN. § 6-20-602

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A.C.A. § 6-20-602 (Copy w/ Cite)

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A.C.A. § 6-20-602

Arkansas Code of 1987 Annotated Official Edition

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*** Legislation is current through the 2012 Fiscal Session and updates ***

*** received from the Arkansas Code Revision Commission through ***

*** June 12, 2012. ***

Title 6 Education

Subtitle 2. Elementary And Secondary Education Generally

Chapter 20 Finances

Subchapter 6 -- Local School District Isolated Funding

A.C.A. § 6-20-602 (2012)

6-20-602. Isolated schools.

(a) "Isolated school" means a school within a school district that:

(1) Prior to administrative consolidation or annexation under this section, § 6-13-1601 et seq., and § 6-13-1405(a)(5) qualified as an isolated school district under § 6-20-601; and

(2) Is subject to administrative consolidation or annexation under this section, § 6-13-1601 et seq., and § 6-13-1405(a)(5).

(b) Any isolated school within a resulting or receiving district shall remain open unless the school board of directors of the resulting or receiving district adopts a motion to close the isolated school or parts thereof by:

(1) Unanimous vote of the full board of directors; or

(2) (A) A majority vote of the full board of directors, but less than a unanimous vote, and the motion is considered by and approved by a majority vote of members of the State Board of Education.

(B) Any school board of directors seeking the state board approval to close isolated schools or parts thereof under subdivision (b)(2)(A) of this section shall:

(i) No less than thirty (30) days prior to a regularly scheduled state board meeting, request a hearing on the matter before the state board and file a petition to have the motion reviewed and approved by the state board.

(ii) The petition shall:

(a) Identify the specific isolated schools or part thereof that the local board of directors has moved to close;

(b) State all reasons that the isolated schools or part thereof should be closed;

(c) State how the closure will serve the best interests of the students in the district as a whole;

(d) State if the closure will have any negative impact on desegregation efforts or violate any valid court order from a court of proper jurisdiction; and

(e) Have attached a copy of the final motion approving the closure by the local board of directors.

(C) (i) Upon receiving a petition for approval of a motion to close all or part of an isolated school under subdivision (b)(2)(A) of this section, the state board shall have the authority to review and approve or disapprove the petition.

(ii) The state board shall only approve a motion to close isolated schools or parts thereof under subdivision (b)(2)(A) of this section if the closure is in the best interest of the students in the school district as a whole.

(iii) The state board shall not close a school if the state board finds that the closure will have any negative impact on desegregation efforts or will violate any valid court order from a court of proper jurisdiction.

(D) (i) Except under subdivision (b)(2)(D)(ii) of this section, the state board shall not require the closure of all or part of an isolated school without a motion from the local board of directors as required under subdivision (b)(2)(A) of this section.

(ii) This section shall not be construed to restrict the authority of the Department of Education and the state board otherwise granted by law.

(c) Funding for isolated school districts shall be expended by the resulting or receiving district only on the operation, maintenance, and other expenses of the isolated schools within the resulting or receiving district.

HISTORY: Acts 2003 (2nd Ex. Sess.), No. 60, § 5; 2005, No. 1397, § 2; 2011, No. 1131, § 2.

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A.C.A. § 6-20-602 (Copy w/ Cite)

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RULES

**ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING THE CLOSURE OF ISOLATED SCHOOLS
September 2012**

1.00 PURPOSE

- 1.01 These rules shall be known as the Arkansas Department of Education Rules Governing the Closure of Isolated Schools.

2.00 AUTHORITY

- 2.01 The State Board of Education enacted these rules pursuant to Ark. Code Ann. §§ 6-11-105, 6-13-1603, 6-20-602 and 25-15-201 et seq.

3.00 DEFINITIONS

- 3.01 "Affected district" means a school district that:
- 3.01.1 Loses territory or students as a result of an administrative annexation; or
 - 3.01.2 Is involved in an administrative consolidation.
- 3.02 "Closure" means the cessation of use of an isolated school for the purpose of daily classroom instruction.
- 3.03 "Isolated school" means a school within a school district that:
- 3.03.1 Prior to administrative consolidation or annexation under Ark. Code Ann. § 6-13-1601 et seq. qualified as an isolated school district under Ark. Code Ann. § 6-20-601; and
 - 3.03.2 Is subject to administrative consolidation under Ark. Code Ann. § 6-13-1601 et seq.
- 3.04 "Partial closure" means the cessation of daily classroom instruction in one or more grade levels of an isolated school. This definition does not include the cessation of daily classroom instruction in classrooms within a particular grade level.
- 3.05 "Receiving district" means a school district or districts that receive territory or students, or both, from an affected district as a result of an administrative annexation; and
- 3.06 "Resulting district" means the new school district created from an affected district or districts as a result of an administrative consolidation.

4.00 CLOSING OF ISOLATED SCHOOLS

- 4.01 Any isolated school within a resulting or receiving district shall remain open unless the school board of directors of the resulting or receiving district adopts a motion to close the isolated school or parts thereof by:
- 4.01.1 Unanimous vote of the full board of directors; or
 - 4.01.2 A majority vote of the full board of directors, but less than a unanimous vote, and the motion is considered by and approved by a majority vote of members of the State Board of Education (State Board).
- 4.02 Any school board of directors seeking the state board approval to close isolated schools or parts thereof under subdivision 4.01.2 of these rules shall:
- 4.02.1 No less than thirty (30) days prior to a regularly scheduled State Board meeting, request a hearing on the matter before the State Board and file a petition to have the motion reviewed and approved by the State Board.
 - 4.02.2 The petition shall:
 - 4.02.2.1 Identify the specific isolated schools or part thereof that the local board of directors has moved to close;
 - 4.02.2.2 State all reasons that the isolated schools or part thereof should be closed;
 - 4.02.2.3 State how the closure will serve the best interests of the students in the district as a whole;
 - 4.02.2.4 State if the closure will have any negative impact on desegregation efforts or violate any valid court order from a court of proper jurisdiction; and
 - 4.02.2.5 Have attached a copy of the final motion approving the closure by the local board of directors.
- 4.03 Upon receiving a petition for approval of a motion to close all or part of an isolated school under subdivisions 4.01.2 and 4.02 of these rules, the State Board shall have the authority to review and approve or disapprove the petition.

- 4.04 The State Board shall only approve a motion to close isolated schools or parts thereof under subdivisions 4.01.2 and 4.02 of these rules if the closure is in the best interest of the students in the school district as a whole.
- 4.05 The State Board shall not close a school if the State Board finds that the closure will have any negative impact on desegregation efforts or will violate any valid court order from a court of proper jurisdiction.
- 4.06 Except under subsection 4.07 of these rules, the State Board shall not require the closure of all or part of an isolated school without a motion from the local board of directors as required under subdivisions 4.01.2 and 4.02 of these rules.
- 4.07 Ark. Code Ann. § 6-20-602 and these rules shall not be construed to restrict the authority of the Department of Education and the State Board otherwise granted by law.
- 4.08 Funding for isolated school districts shall be expended by the resulting or receiving district only on the operation, maintenance, and other expenses of the isolated schools within the resulting or receiving district.

5.00 STATE BOARD HEARING PROCEDURES – CLOSURE OF ISOLATED SCHOOLS

- 5.01 All persons wishing to testify before the State Board shall first be placed under oath by the Chairperson of the State Board.
- 5.02 The spokesperson(s) for the petitioning school district shall have a total of fifteen (15) minutes to present the school district's remarks. The State Board may allow more than fifteen (15) minutes if necessary.
- 5.03 The spokesperson(s) for any individual or group of citizens that opposes the petition shall have a total of fifteen (15) minutes to present the remarks of the individual or group of citizens. The State Board may allow more than fifteen (15) minutes if necessary.
- 5.04 The spokesperson(s) for the petitioning school district shall have a total of five (5) minutes to present closing remarks to the State Board. The State Board may allow more than five (5) minutes if necessary.
- 5.05 The State Board shall then discuss, deliberate and vote upon the matter of approving or denying the school district's petition.
- 5.06 If it deems necessary, the State Board may take the matter under advisement and announce its decision at a later date, provided that all

discussions, deliberations and votes upon the matter take place in a public hearing.

5.07 The State Board shall issue a written order concerning the matter.

November 20, 2012

Arkansas Department of Education
State Board
Four Capitol Mall, Room 403-A
Little Rock, Arkansas 72201

State Board,

I have been asked by the supporters of the Gillett Elementary School Fund to verify the amount of money that they have raised. As of today, the 20th of November they have raised \$87,000. This amount is on deposit and will require my signature and one more to be dispersed against the specific cost of operating the Gillett Elementary School.

Please do not hesitate to contact me if you have any questions or further explanation is needed.

Sincerely,



Larry Bauer
Senior Consultant
Farmers & Merchants Bank
1960 South Whitehead Drive
Post Office Box 696
DeWitt, Arkansas 72042

Dermott School District
 LEA # 0901
 Chicot County

Classified in Fiscal Distress

April 11, 2011

Fiscal Distress Indicators and Additional Concerns:

* A declining balance determined to jeopardize the fiscal integrity of the school district

District Profile:	2008-09	2009-10	2010-11	*2011-12
Superintendent	George A. Newton	George A. Newton	George A. Newton	George A. Newton
4 QTR ADM	473	438	424	405
Assessment	30,811,069	30,625,905	30,211,193	32,767,980
Total Mills	41.81	41.81	41.81	41.81
Total Debt Bond/Non Bond	2,757,063	3,236,099	3,109,818	2,978,202
Per Pupil Expenditures	11,075	14,695	13,556	12,414
Personnel-Non-Fed Certified FTE	53.57	56.07	35.12	35.17
Personnel-Non-Fed Certified Clsrm FTE	49.57	49.49	26.62	32.67
Avg Salary-Non-Fed Cert FTE	42,929	42,625	45,202	52,305
Avg Salary-Non-Fed Cert Clsrm FTE	40,758	39,695	41,504	44,012
Net Legal Balance (Excl Cat & QZAB)	1,082,741	837,126	716,603	1,029,288

* Prior to Annual Statistical Report (ASR) publication for 2011-12.

Total Debt includes Bonded and Non-bonded filed with ADE.

Data Source: Annual Statistical Reports (ASR) and State Aid Notice for school district.

Effective for the 2012-13 school year Mr. Kelvin Gragg is Superintendent for the District.

District Actions:

The District has included the following objectives in their Fiscal Distress Improvement Plan:

2011-12

- Reduced 8 certified teachers through RIF and attrition
- Reduced 1 Principal through RIF
- Reduced 8 classified positions through RIF
- Reduced contract days and index of 14 certified employees
- Reduced contract days and index of 22 classified employees
- Eliminated football program

Additional actions not included in plan:

- Utilized Special Education Supervisor from the Coop

2012-13

- Reduce 1 principal through attrition
- Reduce 3.5 certified staff through RIF and attrition
- Eliminated the Drivers Education program
- Reduced stipend costs

Dermott School District
LEA # 0901
Chicot County

Comments:

The District was classified in Fiscal Distress on April 11, 2011. The 2012-13 school year will complete the 2nd full year of fiscal distress.

Mr. George Newton, Dermott Superintendent, retired on June 30, 2012.

The District has reduced Principal positions from three to one over the past two years through RIF and attrition. The District currently has one Principle K-12.

Effective for the 2012-13 school year Mr. Kelvin Gragg is Superintendent for the District.



ARKANSAS DEPARTMENT OF EDUCATION

Dr. Tom W. Kimbrell
Commissioner

November 9, 2012

**State Board
of Education**

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Clinton
Chair

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Melbourne
Vice Chair

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Newport

Brenda Gullett
Fayetteville

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Toyce Newton
Crossett

Mireya Relth
Fayetteville

Vicki Saviers
Little Rock

Mr. Kelvin Gragg, Superintendent
Dermott School District
P.O. Box 380
Dermott, Arkansas 71638

Dear Mr. Gragg:

This letter is to certify that the Dermott School District has completed all activities and strategies as outlined in the District's Fiscal Distress Improvement Plan. The District has also complied with all department recommendations and requirements for removal from Fiscal Distress. The District may now petition the State Board for removal from Fiscal Distress status. The petition should be sent to Ms. Hazel Burnett at the address provided below. The petition will be presented to the State Board at the December 10, 2012 meeting. Arkansas Department of Education will recommend the Dermott School District be removed from Fiscal Distress effective December 10, 2012. Please plan to attend this meeting and be prepared to answer any questions the State Board may have concerning your District and its programs.

We congratulate the Dermott School District and encourage continued diligence to sustain this improvement.

Sincerely,

Hazel Burnett, ADE Coordinator
Fiscal Distress Accountability and Reporting
Four Capitol Mall, Room 105-C
Little Rock, AR 72201

HB:ddm

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.org

cc: Dr. Tom Kimbrell, Commissioner
Mr. Tony Wood, Deputy Commissioner
Mr. Jared A. Cleveland, Assistant Commissioner



DERMOTT SCHOOL DISTRICT

P.O. BOX 380
525 EAST SPEEDWAY
DERMOTT, ARKANSAS 71638



OFFICE OF THE SUPERINTENDENT
PHONE: 870-538-1000
FAX: 870-538-1005

HIGH SCHOOL: 870-538-1030
ELEMENTARY SCHOOL: 870-538-1010

November 12, 2012

Dr. Tom Kimbrell, Commissioner
Arkansas State Board of Education
Arkansas Department of Education
4 Capitol Mall, Room 304-A
Little Rock, Arkansas 72201

Dear Dr. Kimbrell and the Arkansas State Board of Education:

On behalf of the Dermott School District and its board of education, I respectfully request that the Dermott School District be removed from the Arkansas Department of Education's "Fiscal Distress List."

On July 10, 2012, I was employed as Superintendent of Schools. The Dermott School District has worked very diligently to resolve its financial and staffing issues, which prompted the fiscal distress designation in April, 2011. With the positive teamwork of the school board and administrative team, we have arrived at this important juncture. Our course of action to accomplish this includes (but not limited to):

- **Reduced and reassigned staff to reduce salary expenditures through attrition, retirement and reduction-in-force**
- **No salary increases other than salary schedule steps**
- **Reduction/greater oversight of employee travel**
- **Eliminated two (2) principal's position**
- **Eliminated two (2) bus routes**
- **Eliminated football and all expenditures related to football**
- **Reduced the multiplier and contracted days for fourteen (14) certified employees**
- **Eliminated driver's education**
- **Increased ending balance for the past two (2) years**
- **Projected increase in ending balance for the 2012-2013 school year**
- **Positive comments from legislative audit**

The teamwork shown by our staff has been very impressive. The pride in the district has been maintained due to a common goal of seeing our financial status improve.

I would like to thank the Department of Education for their support in this endeavor. I also wish to personally thank Ms. Hazel Burnett and her staff for their continued guidance, support and communication throughout this important process.

Sincerely,

A handwritten signature in dark ink, appearing to read "Kelvin B. Gragg". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Kelvin B. Gragg
Superintendent

KBG/ac

Arkansas Department of Education
 Dermott School District
 General Operating Funds
 Summary

FY13 Budget			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	Projected Balance 6/30/2013
942,839	3,350,045	3,093,117	1,199,768
FY12 as of June 30, 2012			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	Balance as of 6/30/2012
639,406	3,633,622	3,330,189	942,839
FY11 as of June 30, 2011			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	Balance as of 6/30/2011
698,537	3,496,359	3,555,490	639,406

Arkansas Department of Education
Dermott School District
General Operating Funds
Revenue

General Operating Funds:					
1000 1246 1255 1369 1370 2000 2001 2003 2004 2006 2009 2010 2011 2012 2060 2061 2062 2100 2105 2120 2218 2222 2225 2227 2232 2233 2234 2240 2246 2271 2285 2340 2365 2392 2394 2920 2995 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
		6/30/2011	6/30/2012	Budget	to 11/12 Actual
Revenue:					
11110	Property Taxes Current	780,164	796,225	690,000	(106,225)
11115	Property Taxes Relief	0	0	100,000	100,000
11120	Property Tax -40 % by 6/30	302,112	332,734	332,000	(734)
11125	Property Relief Tax	0	0	0	0
11140	Property Tax Delinquent	35,282	66,922	60,000	(6,922)
11150	Excess Commission	6,564	13,914	10,000	(3,914)
11160	Land Redemp-In State Sale	45,695	53,967	50,000	(3,967)
11400	Penalties/Interest on Tax	38,910	4,269	4,000	(269)
15100	Interest on Investments	11,714	9,454	5,000	(4,454)
17590	Other Contracted Services	1,940	1,174	1,000	(174)
17900	Other Student Activity Revenue	815	690	0	(690)
19130	LEA Buildings and Facilities	11,200	9,200	9,200	0
19200	Private Contributions	595	82,980	0	(82,980)
19410	Secondary Sales	0	0	0	0
19800	Refunds of Prior Year Expense	16,698	20,276	5,000	(15,276)
19900	Misc Revenue from Local Sources	3,534	2,551	200	(2,351)
19910	Administrative Fees	0	0	0	0
31101	State Equal Aid	1,888,703	1,864,083	1,729,178	(134,905)
31102	Enhanced Educational Funding	0	0	0	0
31103	98% Tax Collection Rate	5,248	19,021	15,000	(4,021)
31400	Transportation	0	3,661	3,000	(661)
31460	Declining Enrollment	0	0	0	0
31620	Supplemental Millage Incentive	8,247	6,598	4,948	(1,650)
31900	Other Student Activity Revenue	2,518	1,000	1,000	0
32226	High Priority District Grant	106,474	101,994	100,000	(1,994)
32227	College Prep Enrich Program	0	0	0	0
32232	Awards Program	0	0	0	0
32249	Isolated Special Needs	131,952	130,213	130,000	(213)
32250	Pathwise Mentor	1,026	2,800	0	(2,800)
32310	Hand Child-Supv./Extended Year	1,795	1,674	1,500	(174)
32361	G/T Ap English Lit and Comp	0	0	0	0
32385	Serious Offender Program	0	0	0	0
32710	Ar Better Chance Grant	48,600	46,656	48,600	1,944
32912	General Facilities	6,898	5,518	4,139	(1,379)
32915	Debt Service Funding	29,753	29,425	46,280	16,855
32990	Juv Serious Offender Program	0	0	0	0
51100	Bonded Indebtedness	0	0	0	0
51999	Audit Adj Prior Year	0	(77)	0	77
52300	Transfer from Building Fund	0	8,387	0	(8,387)
52900	Indirect Cost	8,324	10,170	0	(10,170)
53400	Comp-Loss Fixed Assets	<u>1,597</u>	<u>8,144</u>	<u>0</u>	<u>(8,144)</u>
	Total Revenue	3,496,359	3,633,622	3,350,045	(283,577)

Arkansas Department of Education
Dermott School District
General Operating Funds
Expenditures

General Operating Funds:					
1000 1246 1255 1369 1370 2000 2001 2003 2004 2006 2009 2010 2011 2012 2060 2061 2062 2100 2105 2120 2218 2222 2225 2227 2232 2233 2234 2240 2246 2271 2285 2340 2365 2392 2394 2920 2995 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
Expenditures		6/30/2011	6/30/2012	Budget	to 11/12 Actual
60000-62999	Salaries & Benefits	2,256,910	2,477,955	2,310,685	(167,270)
Other:					
63200	Professional-Educational	0	0	0.00	0
63210	Instructional	0	0	0	0
63220	Instructional Pgrm-Improvement Svcs	0	0	0	0
63310	Pupil Services	0	0	50,000	50,000
63320	Professional Train Classified	0	0	0	0
63441	Legal Litigation	8,732	0	0	0
63445	Legal	443	379	1,000	621
63900	Other Purc Prof/Tech Services	91,983	60,492	0	(60,492)
64110	Water/Sewer	33,527	29,186	68,900	39,714
64310	Building and Grounds	0	0	34,000	34,000
64320	Tech Related Repairs/Mt.	12,857	13,024	12,000	(1,024)
64410	Land and Buildings	6,000	5,500	6,000	500
65210	Property Insurance	29,540	72,594	38,000	(34,594)
65240	Fleet Insurance	12,358	5,449	0	(5,449)
65250	Accident Insurance for Students	6,256	5,810	10,000	4,190
65310	Telephone	1,965	2,063	2,500	437
65320	Postage	2,394	2,703	2,750	47
65400	Advertising	2,484	2,136	2,500	364
65610	To Lea's Within State	6,500	6,771	0	(6,771)
65640	Interm Agency-In State	36,157	0	0	0
65810	Travel Cert. In District	1,431	0	650	650
65820	Travel Cts In District	734	71	0	(71)
65870	Non Employee Travel	0	0	0	0
65880	Meals	1,451	442	2,590	2,148
65890	Lodging	5,167	3,884	5,550	1,666
65910	Service Purchased Locally	55	65	130	65
66100	General Supplies	88,147	100,961	102,957	1,996
66210	Natural Gas	27,161	18,477	30,000	11,523
66220	Electricity	15,144	85,368	86,000	632
66260	Gasoline/Diesel	20,876	32,535	41,000	8,465
66410	Textbooks	75	10,875	8,300	(2,575)
66420	Library Books	937	1,731	1,000	(731)
66430	Periodicals	1,328	985	1,300	315
66527	Low Value Equip Tech Supplies	0	31,541	0	(31,541)
67310	Machinery	0	0	0	0
67320	Vehicles	0	84,970	0	(84,970)
67330	Furniture and Fixtures	0	0	0	0
67340	Technology Related Hardware	0	7,592	0	(7,592)
67390	Other Equipment	0	0	0	0
68100	Dues and Fees	13,959	13,107	11,700	(1,407)
68300	Interest	117,826	115,369	115,320	(49)
68900	Misc Expenditures	0	0	0	0
68999	Allocated Charges	0	0	0	0
69100	Redemption of Principal	126,202	131,789	138,767	6,978
69330	To Building Fund	600,000	6,368	9,518	3,150
69380	To Food Service	13,456	0	0	0
69400	Program Fund Return Pr Yr	4	0	0	0
69500	Transits	0	0	0	0
69620	Student Meals	13,432	0	0	0
Total Other Exp.		1,298,580	852,235	782,431	(69,803)
	Total Expenditures	3,555,490	3,330,189	3,093,117	(237,073)

Fiscal Distress Indicators and Additional Concerns:

* Material state or federal audit exceptions or violations

District Profile:	2008-09	2009-10	2010-11	*2011-12
Superintendent	Kenneth R. Kirspel	Kenneth R. Kirspel	Kenneth R. Kirspel	Kenneth R. Kirspel
4 QTR ADM	8,375	8,997	8,730	8,419
Assessment	683,773,539	706,136,704	719,817,762	736,300,155
Total Mills	40.90	40.90	40.90	40.90
Total Debt Bond/Non Bond	28,340,391	32,410,722	31,783,871	32,375,113
Per Pupil Expenditures	10,330	10,698	11,118	11,055
Personnel-Non-Fed Certified FTE	757.01	728.24	737.88	729.17
Personnel-Non-Fed Certified Clsrm FTE	693.29	661.75	670.72	662.98
Avg Salary-Non-Fed Cert FTE	50,056	50,951	51,388	50,797
Avg Salary-Non-Fed Cert Clsrm FTE	48,053	48,880	49,104	48,132
Net Legal Balance (Excl Cat & QZAB)	4,001,301	11,985,630	12,679,765	12,820,520

* Prior to Annual Statistical Report (ASR) publication for 2011-12.

Total Debt includes Bonded and Non-bonded filed with ADE.

Data Source: Annual Statistical Reports (ASR) and State Aid Notice for school district.

District Actions:

The District has included the following objectives in their Fiscal Distress Improvement Plan:

2011-12

- Split Chief Financial Officer/Chief Information Officer position into separate positions
- Received on-site training from an APSCN field representative
- Adopted a direct deposit payroll policy
- Established a policy to reconcile revenue transactions
- Established a procedure to monitor voided checks
- Created process to verify deposits and withdrawal coding on a daily basis
- Superintendent oversees the bank reconciliation monthly
- Established a fiscal year-end payroll practice

Additional actions Not Included in Plan:

- Provided additional support for CFO and Finance Department through Arkansas Public School Resource Center
- Established position to supervise bookkeeping activities

North Little Rock School District
LEA # 6002
Pulaski County

Comments:

The District was classified in Fiscal Distress on May 16, 2011. The 2012-13 school year will complete the 2nd full year of fiscal distress.

The District hired a Certified Public Accountant on July 1, 2011 to fill the vacant Chief Financial Officer position.

The District's 2012 audit has been completed and all previous year audit findings have been corrected by the School District.



ARKANSAS DEPARTMENT OF EDUCATION

Dr. Tom W. Kimbrell
Commissioner

November 9, 2012

**State Board
of Education**

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Fayetteville

Vicki Saviers
Little Rock

Mr. Ken Kirspel, Superintendent
North Little Rock School District
2700 Poplar Street
N Little Rock, Arkansas 72114

Dear Mr. Kirspel:

This letter is to certify that the North Little Rock School District has completed all activities and strategies as outlined in the District's Fiscal Distress Improvement Plan. The District has also complied with all department recommendations and requirements for removal from Fiscal Distress. The District may now petition the State Board for removal from Fiscal Distress status. The petition should be sent to Ms. Hazel Burnett at the address provided below. The petition will be presented to the State Board at the December 10, 2012 meeting. Arkansas Department of Education will recommend the North Little Rock School District be removed from Fiscal Distress effective December 10, 2012. Please plan to attend this meeting and be prepared to answer any questions the State Board may have concerning your District and its programs.

We congratulate the North Little Rock School District and encourage continued diligence to sustain this improvement.

Sincerely,

Hazel Burnett, ADE Coordinator
Fiscal Distress Accountability and Reporting
Four Capitol Mall, Room 105-C
Little Rock, AR 72201

HB:ddm

cc: Dr. Tom Kimbrell, Commissioner
Mr. Tony Wood, Deputy Commissioner
Mr. Jared A. Cleveland, Assistant Commissioner

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.org

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North Little Rock School District

2700 Poplar Street • P.O. Box 687 • North Little Rock, Arkansas 72115-0687
(501) 771-8000 www.nlrsd.org

November 14, 2012

Dr. Tom Kimbrell, Commissioner
Arkansas Department of Education
Four Capital Mall, Room 304-A
Little Rock, AR 72201

Dear Dr. Kimbrell and the Arkansas State Board of Education:

On behalf of the North Little Rock School District, I respectfully request that the North Little Rock School District be removed from the Arkansas Department of Education's "Fiscal Distress List."

On May 16, 2011 the North Little Rock School District was classified by the Arkansas State Board of Education as a district in fiscal distress. The identification was for "Material state or federal exceptions or violations." The District has followed the Arkansas Department of Education Rules Identifying and Governing The Arkansas Fiscal Assessment and Accountability Program and has worked cooperatively with Fiscal Distress Accountability and Reporting staff to ensure compliance with all rules and regulations. We have met all of the objectives included in our Fiscal Distress Improvement Plan. The Improvement Plan focused on management, policies and procedures, and additional APSCN training.

- A new Chief Financial Officer was hired who is a Certified Public Accountant with experience as a Legislative Auditor
- Additional duties assigned to the CFO position previously were reassigned to allow CFO to focus on finance
- A contract with Arkansas Public School Resource Center assigned Mr. Doug Brown to provide assistance to the CFO
- An additional supervisory position was created to supervise the daily activity of the bookkeepers
- Policies and procedures were revised to require direct deposit and to eliminate manual checks for payroll.
- All contracts are paid in full by June 30th eliminating the practice of summer checks
- A daily review of all transactions is conducted to improve the end of month reconciliation process
- Additional support and training has been provided by APSCN for the CFO and our bookkeepers to improve our knowledge of the APSCN system
- The CFO has provided APSCN training for all district employees who have accounting responsibilities within the APSCN system.

On October 29, 2012, we received our 2011 audit which had no audit findings. We have been successful in eliminating audit findings due to the assistance of Ms. Hazel Burnett and Mr. Scott McRae with Fiscal Distress Accountability and Reporting and Kathleen Crain and Charlotte Nichols of APSCN. We are grateful for their expertise and cooperative attitude.

Sincerely,



Kenneth A. Kirspel
Superintendent
North Little Rock School District

"World Class Schools for World Class Students"

An Equal Opportunity Employer

Arkansas Department of Education
 North Little Rock School District
 General Operating Funds
 Summary

FY13 Budget			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Projected Balance 6/30/2013</u>
12,820,521	76,180,044	74,248,504	14,752,061
FY12 as of June 30, 2012			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Balance as of 6/30/2012</u>
12,679,765	103,627,319	103,486,563	12,820,521
FY11 as of June 30, 2011			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Balance as of 6/30/2011</u>
12,147,602	83,336,272	82,804,109	12,679,765

Arkansas Department of Education
North Little Rock School District
General Operating Funds
Revenue

General Operating Funds:
1000|1001|1045|1053|1090|1227|1229|1232|1240|1244|1246|1260|1365|1381|2000|2001|2002|2003|2004|2005|2006|2015|2045|2046|2050|2053|2072|2074|2075|2084|2090|2105|2217|2218|2225|2227|2229|2232|2240|2244|2246|2250|2255|2260|2265|2270|2271|2290|2300|2365|2380|2381|2383|2392|2394|2395|2399|2903|2995|4000

		FY11 as of 6/30/2011	FY12 as of 6/30/2012	FY13 Annual Budget	Variance of 12/13 budget to 11/12 Actual
Revenue:					
11110	Property Taxes Current	13,310,241	15,577,156	16,020,214	443,058
11120	Property Tax 40% by 6/30	8,327,697	10,338,331	10,115,984	(222,347)
11140	Property Tax- Delinquent	1,894,109	2,214,974	1,614,663	(600,311)
11150	Excess Commission	450,344	460,582	301,821	(158,761)
11160	Land Redemption- In State Sale	266,432	210,171	224,386	14,214
11400	Penalties/Interest on Tax	11,400	3,017	0	(3,017)
13120	Summer School	43,125	21,217	19,000	(2,217)
13140	Day Care	142,906	130,817	105,000	(25,817)
13190	Other Programs	0	8,700	8,000	(700)
15100	Interest On Investments	115,570	97,657	0	(97,657)
19120	Other Rent-Land Owned Lea	27,436	49,620	28,800	(20,820)
19130	Lea Buildings & Facilites	19,120	41,107	36,000	(5,107)
19200	Private Contributions	1,295	3,179	2,000	(1,179)
19510	Other LEA Within State	0	5,473	0	(5,473)
19800	Refunds of Proir Year Expense	4,666,838	792,199	0	(792,199)
19900	Misc Rev. From Local Sources	137,624	596,761	34,000	(562,761)
21200	Severance Tax	8,146	10,563	9,000	(1,563)
21900	Other Revenue from County	2,809	0	0	0
31101	Foundation Funding	35,784,992	34,974,220	34,310,988	(663,232)
31103	98% Tax Collect Rate Guaranteed	335,882	267,599	250,000	(17,599)
31460	Declining Enrollment	0	771,502	656,186	(115,316)
31900	Other	7,134	0	0	0
32211	Reading Programs	0	0	3,700	3,700
32250	Pathwise Mentoring Grant	84,398	58,600	32,000	(26,600)
32251	CWIP Grant	13,895	0	0	0
32253	Pathwise Mentor Training	0	7,145	0	(7,145)
32260	AR Game & Fish Act 799	0	1,375	0	(1,375)
32290	Other Grants and Aid	62,110	0	0	0
32310	Hand Child-Supv/Extend Year	34,380	35,923	34,000	(1,923)
32314	SE ESY	9,324	15,170	15,000	(170)
32350	Early Child Special Ed	1,503,417	1,595,336	711,450	(883,886)
32355	Special Ed Cat. Loss Funding	65,912	0	65,000	65,000
32360	Exceptional Child Grant	3,000	0	0	0
32361	GT Advanced Placement	8,211	7,300	7,300	0
32364	IB Exams-Fees	0	0	0	0
32430	Coord Comp WF ED SP Needs	6,851	12,108	0	(12,108)
32710	Ar Better Chance Grant	2,677,500	2,661,058	2,643,840	(17,218)
32740	Infant/Toddler Program	6,000	0	0	0
32745	Smart Start/Literacy	86,813	88,717	86,500	(2,217)
32755	Smart Start/Lit Staff Development	8,000	0	0	0
32812	Majority Minority	5,565,123	4,266,698	4,240,722	(25,976)
32813	Transportation	1,604,077	1,125,334	1,500,000	374,666
32814	Tr and Ins Court Settlement	2,623,693	2,526,708	2,526,708	(0)
32912	General Facilities	81,531	65,225	48,919	(16,306)
32915	Debt Service Funding	169,400	153,984	140,333	(13,651)

**Arkansas Department of Education
North Little Rock School District
General Operating Funds
Revenue**

		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
		<u>6/30/2011</u>	<u>6/30/2012</u>	<u>Budget</u>	<u>to 11/12 Actual</u>
32916	DHS Human Sv Worker Initiative	76,091	77,318	0	(77,318)
51100	Bonded Indebtedness	0	24,095,000	0	(24,095,000)
51999	Audit Adjustment Prior Year	0	(98,129)	0	98,129
52300	Trans From Building Fund	3,000,000	0	0	0
52600	Trans From Federal Grants	0	0	0	0
52700	Trans From Student Activity	0	0	0	0
52800	Trans From Food Service	0	0	0	0
52900	Indirect Cost Reimbursement	0	216,291	388,530	172,239
53100	Sale of Equipment	722	0	0	0
53400	Compen-Loss Fixed Assets	92,726	141,312	0	(141,312)
	Total Revenue	83,336,272	103,627,319	76,180,044	(27,447,275)

Arkansas Department of Education
North Little Rock School District
General Operating Funds
Expenditures

General Operating Funds:					
1000 1001 1045 1053 1090 1227 1229 1232 1240 1244 1246 1260 1365 1381 2000 2001 2002 2003 2004 2005 2006 2015 2045 2046 2050 2053 2072 2074 2075 2084 2090 2105 2217 2218 2225 2227 2229 2232 2240 2244 2246 2250 2255 2260 2265 2270 2271 2290 2300 2365 2380 2381 2383 2392 2394 2395 2399 2903 2995 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
Expenditures		6/30/2011	6/30/2012	Budget	to 11/12 Actual
60000-62999	Salaries & Benefits	57,102,977	62,415,529	58,007,155	(4,408,374)
Other:					
63120	Management Services	53,297	50,807	0	(50,807)
63130	Board of Ed Service	5,315	37,322	20,000	(17,322)
63210	Instruction Services	0	1,197	0	(1,197)
63230	Consulting Educational	452,397	11,873	3,000	(8,873)
63310	PD. Certified	90,919	10,745	43,970	33,225
63320	PD. Classified	17,282	6,914	11,090	4,176
63410	Pupil Service	1,520	500	500	0
63431	Financial Audits	20,500	22,000	28,000	6,000
63440	Legal	3,909	2,198	4,000	1,803
63441	Legal Defense	4,865	29,645	48,000	18,355
63443	Legal Plaintiff NT Sue St	65,271	180,493	150,000	(30,493)
63444	Legal Contracts	0	3,629	4,200	571
63445	Legal Research-Opinion	3,797	3,751	7,600	3,850
63450	Medical	476	490	400	(90)
63460	Information Tech	1,894	545	0	(545)
63490	Other Prof Serv	715,001	688,012	225,800	(462,212)
63491	Security	1,119	1,184	2,400	1,216
63530	Software Maint. & Support	13,930	57,731	0	(57,731)
63590	Other tech Service	146,975	152,087	220,323	68,236
63900	Other Prof/Tech Service	37,497	29,417	384,029	354,612
64110	Water/Sewer	106,534	114,046	117,719	3,672
64210	Disposal/Sanitation	83,587	95,027	111,400	16,373
64231	Pest Control	23,615	19,310	33,500	14,190
64240	Lawn Care	262,303	274,446	278,800	4,354
64310	Non Tech Rep/Maint	379,066	275,998	404,800	128,802
64320	Tech Rep/Maint	1,119,609	301,907	549,600	247,693
64410	Land and Buildings	36,152	32,287	30,200	(2,087)
64420	Equipment & Vehicles	9,293	16,234	23,640	7,406
64421	Transportation	23,193	29,755	40,902	11,147
64430	Copier/Comp Lease	368,894	382,584	396,000	13,416
64500	Construction Serv	761,917	0	0	0
65210	Property Insurance	443,426	377,950	433,651	55,701
65220	Liability Insurance	0	2,596	5,200	2,604
65240	Fleet Insurance	103,086	102,436	110,000	7,564
65250	Accident Insurance for Students	25,988	56,914	5,000	(51,914)
65290	Other Insurance	34,299	26,733	74,000	47,267
65310	Telephone	239,160	262,810	301,400	38,590
65320	Postage	23,865	46,204	122,915	76,711
65400	Advertising	110,371	104,623	79,000	(25,623)
65500	Printing & Binding	106,883	112,964	167,700	54,736
65610	To LEA Within State	1,123,225	2,644,408	1,519,889	(1,124,519)
65630	To Private Schools	440,913	364,345	359,800	(4,545)
65690	Other Tuition	108,000	0	0	0

**Arkansas Department of Education
North Little Rock School District
General Operating Funds
Expenditures**

		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
<u>Expenditures</u>		<u>6/30/2011</u>	<u>6/30/2012</u>	<u>Budget</u>	<u>to 11/12 Actual</u>
65810	Travel Certified	11,169	8,588	17,650	9,062
65820	Travel Classified	8,946	9,374	8,720	(654)
65830	Travel Certified- Out District	6,700	3,632	4,200	568
65840	Travel Classified-Out District	2,579	1,162	2,860	1,698
65850	Travel Certified-Out State	13,436	8,093	2,800	(5,293)
65860	Travel Classified-Out State	352	2,121	3,400	1,279
65870	Travel Non Employee	4,257	4,820	8,500	3,680
65880	Meals	11,310	8,095	8,300	205
65890	Lodging	41,887	15,112	20,800	5,688
66100	Gen Supplies	2,271,433	1,170,036	2,567,384	1,397,347
66107	Supplies 500-999.99	21,560	2,333	1,600	(733)
66108	Food-Workshops/Meetings	30,738	34,953	20,800	(14,153)
66114	Supplies-Flooring	24,274	172,514	147,000	(25,514)
66115	Supplies-Roofing	17,776	4,205	0	(4,205)
66119	Supplies-Hvac	128,929	106,609	72,000	(34,609)
66210	Natural Gas	296,511	225,391	269,858	44,466
66220	Electricity	1,088,869	1,067,816	1,092,111	24,295
66260	Gasoline	467,535	519,548	482,000	(37,548)
66300	Food-Workshops/Meetings	28,156	0	0	0
66410	Textbooks	287,939	1,052,252	226,948	(825,304)
66420	Library Books	109,143	85,601	50,562	(35,039)
66430	Periodicals	11,426	10,323	12,146	1,823
66440	Audiovisual Materials	7,994	3,864	2,500	(1,364)
66500	Tech Supplies	0	3,496	0	(3,496)
66510	Software	96,937	52,843	95,066	42,223
66520	Tech Supp Other	14,650	7,447	8,100	653
66521	Tech Supp <\$1000.00 (Insured)	0	0	2,000	2,000
66527	Tech Supp <\$1000.00	152,567	51,582	47,838	(3,744)
66900	Other Supplies & Material	17,914	13,682	4,000	(9,682)
67310	Machinery	1,000	25,086	30,000	4,914
67320	Vehicles	397,400	0	0	0
67330	Furniture & Fixtures	5,604	1,264	2,600	1,336
67340	Tech Rel Hardware	673,613	56,754	42,448	(14,306)
67341	Tech Rel Hardware (insured)	14,482	0	0	0
67350	Tech Software	5,076	0	0	0
67390	Other Equipment	103,873	7,465	7,500	35
68100	Dues and Fees	92,534	340,870	157,475	(183,395)
68300	Interest	1,347,332	1,061,618	1,197,849	136,231
68400	Indirect Cost	0	0	0	0
68410	Indirect Cost	0	0	40,440	40,440
68600	Penalties and Interest	248	2,162	0	(2,162)
68700	Out of Court Settlement	5,527	4,581	49,500	44,919
68900	Misc. Expenditures	344	0	0	0
68999	Alloc Charges	(0.40)	0	270,039	270,039
69100	Redemption of Principal	525,000	24,030,658	429,936	(23,600,722)
69330	To Building Fund	8,847,969	3,899,664	2,315,993	(1,583,671)
69380	To Food Service Fund	616,057	0	200,000	200,000
69400	Program Funding Return	320,747	61,304	0	(61,304)
Total Other Exp		25,701,132	41,071,034	16,241,349	(24,829,685)
	TOTAL EXPENDITURES	82,804,109	103,486,563	74,248,504	(29,238,059)

Strong-Huttig School District
LEA # 7009
Union County

Classified in Fiscal Distress

January 14, 2011

Fiscal Distress Indicators and Additional Concerns:

* A declining balance determined to jeopardize the fiscal integrity of the school district

District Profile:	2008-09	2009-10	2010-11	*2011-12
Superintendent	Dr. Terry W. Davis	Dr. Terry W. Davis	Mary Calloway	Mary Calloway
4 QTR ADM	554	471	446	439
Assessment	42,203,968	40,761,177	39,603,262	39,936,895
Total Mills	39.00	39.00	39.00	39.00
Total Debt Bond/Non Bond	1,805,156	1,699,310	1,590,130	1,577,448
Per Pupil Expenditures	10,493	13,118	13,135	10,403
Personnel-Non-Fed Certified FTE	52.89	48.48	28.02	41.27
Personnel-Non-Fed Certified Clsrm FTE	46.46	42.98	24.02	37.29
Avg Salary-Non-Fed Cert FTE	44,470	44,023	71,890	41,167
Avg Salary-Non-Fed Cert Clsrm FTE	41,293	40,791	63,664	38,744
Net Legal Balance (Excl Cat & QZAB)	950,279	775,197	808,150	1,002,759

* Prior to Annual Statistical Report (ASR) publication for 2011-12.

Total Debt includes Bonded and Non-bonded filed with ADE.

Data Source: Annual Statistical Reports (ASR) and State Aid Notice for school district.

Effective for the 2012-13 school year Mr. Saul Lusk is Superintendent for the District.

District Actions:

The District has included the following objectives in their Fiscal Distress Improvement Plan:

2011-12

- Reduced certified personnel by 5 FTE through RIF
- Reduced classified personnel by 8 FTE through RIF
- Reduced one administrator through attrition
- Reduced one paraprofessional through RIF
- Eliminated 29 stipends from the salary schedule
- Reduced contracted days for specific Certified employees
- Reduced contracted days for specific Classified employee
- Reduced employee insurance benefits

Additional actions not included in plan:

- Reduced 2 custodians through RIF

Strong-Huttig School District
LEA# 7009
Union County

Comments:

The District was classified in Fiscal Distress on January 14, 2011.

The Strong-Huttig Superintendent, Dr. Terry Davis received a contract buyout of \$250,000 on August 25, 2010.

During the time of August 25, 2010 to November 1, 2010, the District utilized Norman Hill then Lavern Flarity as "Interim" Superintendent

On November 1, 2010, the District hired Mary Calloway as Superintendent.

On June 18, 2012, the District hired Mr. Saul Lusk as Superintendent for the 2012-13 school year.



ARKANSAS DEPARTMENT OF EDUCATION

Dr. Tom W. Kimbrell
Commissioner

November 9, 2012

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Fayetteville

Vicki Saviers
Little Rock

Mr. Saul Lusk, Superintendent
Strong-Huttig School District
P.O. Box 735
Strong, Arkansas 71765

Dear Mr. Lusk:

This letter is to certify that the Strong-Huttig School District has completed all activities and strategies as outlined in the District's Fiscal Distress Improvement Plan. The District has also complied with all department recommendations and requirements for removal from Fiscal Distress. The District may now petition the State Board for removal from Fiscal Distress status. The petition should be sent to Ms. Hazel Burnett at the address provided below. The petition will be presented to the State Board at the December 10, 2012 meeting. Arkansas Department of Education will recommend the Strong-Huttig School District be removed from Fiscal Distress effective December 10, 2012. Please plan to attend this meeting and be prepared to answer any questions the State Board may have concerning your District and its programs.

We congratulate the Strong-Huttig School District and encourage continued diligence to sustain this improvement.

Sincerely,

Hazel Burnett, ADE Coordinator
Fiscal Distress Accountability and Reporting
Four Capitol Mall, Room 105-C
Little Rock, AR 72201

HB:ddm

cc: Dr. Tom Kimbrell, Commissioner
Mr. Tony Wood, Deputy Commissioner
Mr. Jared A. Cleveland, Assistant Commissioner

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.org

Strong-Huttig Public Schools

P. O. Box 735

Strong, Arkansas 71765

Central Office
108 E. 5th
(870) 797-3040
Fax: (870) 797-3012

Gardner-Strong Elementary
735 S. Concord
(870) 797-2321
Fax: (870) 797-7633

Strong High School
635 S. Concord
(870) 797-7322
Fax: (870) 797-2257

Counselor
(870) 797-2312
Fax: (870) 797-2257

November 12, 2012

Dr. Tom Kimbrell, Commissioner
Arkansas Department of Education
Four Capitol Mall, Room 304-A
Little Rock, AR 72201

Dear Dr. Kimbrell and the Arkansas State Board of Education:

On behalf of the Strong-Huttig School District, please accept our request to be removed from "Fiscal Distress" status. Since our initial placement in "Fiscal Distress", we have worked diligently to be removed the Fiscal Distress list. With positive teamwork from the school board, administration, and other stakeholders within the district, we have arrived at this important juncture. We are proud to report that all objectives of our plan have been accomplished during this process. Among them are:

- a reduction in force of certified and classified personnel,
- a reduction in operating expenses which include not replacing positions (attrition) and redistributing job duties/responsibilities;
- a reduction of extended contract days of certified and classified personnel;
- no salary increases other than step increases since the 2009-2010 school year;
- elimination stipends for certified and classified personnel.

Despite the challenges of having to deal with the Fiscal Distress designation, we feel that we are moving forward. We are also very appreciative of the assistance of Mrs. Hazel Burnett and her staff. It would have been very difficult to arrive at this point without their help.

It is our hope that you and the members of the State Board will act favorably upon this request.

Sincerely,


Saul Lusk, Superintendent
Strong-Huttig School District

Arkansas Department of Education
 Strong-Huttig School District
 General Operating Funds
 Summary

FY13 Budget			Projected
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Balance</u> <u>6/30/2013</u>
983,187	3,601,541	3,552,226	1,032,502
FY12 as of June 30, 2012			Balance
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>as of</u> <u>6/30/2012</u>
797,515	3,489,618	3,303,946	983,187
FY11 as of June 30, 2011			Balance
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>as of</u> <u>6/30/2011</u>
758,242	3,959,992	3,920,719	797,515

**Arkansas Department of Education
Strong-Huttig School District
General Operating Funds
Revenue**

General Operating Funds:					
1000 1001 1218 1246 1265 1920 2000 2001 2120 2170 2218 2222 2232 2236 2240 2246 2265 2271 2340 2369 2376 2383 2392 2394 2920 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
		6/30/2011	6/30/2012	Budget	to 11/12 Actual
Revenue:					
11100	Property Taxes	0	0	0.00	0
11110	Property Taxes Current	1,029,134	868,309	1,227,309	359,000
11115	Property Taxes Relief Fund	0	0	0	0
11120	Property Tax-40% by 6/30	407,122	284,450	0	(284,450)
11125	Property Tax Relief Fund	0	0	0	0
11140	Property Tax Delinquent	91,214	112,154	100,000	(12,154)
11150	Excess Commission	44,442	45,758	45,000	(758)
11160	Land Redemp-In State Sale	0	0	0	0
11400	Penalties/Interest on Tax	0	0	0	0
15100	Interest on Investments	1,063	1,352	1,000	(352)
19120	Other Rent-Land Owned Lea	25,150	19,835	20,000	165
19800	Refunds of Prior Yr Expenditures	41,935	15,347	10,000	(5,347)
19900	Misc Rev from Local Sources	34,555	871	1,000	129
21200	Severance Tax	39,183	50,412	50,000	(412)
31101	State Foundation Funding	1,762,364	1,705,013	1,746,578	41,565
31102	Enhanced Educ Fund	0	0	0	0
31103	98% URT	10,603	21,451	20,000	(1,451)
31400	Transportation Aid	0	10,016	10,000	(16)
31460	Declining Enrollment	253,147	0	0	0
31620	Supplemental Milleage Inc	11,649	9,319	6,990	(2,329)
31900	Other	0	0	0	0
32226	Recruitment/Retention	137,700	103,553	103,500	(53)
32232	High Gains	0	0	0	0
32236	Strong Choices	0	0	0	0
32249	Isolated Special Need Small Sch	0	137,653	135,000	(2,653)
32250	Mentoring	13,329	0	0	0
32260	Fish and Wildlife	1,315	2,925	2,500	(425)
32310	Hand Child-Supv/Extend Yr	1,932	1,838	1,800	(38)
32355	Early Child Pilot Parent	39,323	51,291	67,325	16,034
32361	AP Exams	0	200	0	(200)
32480	Vocational New Program Start-Up	0	0	0	0
32735	Parent Involvement Grant	0	0	0	0
32755	Smart Start Literacy	0	0	0	0
32912	General Facilities	7,245	5,796	4,347	(1,449)
32915	Debt Service Funding	7,586	7,531	8,192	661
32990	Other Grants & State Aid	0	0	0	0
41300	Revenue in Lieu of Taxes	0	29,032	41,000	11,968
51100	Bonded Indebtedness	0	0	0	0
52300	Trans from Building Fund	0	5,511	0	(5,511)
52901	Consolidation Money	0	0	0	0
53200	Sale of Building and Grounds	0	0	0	0
	Total Revenue	3,959,992	3,489,618	3,601,541	111,923

**Arkansas Department of Education
Strong-Huttig School District
General Operating Funds
Expenditure**

General Operating Funds:					
1000 1001 1218 1246 1265 1920 2000 2001 2120 2170 2218 2222 2232 2236 2240 2246 2265 2271 2340 2369 2376 2383 2392 2394 2920 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
Expenditures		6/30/2011	6/30/2012	Budget	to 11/12 Actual
61000-62999	Salaries & Benefits	2,895,836	2,498,126	2,641,133	143,006
Other:					
63220	Subteach-Substitute Pay	0	0	51,000	51,000
63310	Pro Dev Certified	225	0	0	0
63320	Classified Prof Development	0	0	0	0
63400	Technical	0	0	0	0
63445	Legal -Research and Opinion	0	0	0	0
63470	Architectural	0	2,020	0	(2,020)
63490	Other Technical Services	0	0	0	0
63590	Other Tech Service	0	0	0	0
63900	Other Purc Prof/Tech Serv	357,802	271,319	217,600	(53,719)
64110	Water/Sewer	7,122	8,452	9,000	548
64210	Disposal/Sanitation	0	0	0	0
64310	Building and Grounds	0	0	0	0
64320	Equipment & Vehicles	6,396	5,836	6,500	664
64420	Equip & Vehicle Lease/Ren	14,995	14,978	15,000	22
64500	Construction Services	0	0	0	0
64620	Building Acquisitions	0	0	0	0
65120	Another Lea Outside State	0	0	0	0
65210	Property Insurance	318	24,649	26,000	1,351
65220	Liability Insurance	4,075	4,175	4,200	25
65240	Fleet Insurance	5,611	4,710	5,000	290
65250	Accident Ins for Students	6,372	6,372	7,000	628
65300	Communications	0	0	0	0
65310	Telephone	15,572	16,346	16,500	154
65320	Postage	2,452	2,887	3,100	213
65400	Advertising	1,164	1,569	1,600	31
65610	Tuition LEA's Within State	0	0	0	0
65800	Travel	0	0	0	0
65810	Travel - Cert-In District	7,617	8,788	8,400	(388)
65820	Travel - CLS In District	2,118	1,223	1,900	677
65910	Services Purchased Locally	0	0	0	0
66100	General Supplies	191,698	100,096	107,500	7,404
66107	L Value Equip Supplies	0	0	0	0
66110	Reimbursible Supplies	0	0	0	0
66210	Natural Gas	49,592	21,654	23,000	1,346
66220	Electricity	71,349	20,543	80,000	59,457
66230	Bottled Gas	0	0	0	0
66240	Oil	0	0	0	0
66260	Gasoline/Diesel	45,978	27,194	62,000	34,806
66410	Textbooks	20,237	3,753	21,000	17,247
66420	Library Books	0	0	0	0
66430	Periodicals	185	0	400	400
66440	Audiovisual Materials	0	0	0	0
66510	Software	3,809	5,719	5,000	(719)
66527	Tech Sup Less Than 1000	0	0	0	0

**Arkansas Department of Education
Strong-Huttig School District
General Operating Funds
Expenditure**

		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
<u>Expenditures</u>		<u>6/30/2011</u>	<u>6/30/2012</u>	<u>Budget</u>	<u>to 11/12 Actual</u>
67200	Buildings	0	0	0	0
67300	Equipment	0	0	0	0
67310	Machinery	0	0	0	0
67320	Vehicles	0	0	0	0
67330	Furniture & Fixtures	0	0	0	0
67340	Tech Hardware over 1000	0	0	0	0
67390	Other Equipment	0	0	0	0
67900	Depreciation	0	0	0	0
68100	Dues & Fees	7,669	9,024	9,450	426
68300	Interest	72,226	48,326	44,582	(3,745)
68999	Athletic Transp.Maint & Oper	0	84,686	0	(84,686)
69100	Redemption of Principal	109,369	87,682	131,362	43,680
69380	To Food Service	20,933	21,700	54,000	32,300
69400	Program Funding Return	<u>0</u>	<u>2,119</u>	<u>0</u>	<u>(2,119)</u>
Total Other Exp.		1,024,883	805,820	911,094	105,274
	Total Expenditures	3,920,719	3,303,946	3,552,226	248,280

Fiscal Distress Indicators and Additional Concerns:

* A declining balance determined to jeopardize the fiscal integrity of the school district

District Profile:	2008-09	2009-10	2010-11	*2011-12
Superintendent	Russell A. Hester	Steve Lucas	Steve Lucas	Jack Robinson
4 QTR ADM	499	507	487	454
Assessment	116,021,126	127,558,766	133,683,258	143,143,756
Total Mills	28.70	28.70	28.70	28.70
Total Debt Bond/Non Bond	3,860,000	3,766,709	4,452,377	4,390,296
Per Pupil Expenditures	9,366	9,848	10,006	8,338
Personnel-Non-Fed Certified FTE	51.18	50.65	40.68	40.15
Personnel-Non-Fed Certified Clsrm FTE	47.58	47.07	37.58	36.66
Avg Salary-Non-Fed Cert FTE	42,401	43,444	53,699	43,828
Avg Salary-Non-Fed Cert Clsrm FTE	40,476	41,258	50,939	41,397
Net Legal Balance (Excl Cat & QZAB)	2,144,719	916,688	1,015,364	1,665,941

* Prior to Annual Statistical Report (ASR) publication for 2011-12.

Total Debt includes Bonded and Non-bonded filed with ADE.

Data Source: Annual Statistical Reports (ASR) and State Aid Notice for school district.

Effective for the 2012-13 school year Dr. Ray Nassar is Superintendent for the District.

District Actions

The District has included the following objectives in their Fiscal Distress Improvement Plan:

2011-12

- Reduced certified personnel by 2 through RIF
- Reduced certified personnel by 6 through attrition
- Reduced contracted days for 3 certified employees
- Reduced classified personnel by 5 through RIF
- Reduced classified personnel by 6 through attrition
- Reduced contracted days for 4 classified employees
- Revised pay practices to align with salary schedule
- Reclassified certified salaries of 2 employees to utilize categorical and federal funds efficiently

Additional Actions Not Included in Plan:

- Reduced certified personnel by 1 through attrition

2012-13

Additional Actions Not Included in Plan:

- Refunded a district bond at a lower Interest rate
- Increased operating revenue through a voted 4.9 mill increase from 28.7 to 33.6 on July 10, 2012

West Side School District
LEA # 1204
Cleburne County

Comments:

The District was classified in Fiscal Distress on April 11, 2011. The 2012-13 school year will complete the 2nd full year of fiscal distress.

Increased operating revenue through a voted 4.9 mill increase from 28.7 to 33.6 on July 10, 2012.

Jack Robinson resigned as Superintendent effective August 11, 2012.

On August 9, 2012, the West Side School Board hired Dr. Ray Nassar as Superintendent effective August 11, 2012.



ARKANSAS DEPARTMENT OF EDUCATION

Dr. Tom W. Kimbrell
Commissioner

November 9, 2012

**State Board
of Education**

Dr. Ben Mays
Clinton
Chair

Jim Cooper
Melbourne
Vice Chair

Joe Black
Newport

Brenda Gullett
Fayetteville

Sam Ledbetter
Little Rock

Alice Mahony
El Dorado

Toyce Newton
Crossett

Mireya Reith
Fayetteville

Vicki Saviers
Little Rock

Dr. Ray Nassar, Superintendent
West Side School District
7295 Greers Ferry Road
Greers Ferry, Arkansas 72067

Dear Dr. Nassar:

This letter is to certify that the West Side School District has completed all activities and strategies as outlined in the District's Fiscal Distress Improvement Plan. The District has also complied with all department recommendations and requirements for removal from Fiscal Distress. The District may now petition the State Board for removal from Fiscal Distress status. The petition should be sent to Ms. Hazel Burnett at the address provided below. The petition will be presented to the State Board at the December 10, 2012 meeting. Arkansas Department of Education will recommend the West Side School District be removed from Fiscal Distress effective December 10, 2012. Please plan to attend this meeting and be prepared to answer any questions the State Board may have concerning your District and its programs.

We congratulate the West Side School District and encourage continued diligence to sustain this improvement.

Sincerely,

Hazel Burnett, ADE Coordinator
Fiscal Distress Accountability and Reporting
Four Capitol Mall, Room 105-C
Little Rock, AR 72201

HB:ddm

cc: Dr. Tom Kimbrell, Commissioner
Mr. Tony Wood, Deputy Commissioner
Mr. Jared A. Cleveland, Assistant Commissioner

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.org

West Side School District
7295 Greers Ferry Road
Greers Ferry, AR 72067
501-825-6258
Dr. Ray Nassar, Superintendent

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FINANCIAL ACCOUNTABILITY
& REPORTING

November 9, 2012

Dr. Tom Kimbrell, Commissioner
Arkansas Department of Education
Four Capitol Mall, Room 304-A
Little Rock, AR 72201

Dear Dr. Kimbrell and the Arkansas State Board of Education:

On behalf of the West Side School District and its board, I respectfully request that the West Side School District be removed from "fiscal distress" status.

In mid August of 2012, I was employed as Superintendent. The administration and staff have worked as a team to improve our financial situation. Some of our objectives accomplished were as follows:

- reduction in staff due to reduction in force and resignation
- bond refunding
- eliminated two bus routes
- more oversight before spending school funds
- limited mileage reimbursement
- limited school trips
- passed 4.9 millage increase
- maintained consistent purchase order system
- had strong ending balance for 2010-2011
- had strong ending balance for 2011-2012
- positive legislative audit for 2011-2012

The teamwork shown by our staff has been impressive. The pride in the district has been maintained due to a common goal of seeing our financial status improve.

We appreciate the encouragement and oversight we have received from the Department of Education. We want to thank Ms. Hazel Burnett and her staff for being understanding and helpful.

The community pride in the school district is unusual.

Sincerely,



Dr. Ray Nassar
Superintendent

RN: dh

**Arkansas Department of Education
West Side School District
General Operating Funds
Summary**

FY13 Budget			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Projected Balance 6/30/2013</u>
1,665,941	3,824,829	3,604,615	1,886,155
FY12 as of June 30, 2012			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Projected Balance 6/30/2012</u>
1,013,736	4,290,181	3,637,977	1,665,941
FY11 as of June 30, 2011			
<u>Beginning Balance</u>	<u>Revenue</u>	<u>Expenditures</u>	<u>Balance as of 6/30/2011</u>
909,103	4,914,284	4,809,650	1,013,736

(Does not include Building, Categorical, Federal, Activity and Food Service Funds)

**Arkansas Department of Education
West Side School District
General Operating Funds
Revenue**

General Operating Funds:					
1000 1246 1290 2000 2001 2002 2006 2009 2099 2101 2217 2218 2232 2240 2246 2271 2290 2340 2361 2365 2392 2393 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
		6/30/2011	6/30/2012	Budget	to 11/12 Actual
Revenue:					
11110	Property Taxes Current	1,732,658	2,095,503	2,141,431	45,928
11115	Prop Tax Relief-Sales Tax	67,931	0	0	0
11120	Property Tax 40%	1,110,226	1,290,356	1,145,150	(145,205)
11125	Property Tax Rel. 40%	228,746	0	0	0
11140	Property Tax Delinquent	162,726	61,361	61,000	(361)
11150	Excess Commission	4,908	32,609	32,500	(109)
11160	Land Redemption	207,229	196,013	100,550	(95,463)
11400	Penalties/Interest on Tax	0	0	0	0
12900	Other Local Non-LEA Revenue	0	0	0	0
15100	Interest on Investments	14,860	14,831	5,000	(9,831)
19000	Other Rev-Local Sources	0	0	0	0
19130	LEA Buildings & Facilities	5,190	8,000	6,000	(2,000)
19200	Private Contributions	2,000	1,000	0	(1,000)
19300	Sales of Supplies & Material	437	0	0	0
19516	Staff Development	0	0	0	0
19800	Refunds of Prior Yr Expenditures	995	15,505	0	(15,505)
19900	Misc Revenue from Local Sources	3,398	2,285	0	(2,285)
21200	Severance Tax	483	418	0	(418)
31101	State Foundation Funding	0	0	0	0
31102	Enhanced Educational Fund	0	0	0	0
31103	98% Tax Collection Rate GTD	0	0	0	0
31400	Transportation Aid	0	0	0	0
31460	Declining Enrollment	0	68,352	112,837	44,485
31620	Supp Millage Incentive	0	0	0	0
31900	Other	0	0	0	0
32227	College Prep Enrich Pgm	0	0	0	0
32232	Alt Learn Prog	0	0	0	0
32250	Mentoring Program	2,600	2,600	1,200	(1,400)
32251	CWIP Grant	13,895	0	0	0
32260	AR Game and Fish	0	10,370	0	(10,370)
32290	Oth Grants/Aid State	0	0	0	0
32310	Hand Child-Supv/Extend Yr	2,103	1,901	1,911	10
32314	Sp Ed Extended School Year	0	0	0	0
32330	Non Hand Resid Treatment	0	0	0	0
32340	Hand Resident Treatment	0	0	0	0
32361	G/T Advanced Placement	1,780	150	0	(150)
32430	Voc Spec Needs Project	0	0	0	0
32480	Voc New PGM Start-Up	49,180	0	0	0
32610	Ed Services Cooperative	0	0	0	0
32710	AR Better Chance (ABC) Grant	46,725	47,250	47,250	0
32727	AR/Hippy (AR DHS)	0	0	0	0
32740	Inf/Tod Prog DHS	0	0	0	0
32909	Coord Sch Health	0	0	0	0

**Arkansas Department of Education
West Side School District
General Operating Funds
Revenue**

		FY11 as of <u>6/30/2011</u>	FY12 as of <u>6/30/2012</u>	FY13 Annual <u>Budget</u>	Variance of 12/13 budget to 11/12 Actual
32910	Workers Comp Insurance	0	0	0	0
32912	General Facilities Funding	0	0	0	0
32915	Debt Service Funding	0	0	0	0
32917	Dept Of Health	0	0	0	0
32990	Other Grants and Aid	0	0	0	0
41100	Sch Aid-Fed AFF Area M/O	0	0	0	0
42200	Flood Control	89,297	90,789	70,000	(20,789)
42300	Mineral Leases	15,617	94	0	(94)
42500	Impact Aid	335,354	347,395	100,000	(247,395)
51100	Bonded Indebtedness	0	0	0	0
51200	Revolving Loans	0	0	0	0
51300	Postdated Warrant	808,900	0	0	0
52300	Transfer from Building Fund	0	0	0	0
52600	Transfer from Federal Grants	0	0	0	0
52800	Transfer from Food Service	7,047	0	0	0
52900	Indirect Cost	0	0	0	0
53100	Sale of Equipment	0	3,400	0	(3,400)
53400	Compen-Loss Fixed Assets	<u>0</u>	<u>0</u>	<u>0</u>	<u>0</u>
	Total Revenue	4,914,284	4,290,181	3,824,829	(465,353)

**Arkansas Department of Education
West Side School District
General Operating Funds
Expenditures**

General Operating Funds:					
1000 1246 1290 2000 2001 2002 2006 2009 2099 2101 2217 2218 2232 2240 2246 2271 2290 2340 2361 2365 2392 2393 4000					
		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
Expenditures		6/30/2011	6/30/2012	Budget	to 11/12 Actual
60000-62999	Salaries & Benefits	3,332,646	2,559,658	2,549,320	(10,338.16)
Other:					
63120	Management Services	968	950	950	0
63130	Board of Ed Services	14	442	500	58
63210	Pur Svcs-Inst-Prof/Tech	0	2,251	0	(2,251)
63220	Inst PRGM-Improvement Svcs	0	0	0	0
63230	Consulting - Educational	0	0	0	0
63310	Prof Dev	330	0	0	0
63320	Cls Prof Dev	365	775	3,000	2,225
63410	Pupil Services	44,398	20,224	57,055	36,831
63420	Statistical Services	1,559	0	0	0
63445	Legal-Research/Opinions	0	0	0	0
63450	Medical	21	842	370	(472)
63470	Architectural	0	0	0	0
63490	Other Professional Services	810	820	0	(820)
63590	Other Technical Services	0	0	0	0
63900	Other Purc Prof Tech Serv	727	4,950	33,300	28,350
63920	Other Prof-Copier	0	0	0	0
64110	Water/Sewer	8,900	8,277	8,300	23
64210	Disposal/Sanitation	6,992	7,192	7,200	8
64230	Custodial	7,420	5,748	6,000	252
64240	Lawn Care	0	0	0	0
64310	Non-Tech Repairs/Maint	89,727	28,124	24,500	(3,624)
64320	Tech Rel Repairs	0	54	0	(54)
64410	Land & Bldgs	0	0	0	0
64420	Equip & Vehicles	0	0	6,000	6,000
64500	Construction Services	551,952	0	0	0
64900	Other Purc Property Services	0	0	0	0
65210	Property Insurance	26,101	26,101	22,501	(3,600)
65220	Liability Insurance	3,325	3,425	3,500	75
65240	Fleet Insurance	0	0	4,905	4,905
65250	Accident Ins for Students	0	0	0	0
65290	Other Insurance	275	275	275	0
65310	Telephone	6,334	6,904	6,902	(2)
65320	Postage	2,797	3,488	3,000	(488)
65400	Advertising	1,084	919	750	(169)
65500	Printing & Binding	312	530	500	(30)
65610	To LEAs Within State	7,084	2,706	0	(2,706)
65800	Travel Expenses	0	0	0	0
65810	Travel-CE In Dist	652	961	2,500	1,539
65820	Trvl CLS In District	2,974	2,665	5,178	2,513
65870	Travel Non-Employee	0	0	1,000	1,000
65880	Meals	0	0	0	0
65890	Lodging	107	0	0	0
65900	Misc Purc Svcs	0	0	0	0
65910	Service Purchased Locally	4,025	8,122	31,017	22,895
66100	General Supplies	81,629	56,736	72,072	15,336

**Arkansas Department of Education
West Side School District
General Operating Funds
Expenditures**

		FY11	FY12	FY13	Variance of
		as of	as of	Annual	12/13 budget
Expenditures		6/30/2011	6/30/2012	Budget	to 11/12 Actual
66101	Sup&Mat/Unit Maint	0	0	0	0
66107	Equip Un 1000	0	0	0	0
66180	Bldg/Grnd-S&M Supp&Mater	0	0	0	0
66210	Natural Gas	0	0	0	0
66220	Electricity	97,305	65,426	69,351	3,926
66230	LP Gas	22,556	15,757	16,702	945
66240	Oil	0	600	500	(100)
66250	Coal/Wood	0	0	0	0
66260	Gasoline/Diesel	39,407	47,143	47,000	(143)
66410	Textbooks	43,007	11,330	10,000	(1,330)
66420	Library Books	3,637	112	1,000	888
66430	Periodicals	0	0	0	0
66500	Techn Supplies	10,620	962	600	(362)
66510	Software	18,590	0	10,000	10,000
66527	Low Value Tech Supplies	0	0	20,403	20,403
66900	Other Supplies & Material	0	0	0	0
66910	Tires	5,372	3,412	4,000	588
67100	Land & Improvements	8,798	0	0	0
67200	Buildings	0	0	0	0
67310	Machinery	8,236	0	0	0
67320	Vehicles	0	73,798	0	(73,798)
67330	Furniture & Fixtures	651	0	0	0
67340	Tech Rel Hardware	42,555	0	32,897	32,897
67350	Tech Software	0	0	0	0
67390	Other Equip-Over 1000	0	0	0	0
68100	Dues & Fees	14,641	5,840	4,365	(1,475)
68200	Judgement Against LEA	0	0	0	0
68300	Interest	150,795	104,127	119,650	15,523
68400	Indirect Cost	0	0	0	0
68900	Miscellaneous Expenditure	267	0	0	0
68999	Athletic	96	0	0	0
69100	Redemption of Principal	120,000	303,669	106,890	(196,780)
69330	To Building Fund	0	242,192	310,661	68,469
69370	To Student Activity Fund	0	0	0	0
69380	To Food Service Fund	39,588	0	0	0
69400	Program Funding Return	0	10,472	0	(10,472)
Total Other Exp.		1,477,004	1,078,319	1,055,295	(23,024)
	Total Expenditures	4,809,650	3,637,977	3,604,615	(33,362)

Mineral Springs School District
 LEA # 3104
 Howard County

Fiscal Distress Indicators and Additional Concerns:

* A declining balance determined to jeopardize the fiscal integrity of the school district. The Department has discovered that this fiscal condition negatively impacts the continuation of educational services by the school district.

District Profile:	2008-09	2009-10	2010-11	*2011-12
Superintendent	Max Adcock	Max Adcock	Max Adcock	Max Adcock
4 QTR ADM	515	498	479	489
Assessment	33,654,224	47,820,121	57,839,673	72,455,784
Total Mills	34.00	34.00	34.00	34.00
Total Debt Bond/Non Bond	2,407,491	2,543,686	3,489,443	3,412,481
Per Pupil Expenditures	8,827	10,685	11,097	11,303
Personnel-Non-Fed Certified FTE	55.52	51.72	49.91	59.02
Personnel-Non-Fed Certified Clsm FTE	49.88	46.72	42.33	51.62
Avg Salary-Non-Fed Cert Clsm FTE	37,960	40,769	45,202	41,026
Avg Salary-Non-Fed Cert FTE	40,572	44,809	48,703	43,692
Net Legal Balance (Excl Cat & QZAB)	683,667	904,955	948,953	620,398

* Prior to Annual Statistical Report (ASR) publication for 2011-12.

Total Debt includes Bonded and Non-bonded filed with ADE.

Data Source: Annual Statistical Reports (ASR) and State Aid Notice for school district.

Comment: The District's projected unrestricted Legal Balance for FY13 is <131,616>



ARKANSAS DEPARTMENT OF EDUCATION

Dr. Tom W. Kimbrell
Commissioner

October 22, 2012

State Board
of Education

Dr. Ben Maya
*Clinton
Chair*

Jim Cooper
*Melbourne
Vice Chair*

Joë Black
Newport

Brenda Gullett
Fayetteville

Sam Ledbetter
Little Rock

Alice Mahony
El Dorado

Toyce Newton
Crossitt

Mireya Reith
Fayetteville

Vicki Saviers
Little Rock

Ms. Jeanie Gorham,
Acting Superintendent
Mineral Springs School District
P.O. Box 189
Mineral Springs, AR 71851

Dear Mrs. Gorham:

Pursuant to Ark. Code Ann. § 6-20-1905, this letter is to provide notice that the Mineral Springs School District has been identified by the Arkansas Department of Education (Department) as a school district in Fiscal Distress. According to Ark. Code Ann. § 6-20-1904, the Mineral Springs School District meets one (1) or more of the criteria necessary to be identified as a school district in Fiscal Distress, including:

- A declining balance determined to jeopardize the fiscal integrity of the school district. The Department has discovered that this fiscal condition negatively impacts the continuation of educational services by the school district.

The Department will request that the State Board of Education (SBE) classify the Mineral Springs School District as being in Fiscal Distress at its meeting on December 10, 2012. The meeting will begin at 9:00 a.m. in the Auditorium of the Arch Ford Education Building, Four Capitol Mall in Little Rock, Arkansas.

Please find included in this mailing a copy of the Department's rules on Identifying and Governing the Arkansas Fiscal Assessment and Accountability Program. This document outlines the identification and classification of Fiscal Distress. It also provides the process by which a district may appeal the classification of Fiscal Distress to the SBE. An appeal would be heard at the same December 10, 2010, SBE Meeting. Additional information may be found in Arkansas Code Ann. § 6-20-1901 et seq.

Ark. Code Ann. §6-20-1907 states that no school district identified by the Department as being in Fiscal Distress may incur any debt without prior written approval from the Department. "Any debt" includes any employment contract, vendor contract, lease, loan, purchase, or any other obligation that will increase the district's financial obligations, accounts payable, or its liabilities. The district

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4476
ArkansasEd.org

Fiscal Distress Identification
Page 2

is required to obtain prior written approval from the Department effective with its receipt of this letter. Please retain this notice in your District audit file.

Should the district have questions or comments, please contact Fiscal Distress Services, at (501) 682-5124.

Sincerely,



Hazel Burnett,
ADE Coordinator Fiscal Distress Accountability and Reporting

HB:ddm

cc: Dr. Tom Kimbrell, Commissioner of Education
Mr. Tony Wood, Deputy Commissioner of Education
Jeremy Lasiter, General Counsel
Mr. Jared A. Cleveland, Assistant Commissioner
Senator Larry Teague
Representative Nate Steel
Mr. Mike Ervin, School Board President
Mr. William Dixon
Ms. Linda Ross
Mr. Henry Brown
Mr. Dale Gathright, Jr.
Mr. Dornell Trotter
Ms. Jo Ann Walker

District LEA	3104000
District Description	MINERAL SPRINGS SCHOOL DIST.
FY-10 Legal Balance	909,502
FY-10 Restricted SOF	92,489
FY-10 Deposits with Paying Agents	0
FY-10 Current Loans	0
FY-10 Unrestricted Legal Balance	817,012
FY-11 Legal Balance	997,637
FY-11 Restricted SOF	238,917
FY-11 Deposits with Paying Agents	0
FY-11 Current Loans	0
FY-11 Unrestricted Legal Balance	758,720
FY-12 Legal Balance	756,480
FY-12 Restricted SOF	334,016
FY-12 Deposits with Paying Agents	0
FY-12 Current Loans	0
FY-12 Unrestricted Legal Balance	422,465
FY-13 Legal Balance	161,474
FY-13 Restricted SOF	293,090
FY-13 Deposits with Paying Agents	0
FY-13 Current Loans	0
FY-13 Unrestricted Legal Balance	-131,616

ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING ALLEGED TESTING IMPROPRIETIES

1.00 REGULATORY AUTHORITY

1.01 These rules shall be known as the Arkansas Department of Education Rules Governing Alleged Testing Improperities.

1.02 These rules are enacted pursuant to the Arkansas State Board of Education's authority under Ark. Code Ann. §§ 6-11-105, 6-15-401 et seq., 6-17-410 and 25-15-201 et seq.

2.00 PURPOSE

The purpose of these rules is to identify a procedure for investigating and addressing complaints regarding alleged testing improperities.

3.00 DEFINITION

3.01 "Conduct that violates the security or confidential integrity of a test or **instrument** **assessment**" or "testing improperity" means any departure from either the requirements established by the Commissioner of Education for the administration of the assessment or from the procedures specified in the applicable test administration materials, and may include, without limitation, the following acts or omissions:

3.01.1 Viewing secure assessment materials;

3.01.2 Duplicating secure assessment materials;

3.01.3 Disclosing the contents of any portion of secure assessment materials;

3.01.4 Providing, suggesting, or indicating to an examinee a response or answer to any secure assessment items;

3.01.5 Aiding or assisting an examinee with a response or answer to any secure assessment item;

3.01.6 Changing or altering any response or answer of an examinee to a secure assessment item;

3.01.7 Failing to follow the specified testing procedures or to proctor students;

3.01.8 Failing to administer the assessment on the designated testing dates;

3.01.9 Encouraging or assisting an individual to engage in conduct described in Section 3.01 or in Ark. Code Ann. § 6-15-438;

3.01.10 Failing to report to the appropriate authority that an individual has engaged in conduct set forth in Section 3.01 or in Ark. Code Ann. § 6-15-438;

3.01.11 Failing to follow the specified procedures and required criteria for alternate assessments; or

3.01.12 Failing to return the secured test booklets to the testing company in a timely manner.

4.00 GENERAL REQUIREMENTS

4.01 Violation of the security or confidential integrity of any test or assessment is prohibited.

4.02 Procedures for maintaining the security and confidential integrity of all testing and assessment instruments and procedures shall be specified in the appropriate test or assessment administration instructions.

4.03 The State Board of Education shall sanction a person who engages in conduct prohibited by these rules or by Ark. Code Ann. § 6-15-438.

4.04 Additionally, the State Board of Education may sanction a school district or school, or both, in which conduct prohibited by these rules or by Ark. Code Ann. § 6-15-438 occurs.

4.05 Sanctions imposed by the State Board of Education may include, without limitation, one (1) or more of the following:

4.05.1 Revocation, suspension, or probation of an individual's license;

4.05.2 Issuance of a letter of reprimand to a licensed individual to be placed in his or her state professional licensure file;

4.05.3 Additional training or professional development to be completed by a licensed individual within the time specified;

4.05.4 Additional professional development to be administered by the school district or **open-enrollment** public charter school to all licensed school district personnel involved in test administration within the time specified;

4.05.5 Issuance of a letter of warning to the school district or **open-enrollment** public charter school; and

4.05.6 Establishment of a school district or **open-enrollment** public charter school plan containing strict test security guidelines that will implement procedures to ensure the security and confidential integrity of all assessment instruments.

4.06 Professional development required pursuant to these rules as a result of violating test security or confidentiality may be in addition to professional development required for licensure.

5.00 REPORTING OF ALLEGED TESTING IMPROPRIETIES

5.01 Any organization or individual, to include employees of a **traditional** public school, **conversion public charter school, open-enrollment public charter school** and/or public school district, may file a written, signed report of alleged testing improprieties with the Department of Education.

5.01.1 **Traditional** public schools, **conversion public charter schools, open-enrollment public charter schools** and/or public school districts may file such a report by completing Form A (Attached).

5.01.2 Any other organizations or individuals may file such a report by completing Form B (Attached).

5.01.3 All reports should be filed immediately. All reports shall be filed not later than fourteen (14) days after the reporting party became aware of the alleged testing impropriety.

5.02 Written reports must be submitted to:

Office of Student Assessment
ATTN: Testing Impropriety
Arkansas Department of Education
Four Capitol Mall
Little Rock, Arkansas 72201

5.03 Written reports must include:

5.03.1 A statement that conduct violating the security or confidential integrity of a test or **instrument assessment** has occurred;

5.03.2 Specific facts upon which the statement is based, including without limitation:

5.03.2.1 When the alleged violation occurred;

5.03.2.2 Where the alleged violation occurred;

5.03.2.3 How the alleged violation occurred, including specific statements of fact describing the acts or omissions alleged to constitute a violation;

5.03.2.4 Names of individuals who allegedly committed the violation, if known;

5.03.2.5 Names of individuals who possess information concerning the alleged violation; and

5.03.3 The signature of the individual filing the complaint. The Office of Student Assessment shall not process anonymous reports.

5.04 While testing is ongoing, nothing in these rules prohibits a *traditional* public school, *conversion public charter school*, *open-enrollment public charter school* or public school district from contacting the Office Student Assessment via telephone in an effort to immediately correct an alleged testing impropriety in a manner that would safeguard the validity and security of the ongoing test. The Office Student Assessment is hereby authorized to assist *traditional* public schools, *conversion public charter schools*, *open-enrollment public charter schools* or public school districts in this manner.

6.00 PROCESSING A REPORT OF ALLEGED TESTING IMPROPRIETIES

6.01 The Office of Student Assessment of the Department of Education shall receive and review reports of alleged testing improprieties filed pursuant to these rules.

6.02 The Director of the Office of Student Assessment, or his or her designee, shall conduct an initial review of each report and determine whether the report should be processed according to these rules or forwarded to the Professional Licensure Standards Board for disposition. Accordingly, the Director of the Office of Student Assessment, or his or her designee, may:

6.02.1 Forward reports involving alleged testing improprieties committed by a licensed administrator or teacher that involve a potential violation of the Code of Ethics for Arkansas Educators to the Professional Licensure Standards Board for processing under the procedures of the Professional Licensure Standards Board by completing the Professional Licensure Standards Board complaint form and attaching the report thereto;

6.02.2 For alleged testing improprieties that do not involve potential violations of the Code of Ethics for Arkansas Educators pursuant to Section 6.02.1 of these rules, the Office of Student Assessment may recommend to the State

Board of Education the imposition of the sanctions set forth in Sections 4.05.1 through 4.05.6 of these rules; or

6.02.3 Informally and administratively dispose of an alleged testing impropriety if the impropriety can be fully corrected during the testing process without adversely impacting the validity and security of the ongoing test.

6.03 Alleged testing irregularities concerning licensed administrators and teachers referred to the Professional Licensure Standards Board by the Office of Student Assessment will be processed by the Professional Licensure Standards Board in accordance with the procedures adopted by the Professional Licensure Standards Board and the State Board of Education.

6.04 All other alleged testing irregularities shall be processed in the following manner:

6.04.1 Within twenty-one (21) days of receiving a report of an alleged testing impropriety, the Office of Student Assessment shall forward the report to the superintendent of the public school district or open-enrollment public charter school and to any licensed administrator or teacher who is alleged to have committed a violation pursuant to these rules (“accused licensee”).

6.04.2 Within forty-five (45) days of receiving a report of an alleged testing impropriety from the Office of Student Assessment, the superintendent of the public school district or open-enrollment public charter school, or accused licensee, shall respond, in writing, to the Office of Student Assessment, indicating the following:

6.04.2.1 Whether the school district or open-enrollment public charter school investigated the report. If the school district or open-enrollment public charter school investigated the report, a copy of the report of investigation shall be attached to the response;

6.04.2.2 Whether the report is founded or unfounded in whole or in part; and

6.04.2.3 If founded in whole or in part, the actions taken by the public school district or open-enrollment public charter school in response to the report.

6.04.3 If the Office of Student Assessment requires additional information from the public school district, open-enrollment public charter school, or accused licensee, the Office of Student Assessment may request, in writing, such additional information from the public school district, open-enrollment public charter school, or accused licensee. The request for additional information must specifically list the additional information

requested and must be provided to the superintendent of the public school district or open-enrollment public charter school, or accused licensee.

6.04.4 The public school district, open-enrollment public charter school, or accused licensee, shall respond to the request for additional information within thirty (30) days of receiving the request from the Office of Student Assessment or indicate its refusal to respond.

6.04.5 Within sixty (60) days of receiving all required information from the public school district, open-enrollment public charter school, or accused licensee, the Office of Student Assessment shall notify, in writing, the superintendent of the public school district, open-enrollment public charter school, or accused licensee, of its recommended disposition. The recommended disposition from the Office of Student Assessment may state the following:

6.04.5.1 The complaint is unfounded and the case should be closed;

6.04.5.2 The complaint is founded but no further corrective action is necessary; or

6.04.5.3 The complaint is founded and the Office of Student Assessment recommends one or more of the following to the State Board of Education:

6.04.5.3.1 That the State Board of Education should revoke, suspend or place on probation an individual's license;

6.04.5.3.2 That the State Board of Education should issue a letter of reprimand to a licensed individual to be placed in his or her state professional licensure file;

6.04.5.3.3 That the State Board of Education require a licensed individual to complete additional training or professional development within the time specified;

6.04.5.3.4 That the State Board of Education require the public school district or open-enrollment public charter school to administer additional professional development to all licensed personnel involved in test administration within the time specified;

6.04.5.3.5 That the State Board of Education issue a letter of warning to the public school district or open-enrollment public charter school;

6.04.5.3.6 That the State Board of Education require a public school district or open-enrollment public charter school to establish a plan that contains strict test security guidelines that will implement procedures to ensure the security and confidential integrity of all assessment instruments; or

6.04.5.3.7 A combination of the above.

6.04.6 Within thirty (30) days of receiving the recommended disposition of the Office of Student Assessment, the superintendent of the public school district or open-enrollment public charter school, or accused licensee, shall notify, in writing, the Office of Student Assessment whether the public school district, open-enrollment public charter school, or accused licensee agrees with the recommended disposition or wishes to appeal the recommended disposition to the State Board of Education.

6.04.6.1 Failure of a public school district, open-enrollment public charter school, or accused licensee to respond to the Office of Student Assessment's recommended disposition within thirty (30) days shall constitute a waiver of the right to appeal such recommended disposition.

6.04.6.2 Requests for appeal of the recommended disposition to the State Board of Education shall include a brief statement of the reasons why the recommended disposition should not be adopted.

6.04.7 If a public school district, open-enrollment public charter school, or accused licensee does not appeal the recommended disposition of the Office of Student Assessment, or does not file such an appeal within thirty (30) days, the recommendation of the Office of Student Assessment shall become final.

6.04.8 If a public school district, open-enrollment public charter school, or accused licensee appeals the recommended disposition of the Office of Student Assessment, the State Board of Education shall hear the appeal within sixty (60) days of receipt of the notice of appeal. Through mutual agreement, the public school district, open-enrollment public charter school, or accused licensee and the Office of Student Assessment may extend the date of the hearing for an additional thirty (30) days.

6.04.9 Upon written request by an accused licensee, the public school district or open-enrollment public charter school may respond to all inquiries and allegations on behalf of the accused licensee and may represent the accused licensee at all hearings before the State Board of Education.

7.00 STATE BOARD HEARING PROCEDURES

7.01 The following procedures shall apply to State Board of Education hearings:

7.01.1 Each party will have the opportunity to present an opening statement of no longer than five (5) minutes, beginning with the representative of the Department of Education. The Chairperson of the State Board of Education may, only for good cause shown and upon the request of either party, allow either party additional time to present their opening statements.

7.01.2 Each party will be given thirty (30) minutes to present their cases, beginning with the representative of the Department of Education. The Chairperson of the State Board of Education may, only for good cause shown and upon the request of either party, allow either party additional time to present their cases.

7.01.3 Every witness giving oral testimony must be sworn under oath by the court reporter and shall be subject to direct examination, cross examination, and questioning by the State Board of Education.

7.01.4 For the purposes of the record, documents offered during the hearing by the Department of Education shall be clearly marked in sequential, numeric order (1, 2, 3).

7.01.5 For the purposes of the record, documents offered during the hearing by the appealing public school district, open-enrollment public charter school or accused licensee shall be clearly marked in sequential, alphabetic letters (A, B, C).

7.01.6 The Department of Education shall have the burden of proving, by a preponderance of the evidence, that the alleged violation(s) occurred and that the recommended disposition from the Office of Student Assessment be adopted.

7.02 The State Board of Education may:

7.02.7.1 Adopt the recommended disposition of the Office of Student Assessment;

7.02.7.2 Modify the recommended disposition of the Office of Student Assessment in accordance with Sections 4.05.1 through 4.05.6 of these rules; or

7.02.7.3 Grant the appeal of the public school district, open-enrollment public charter school or accused licensee.

7.03 The State Board of Education may announce its decision immediately after hearing all arguments and evidence or may take the matter under advisement. The State Board of Education shall provide a written decision to the Department of Education and each appealing party within fourteen (14) days of the hearing.

Governing the Investigation of Alleged Testing Improprieties

1.0 REGULATORY AUTHORITY:

1.01 ~~These regulations shall be known as the Arkansas Department of Education Regulations Governing the Investigation of Alleged Testing Improprieties.~~

1.02 ~~These regulations are enacted pursuant to the State Board of Education's Authority under Arkansas Code Annotated 6-11-105 (Supp. 1989) and 6-15-401 et seq. (1987).~~

2.00 PURPOSE:

2.01 ~~The purpose of these regulations is to identify a procedure for investigating complaints regarding alleged testing improprieties.~~

3.00 DEFINITIONS:

4.00 FILING A COMPLAINT:

4.01 ~~An organization or individual may file a written, signed complaint with the Arkansas Department of Education.~~

4.02 ~~The complaint must include:~~

- ~~a. a statement that a violation of the Testing Security Guidelines has occurred;~~
- ~~b. the facts on which the statement is based; and~~
- ~~c. the signature of the individual filing the complaint.~~

5.00 PROCESSING A COMPLAINT:

5.01 ~~Preliminary Arkansas Department of Education Actions~~

5.01.1 ~~Complaints received consistent with the scope of this policy shall be referred to the Attorney's office for subsequent investigation and recommendation within sixty (60) calendar days or less after receipt of the complaint, except that an extension of the time limit may be granted if it is determined by the Attorney's Office that exceptional circumstances exist with respect to a particular complaint.~~

5.01.2 ~~Within ten (10) working days of receipt of a complaint, the Attorney's office shall have arranged for a team to conduct an investigation of the allegations. The complainant and district under investigation shall be notified in writing of the team assigned and general investigation process.~~

5.02 ~~Team Composition and Charge~~

~~The team shall include no fewer than three (3) nor more than five (5) persons from any Division of the Arkansas Department of Education, or any other person who is deemed necessary to expedite the investigation and resolve the issue(s) of complaint. The team shall be charged with making a full investigation of the alleged violations.~~

~~5.03 Team Expenses~~

~~The costs of travel and other reasonable expenses accrued by team members in the course of the investigation shall be reimbursed in accordance with the established rates for Arkansas Department of Education employees.~~

~~6.00 CONDUCTING THE INVESTIGATION~~

~~6.01 Time Limit~~

~~The investigation shall be completed and a written report of the findings and any corrective actions issued within sixty (60) calendar days of receipt of the complaint. Should an extension of the time be necessary, the parties to the investigation shall be notified in writing of that fact with a projected date for issuance of a report.~~

~~6.02 Fact finding Activities~~

~~6.02.1 The investigation team shall interview the complainant at a site away from any local school district's buildings.~~

~~6.02.2 The complainant shall be allowed to make a full statement of the complaint at the initial interview. Once the complainant has completed his/her statement, team members may further inquire by asking direct questions.~~

~~6.02.3 If the team believes cause exists to conduct further investigation, the team may proceed accordingly with additional interviews.~~

~~6.02.4 Interviews~~

~~a. A minimum of three (3) team members shall be present in each interview. Sufficient notes shall be made or machine recorded to accurately reflect the substance of the interview. A court reporter may be retained if deemed necessary by the Attorney's Office.~~

~~b. Interviews shall be conducted with any persons whom the team determines may be able to provide information to expedite the investigation and/or resolve the issues(s) of the complaint. Such individuals may include, but are not limited to, the complainant, all certified personnel of the district, parents, students, any local school board, and any other individual who may have knowledge regarding the complaint.~~

~~6.02.5 The team will not disclose the identity of the complainant while investigating and conducting interviews. However, the team is not responsible if subsequent interviewees discover the identity of the complainant by means other than through the investigative team.~~

~~7.00 THE REPORT:~~

~~7.01 Content~~

~~At the close of the investigation, a report shall be prepared by the team leader in cooperation with the other members and submitted to the Attorney's Office. The report shall include:~~

~~a. a summary of the substance of the allegations in the complaint and the name of the individual, group, or agency making the complaint;~~

- ~~b. a summary of the activities conducted by the investigating team;~~
- ~~c. a summary of the findings of fact and conclusions of the team regarding the allegations.~~

~~7.02 Dissemination~~

~~A copy of the report shall be forwarded to the complainant and party investigated within sixty (60) calendar days of receipt of the complaint by the Arkansas Department of Education, or by the terms of extension of the time limit if one was granted. A copy will be placed on file in the record maintained by the Arkansas Department of Education.~~

~~8.00 RECOMMENDED ACTION:~~

~~8.01 The Attorney's office shall prepare preliminary recommendations, based upon the investigative team's report, to be made to the Director.~~

~~8.02 The Director will review the investigative team's report and the Attorney's office recommendation and decide what course of action, if any, should be taken. The Director will report the recommended action to the State Board.~~

~~8.03 The Director may refer the testing impropriety to the Coordinator of Teacher Education and Licensure to investigate possible action against an individuals(s') certificate~~

FORM A
Testing Impropriety Report Form
For School District Reporting
Attach all supporting documents to this document

District Name:
School Name:
LEA #:
District Test Coordinator:
Campus Test Coordinator:
Principal's Name:
Test Administrator Name:
Date of Alleged Impropriety:
Name of Person Completing Form:
Phone Number and E-Mail Address of Person Completing Form:
Signature of Individual Completing Form:

Complete the Appropriate Information Below

Assessment

Administration

Grade

What are the names of the individuals involved in the alleged impropriety?

Description of alleged impropriety (Please see required components on Page 2; Use additional sheets if necessary):

Description of district action taken regarding alleged impropriety:

Description of district procedures that will be implemented to prevent incident/irregularity from occurring again:

Received by:

Date Received:



**ARKANSAS
DEPARTMENT
OF EDUCATION**

Melody Morgan
Director, Student Assessment
Four Capitol Mall Room 305B
Little Rock, AR 72201-1071
Phone (501) 682-4558
Fax (501) 682-4886

Required Components of Testing Impropriety Reporting

- When did the alleged violation occur?
- Where did the alleged violation occur?
- How did the alleged violation occur? (Include specific statements of fact describing the acts or omissions alleged to constitute a violation)
- What are the names of individuals who allegedly committed the violation, if known?
- What are the names of individuals who possess information concerning the alleged violation?
- Are all supporting documents attached to this form?
- Did the individual who filed this complaint sign on Page 1?

Optional Components of Testing Impropriety Reporting

- What actions, if any, has the school or school district taken in response to the alleged impropriety?
- Was a report of investigation completed by the school or school district? (If so, please attach the report and all statements).

FORM B
Testing Impropriety Report Form
For Individual Reporting
Attach all supporting documents to this document

District Name:

School Name:

Principal's Name:

Date of Alleged Impropriety:

Name of Individual Completing Report:

Phone Number and E-Mail Address of Person Completing Form:

Signature of Individual Completing Form:

Complete the Appropriate Information Below

Assessment

Administration

Grade

What are the names of the individuals involved in the alleged impropriety?

Description of alleged impropriety (Please see required components on Page 2; Use additional sheets if necessary):

Received by:

Date Received:



**ARKANSAS
DEPARTMENT
OF EDUCATION**

Melody Morgan
Director, Student Assessment
Four Capitol Mall Room 305B
Little Rock, AR 72201-1071
Phone (501) 682-4558
Fax (501) 682-4886

Required Components of Testing Impropriety Reporting

- When did the alleged violation occur?
- Where did the alleged violation occur?
- How did the alleged violation occur? (Include specific statements of fact describing the acts or omissions alleged to constitute a violation)
- What are the names of individuals who allegedly committed the violation, if known?
- What are the names of individuals who possess information concerning the alleged violation?
- Are all supporting documents attached to this form?
- Did the individual who filed this complaint sign on Page 1?

Public Comment Matrix – ADE Rules Governing Alleged Testing Improprieties

Date	Respondent	Comment	ADE Response
10/12/2012	Dr. Benny Gooden, Superintendent, Fort Smith School District	<p>The sanctions assigned to those who violate test security in Section 5.0 are appropriate in view of clearly defined and communicated rules. They target those who disregard their training and who fail to follow the rules.</p> <p>However, the blanket sanction imposed by 9.21.1 potentially punishes a school or school district for the bad actions of an individual. These sanctions upon the institution in the absence of clear evidence of a failure to train and supervise are misdirected and inappropriate.</p>	<p>Comment considered. There does not appear to be a Section 9.21.1 in the proposed rules or in the former rules. There are only two places in which possible sanctions against school districts are mentioned in the proposed rules (Section 4.05 and 6.04.5.3). These possible sanctions against school districts are taken directly from the applicable law, Ark. Code Ann. § 6-15-438. The comment is well-taken in that there may be instances in which the actions of an individual should not be imputed to the school district. That is why rather than the listed sanctions being mandatory, the statute and the rules reflect that the listed sanctions “may” be imposed by the State Board. The State Board will have the discretion, depending upon the facts of each case, to determine whether sanctions against an individual, a school district, neither, or both should be imposed.</p>
10/25/2012	Danyell Crutchfield Cummings, Little Rock School District	<p>There are several deadlines listed in the rules for school districts and the Department of Education. The rule contains consequences for a school district not abiding by certain deadlines. What are the consequences if the Department of Education does not abide by its guidelines?</p>	<p>Comment considered. There are several deadlines listed in the rules. The deadlines are intended to ensure a timely and transparent process for the resolution of alleged testing improprieties. Only one deadline has a consequence associated with it. Section 6.04.6 states that within thirty (30) days of receiving a recommended disposition from the Office of Student Assessment, the superintendent of the public school district, open-enrollment public charter school, or accused licensee shall notify the Office of Student Assessment whether the public school district, open-enrollment public charter school, or accused licensee wishes to accept or appeal the recommended disposition. Failure to file a notice of appeal within thirty (30) days shall constitute a waiver of the right to appeal. Once an appeal is filed,</p>

Public Comment Matrix – ADE Rules Governing Alleged Testing Improprieties

			the State Board shall hold a hearing concerning the appeal within sixty (60) days.
11/8/2012	Ms. Mary Cameron, Bureau of Legislative Research	While 4.01 mirrors the wording of A.C.A. 6-15-438(a), Rule 3.01 uses the term “instrument” rather than “assessment” as used in A.C.A. 6-15-438(c)(2). See also 5.03.1.	Comment accepted. The term “assessment” will be used in Section 3.01 and 5.03.1.
		The term “public charter schools” is used in Rule 4.05.4—4.05.6 (General Requirements). The term “open-enrollment public charter school” is used throughout Rule 6.00 (Processing a Report of Alleged Testing Improprieties). However, charter schools are not mentioned in Rule 5.00 (Report of Alleged Testing Improprieties.” Shouldn’t a consistent term be used throughout the rules and shouldn’t charter schools be added to Rules 5.01, 5.03.3 and 5.04?	Comment considered and accepted in part. There are two types of “public charter schools” in existence in Arkansas. “Conversion public charter schools” are public charter schools that operate under the leadership and direction of an existing public school district. “Open-enrollment public charter schools” are public charter schools that typically operate under the leadership and direction of a non-profit entity. It is important to note that conversion public charter schools and open-enrollment public charter schools are in every sense public schools. With this understanding in mind, clarification will be added to the rule where appropriate.

ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING EDUCATOR LICENSURE

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1.0 Regulatory Authority and Purpose

- 1.01 These Rules shall be known as Arkansas Department of Education Rules Governing Educator Licensure.
- 1.02 The State Board of Education enacts these Rules pursuant to its authority as set forth in Ark. Code Ann. §§ 6-11-105, 6-17-401 *et seq.*, and 25-15-201 *et seq.*
- 1.03 The purposes of these Rules are to:
- 1.03.1 Establish requirements and procedures for the issuance, licensure, relicensure, and continuance of licensure of educators in the public schools of this state, as required by Ark. Code Ann. § 6-17-402;
 - 1.03.2 Provide for the acceptance of educator licenses by reciprocity, as required by Ark. Code Ann. § 6-17-403;
 - 1.03.3 Implement as a prerequisite to licensure the requirement of basic-skills, pedagogical, and content-area assessments, as required by Ark. Code Ann. §§ 6-17-402, 6-17-601, & 6-15-1004;
 - 1.03.4 Implement as a prerequisite to licensure the requirement of college coursework in Arkansas History for certain educators, as required by Ark. Code Ann. § 6-17-418; and
 - 1.03.5 Provide for the issuance of provisional licenses, as required by Ark. Code Ann. §§ 6-17-403 & 6-17-418.
- 1.04 These Rules provide **three** pathways to educator licensure:
- 1.04.1 Completion of a bachelor's or higher degree from an accredited teacher preparation program at an accredited college or university;
 - 1.04.2 Completion of an accredited speech-language pathology or school psychology program; **and**
 - 1.04.3** Licensure by reciprocity.
- 1.05 In addition to the pathways contained in these Rules, the Department's Rules Governing the Non-Traditional Licensure Program provide other pathways to licensure for individuals holding a bachelor's degree or higher from an accredited college or university, including without limitation:
- 1.05.1 Completion of the Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program;

1.05.2 Professional Teaching Permits and Provisional Professional Teaching Licenses for experienced professionals to teach in their areas of expertise;

1.05.3 Acceptance into the Teach for America program; and

1.05.4 Completion of a master's degree in teaching from an accredited teacher preparation program at an accredited college or university.

1.06 In addition to the pathways contained in these Rules, the Arkansas Department of Career Education Program Policies and Procedures for Career and Technical Education provide other pathways to licensure for individuals who meet that Department's requirements and who:

1.06.1 Hold a bachelor's or higher degree in the career or technical area to be taught; or

1.06.2 Document a minimum of four (4) years of experience in the career or technical area to be taught, and hold a high school diploma or GED credential.

2.0 Definitions

For the purposes of these Rules:

2.01 "Accredited College or University" means an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

2.01.1 In addition to any approvals required under these Rules, institutions of higher education may be subject to other applicable laws or regulations, including without limitation Ark. Code Ann. § 6-61-301 et seq. and the Policies, Rules, and Regulations of the Arkansas Higher Education Coordinating Board.

2.02 "Accredited Speech-Language Pathology or School Psychology Program" means a speech-language pathology or school psychology program that is offered by an accredited college or university, and the program is:

2.02.1 Nationally accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association; or

2.02.2 Nationally accredited in school psychology by the Commission on Accreditation of the American Psychological Association; or

- 2.02.3 Approved by the National Association of School Psychologists; or
- 2.02.4 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.
- 2.03 “Accredited Teacher Preparation Program” means a teacher preparation program that is:
- 2.03.1 Nationally accredited by the National Council for Accreditation of Teacher Education (NCATE), Teacher Education Accreditation Council (TEAC), or Council for Accreditation of Educator Preparation (CAEP); or
- 2.03.2 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation; or
- 2.03.3 Approved by the licensing authority of a state government.
- 2.04 “Additional Licensure Plan (ALP)” means a plan approved by the Office of Educator Licensure that allows an individual holding a Standard License or Provisional License (by reciprocity only) to accept employment or assignment in an out-of-area position, prior to completion of the requirements for the required endorsement, licensure content area, or level of licensure, for no more than three (3) years dependent on successful progress towards completion.
- 2.05 ”Administrator License” means a five (5)-year renewable license, issued by the State Board, which allows the license holder to serve as an administrator in Arkansas public schools. Administrator licenses include:
- 2.05.1 Curriculum/Program Administrator – A school leader who is responsible for program development and administration, and who may be responsible for employment evaluation decisions, in one (1) of the following areas:
- 2.05.1.1 Special Education;
- 2.05.1.2 Gifted and Talented Education;
- 2.05.1.3 Career and Technical Education;
- 2.05.1.4 Content Area Specialist, in a licensure content area;
- 2.05.1.5 Curriculum Specialist; or
- 2.05.1.6 Adult Education;
- 2.05.2 Building-Level Administrator – A Principal, Assistant Principal, or Vice Principal in an Arkansas public school or in the Arkansas Correctional Schools;

- 2.05.3 District-Level Administrator – A superintendent, assistant/associate superintendent, or deputy superintendent.
- 2.06 “Administrator Licensure Completion Plan (ALCP)” means a plan approved by the Office of Educator Licensure that allows an individual holding a Standard License to accept employment as an administrator, prior to completion of the requirements for an Administrator License, for no more than three (3) years dependent on successful progress towards completion.
- 2.07 “Ancillary License” means a five (5)-year renewable license, issued by the State Board, that does not require prior classroom teaching experience, and which allows the license holder to practice in Arkansas public schools as a School Psychology Specialist or Speech Language Pathologist.
- 2.08 “Beginning Administrator” means an individual who:
- 2.08.1 Holds an Administrator License and has less than one (1) year of public administrative experience, not including student internship; or
- 2.08.2 Is employed as an administrator under an ALCP and waiver by a public school district, open-enrollment public charter school, or other organization.
- 2.09 “Department” means the Arkansas Department of Education.
- 2.10 “Endorsement” means a teaching or administrative licensure area which may be added only to an existing Standard License and may not be issued as a first-time license.
- 2.11 “Exception Area Endorsement” means an endorsement which may be added to a Standard License only by:
- 2.11.1 The completion of a program of study; or
- 2.11.2 Reciprocity recognition of a license endorsement from another state or country.
- 2.12 “Good Standing” means, for the purpose of reciprocity, that:
- 2.12.1 There are no ethics or similar proceedings pending against a licensee;
- 2.12.2 The licensee has not been sanctioned for ethics or similar charges against the license during the two (2) most recent years of teaching experience, if any; and
- 2.12.3 The license is current in the licensing state or country.

- 2.13 “Highly-Qualified Teacher” means a teacher who is highly qualified as defined by the Department’s Rules Governing Highly Qualified Teachers Promulgated Pursuant to the No Child Left Behind Act of 2001.
- 2.14 “Internship” means a practical administrative or curricular experience within a program of study, which provides the candidate with practice in the specific licensure content area, or in the specific administrative area and level sought.
- 2.14.1 Internships must take place in a K-12 public or private school, the Arkansas Correctional Schools, or in another setting as approved by the Department.
- 2.14.2 A separate internship is required for each administrative area and level sought.
- 2.15 “Level of Licensure” means the grade/age level parameter of the teaching license as identified in Appendix A, Areas and Levels of Licensure.
- 2.16 “Licensure Content Area” means a particular content field as recognized by the State Board. Licensure content areas are listed in Appendix A, Areas and Levels of Licensure.
- 2.17 “Novice Teacher” means a licensed teacher employed under an employment contract with a public school or district who:
- 2.17.1 Has less than one (1) year of public school classroom teaching experience, not including student internship or substitute teaching; and
- 2.17.2 Has been assigned lead responsibility for a student’s learning in a subject/course with aligned performance measures.
- 2.18 “Out-of-Area Position” means a licensed position requiring a particular license, endorsement, licensure content area, or level of licensure that the employee filling the position does not currently hold.
- 2.19 “Program of Study” means a curriculum that requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions for a particular endorsement, licensure content area, or level of licensure, and is:
- 2.19.1 Provided by one (1) or more accredited colleges or universities;
- 2.19.2 Aligned with Arkansas licensure standards; and
- 2.19.3 Approved by the Department.

- 2.20 “Provisional License” means a temporary one-year license, issued by the State Board, which allows the license holder to teach or work in Arkansas public schools. For the purpose of these Rules, “Provisional License” does not include a provisional license issued pursuant to the Department’s Rules Governing the Non-Traditional Licensure Program.
- 2.21 “Reciprocity” means the recognition of a teaching license from another state or country based on these Rules or the terms of the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement for Educator Licensure.
- 2.22** “School Psychology Specialist” means an individual holding an Ancillary License in School Psychology. A School Psychology Specialist may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules, but is not eligible to add any other licensure content area, endorsement, or level of licensure except by completing a teacher preparation program as required by Section 4.02 of these Rules.
- 2.23 “Speech Language Pathologist” means an individual holding an Ancillary License in Speech Pathology. A Speech Language Pathologist may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules, but is not eligible to add any other licensure content area, endorsement, or level of licensure except by completing a teacher preparation program as required by Section 4.02 of these Rules.
- 2.24 ”Standard License” means a five (5)-year renewable license, issued by the State Board, which allows the license holder to teach in Arkansas public schools.
- 2.24.1 “Standard License” includes an Advanced License issued pursuant to the Department’s Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007).
- 2.25 “Standard License Equivalent” means a current, unrestricted, non-probationary, non-provisional teaching license that allows an individual to work as a teacher, administrator, counselor, or library media specialist in another state’s public schools and is in good standing with the licensing state.
- 2.26 “State Board” means the Arkansas State Board of Education.
- 2.27 “Successful Completion” means, solely in relation to post-secondary credit-hours taken to add an endorsement or administrator licensure to a license:
- 2.27.1 Maintaining a minimum grade-point average (GPA) of 2.50 for undergraduate-level coursework; and

2.27.2 Maintaining a minimum grade-point average (GPA) of 3.00 for graduate-level coursework.

2.28 "Waiver" means an approval granted by the Department allowing a public school district or open-enrollment public charter school to employ:

2.28.1 A licensed individual in an out-of-area position for more than thirty (30) days during one (1) school year; or

2.28.2 An unlicensed or non-degreed substitute teacher in an out-of-area position for more than thirty (30) consecutive days during one (1) semester.

3.0 Instructional License Requirements

Standard License – Traditional (Expired or No Previous License)

3.01 The Office of Educator Licensure shall issue a Standard License upon receipt of the following from an applicant who does not hold a current, valid educator license from Arkansas or another state or country:

3.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

3.01.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessments as mandated by the State Board;

3.01.4 An official transcript from an accredited college or university documenting an awarded bachelor's degree or higher;

3.01.5 Documentation of successful completion of an accredited teacher preparation program;

3.01.5.1 An awarded education degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer signs and verifies the application for licensure;

3.01.5.2 An awarded education degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is

recognized for licensure in the state where the institution maintains its principal place of business;

3.01.5.3 An applicant who has never been licensed and whose most recent education degree or teacher preparation program was completed more than ten (10) years before the date of application shall be required to complete a program of study as determined by an accredited teacher preparation program;

3.01.6 For an applicant seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university; and

3.01.7 For an applicant holding an expired license from another state or country, a copy of the expired license.

Standard License - Reciprocity

3.02 The Office of Educator Licensure shall issue a Standard License upon receipt of the following from an applicant holding a current, valid educator license from and in good standing with another state or country:

3.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.02.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

3.02.3 A copy of the out-of-state or out-of-country license(s) held by the applicant;

3.02.4 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessments as mandated by the State Board;

3.02.4.1 This requirement shall be waived upon the receipt of all test scores required for licensing in a licensing state;

3.02.4.2 This requirement shall be waived upon the receipt of documentation on school district, agency, or organization letterhead of at least three (3) years of experience in another state as a licensed teacher, administrator, library media

specialist, or counselor, or similar licensed experience in a licensure content area or level of licensure;

3.02.5 An official transcript documenting an awarded bachelor's degree or higher from an accredited college or university;

3.02.6 Documentation of one (1) of the following:

3.02.6.1 Successful completion of a program of teacher education at an accredited college or university, but only if the applicant possesses a Standard License Equivalent;

3.02.6.2 Successful completion of an accredited teacher preparation program; or

3.02.6.3 Current certification from the National Board of Professional Teaching Standards; and

3.02.7 For applicants seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university.

3.02.8 An applicant holding an expired license from another state or country may seek licensure by complying with the requirements of Section 3.01 of these Rules.

Provisional License

3.03 The Office of Educator Licensure shall issue a non-renewable, one (1) year Provisional License to an applicant who:

3.03.1 Submits a completed application for Provisional licensure, with payment of any fees (if applicable) as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.03.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an educator license; and

3.03.3 Meets all of the requirements of Sections 3.01 or 3.02 of these Rules except for:

3.03.3.1 Successful completion of Arkansas History coursework required by 3.01.6 or 3.02.7; or

3.03.3.2 Submission of an official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical and content-area assessments as mandated by the State Board, as required by 3.01.3 or 3.02.4.

4.0 Ancillary License Requirements

4.01 The Office of Educator Licensure shall issue an Ancillary License in Speech Language Pathology or School Psychology upon receipt of the following from an applicant, whether or not the applicant is licensed in another state:

4.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

4.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

4.01.3 An official score report reflecting passing scores, as approved by the State Board, on the specialty area assessment for Speech Pathology or School Psychology as mandated by the State Board; and

4.01.4 Documentation of one (1) of the following:

4.01.4.1 An official transcript documenting an awarded master's or higher degree, from an accredited college or university, in Speech Language Pathology, and either:

4.01.4.1.1 Successful completion of a graduate-level, accredited Speech-Language Pathology program; or

4.01.4.1.2 Certification of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association; or

4.01.4.2 An official transcript documenting an awarded master's or higher degree, from an accredited college or university, in School Psychology, Counseling, or Psychology, and successful completion of a graduate-level, accredited School Psychology program.

4.02 The Office of Educator Licensure shall add a licensure content area, endorsement, or level of licensure to an Ancillary License only upon receipt of the following from an applicant:

4.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

4.02.2 An official transcript documenting the successful completion of:

4.02.2.1 A program of study at an accredited teacher preparation program, to include an internship in the licensure content area to be taught;

4.02.2.2 The Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program; or

4.02.2.3 Any other pathway to licensure permitted by the Department's Rules Governing the Non-Traditional Licensure Program;

4.02.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessment(s) as mandated by the State Board; and

4.02.4 Documentation of the licensed experience, if any, required by these Rules for the licensure content area, endorsement, or level of licensure sought.

4.03 Notwithstanding the requirements of Section 4.02, an individual holding an Ancillary License in Speech Language Pathology or School Psychology may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules.

5.0 Endorsements, Areas and Levels of Licensure

5.01 Except as otherwise provided herein, a Standard License shall be issued for and shall reflect only those licensure content areas, endorsements, and levels of licensure that are recognized by the State Board.

5.01.1 Content areas, levels, and endorsements listed on an out-of-state license shall be recognized for licensure through reciprocity, as follows:

5.01.1.1 An applicant from a state with a reciprocity agreement through the National Association of State Directors of Teacher Education and Certification (NASDTEC) shall receive the

Arkansas-equivalent licensure content areas, endorsements, or levels of licensure provided all other licensure requirements have been met.

5.01.1.2 An applicant whose content area, endorsement, or level is not recognized by Arkansas shall receive the licensure content area, endorsement, or level of licensure that most closely parallels their out-of-state licensure area, endorsement, or level.

5.01.1.3 If none of the content areas or endorsements listed on an out-of-state license parallel an Arkansas licensure content area, the Office of Educator Licensure shall issue a license reflecting the same content area or endorsement reflected on the out-of-state license, with a notation that the identified content area or endorsement is by reciprocity and does not conform to an Arkansas-approved licensure content area or endorsement.

5.01.2 Content areas, levels, and endorsements listed on an out-of-country license may be recognized for reciprocity in accordance with the credential evaluation required in Section 8.04 of these Rules. An applicant whose content area, endorsement, or level is not recognized by Arkansas shall receive the licensure content area, endorsement, or level of licensure that most closely parallels their out-of-country licensure area, endorsement, or level.

5.01.3 For the purpose of reciprocity, the Office of Educator Licensure may reference and utilize any licensure content area, endorsement, or level of licensure that has ever been recognized by the State Board in the past, regardless of whether the area, endorsement or level is current.

5.01.4 Only the content areas, levels, or endorsements specifically listed on an out-of-state or out-of-country license shall be recognized for licensure through reciprocity.

Addition of Areas and Endorsements

5.02 The Office of Educator Licensure shall add an endorsement, licensure content area, or level of license to a Standard License upon receipt of the following from an applicant:

5.02.1 A completed application for addition of area, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

- 5.02.2 If required by Appendix A or by Section 5.03 below, an official transcript from an accredited college or university documenting completion of a Department-approved program of study;
- 5.02.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical or specialty-area assessment as mandated by the State Board, or as mandated by the state where the program of study was completed if that state requires an assessment; and
- 5.02.4 For applicants seeking addition of Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university.
- 5.02.5 All teacher education coursework must be completed at an accredited teacher preparation program.
- 5.03 No licensure content area or level of licensure may be added to a license by testing out if the area or level is more than one level above or below that of the initial license held by the licensee. Specifically, a Department-approved program of study at an accredited college or university is a required pre-requisite for:
- 5.03.1 Adding any exception area endorsement to any license;
- 5.03.2 Adding any K-6 licensure content area to a license with an initial licensure level of 7-12, K-12, or P-12;
- 5.03.3 Adding any 4-8 licensure content area to a license with an initial licensure level of B-K, K-12, or P-12;
- 5.03.4 Adding any 4-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, K-12, or P-12;
- 5.03.5 Adding any 7-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, or P-8; and
- 5.03.6 Adding any K-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, 4-8, 4-12, P-8, or 7-12.
- 5.04 A licensure content area, endorsement, or level of licensure may be transferred by reciprocity to an existing Arkansas license only by following the requirements of Sections 5.02 and 5.03 above.
- 5.05 The Office of Educator Licensure shall add a licensure content area, endorsement, or level of licensure to an adult education license or career-technical permit that

was issued pursuant to regulations established by the Arkansas Department of Career Education, only upon receipt of the following from an applicant:

5.05.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

5.05.2 An official transcript documenting the successful completion of:

5.05.2.1 A program of study at an accredited teacher preparation program, to include an internship in the licensure content area to be taught;

5.05.2.2 The Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program; or

5.05.2.3 Any other pathway to licensure permitted by the Department's Rules Governing the Non-Traditional Licensure Program; and

5.05.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessment(s) as mandated by the State Board.

Additional Licensure Plans (ALP)

5.06 The Office of Educator Licensure shall issue an Additional Licensure Plan (ALP) to an individual holding a Standard License and employed in an out-of-area position, upon the submission of a completed application for an ALP, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C).

5.06.1 An ALP is valid for a maximum of three (3) years and is not renewable.

5.06.2 An ALP requiring a Department-approved program of study shall remain valid only so long as the applicant:

5.06.2.1 Successfully completes in the first year of the ALP any specialty-area assessment required to be designated as a highly-qualified teacher; and

5.06.2.2 Successfully completes a minimum of three (3) hours of program-of-study coursework in the first year of the ALP and a minimum of six (6) hours of Department-approved program-of-study coursework in both the second and third years.

5.06.3 An ALP requiring testing only shall remain valid only so long as the applicant, by the end of each year of the ALP, either:

5.06.3.1 Successfully completes the content-knowledge portion(s) of the required specialty-area assessment required to be designated as a highly-qualified teacher; or

5.06.3.2 Successfully completes a minimum of six (6) hours of coursework in the content area at an accredited college or university.

5.06.4 An individual holding a provisional license issued by reciprocity is eligible for an ALP subject to the remaining requirements of this Section 5.06.

5.06.5 Whether or not an ALP is issued, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued pursuant to Section 9.0 of these Rules.

6.0 Administrator License Requirements

Building-Level Administrator License

6.01 The Office of Educator Licensure shall issue a Building-Level Administrator License upon receipt of the following from an applicant holding an existing Arkansas Standard License:

6.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.01.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.01.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area;

6.01.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.01.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.01.4 If the master's degree is not in Educational Leadership, an official transcript documenting successful completion of a Department-approved, graduate-level program of study reflective of the standards for building-level administrator licensure, to include an internship with adequate and substantial experiences at both the K-6 and 7-12 levels;

6.01.4.1 An applicant who has never received an administrator license and whose program of study in Educational Leadership was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

6.01.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board; and

6.01.6 Documentation of at least four (4) years of P-12 experience as a licensed classroom teacher, school counselor, or library media specialist.

6.01.6.1 One (1) year of experience is defined as a minimum of one hundred twenty (120) days of full-time work in a single school year, with a minimum of fifty percent (50%) of each day spent as a licensed classroom teacher, school counselor, or library media specialist.

6.01.6.2 Experience as an Educational Examiner, Adult Education, Athletic Director/Coaching, School Administrator, Speech Pathologist, or School Psychology Specialist shall not count towards this experience requirement.

6.01.6.3 Up to two (2) years of the experience requirement may be satisfied by equivalent working experience, including without limitation employment with an education service cooperative or the Department.

6.01.6.4 Teaching experience in a career and technical education area as recognized by the State Board may satisfy this requirement only if the area taught is one for which a bachelor's degree is required as a pre-requisite to licensure by the Arkansas Department of Career Education.

Curriculum/Program Administrator License

6.02 The Office of Educator Licensure shall issue a Curriculum/Program Administrator License upon receipt of the following from an applicant holding a Standard License in the relevant area, or an Ancillary License in Speech Language Pathology or School Psychology:

6.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.02.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.02.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area, or in a Career and Technical Education area recognized by the Arkansas Department of Career Education;

6.02.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.02.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.02.4 An official transcript documenting successful completion of a graduate-level program of study reflective of the standards for curriculum/program administrator licensure, to include an internship;

6.02.4.1 An applicant who has never received an administrator license and whose program of study for curriculum/program administrator licensure was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

- 6.02.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board;
- 6.02.6 Documentation of at least four (4) years of licensed experience in the relevant area as follows:
- 6.02.6.1 Special Education – Classroom teaching experience in special education, or experience in speech language pathology or school psychology, while employed by a public or private school under the terms of an approved teacher employment contract and not under a purchase-service contract;
 - 6.02.6.2 Gifted and Talented Education – Classroom teaching experience in the area of gifted and talented education;
 - 6.02.6.3 Career and Technical Education – Classroom teaching experience in one (1) or more career and technical education areas as recognized by the State Board, if the area is one for which a bachelor's degree is required as a pre-requisite to licensure by the Arkansas Department of Career Education;
 - 6.02.6.4 Content Area Specialist – Classroom teaching experience in a licensure content area;
 - 6.02.6.5 Curriculum Specialist – Experience as a school counselor, library media specialist, or classroom teacher in any licensure content area or level of licensure; or
 - 6.02.6.6 Adult Education – Classroom teaching experience in the area of adult education.
 - 6.02.6.7 One (1) year of experience is defined as a minimum of one hundred twenty (120) days of full-time work in a single school year, with a minimum of fifty percent (50%) of each day spent as a licensed classroom teacher, school counselor, or library media specialist.
 - 6.02.6.8 Up to two (2) years of the experience requirement may be satisfied by equivalent working experience, including without limitation employment with an education service cooperative or the Department.

District-Level Administrator License

6.03 The Office of Educator Licensure shall issue a District-Level Administrator License upon receipt of the following from an applicant holding a Building-Level or Curriculum/Program Administrator License:

6.03.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.03.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.03.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area;

6.03.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.03.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.03.4 An official transcript documenting successful completion of a Department-approved, graduate-level program of study, above and beyond a master's degree, reflective of the standards for district-level administrator licensure, to include an internship;

6.03.4.1 An applicant whose program of study for district-level administrator licensure was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

6.03.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board;

6.03.6 Documentation of at least four (4) years of licensed experience as required by Section 6.01.6 or 6.02.6 above, or four (4) years of building-level administrator experience; and

6.03.7 Documentation of at least one (1) year of experience as a building-level or curriculum/program administrator.

6.03.7.1 One (1) year of experience is defined as requiring a minimum of one hundred twenty (120) days of full-time work, in a single school year, with a minimum of fifty percent (50%) of each day spent as a building-level or curriculum/program administrator.

6.03.7.2 This one-year experience requirement may be satisfied by experience with an education service cooperative or the Department, if the Department determines that the experience is substantially equivalent to building-level administration experience.

Administrator Licensure Completion Plan (ALCP)

6.04 The Office of Educator Licensure shall issue an Administrator Licensure Completion Plan (ALCP) to an individual employed in an out-of-area position who:

6.04.1 Submits a completed application for an ALCP, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.04.1.1 The application must be verified by the Educational Leadership Chairperson of the accredited college or university where the degree or program of study is offered;

6.04.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an Administrator License;

6.04.2.1 Employment must be verified by an authorized representative of the public school district, charter school, agency or organization; and

6.04.3 Meets all of the requirements of Sections 6.01, 6.02, or 6.03 of these Rules except for:

6.04.3.1 Successful completion of an awarded master's or higher degree as required by 6.01.3, 6.02.3, or 6.03.3;

6.04.3.2 Successful completion of a graduate-level program of study as required by 6.01.4, 6.02.4, or 6.03.4; or

6.04.3.3 Submission of an official score report reflecting passing scores on the appropriate administrative licensure assessment, as required by 6.01.5, 6.02.5, or 6.03.5.

6.04.4 An ALCP is valid for a maximum of three (3) years, is not renewable, and shall remain valid so long as the applicant:

6.04.4.1 Remains employed with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an Administrator License;

6.04.4.2 Holds the degree required by 6.01.3, 6.02.3, or 6.03.3, or remains enrolled and actively participates in the appropriate degree program; and

6.04.4.3 Has completed, or remains enrolled and actively participates in the appropriate program of study required by 6.01.4, 6.02.4, or 6.03.4.

6.04.4.4 Active participation in a degree program or program of study means successful completion of a minimum of three (3) hours of graduate-level coursework in the first year of the ALCP, and a minimum of six (6) hours of graduate-level coursework in both the second and third years of the ALCP.

6.04.5 Whether or not an ALCP is issued, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued pursuant to Section 9.0 of these Rules.

7.0 License Renewal

Professional Development Requirements for License Renewal

7.01 Except as specifically provided herein, no license issued by the State Board may be renewed unless the following requirements of this Section 7.01 are met.

7.01.1 Every individual holding a license issued by the State Board shall document completion of sixty (60) or more hours of approved professional development each year, as required by the Department's Rules Governing Professional Development.

7.01.2 Professional development completion may be documented by:

7.01.2.1 Submitting verification, by an authorized representative of the school, district, or organization employing the licensee, that the licensee has completed all professional development required during the term of the license; or

7.01.2.2 Submitting proof of completion of professional development hours attended.

7.01.3 Professional development completion shall be waived for a teacher who is retired, as verified by the Arkansas Teacher Retirement System (ATRS).

7.01.4 A retired teacher who returns to licensed employment shall complete sixty (60) hours of professional development within the school year of the return to employment and in each year thereafter while employed in a licensed position.

7.01.5 As part of the required professional development hours, a licensee shall document completion, no more than twelve (12) months prior to renewal, of the child maltreatment recognition training required by Ark. Code Ann. § 6-61-133 and the Department's Rules Governing Professional Development.

Renewal of Current / Recently Expired Licenses

7.02 The Office of Educator Licensure shall renew a Standard, Ancillary, or Administrator License that is current or has been expired for less than one (1) year, upon receipt of the following from a licensee:

7.02.1 A completed application for renewal, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.02.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation; and

7.02.3 Documentation of professional development completion, as required by Section 7.01.

7.02.4 An individual unable to document professional development completion may be eligible for a Provisional License by meeting the criteria of Section 7.05 of these Rules.

7.03 The Office of Educator Licensure may, in the last effective year of a license, automatically renew a Standard, Ancillary, or Administrator License, if:

7.03.1 The licensee is employed, during the last effective year of the license, by an Arkansas public school district, open-enrollment public charter school, education service cooperative, or the Department;

7.03.2 The licensee or the licensee's employer pays any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C); and

7.03.3 The Office of Educator Licensure is able to document from its records that the licensee has satisfied the background check and professional development requirements of Sections 7.01 and 7.02.2.

Renewal of Licenses Expired More Than One (1) Year

7.04 The Office of Educator Licensure shall renew a Standard, Ancillary, or Administrator License that has been expired for more than one (1) year, upon receipt of the following from a licensee:

7.04.1 A completed application for renewal, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.04.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation; and

7.04.3 Documentation of completion of sixty (60) or more hours of approved professional development.

7.04.4 An individual required to take additional professional development may be eligible for a Provisional License by meeting the criteria of Section 7.05 of these Rules.

Provisional Licenses

7.05 The Office of Educator Licensure shall issue a non-renewable, one (1) year Provisional License to a licensee who holds a current or expired Standard, Ancillary, or Administrator License, and who:

7.05.1 Submits a completed application for Provisional licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.05.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization in a position that requires an educator license; and

7.05.3 Meets all of the requirements of Sections 7.02 or 7.04 of these Rules except for verification of professional development as required by 7.01.

7.05.4 The Provisional License may be converted to a Standard, Ancillary, or Administrator License upon the submission of written verification of completion of sixty (60) hours of approved professional development that was completed during the one-year term of the Provisional License.

7.06 Applications for license renewal may be submitted to the Office of Educator Licensure no earlier than January 1 of the year of expiration of the license.

8.0 General Provisions for all Licenses

8.01 A Standard, Ancillary, or Administrator License shall be a renewable license, valid for a period of five (5) years. Except as provided below, a license shall become effective January 1 of the year it is issued and shall expire December 31 of the fifth year.

8.01.1 Regardless of when it is issued, an Administrator License shall reflect the same beginning and expiration dates as the licensee's Standard License.

8.01.2 The beginning date of a license renewal shall be January 1 of the year following the expiration date of the old license, unless the old license was expired more than one (1) year.

8.01.3 The beginning date of the renewal of a license that had been expired for more than one (1) year shall be January 1 of the year renewed.

8.01.4 Addition of an endorsement, licensure content area, or level of licensure to a license shall not affect the beginning and expiration dates of the license.

8.02 A Provisional License shall become effective on the licensee's first contracted day with the public school district, open-enrollment public charter school, or other agency or organization.

8.03 A Standard, Ancillary, or Administrator License may reflect the highest earned degree awarded to the licensee in:

8.03.1 Education, if the degree was awarded by an accredited teacher education program;

8.03.2 Educational Leadership, if the degree was awarded by an accredited college or university;

8.03.3 Speech-Language Pathology, if the degree was awarded by an accredited speech-language pathology program;

8.03.4 School Psychology, Psychology, or Counseling, if the degree was awarded by an accredited school psychology program; or

8.03.5 A licensure content area, if the degree was awarded by an accredited college or university.

8.04 Notwithstanding any provision to the contrary, an applicant for licensure who holds a teaching license from outside the United States, or whose post-secondary degree is from a non-accredited college or university outside of the United States, may satisfy degree and accredited program requirements as follows:

8.04.1 The applicant shall have his or her credentials evaluated by a Department-approved credential evaluation agency located in the United States.

8.04.2 The credential evaluation agency shall:

8.04.2.1 Complete a course-by-course evaluation of the applicant's transcript;

8.04.2.2 Indicate the applicant's major area of study;

8.04.2.3 Document whether the applicant's out-of-country degree is equivalent to one that would have been completed at an accredited college or university;

8.04.2.4 Document whether the out-of-country professional preparation program is equivalent to one that would have been completed at an accredited teacher preparation program or accredited speech-language pathology or school psychology program;

8.04.2.5 Indicate the areas of licensure represented by the out-of-country license; and

8.04.2.6 Document which areas of licensure on the out-of-country license are equivalent to the areas of licensure approved by the State Board.

8.04.3 The evaluation performed by the credential evaluation agency shall determine eligibility for licensure in Arkansas.

8.05 Every individual holding a license issued by the State Board shall complete the child maltreatment recognition training required by Ark. Code Ann. § 6-61-133 and the Department's Rules Governing Professional Development within twelve (12) months of:

8.05.1 The individual's first-time licensure; and

8.05.2 All subsequent renewals of a license.

8.06 The Office of Educator Licensure may issue a duplicate of a current license upon application of a current license holder, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

8.07 All information and documentation submitted for an Arkansas teaching license must be accurate, authentic, and unaltered. Any license issued as a result of a violation of this Section 8.07 will be null and void.

8.08 The Office of Educator Licensure, as authorized by the State Board, reserves the right to amend or rescind any license that has been issued in error.

Mentoring Requirements for Novice Teachers and Beginning Administrators

8.09 Every novice teacher and beginning administrator employed in a public school or other public educational setting shall participate in mentoring for no less than one (1) year.

8.09.1 Mentoring for a novice teacher shall consist of a licensed, certified mentor providing support and focused feedback with regard to instructional skills, classroom management, and professional behaviors.

8.09.2 Mentoring for a beginning administrator shall consist of a certified mentor providing support and focused feedback with regard to skills, management, and professional behaviors.

8.09.3 Mentors, novice teachers, and beginning administrators shall attend all Department-mandated training, orientation, or informational meetings.

8.09.4 A beginning administrator working under an ALCP shall participate in mentoring for the duration of the ALCP.

8.09.5 A novice teacher in a licensed pre-kindergarten setting may in the alternative participate in mentoring offered pursuant to rules promulgated by the Arkansas Department of Human Services.

8.10 Every Arkansas public school district or open-enrollment public charter school that employs a novice teacher or beginning administrator shall:

8.10.1 Notify the Office of Educator Effectiveness, no later than August 1 of each year, of the appointment of an induction project director who will act as the liaison for the program to the Department;

8.10.1.1 Induction project directors are responsible for coordination of mentor assignments, oversight of mentor funding appropriations, adherence to state rules and guidelines related to mentoring, and all written and fiscal reporting and communications to the Department;

8.10.1.2 Induction project directors must attend the annual Project Director Update meeting sponsored by the Office of Educator Effectiveness, in order to have access to the Department's online data system and to be qualified to pair a novice teacher or beginning administrator with a certified mentor;

8.10.1.3 As funds are available, induction project directors shall be compensated with a stipend via a sliding scale (not to exceed \$1,000) based on the number of novice teachers and beginning administrators in the school or district;

8.10.2 Submit to the Office of Educator Effectiveness via the Office's online data system:

8.10.2.1 No later than September 30 of each year, a register of all novice teacher/mentor pairs and beginning administrator/mentor pairs employed by the school or district;

8.10.2.2 No later than September 30 of each year, an assurance statement, signed by the induction project director, district superintendent, or charter-school director, that the school or district is in compliance with these Rules regarding mentoring; and

8.10.2.3 A Professional Growth Plan for each novice teacher and each beginning administrator;

8.10.3 Assign to each novice teacher, within three (3) weeks of the novice teacher's first contract day of the school year, a certified, licensed mentor teacher who is located in the same building, and who:

8.10.3.1 Has a compatible background in licensure content area and level of licensure;

- 8.10.3.2 Is trained and certified in the state-adopted mentoring model; and
- 8.10.3.3 Has at least three (3) years of successful teaching experience under a non-provisional license;
- 8.10.3.4 The Office of Educator Effectiveness may grant exceptions to these requirements on a case-by-case basis, including the requirement that the mentor teacher be located in the same building;
- 8.10.3.5 Only one (1) novice teacher may be assigned to each mentor teacher, except as allowed by the Office of Educator Effectiveness;
- 8.10.4 Assign to each beginning administrator, within three (3) weeks of the beginning administrator's first contract day of the school year, a certified, licensed administrator mentor who has been certified in the state-adopted mentoring model;
- 8.10.5 Release mentors, novice teachers, beginning administrators, and the induction project director to attend initial mentor training and any mandatory statewide orientation or informational meetings held by the Department;
- 8.10.6 Provide released time during the contract day for a novice teacher and mentor to work together, averaging a minimum of two (2) hours every two (2) weeks;
- 8.10.7 Assist a novice teacher and mentor to schedule focused observations and professional development activities, and provide activities for mentors and novice teachers, which engage them in collaborative dialogue, problem solving, and professional development;
- 8.10.7.1 Mentor teachers shall perform a minimum of three (3) formal classroom observations per school year for each novice teacher and shall provide feedback focused on increased professional growth;
- 8.10.8 Notify the Office of Educator Effectiveness, via the Office's online data system, within fifteen (15) days of any personnel changes that might affect annual mentoring budget allocations (such as hiring of a novice teacher midyear, or a novice teacher resigning midyear and being replaced by an experienced teacher for whom mentoring is not appropriate); and

8.10.9 Submit, via the Office's online data system, the end-of-year budget report reflecting mentor stipend expenditures, no later than July 30 of each year.

8.10.9.1 Mentor stipends shall be distributed and disbursed within the parameters established by the Department.

8.11 The Office of Educator Effectiveness will monitor the quality of each public school or district's mentoring program by reviewing all mentoring documentation.

8.11.1 All required mentoring and observation documentation shall be collected and retained by the induction project director.

8.11.2 At the completion of the mentoring cycle, all observation forms shall become the sole possession of the novice teacher.

8.11.3 Mentoring observational information shall not be utilized in any way for employment or evaluation decisions unless students are at risk, either physically or emotionally.

8.12 School districts or open-enrollment public charter schools that do not comply with these rules shall be placed in accredited-cited status for licensure deficiencies. Licensure deficiencies for this purpose includes without limitation:

8.12.1 Failure to register all mentors, novice teachers, and beginning administrators with the Office of Educator Effectiveness;

8.12.2 Failure to comply with established guidelines for assignment, support, and monitoring of mentors and novice teachers or beginning administrators; and

8.12.3 Failure to submit all appropriate documentation.

9.0 Waivers for Public Schools and School Districts

Contracted Positions (ALP/ALCP)

9.01 Except as specifically allowed by law or regulation, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued to the school pursuant to this Section 9.0.

9.01.1 Schools shall aggressively seek to employ in licensed positions individuals who are licensed and highly qualified (when required) for the grade level and licensure content areas assigned.

9.01.2 When a school cannot employ a qualified individual licensed at the grade level or for the licensure content area being assigned, the school shall actively recruit a licensed individual who will work under an ALP or ALCP towards becoming licensed and highly qualified (when required) for the grade level assigned or for the specific licensure content area assigned.

9.01.3 Notwithstanding the other provisions of this Section 9.0, if the State Board or the Commissioner of Education order the suspension or removal of a superintendent or school board under authority granted under Title 6 of the Arkansas Code, the State Board or Commissioner may appoint, subject to state law and for no more than three (3) consecutive school years, one (1) or more individuals in out-of-area positions as district-level administrators for that public school district.

9.01.4 This section 9.01 shall not apply to :

9.01.4.1 Non-degreed vocational-technical teachers; or

9.01.4.2 Those persons approved by the Department to teach the grade level or subject matter of the class in the Department' distance learning program.

9.02 The Office of Educator Licensure may grant a public school, agency, or organization a one (1)-year waiver of the requirements of Section 9.01 if it imposes an undue hardship in that a school is unable to timely fill a vacant position with a qualified individual licensed in the required licensure content area and level of licensure.

9.03 A request for waiver shall be submitted by the superintendent of the public school district or director of the open-enrollment public charter school and shall include:

9.03.1 A listing of all licensed employees employed by the district or charter school, including for each licensed employee:

9.03.1.1 Social Security number;

9.03.1.2 Current licensure area(s);

9.03.1.3 Whether the employee is currently employed in an out-of-area position, and if so, whether the position requires a highly-qualified teacher;

9.03.1.4 Any prior completed Additional Licensure Plan(s) (ALP); and

9.03.1.5 All prior school years in which the employee was employed in an out-of-area position;

9.03.2 A justification for the waiver documenting the efforts of the district or charter school to find a fully licensed, highly qualified employee. Districts will not have to verify re-advertising for the second and third years for a position, as long as the individual holds a valid ALP or ALCP;

9.03.3 A written plan with timelines for completion of the ALP or ALCP requirements; and

9.03.4 If a waiver was granted for the same position in the prior school year, evidence that the ALP or ALCP plan timelines are being met in accordance with Sections 5.06.2, 5.06.3, or 6.04.4.

9.04 A school, district, agency, or organization shall annually apply for renewal of the waiver each additional year the employee is working under an approved ALP or ALCP. The one (1)-year waiver may be renewed two (2) times, for a maximum of three (3) years of waiver for the same position, so long as the ALP or ALCP issued to the employee remains valid and the employee meets the ALP or ALCP plan timelines.

9.05 The district superintendent or charter school director shall send written notice of the assignment of an employee to an out-of-area position to the parent or guardian of each student in the employee's classroom no later than thirty (30) school days after the date of the assignment.

9.05.1 Parental notice is not required for the out-of-area assignment of a counselor, library media specialist, or administrator.

9.06 The final decision regarding the granting of a waiver rests with the State Board.

Substitute Teachers

9.07 Since it is sometimes necessary to utilize the services of substitute personnel, public schools should select competent individuals who can be entrusted with the instructional responsibilities of the school. As much care should be given to the recruitment, selection and utilization of those who will be used as substitutes as is given to licensed personnel.

9.07.1 A person employed as a temporary substitute for a licensed teacher in a public school shall:

9.07.1.1 Be a high school graduate; or

9.07.1.2 Hold a graduate equivalent degree (G.E.D.).

9.07.2 No class of students in any public school shall be under the instruction of a substitute teacher for more than thirty (30) consecutive school days in the same class during a school year unless the substitute teacher instructing the class has:

9.07.2.1 A bachelor's or higher degree awarded by an accredited college or university; or

9.07.2.2 An educator license issued by the State of Arkansas.

9.07.3 A public school shall request a waiver to employ a substitute teacher whenever a class of students will be receiving instructions from a substitute teacher or teachers for longer than thirty (30) consecutive days unless the substitute is fully licensed in Arkansas for areas in which the substitute is employed.

9.07.4 A public school may not avoid a waiver request by terminating the services of a substitute teacher(s) prior to the thirty-first (31st) day of instruction.

9.07.5 A substitute teacher or teachers possessing a bachelor's degree shall continue to teach the class from at least the thirty-first (31st) consecutive day after the regular teacher is absent from the class until the return of the regular teacher to that class.

9.07.6 The district superintendent or charter school director shall send written notice of the assignment of a substitute teacher to an out-of-area position to the parent or guardian of each student in the teacher's classroom no later than thirty (30) school days after the date of the assignment.

9.07.7 This section 9.07 shall not apply to non-degreed vocational-technical teachers.

9.08 The superintendent of a public school district or director of an open-enrollment public charter school may apply for a waiver from the Arkansas State Board of Education if the requirements set forth in Section 9.07 impose an undue hardship on the school or district.

9.08.1 A written application for waiver shall be submitted to the Department as soon as an undue hardship is determined by the superintendent or charter school director. The application letter shall include:

9.08.1.1 A justification of need for the waiver;

9.08.1.2 Documentation that a degreed or properly-licensed individual is not available to be employed;

9.08.1.3 Instructional area that will be assigned to the substitute teacher, and

9.08.1.4 The length of time the substitute will be employed.

9.08.2 Waivers for use of a substitute teacher for longer than thirty (30) days may be granted for only one (1) semester but may be renewed for a second (2nd) semester. Such waivers are to be submitted immediately once the substitute has been in the classroom for thirty-one (31) days.

9.08.3 Applications for waivers shall be reviewed by the Department and presented to the State Board of Education for its decision.

9.08.4 The final decision regarding the granting of this waiver will rest with the State Board of Education.

9.08.5 Any school district or open-enrollment public charter school granted this waiver will be reported in the Department's annual school district or school report card.

10.0 Conversion of Existing Initial or Provisional Licenses

10.01 A licensee holding a current Initial Teaching License issued by the State Board pursuant to the Department's Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007) may obtain a Standard License upon the submission of the following:

10.01.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C); and

10.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation.

10.02 A licensee holding an expired Initial Teaching License issued by the State Board pursuant to any of the Department's prior Rules may obtain a Standard License by complying with the provisions of Section 3.01 of these Rules.

10.03 A licensee holding a current Provisional Teaching License issued by the State Board pursuant to the Department's Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007) or pursuant

to the Department's Rules Governing Teacher Licensure by Reciprocity (eff. Sept. 2009 or June 2012) may obtain a Standard License upon the submission of the following:

10.03.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

10.03.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

10.03.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical or content-area assessments as mandated by the State Board;

10.03.4 For applicants seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university; and

10.03.5 Documentation of the successful completion of any professional development required to meet renewal requirements.

10.04 A licensee holding a current Initial Administrator License issued by the State Board pursuant to the Department's Rules Governing Initial and Standard/Advanced Level Administrator and Administrator – Arkansas Correctional School Licensure (eff. August 2003 or November 2010) may obtain a Standard Administrator License upon the submission of the following:

10.04.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

10.04.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation; and

10.04.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrator licensure assessment as mandated by the State Board.

10.05 Any licensee who, as of the effective date of these Rules, is working under a current Additional Licensure Plan (ALP) or Administrator Licensure Completion Plan (ALCP) issued pursuant to any prior Department rules, shall continue under and complete the Plan in accordance with the terms of the Plan as approved by the

Department, and in accordance with the prior rules under which the Plan was approved.

10.06 If an applicant for first-time licensure or administrator licensure or for the addition of a licensure content area, endorsement, or level of licensure, was enrolled in a program of study prior to July 1, 2014, and meets all other requirements for licensure, the Office of Educator Licensure may reference and utilize the licensure content areas, endorsements, or levels of licensure that were recognized by the State Board immediately prior to the effective date of these Rules.

Appendix A: LEVELS AND AREAS OF LICENSURE

AS AN INITIAL LICENSURE AREA

AS AN ADD-ON TO STANDARD LICENSE

LICENSURE CONTENT AREA	AS AN INITIAL LICENSURE AREA							AS AN ADD-ON TO STANDARD LICENSE						
	B-K	K-6	4-8	7-12	K-12	4-12	PS	B-K	K-6	4-8	7-12	K-12	4-12	PS
*ECH/SP.ED INTEGRATED	X							X						
**ELEMENTARY		X							X					
**MIDDLE CHILDHOOD (MATH, SCIENCE, LANG ARTS, SOCIAL STUDIES) MUST CHOOSE ANY TWO OF THE FOUR CONTENT AREAS LISTED FOR INTIAL LICENSURE. ANY AREA MAY BE ADDED INDIVIDUALLY TO A STANDARD LICENSE.				X						X				
LIFE SCIENCE					X							X		
PHYSICAL SCIENCE					X							X		
EARTH SCIENCE												X		
ENGLISH LANG ARTS					X							X		
SOCIAL STUDIES					X							X		
PHYSICS/MATHEMATICS					X							X		
MATHEMATICS					X							X		
BUSINESS TECHNOLOGY							X							X
MARKETING TECHNOLOGY					X							X		
AGRICULTURE SCIENCE & TECH					X							X		
FAMILY & CONSUMER SCIENCE					X							X		
INDUSTRIAL TECHNOLOGY					X							X		
DRAMA					X							X		
SPEECH					X							X		
JOURNALISM												X		
ART						X			X			X		
VOCAL MUSIC						X			X			X		
INSTRUMENTAL MUSIC						X			X			X		
DRAMA / SPEECH						X							X	
PHYSICAL EDU / HEALTH						X			X			X		
* SPECIAL EDUCATION						X							X	
* VISUAL SPECIALIST						X							X	
* HEARING SPECIALIST						X							X	
FOREIGN LANGUAGES						X			X			X		
* LIBRARY MEDIA SPECIALIST													X	
* GUIDANCE & COUNSELING						X							X	
* ADULT EDUCATION							X							X

*THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT.

**SIX (6) HOURS OF ENGLISH LANGUAGE ARTS AND THREE (3) HOURS ARKANSAS HISTORY MUST BE DOCUMENTED ON AN OFFICIAL TRANSCRIPT WHEN ADDING THESE AREAS OF LICENSURE BY TESTING OUT.

NOTE: B-K=BIRTH TO KINDERGARTEN; ECH=EARLY CHILDHOOD; SP.ED=SPECIAL EDUCATION; PS=POST-SECONDARY

Appendix A: LEVELS AND AREAS OF LICENSURE

ADD-ON TO A STANDARD LICENSE

EXCEPTION AREA ENDORSEMENTS

	<i>Pre-K</i>	<i>K-6</i>	<i>5-6</i>	<i>8</i>	<i>K-12</i>
<u>LIBRARY MEDIA SPECIALIST</u>					<u>X</u>
<u>READING SPECIALIST</u>					<u>X</u>
<u>GUIDANCE & COUNSELING</u>					<u>X</u>
<u>GIFTED & TALENTED</u>					<u>X</u>
<u>ENGLISH AS A SECOND LANGUAGE</u>					<u>X</u>
<u>EDUCATIONAL EXAMINER</u>					<u>X</u>
<u>COACHING</u>					<u>X</u>
<u>INSTRUCTIONAL FACILITATOR</u>					<u>X</u>
<u>GRADE 5-6 ENDORSEMENT (FOR 7-12 TEACHER LICENSED IN A CORE CONTENT AREA(S) OF MATH, SCIENCE, LANG ARTS OR SOCIAL STUDIES)</u>				<u>X</u>	
<u>ALGEBRA 1 FOR GRADE 8</u>					<u>X</u>
<u>AGE 3-4 ENDORSEMENT (FOR TEACHERS HOLDING AN ELEMENTARY K-6 LICENSE)</u>		<u>X</u>			
<u>CONTENT SPECIALIST (FOR MATH, SCIENCE AND LITERACY FOR TEACHERS HOLDING A K-6 LICENSE)</u>			<u>X</u>		

EXCEPTION AREA ENDORSEMENTS CANNOT BE ADDED TO A STANDARD TEACHING LICENSE BY TESTING OUT. THESE AREAS OF LICENSURE SHALL BE ADDED TO A STANDARD TEACHING LICENSE BY MEETING ALL REQUIREMENTS AS IDENTIFIED ON THE ADDITIONAL LICENSURE PLAN AND IN THESE RULES FOR THE AREA BEING ADDED. ENDORSEMENTS CANNOT BE USED AS PLATFORMS FOR TESTING OUT OF OTHER AREAS AND LEVELS OF LICENSURE.

<u>EDUCATIONAL LEADERSHIP & SUPERVISION</u>	<i>P-12</i>
<u>DISTRICT ADMINISTRATOR</u>	<u>X</u>
<u>BUILDING ADMINISTRATOR</u>	<u>X</u>
<u>CURRICULUM PROGRAM ADMINISTRATOR</u>	<u>X</u>

THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT. THESE AREAS OF LICENSE SHALL BE ADDED TO A STANDARD LICENSE BY MEETING ALL REQUIREMENTS AS IDENTIFIED IN THESE RULES AND ON THE ADDITIONAL LICENSURE PLAN FOR THE AREA BEING ADDED.

INITIAL AREA OF LICENSURE OR ADD-ON TO A STANDARD LICENSE

<u>ANCILLARY STUDENT SERVICES</u>	<i>K-12</i>
<u>SCHOOL PSYCHOLOGY SPECIALIST</u>	<u>X</u>
<u>SPEECH LANGUAGE PATHOLOGY</u>	<u>X</u>

AN ANCILLARY LICENSE MAY BE OBTAINED AS AN INITIAL AREA OF LICENSURE OR MAY BE OBTAINED AS AN ADD-ON TO A STANDARD LICENSE. THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT.

NO OTHER AREA OR LEVEL OF LICENSURE CAN BE ADDED TO AN ANCILLARY LICENSE BY TESTING OUT.

REQUIREMENTS FOR ANCILLARY LICENSURE CAN BE FOUND IN THE RULES GOVERNING EDUCATOR LICENSURE.

Appendix A: LEVELS AND AREAS OF LICENSURE

CHART FOR TESTING OUT

<u>INITIAL LICENSURE LEVEL</u>	<u>LICENSURE LEVEL TO TEST OUT OF</u>					
	<u>B-K</u>	<u>K-6</u>	<u>4-8</u>	<u>4-12</u>	<u>7-12</u>	<u>K-12</u>
<u>B-K</u>		<u>X</u>				
<u>P-4</u>		<u>X</u>	<u>X</u>			
<u>K-6</u>			<u>X</u>			
<u>1-6</u>		<u>X</u>	<u>X</u>			
<u>4-8</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>SPECIAL ED P-4</u>		<u>X</u>	<u>X</u>			
<u>SPECIAL ED 4-12</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>7-12</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>P-8</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>K-12</u>					<u>X</u>	<u>X</u>
<u>P-12</u>					<u>X</u>	<u>X</u>

EDUCATORS WITH AN INITIAL LEVEL OF LICENSURE IDENTIFIED UNDER INITIAL LICENSURE LEVEL MAY TEST OUT OF OTHER STANDARD AREAS AND LEVELS OF LICENSURE MARKED WITH THE "X".

EDUCATORS MAY TEST OUT OF LICENSURE AREAS THAT ARE ONE GRADE LEVEL ABOVE OR BELOW THEIR INITIAL LICENSURE AREA AND LEVEL. AREAS OF LICENSURE BEING ADDED BY TESTING OUT SHALL HAVE A SUBJECT SPECIFIC ASSESMENT TO BE ELIGIBLE FOR TESTING OUT. AREAS OF LICENSURE ADDED TO THE INITIAL LICENSURE AREA CANNOT BE USED TO EXPAND THE LEVELS OF LICENSURE THAT CAN BE ADDED BY TESTING OUT. EDUCATOR LICENSURE WILL ADD THE NEW AREA OF LICENSURE ONCE IT HAS RECEIVED A COMPLETED APPLICATION WITH A COPY OF THE PRAXIS SCORE REPORT REFLECTING A PASSING SCORE.

EXCEPTION AREA ENDORSEMENTS, SPECIAL EDUCATION, EDUCATIONAL LEADERSHIP & SUPERVISION, ANCILLARY LICENSES, AND CAREER AND TECHNICAL AND ADULT EDUCATION CANNOT BE ADDED BY TESTING OUT. THEY CAN BE ADDED ONLY BY COMPLETING COURSEWORK AND THE REQUIRED PRAXIS ASSESSMENT.

EDUCATORS INTERESTED IN ADDING AN ADDITIONAL AREA OF LICENSURE ARE ENCOURAGED TO REFER TO THE RULES GOVERNING EDUCATOR LICENSURE AS ADOPTED BY THE STATE BOARD OF EDUCATION.

WHEN TESTING OUT OF ELEMENTARY K-6 OR MIDDLE CHILDHOOD 4-8, THE EDUCATOR MUST DOCUMENT SIX (6) HOURS OF ENGLISH LANGUAGE ARTS AND THREE (3) HOURS OF ARKANSAS HISTORY ON AN OFFICIAL TRANSCRIPT.

NOTE: PROGRAMS OF STUDY RELATED TO NEW/REVISED LEVELS AND AREAS OF LICENSURE WILL BE IMPLEMENTED BEGINNING FALL 2014.

Emergency Adoption

WHEREAS, the State Board of Education has adopted new rules to govern educator licensure in Arkansas; and

WHEREAS, the Arkansas Department of Education has requested the State Board to make changes to the new rules, such changes being significant enough to require a new public comment period; and

WHEREAS, because of the additional public comment period, the new licensure rules will not become effective in time to allow December 2012 college graduates to obtain an educator license and begin teaching in January 2013; and

WHEREAS, Middle Childhood (4-8) has been designated by the State Board of Education as a critical shortage area, and new teachers in grades four (4) through eight (8) are needed throughout the state; and

WHEREAS, these rules are critical to the Arkansas public educational system in that without them public school districts may be unable to timely fill vacant teaching positions in grades 4-8, which would adversely impact the welfare of students; and

WHEREAS, THE Arkansas Department of Education expects to receive thousands of licensure renewal applications during the month of December;

THEREFORE, the State Board of Education hereby determines that imminent peril to the schools and school districts of this state, as articulated above, will exist if these Rules are not promulgated on an emergency basis. Therefore, an emergency is declared to exist and the Arkansas State Board of Education promulgates these rules as emergency rules pursuant to Ark. Code Ann. § 25-15-204.

These Rules will become effective immediately upon filing, and will expire one hundred twenty (120) days after filing, or upon the effective date of any successor rules governing educator licensure as adopted by the State Board of Education, whichever occurs first.

ARKANSAS DEPARTMENT OF EDUCATION
RULES GOVERNING EDUCATOR LICENSURE

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1.0 Regulatory Authority and Purpose

- 1.01 These Rules shall be known as Arkansas Department of Education Rules Governing Educator Licensure.
- 1.02 The State Board of Education enacts these Rules pursuant to its authority as set forth in Ark. Code Ann. §§ 6-11-105, 6-17-401 *et seq.*, and 25-15-201 *et seq.*
- 1.03 The purposes of these Rules are to:
- 1.03.1 Establish requirements and procedures for the issuance, licensure, relicensure, and continuance of licensure of educators in the public schools of this state, as required by Ark. Code Ann. § 6-17-402;
 - 1.03.2 Provide for the acceptance of educator licenses by reciprocity, as required by Ark. Code Ann. § 6-17-403;
 - 1.03.3 Implement as a prerequisite to licensure the requirement of basic-skills, pedagogical, and content-area assessments, as required by Ark. Code Ann. §§ 6-17-402, 6-17-601, & 6-15-1004;
 - 1.03.4 Implement as a prerequisite to licensure the requirement of college coursework in Arkansas History for certain educators, as required by Ark. Code Ann. § 6-17-418; and
 - 1.03.5 Provide for the issuance of provisional licenses, as required by Ark. Code Ann. §§ 6-17-403 & 6-17-418.
- 1.04 These Rules provide **three** pathways to educator licensure:
- 1.04.1 Completion of a bachelor's or higher degree from an accredited teacher preparation program at an accredited college or university;
 - 1.04.2 Completion of an accredited speech-language pathology or school psychology program; **and**
 - 1.04.3** Licensure by reciprocity.
- 1.05 In addition to the pathways contained in these Rules, the Department's Rules Governing the Non-Traditional Licensure Program provide other pathways to licensure for individuals holding a bachelor's degree or higher from an accredited college or university, including without limitation:
- 1.05.1 Completion of the Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program;

1.05.2 Professional Teaching Permits and Provisional Professional Teaching Licenses for experienced professionals to teach in their areas of expertise;

1.05.3 Acceptance into the Teach for America program; and

1.05.4 Completion of a master's degree in teaching from an accredited teacher preparation program at an accredited college or university.

1.06 In addition to the pathways contained in these Rules, the Arkansas Department of Career Education Program Policies and Procedures for Career and Technical Education provide other pathways to licensure for individuals who meet that Department's requirements and who:

1.06.1 Hold a bachelor's or higher degree in the career or technical area to be taught; or

1.06.2 Document a minimum of four (4) years of experience in the career or technical area to be taught, and hold a high school diploma or GED credential.

2.0 Definitions

For the purposes of these Rules:

2.01 "Accredited College or University" means an institution of higher education that is regionally or nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.

2.01.1 In addition to any approvals required under these Rules, institutions of higher education may be subject to other applicable laws or regulations, including without limitation Ark. Code Ann. § 6-61-301 et seq. and the Policies, Rules, and Regulations of the Arkansas Higher Education Coordinating Board.

2.02 "Accredited Speech-Language Pathology or School Psychology Program" means a speech-language pathology or school psychology program that is offered by an accredited college or university, and the program is:

2.02.1 Nationally accredited by the Council on Academic Accreditation in Audiology and Speech-Language Pathology of the American Speech-Language-Hearing Association; or

2.02.2 Nationally accredited in school psychology by the Commission on Accreditation of the American Psychological Association; or

- 2.02.3 Approved by the National Association of School Psychologists; or
- 2.02.4 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation.
- 2.03 “Accredited Teacher Preparation Program” means a teacher preparation program that is:
- 2.03.1 Nationally accredited by the National Council for Accreditation of Teacher Education (NCATE), Teacher Education Accreditation Council (TEAC), or Council for Accreditation of Educator Preparation (CAEP); or
- 2.03.2 Nationally accredited by an accrediting organization recognized by the U.S. Department of Education or the Council for Higher Education Accreditation; or
- 2.03.3 Approved by the licensing authority of a state government.
- 2.04 “Additional Licensure Plan (ALP)” means a plan approved by the Office of Educator Licensure that allows an individual holding a Standard License or Provisional License (by reciprocity only) to accept employment or assignment in an out-of-area position, prior to completion of the requirements for the required endorsement, licensure content area, or level of licensure, for no more than three (3) years dependent on successful progress towards completion.
- 2.05 ”Administrator License” means a five (5)-year renewable license, issued by the State Board, which allows the license holder to serve as an administrator in Arkansas public schools. Administrator licenses include:
- 2.05.1 Curriculum/Program Administrator – A school leader who is responsible for program development and administration, and who may be responsible for employment evaluation decisions, in one (1) of the following areas:
- 2.05.1.1 Special Education;
- 2.05.1.2 Gifted and Talented Education;
- 2.05.1.3 Career and Technical Education;
- 2.05.1.4 Content Area Specialist, in a licensure content area;
- 2.05.1.5 Curriculum Specialist; or
- 2.05.1.6 Adult Education;
- 2.05.2 Building-Level Administrator – A Principal, Assistant Principal, or Vice Principal in an Arkansas public school or in the Arkansas Correctional Schools;

- 2.05.3 District-Level Administrator – A superintendent, assistant/associate superintendent, or deputy superintendent.
- 2.06 “Administrator Licensure Completion Plan (ALCP)” means a plan approved by the Office of Educator Licensure that allows an individual holding a Standard License to accept employment as an administrator, prior to completion of the requirements for an Administrator License, for no more than three (3) years dependent on successful progress towards completion.
- 2.07 “Ancillary License” means a five (5)-year renewable license, issued by the State Board, that does not require prior classroom teaching experience, and which allows the license holder to practice in Arkansas public schools as a School Psychology Specialist or Speech Language Pathologist.
- 2.08 “Beginning Administrator” means an individual who:
- 2.08.1 Holds an Administrator License and has less than one (1) year of public administrative experience, not including student internship; or
 - 2.08.2 Is employed as an administrator under an ALCP and waiver by a public school district, open-enrollment public charter school, or other organization.
- 2.09 “Department” means the Arkansas Department of Education.
- 2.10 “Endorsement” means a teaching or administrative licensure area which may be added only to an existing Standard License and may not be issued as a first-time license.
- 2.11 “Exception Area Endorsement” means an endorsement which may be added to a Standard License only by:
- 2.11.1 The completion of a program of study; or
 - 2.11.2 Reciprocity recognition of a license endorsement from another state or country.
- 2.12 “Good Standing” means, for the purpose of reciprocity, that:
- 2.12.1 There are no ethics or similar proceedings pending against a licensee;
 - 2.12.2 The licensee has not been sanctioned for ethics or similar charges against the license during the two (2) most recent years of teaching experience, if any; and
 - 2.12.3 The license is current in the licensing state or country.

- 2.13 “Highly-Qualified Teacher” means a teacher who is highly qualified as defined by the Department’s Rules Governing Highly Qualified Teachers Promulgated Pursuant to the No Child Left Behind Act of 2001.
- 2.14 “Internship” means a practical administrative or curricular experience within a program of study, which provides the candidate with practice in the specific licensure content area, or in the specific administrative area and level sought.
- 2.14.1 Internships must take place in a K-12 public or private school, the Arkansas Correctional Schools, or in another setting as approved by the Department.
- 2.14.2 A separate internship is required for each administrative area and level sought.
- 2.15 “Level of Licensure” means the grade/age level parameter of the teaching license as identified in Appendix A, Areas and Levels of Licensure.
- 2.16 “Licensure Content Area” means a particular content field as recognized by the State Board. Licensure content areas are listed in Appendix A, Areas and Levels of Licensure.
- 2.17 “Novice Teacher” means a licensed teacher employed under an employment contract with a public school or district who:
- 2.17.1 Has less than one (1) year of public school classroom teaching experience, not including student internship or substitute teaching; and
- 2.17.2 Has been assigned lead responsibility for a student’s learning in a subject/course with aligned performance measures.
- 2.18 “Out-of-Area Position” means a licensed position requiring a particular license, endorsement, licensure content area, or level of licensure that the employee filling the position does not currently hold.
- 2.19 “Program of Study” means a curriculum that requires a candidate to demonstrate and document competency in the specific knowledge, skills, and dispositions for a particular endorsement, licensure content area, or level of licensure, and is:
- 2.19.1 Provided by one (1) or more accredited colleges or universities;
- 2.19.2 Aligned with Arkansas licensure standards; and
- 2.19.3 Approved by the Department.

- 2.20 “Provisional License” means a temporary one-year license, issued by the State Board, which allows the license holder to teach or work in Arkansas public schools. For the purpose of these Rules, “Provisional License” does not include a provisional license issued pursuant to the Department’s Rules Governing the Non-Traditional Licensure Program.
- 2.21 “Reciprocity” means the recognition of a teaching license from another state or country based on these Rules or the terms of the National Association of State Directors of Teacher Education and Certification (NASDTEC) Interstate Agreement for Educator Licensure.
- 2.22** “School Psychology Specialist” means an individual holding an Ancillary License in School Psychology. A School Psychology Specialist may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules, but is not eligible to add any other licensure content area, endorsement, or level of licensure except by completing a teacher preparation program as required by Section 4.02 of these Rules.
- 2.23 “Speech Language Pathologist” means an individual holding an Ancillary License in Speech Pathology. A Speech Language Pathologist may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules, but is not eligible to add any other licensure content area, endorsement, or level of licensure except by completing a teacher preparation program as required by Section 4.02 of these Rules.
- 2.24 ”Standard License” means a five (5)-year renewable license, issued by the State Board, which allows the license holder to teach in Arkansas public schools.
- 2.24.1 “Standard License” includes an Advanced License issued pursuant to the Department’s Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007).
- 2.25 “Standard License Equivalent” means a current, unrestricted, non-probationary, non-provisional teaching license that allows an individual to work as a teacher, administrator, counselor, or library media specialist in another state’s public schools and is in good standing with the licensing state.
- 2.26 “State Board” means the Arkansas State Board of Education.
- 2.27 “Successful Completion” means, solely in relation to post-secondary credit-hours taken to add an endorsement or administrator licensure to a license:
- 2.27.1 Maintaining a minimum grade-point average (GPA) of 2.50 for undergraduate-level coursework; and

2.27.2 Maintaining a minimum grade-point average (GPA) of 3.00 for graduate-level coursework.

2.28 "Waiver" means an approval granted by the Department allowing a public school district or open-enrollment public charter school to employ:

2.28.1 A licensed individual in an out-of-area position for more than thirty (30) days during one (1) school year; or

2.28.2 An unlicensed or non-degreed substitute teacher in an out-of-area position for more than thirty (30) consecutive days during one (1) semester.

3.0 Instructional License Requirements

Standard License – Traditional (Expired or No Previous License)

3.01 The Office of Educator Licensure shall issue a Standard License upon receipt of the following from an applicant who does not hold a current, valid educator license from Arkansas or another state or country:

3.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

3.01.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessments as mandated by the State Board;

3.01.4 An official transcript from an accredited college or university documenting an awarded bachelor's degree or higher;

3.01.5 Documentation of successful completion of an accredited teacher preparation program;

3.01.5.1 An awarded education degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer signs and verifies the application for licensure;

3.01.5.2 An awarded education degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is

recognized for licensure in the state where the institution maintains its principal place of business;

3.01.5.3 An applicant who has never been licensed and whose most recent education degree or teacher preparation program was completed more than ten (10) years before the date of application shall be required to complete a program of study as determined by an accredited teacher preparation program;

3.01.6 For an applicant seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university; and

3.01.7 For an applicant holding an expired license from another state or country, a copy of the expired license.

Standard License - Reciprocity

3.02 The Office of Educator Licensure shall issue a Standard License upon receipt of the following from an applicant holding a current, valid educator license from and in good standing with another state or country:

3.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.02.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

3.02.3 A copy of the out-of-state or out-of-country license(s) held by the applicant;

3.02.4 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessments as mandated by the State Board;

3.02.4.1 This requirement shall be waived upon the receipt of all test scores required for licensing in a licensing state;

3.02.4.2 This requirement shall be waived upon the receipt of documentation on school district, agency, or organization letterhead of at least three (3) years of experience in another state as a licensed teacher, administrator, library media

specialist, or counselor, or similar licensed experience in a licensure content area or level of licensure;

3.02.5 An official transcript documenting an awarded bachelor's degree or higher from an accredited college or university;

3.02.6 Documentation of one (1) of the following:

3.02.6.1 Successful completion of a program of teacher education at an accredited college or university, but only if the applicant possesses a Standard License Equivalent;

3.02.6.2 Successful completion of an accredited teacher preparation program; or

3.02.6.3 Current certification from the National Board of Professional Teaching Standards; and

3.02.7 For applicants seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university.

3.02.8 An applicant holding an expired license from another state or country may seek licensure by complying with the requirements of Section 3.01 of these Rules.

Provisional License

3.03 The Office of Educator Licensure shall issue a non-renewable, one (1) year Provisional License to an applicant who:

3.03.1 Submits a completed application for Provisional licensure, with payment of any fees (if applicable) as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

3.03.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an educator license; and

3.03.3 Meets all of the requirements of Sections 3.01 or 3.02 of these Rules except for:

3.03.3.1 Successful completion of Arkansas History coursework required by 3.01.6 or 3.02.7; or

3.03.3.2 Submission of an official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical and content-area assessments as mandated by the State Board, as required by 3.01.3 or 3.02.4.

4.0 Ancillary License Requirements

4.01 The Office of Educator Licensure shall issue an Ancillary License in Speech Language Pathology or School Psychology upon receipt of the following from an applicant, whether or not the applicant is licensed in another state:

4.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

4.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

4.01.3 An official score report reflecting passing scores, as approved by the State Board, on the specialty area assessment for Speech Pathology or School Psychology as mandated by the State Board; and

4.01.4 Documentation of one (1) of the following:

4.01.4.1 An official transcript documenting an awarded master's or higher degree, from an accredited college or university, in Speech Language Pathology, and either:

4.01.4.1.1 Successful completion of a graduate-level, accredited Speech-Language Pathology program; or

4.01.4.1.2 Certification of Clinical Competence in Speech-Language Pathology from the American Speech-Language-Hearing Association; or

4.01.4.2 An official transcript documenting an awarded master's or higher degree, from an accredited college or university, in School Psychology, Counseling, or Psychology, and successful completion of a graduate-level, accredited School Psychology program.

4.02 The Office of Educator Licensure shall add a licensure content area, endorsement, or level of licensure to an Ancillary License only upon receipt of the following from an applicant:

4.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

4.02.2 An official transcript documenting the successful completion of:

4.02.2.1 A program of study at an accredited teacher preparation program, to include an internship in the licensure content area to be taught;

4.02.2.2 The Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program; or

4.02.2.3 Any other pathway to licensure permitted by the Department's Rules Governing the Non-Traditional Licensure Program;

4.02.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessment(s) as mandated by the State Board; and

4.02.4 Documentation of the licensed experience, if any, required by these Rules for the licensure content area, endorsement, or level of licensure sought.

4.03 Notwithstanding the requirements of Section 4.02, an individual holding an Ancillary License in Speech Language Pathology or School Psychology may add a Curriculum/Program Administrator License in Special Education by meeting the criteria of Section 6.02 of these Rules.

5.0 Endorsements, Areas and Levels of Licensure

5.01 Except as otherwise provided herein, a Standard License shall be issued for and shall reflect only those licensure content areas, endorsements, and levels of licensure that are recognized by the State Board.

5.01.1 Content areas, levels, and endorsements listed on an out-of-state license shall be recognized for licensure through reciprocity, as follows:

5.01.1.1 An applicant from a state with a reciprocity agreement through the National Association of State Directors of Teacher Education and Certification (NASDTEC) shall receive the

Arkansas-equivalent licensure content areas, endorsements, or levels of licensure provided all other licensure requirements have been met.

5.01.1.2 An applicant whose content area, endorsement, or level is not recognized by Arkansas shall receive the licensure content area, endorsement, or level of licensure that most closely parallels their out-of-state licensure area, endorsement, or level.

5.01.1.3 If none of the content areas or endorsements listed on an out-of-state license parallel an Arkansas licensure content area, the Office of Educator Licensure shall issue a license reflecting the same content area or endorsement reflected on the out-of-state license, with a notation that the identified content area or endorsement is by reciprocity and does not conform to an Arkansas-approved licensure content area or endorsement.

5.01.2 Content areas, levels, and endorsements listed on an out-of-country license may be recognized for reciprocity in accordance with the credential evaluation required in Section 8.04 of these Rules. An applicant whose content area, endorsement, or level is not recognized by Arkansas shall receive the licensure content area, endorsement, or level of licensure that most closely parallels their out-of-country licensure area, endorsement, or level.

5.01.3 For the purpose of reciprocity, the Office of Educator Licensure may reference and utilize any licensure content area, endorsement, or level of licensure that has ever been recognized by the State Board in the past, regardless of whether the area, endorsement or level is current.

5.01.4 Only the content areas, levels, or endorsements specifically listed on an out-of-state or out-of-country license shall be recognized for licensure through reciprocity.

Addition of Areas and Endorsements

5.02 The Office of Educator Licensure shall add an endorsement, licensure content area, or level of license to a Standard License upon receipt of the following from an applicant:

5.02.1 A completed application for addition of area, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

- 5.02.2 If required by Appendix A or by Section 5.03 below, an official transcript from an accredited college or university documenting completion of a Department-approved program of study;
- 5.02.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical or specialty-area assessment as mandated by the State Board, or as mandated by the state where the program of study was completed if that state requires an assessment; and
- 5.02.4 For applicants seeking addition of Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university.
- 5.02.5 All teacher education coursework must be completed at an accredited teacher preparation program.
- 5.03 No licensure content area or level of licensure may be added to a license by testing out if the area or level is more than one level above or below that of the initial license held by the licensee. Specifically, a Department-approved program of study at an accredited college or university is a required pre-requisite for:
- 5.03.1 Adding any exception area endorsement to any license;
- 5.03.2 Adding any K-6 licensure content area to a license with an initial licensure level of 7-12, K-12, or P-12;
- 5.03.3 Adding any 4-8 licensure content area to a license with an initial licensure level of B-K, K-12, or P-12;
- 5.03.4 Adding any 4-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, K-12, or P-12;
- 5.03.5 Adding any 7-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, or P-8; and
- 5.03.6 Adding any K-12 licensure content area to a license with an initial licensure level of B-K, P-4, K-6, 1-6, 4-8, 4-12, P-8, or 7-12.
- 5.04 A licensure content area, endorsement, or level of licensure may be transferred by reciprocity to an existing Arkansas license only by following the requirements of Sections 5.02 and 5.03 above.
- 5.05 The Office of Educator Licensure shall add a licensure content area, endorsement, or level of licensure to an adult education license or career-technical permit that

was issued pursuant to regulations established by the Arkansas Department of Career Education, only upon receipt of the following from an applicant:

5.05.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

5.05.2 An official transcript documenting the successful completion of:

5.05.2.1 A program of study at an accredited teacher preparation program, to include an internship in the licensure content area to be taught;

5.05.2.2 The Arkansas Professional Pathway to Teacher Licensure (APPTL), formerly known as the Non-Traditional Licensure Program; or

5.05.2.3 Any other pathway to licensure permitted by the Department's Rules Governing the Non-Traditional Licensure Program; and

5.05.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate basic-skills, pedagogical, and content-area assessment(s) as mandated by the State Board.

Additional Licensure Plans (ALP)

5.06 The Office of Educator Licensure shall issue an Additional Licensure Plan (ALP) to an individual holding a Standard License and employed in an out-of-area position, upon the submission of a completed application for an ALP, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C).

5.06.1 An ALP is valid for a maximum of three (3) years and is not renewable.

5.06.2 An ALP requiring a Department-approved program of study shall remain valid only so long as the applicant:

5.06.2.1 Successfully completes in the first year of the ALP any specialty-area assessment required to be designated as a highly-qualified teacher; and

5.06.2.2 Successfully completes a minimum of three (3) hours of program-of-study coursework in the first year of the ALP and a minimum of six (6) hours of Department-approved program-of-study coursework in both the second and third years.

5.06.3 An ALP requiring testing only shall remain valid only so long as the applicant, by the end of each year of the ALP, either:

5.06.3.1 Successfully completes the content-knowledge portion(s) of the required specialty-area assessment required to be designated as a highly-qualified teacher; or

5.06.3.2 Successfully completes a minimum of six (6) hours of coursework in the content area at an accredited college or university.

5.06.4 An individual holding a provisional license issued by reciprocity is eligible for an ALP subject to the remaining requirements of this Section 5.06.

5.06.5 Whether or not an ALP is issued, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued pursuant to Section 9.0 of these Rules.

6.0 Administrator License Requirements

Building-Level Administrator License

6.01 The Office of Educator Licensure shall issue a Building-Level Administrator License upon receipt of the following from an applicant holding an existing Arkansas Standard License:

6.01.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.01.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.01.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area;

6.01.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.01.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.01.4 If the master's degree is not in Educational Leadership, an official transcript documenting successful completion of a Department-approved, graduate-level program of study reflective of the standards for building-level administrator licensure, to include an internship with adequate and substantial experiences at both the K-6 and 7-12 levels;

6.01.4.1 An applicant who has never received an administrator license and whose program of study in Educational Leadership was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

6.01.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board; and

6.01.6 Documentation of at least four (4) years of P-12 experience as a licensed classroom teacher, school counselor, or library media specialist.

6.01.6.1 One (1) year of experience is defined as a minimum of one hundred twenty (120) days of full-time work in a single school year, with a minimum of fifty percent (50%) of each day spent as a licensed classroom teacher, school counselor, or library media specialist.

6.01.6.2 Experience as an Educational Examiner, Adult Education, Athletic Director/Coaching, School Administrator, Speech Pathologist, or School Psychology Specialist shall not count towards this experience requirement.

6.01.6.3 Up to two (2) years of the experience requirement may be satisfied by equivalent working experience, including without limitation employment with an education service cooperative or the Department.

6.01.6.4 Teaching experience in a career and technical education area as recognized by the State Board may satisfy this requirement only if the area taught is one for which a bachelor's degree is required as a pre-requisite to licensure by the Arkansas Department of Career Education.

Curriculum/Program Administrator License

6.02 The Office of Educator Licensure shall issue a Curriculum/Program Administrator License upon receipt of the following from an applicant holding a Standard License in the relevant area, or an Ancillary License in Speech Language Pathology or School Psychology:

6.02.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.02.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.02.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area, or in a Career and Technical Education area recognized by the Arkansas Department of Career Education;

6.02.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.02.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.02.4 An official transcript documenting successful completion of a graduate-level program of study reflective of the standards for curriculum/program administrator licensure, to include an internship;

6.02.4.1 An applicant who has never received an administrator license and whose program of study for curriculum/program administrator licensure was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

- 6.02.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board;
- 6.02.6 Documentation of at least four (4) years of licensed experience in the relevant area as follows:
- 6.02.6.1 Special Education – Classroom teaching experience in special education, or experience in speech language pathology or school psychology, while employed by a public or private school under the terms of an approved teacher employment contract and not under a purchase-service contract;
 - 6.02.6.2 Gifted and Talented Education – Classroom teaching experience in the area of gifted and talented education;
 - 6.02.6.3 Career and Technical Education – Classroom teaching experience in one (1) or more career and technical education areas as recognized by the State Board, if the area is one for which a bachelor's degree is required as a pre-requisite to licensure by the Arkansas Department of Career Education;
 - 6.02.6.4 Content Area Specialist – Classroom teaching experience in a licensure content area;
 - 6.02.6.5 Curriculum Specialist – Experience as a school counselor, library media specialist, or classroom teacher in any licensure content area or level of licensure; or
 - 6.02.6.6 Adult Education – Classroom teaching experience in the area of adult education.
 - 6.02.6.7 One (1) year of experience is defined as a minimum of one hundred twenty (120) days of full-time work in a single school year, with a minimum of fifty percent (50%) of each day spent as a licensed classroom teacher, school counselor, or library media specialist.
 - 6.02.6.8 Up to two (2) years of the experience requirement may be satisfied by equivalent working experience, including without limitation employment with an education service cooperative or the Department.

District-Level Administrator License

6.03 The Office of Educator Licensure shall issue a District-Level Administrator License upon receipt of the following from an applicant holding a Building-Level or Curriculum/Program Administrator License:

6.03.1 A completed application for licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.03.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation;

6.03.3 An official transcript documenting an awarded master's or higher degree from an accredited college or university in education, educational leadership, or a licensure content area;

6.03.3.1 An awarded degree from an institution inside of Arkansas shall be recognized for licensure only if the institution's Licensure Officer and Education Leadership Chairperson sign and verify the application for licensure;

6.03.3.2 An awarded degree from an institution outside of Arkansas shall be recognized for licensure only if the degree is recognized for licensure in the state where the institution maintains its principal place of business;

6.03.4 An official transcript documenting successful completion of a Department-approved, graduate-level program of study, above and beyond a master's degree, reflective of the standards for district-level administrator licensure, to include an internship;

6.03.4.1 An applicant whose program of study for district-level administrator licensure was completed more than ten (10) years before the date of application shall be required to meet all current licensure requirements as determined by either the Department or an accredited educational leadership program;

6.03.5 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrative licensure assessment as mandated by the State Board;

6.03.6 Documentation of at least four (4) years of licensed experience as required by Section 6.01.6 or 6.02.6 above, or four (4) years of building-level administrator experience; and

6.03.7 Documentation of at least one (1) year of experience as a building-level or curriculum/program administrator.

6.03.7.1 One (1) year of experience is defined as requiring a minimum of one hundred twenty (120) days of full-time work, in a single school year, with a minimum of fifty percent (50%) of each day spent as a building-level or curriculum/program administrator.

6.03.7.2 This one-year experience requirement may be satisfied by experience with an education service cooperative or the Department, if the Department determines that the experience is substantially equivalent to building-level administration experience.

Administrator Licensure Completion Plan (ALCP)

6.04 The Office of Educator Licensure shall issue an Administrator Licensure Completion Plan (ALCP) to an individual employed in an out-of-area position who:

6.04.1 Submits a completed application for an ALCP, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

6.04.1.1 The application must be verified by the Educational Leadership Chairperson of the accredited college or university where the degree or program of study is offered;

6.04.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an Administrator License;

6.04.2.1 Employment must be verified by an authorized representative of the public school district, charter school, agency or organization; and

6.04.3 Meets all of the requirements of Sections 6.01, 6.02, or 6.03 of these Rules except for:

6.04.3.1 Successful completion of an awarded master's or higher degree as required by 6.01.3, 6.02.3, or 6.03.3;

6.04.3.2 Successful completion of a graduate-level program of study as required by 6.01.4, 6.02.4, or 6.03.4; or

6.04.3.3 Submission of an official score report reflecting passing scores on the appropriate administrative licensure assessment, as required by 6.01.5, 6.02.5, or 6.03.5.

6.04.4 An ALCP is valid for a maximum of three (3) years, is not renewable, and shall remain valid so long as the applicant:

6.04.4.1 Remains employed with an Arkansas public school district, open-enrollment public charter school, or other agency or organization, in a position that requires an Administrator License;

6.04.4.2 Holds the degree required by 6.01.3, 6.02.3, or 6.03.3, or remains enrolled and actively participates in the appropriate degree program; and

6.04.4.3 Has completed, or remains enrolled and actively participates in the appropriate program of study required by 6.01.4, 6.02.4, or 6.03.4.

6.04.4.4 Active participation in a degree program or program of study means successful completion of a minimum of three (3) hours of graduate-level coursework in the first year of the ALCP, and a minimum of six (6) hours of graduate-level coursework in both the second and third years of the ALCP.

6.04.5 Whether or not an ALCP is issued, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued pursuant to Section 9.0 of these Rules.

7.0 License Renewal

Professional Development Requirements for License Renewal

7.01 Except as specifically provided herein, no license issued by the State Board may be renewed unless the following requirements of this Section 7.01 are met.

7.01.1 Every individual holding a license issued by the State Board shall document completion of sixty (60) or more hours of approved professional development each year, as required by the Department's Rules Governing Professional Development.

7.01.2 Professional development completion may be documented by:

7.01.2.1 Submitting verification, by an authorized representative of the school, district, or organization employing the licensee, that the licensee has completed all professional development required during the term of the license; or

7.01.2.2 Submitting proof of completion of professional development hours attended.

7.01.3 Professional development completion shall be waived for a teacher who is retired, as verified by the Arkansas Teacher Retirement System (ATRS).

7.01.4 A retired teacher who returns to licensed employment shall complete sixty (60) hours of professional development within the school year of the return to employment and in each year thereafter while employed in a licensed position.

7.01.5 As part of the required professional development hours, a licensee shall document completion, no more than twelve (12) months prior to renewal, of the child maltreatment recognition training required by Ark. Code Ann. § 6-61-133 and the Department's Rules Governing Professional Development.

Renewal of Current / Recently Expired Licenses

7.02 The Office of Educator Licensure shall renew a Standard, Ancillary, or Administrator License that is current or has been expired for less than one (1) year, upon receipt of the following from a licensee:

7.02.1 A completed application for renewal, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.02.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation; and

7.02.3 Documentation of professional development completion, as required by Section 7.01.

7.02.4 An individual unable to document professional development completion may be eligible for a Provisional License by meeting the criteria of Section 7.05 of these Rules.

7.03 The Office of Educator Licensure may, in the last effective year of a license, automatically renew a Standard, Ancillary, or Administrator License, if:

7.03.1 The licensee is employed, during the last effective year of the license, by an Arkansas public school district, open-enrollment public charter school, education service cooperative, or the Department;

7.03.2 The licensee or the licensee's employer pays any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C); and

7.03.3 The Office of Educator Licensure is able to document from its records that the licensee has satisfied the background check and professional development requirements of Sections 7.01 and 7.02.2.

Renewal of Licenses Expired More Than One (1) Year

7.04 The Office of Educator Licensure shall renew a Standard, Ancillary, or Administrator License that has been expired for more than one (1) year, upon receipt of the following from a licensee:

7.04.1 A completed application for renewal, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.04.2 Documentation that the applicant has successfully completed any background checks required by the Department's Rules Governing Background Checks and License Revocation; and

7.04.3 Documentation of completion of sixty (60) or more hours of approved professional development.

7.04.4 An individual required to take additional professional development may be eligible for a Provisional License by meeting the criteria of Section 7.05 of these Rules.

Provisional Licenses

7.05 The Office of Educator Licensure shall issue a non-renewable, one (1) year Provisional License to a licensee who holds a current or expired Standard, Ancillary, or Administrator License, and who:

7.05.1 Submits a completed application for Provisional licensure, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

7.05.2 Submits proof of employment with an Arkansas public school district, open-enrollment public charter school, or other agency or organization in a position that requires an educator license; and

7.05.3 Meets all of the requirements of Sections 7.02 or 7.04 of these Rules except for verification of professional development as required by 7.01.

7.05.4 The Provisional License may be converted to a Standard, Ancillary, or Administrator License upon the submission of written verification of completion of sixty (60) hours of approved professional development that was completed during the one-year term of the Provisional License.

7.06 Applications for license renewal may be submitted to the Office of Educator Licensure no earlier than January 1 of the year of expiration of the license.

8.0 General Provisions for all Licenses

8.01 A Standard, Ancillary, or Administrator License shall be a renewable license, valid for a period of five (5) years. Except as provided below, a license shall become effective January 1 of the year it is issued and shall expire December 31 of the fifth year.

8.01.1 Regardless of when it is issued, an Administrator License shall reflect the same beginning and expiration dates as the licensee's Standard License.

8.01.2 The beginning date of a license renewal shall be January 1 of the year following the expiration date of the old license, unless the old license was expired more than one (1) year.

8.01.3 The beginning date of the renewal of a license that had been expired for more than one (1) year shall be January 1 of the year renewed.

8.01.4 Addition of an endorsement, licensure content area, or level of licensure to a license shall not affect the beginning and expiration dates of the license.

8.02 A Provisional License shall become effective on the licensee's first contracted day with the public school district, open-enrollment public charter school, or other agency or organization.

8.03 A Standard, Ancillary, or Administrator License may reflect the highest earned degree awarded to the licensee in:

8.03.1 Education, if the degree was awarded by an accredited teacher education program;

8.03.2 Educational Leadership, if the degree was awarded by an accredited college or university;

8.03.3 Speech-Language Pathology, if the degree was awarded by an accredited speech-language pathology program;

8.03.4 School Psychology, Psychology, or Counseling, if the degree was awarded by an accredited school psychology program; or

8.03.5 A licensure content area, if the degree was awarded by an accredited college or university.

8.04 Notwithstanding any provision to the contrary, an applicant for licensure who holds a teaching license from outside the United States, or whose post-secondary degree is from a non-accredited college or university outside of the United States, may satisfy degree and accredited program requirements as follows:

8.04.1 The applicant shall have his or her credentials evaluated by a Department-approved credential evaluation agency located in the United States.

8.04.2 The credential evaluation agency shall:

8.04.2.1 Complete a course-by-course evaluation of the applicant's transcript;

8.04.2.2 Indicate the applicant's major area of study;

8.04.2.3 Document whether the applicant's out-of-country degree is equivalent to one that would have been completed at an accredited college or university;

8.04.2.4 Document whether the out-of-country professional preparation program is equivalent to one that would have been completed at an accredited teacher preparation program or accredited speech-language pathology or school psychology program;

8.04.2.5 Indicate the areas of licensure represented by the out-of-country license; and

8.04.2.6 Document which areas of licensure on the out-of-country license are equivalent to the areas of licensure approved by the State Board.

8.04.3 The evaluation performed by the credential evaluation agency shall determine eligibility for licensure in Arkansas.

8.05 Every individual holding a license issued by the State Board shall complete the child maltreatment recognition training required by Ark. Code Ann. § 6-61-133 and the Department's Rules Governing Professional Development within twelve (12) months of:

8.05.1 The individual's first-time licensure; and

8.05.2 All subsequent renewals of a license.

8.06 The Office of Educator Licensure may issue a duplicate of a current license upon application of a current license holder, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

8.07 All information and documentation submitted for an Arkansas teaching license must be accurate, authentic, and unaltered. Any license issued as a result of a violation of this Section 8.07 will be null and void.

8.08 The Office of Educator Licensure, as authorized by the State Board, reserves the right to amend or rescind any license that has been issued in error.

Mentoring Requirements for Novice Teachers and Beginning Administrators

8.09 Every novice teacher and beginning administrator employed in a public school or other public educational setting shall participate in mentoring for no less than one (1) year.

8.09.1 Mentoring for a novice teacher shall consist of a licensed, certified mentor providing support and focused feedback with regard to instructional skills, classroom management, and professional behaviors.

8.09.2 Mentoring for a beginning administrator shall consist of a certified mentor providing support and focused feedback with regard to skills, management, and professional behaviors.

8.09.3 Mentors, novice teachers, and beginning administrators shall attend all Department-mandated training, orientation, or informational meetings.

8.09.4 A beginning administrator working under an ALCP shall participate in mentoring for the duration of the ALCP.

8.09.5 A novice teacher in a licensed pre-kindergarten setting may in the alternative participate in mentoring offered pursuant to rules promulgated by the Arkansas Department of Human Services.

8.10 Every Arkansas public school district or open-enrollment public charter school that employs a novice teacher or beginning administrator shall:

8.10.1 Notify the Office of Educator Effectiveness, no later than August 1 of each year, of the appointment of an induction project director who will act as the liaison for the program to the Department;

8.10.1.1 Induction project directors are responsible for coordination of mentor assignments, oversight of mentor funding appropriations, adherence to state rules and guidelines related to mentoring, and all written and fiscal reporting and communications to the Department;

8.10.1.2 Induction project directors must attend the annual Project Director Update meeting sponsored by the Office of Educator Effectiveness, in order to have access to the Department's online data system and to be qualified to pair a novice teacher or beginning administrator with a certified mentor;

8.10.1.3 As funds are available, induction project directors shall be compensated with a stipend via a sliding scale (not to exceed \$1,000) based on the number of novice teachers and beginning administrators in the school or district;

8.10.2 Submit to the Office of Educator Effectiveness via the Office's online data system:

8.10.2.1 No later than September 30 of each year, a register of all novice teacher/mentor pairs and beginning administrator/mentor pairs employed by the school or district;

8.10.2.2 No later than September 30 of each year, an assurance statement, signed by the induction project director, district superintendent, or charter-school director, that the school or district is in compliance with these Rules regarding mentoring; and

8.10.2.3 A Professional Growth Plan for each novice teacher and each beginning administrator;

8.10.3 Assign to each novice teacher, within three (3) weeks of the novice teacher's first contract day of the school year, a certified, licensed mentor teacher who is located in the same building, and who:

8.10.3.1 Has a compatible background in licensure content area and level of licensure;

- 8.10.3.2 Is trained and certified in the state-adopted mentoring model; and
- 8.10.3.3 Has at least three (3) years of successful teaching experience under a non-provisional license;
- 8.10.3.4 The Office of Educator Effectiveness may grant exceptions to these requirements on a case-by-case basis, including the requirement that the mentor teacher be located in the same building;
- 8.10.3.5 Only one (1) novice teacher may be assigned to each mentor teacher, except as allowed by the Office of Educator Effectiveness;
- 8.10.4 Assign to each beginning administrator, within three (3) weeks of the beginning administrator's first contract day of the school year, a certified, licensed administrator mentor who has been certified in the state-adopted mentoring model;
- 8.10.5 Release mentors, novice teachers, beginning administrators, and the induction project director to attend initial mentor training and any mandatory statewide orientation or informational meetings held by the Department;
- 8.10.6 Provide released time during the contract day for a novice teacher and mentor to work together, averaging a minimum of two (2) hours every two (2) weeks;
- 8.10.7 Assist a novice teacher and mentor to schedule focused observations and professional development activities, and provide activities for mentors and novice teachers, which engage them in collaborative dialogue, problem solving, and professional development;
- 8.10.7.1 Mentor teachers shall perform a minimum of three (3) formal classroom observations per school year for each novice teacher and shall provide feedback focused on increased professional growth;
- 8.10.8 Notify the Office of Educator Effectiveness, via the Office's online data system, within fifteen (15) days of any personnel changes that might affect annual mentoring budget allocations (such as hiring of a novice teacher midyear, or a novice teacher resigning midyear and being replaced by an experienced teacher for whom mentoring is not appropriate); and

8.10.9 Submit, via the Office's online data system, the end-of-year budget report reflecting mentor stipend expenditures, no later than July 30 of each year.

8.10.9.1 Mentor stipends shall be distributed and disbursed within the parameters established by the Department.

8.11 The Office of Educator Effectiveness will monitor the quality of each public school or district's mentoring program by reviewing all mentoring documentation.

8.11.1 All required mentoring and observation documentation shall be collected and retained by the induction project director.

8.11.2 At the completion of the mentoring cycle, all observation forms shall become the sole possession of the novice teacher.

8.11.3 Mentoring observational information shall not be utilized in any way for employment or evaluation decisions unless students are at risk, either physically or emotionally.

8.12 School districts or open-enrollment public charter schools that do not comply with these rules shall be placed in accredited-cited status for licensure deficiencies. Licensure deficiencies for this purpose includes without limitation:

8.12.1 Failure to register all mentors, novice teachers, and beginning administrators with the Office of Educator Effectiveness;

8.12.2 Failure to comply with established guidelines for assignment, support, and monitoring of mentors and novice teachers or beginning administrators; and

8.12.3 Failure to submit all appropriate documentation.

9.0 Waivers for Public Schools and School Districts

Contracted Positions (ALP/ALCP)

9.01 Except as specifically allowed by law or regulation, no person shall be employed by a public school in an out-of-area position for more than thirty (30) days without a waiver issued to the school pursuant to this Section 9.0.

9.01.1 Schools shall aggressively seek to employ in licensed positions individuals who are licensed and highly qualified (when required) for the grade level and licensure content areas assigned.

9.01.2 When a school cannot employ a qualified individual licensed at the grade level or for the licensure content area being assigned, the school shall actively recruit a licensed individual who will work under an ALP or ALCP towards becoming licensed and highly qualified (when required) for the grade level assigned or for the specific licensure content area assigned.

9.01.3 Notwithstanding the other provisions of this Section 9.0, if the State Board or the Commissioner of Education order the suspension or removal of a superintendent or school board under authority granted under Title 6 of the Arkansas Code, the State Board or Commissioner may appoint, subject to state law and for no more than three (3) consecutive school years, one (1) or more individuals in out-of-area positions as district-level administrators for that public school district.

9.01.4 This section 9.01 shall not apply to :

9.01.4.1 Non-degreed vocational-technical teachers; or

9.01.4.2 Those persons approved by the Department to teach the grade level or subject matter of the class in the Department' distance learning program.

9.02 The Office of Educator Licensure may grant a public school, agency, or organization a one (1)-year waiver of the requirements of Section 9.01 if it imposes an undue hardship in that a school is unable to timely fill a vacant position with a qualified individual licensed in the required licensure content area and level of licensure.

9.03 A request for waiver shall be submitted by the superintendent of the public school district or director of the open-enrollment public charter school and shall include:

9.03.1 A listing of all licensed employees employed by the district or charter school, including for each licensed employee:

9.03.1.1 Social Security number;

9.03.1.2 Current licensure area(s);

9.03.1.3 Whether the employee is currently employed in an out-of-area position, and if so, whether the position requires a highly-qualified teacher;

9.03.1.4 Any prior completed Additional Licensure Plan(s) (ALP); and

9.03.1.5 All prior school years in which the employee was employed in an out-of-area position;

9.03.2 A justification for the waiver documenting the efforts of the district or charter school to find a fully licensed, highly qualified employee. Districts will not have to verify re-advertising for the second and third years for a position, as long as the individual holds a valid ALP or ALCP;

9.03.3 A written plan with timelines for completion of the ALP or ALCP requirements; and

9.03.4 If a waiver was granted for the same position in the prior school year, evidence that the ALP or ALCP plan timelines are being met in accordance with Sections 5.06.2, 5.06.3, or 6.04.4.

9.04 A school, district, agency, or organization shall annually apply for renewal of the waiver each additional year the employee is working under an approved ALP or ALCP. The one (1)-year waiver may be renewed two (2) times, for a maximum of three (3) years of waiver for the same position, so long as the ALP or ALCP issued to the employee remains valid and the employee meets the ALP or ALCP plan timelines.

9.05 The district superintendent or charter school director shall send written notice of the assignment of an employee to an out-of-area position to the parent or guardian of each student in the employee's classroom no later than thirty (30) school days after the date of the assignment.

9.05.1 Parental notice is not required for the out-of-area assignment of a counselor, library media specialist, or administrator.

9.06 The final decision regarding the granting of a waiver rests with the State Board.

Substitute Teachers

9.07 Since it is sometimes necessary to utilize the services of substitute personnel, public schools should select competent individuals who can be entrusted with the instructional responsibilities of the school. As much care should be given to the recruitment, selection and utilization of those who will be used as substitutes as is given to licensed personnel.

9.07.1 A person employed as a temporary substitute for a licensed teacher in a public school shall:

9.07.1.1 Be a high school graduate; or

9.07.1.2 Hold a graduate equivalent degree (G.E.D.).

9.07.2 No class of students in any public school shall be under the instruction of a substitute teacher for more than thirty (30) consecutive school days in the same class during a school year unless the substitute teacher instructing the class has:

9.07.2.1 A bachelor's or higher degree awarded by an accredited college or university; or

9.07.2.2 An educator license issued by the State of Arkansas.

9.07.3 A public school shall request a waiver to employ a substitute teacher whenever a class of students will be receiving instructions from a substitute teacher or teachers for longer than thirty (30) consecutive days unless the substitute is fully licensed in Arkansas for areas in which the substitute is employed.

9.07.4 A public school may not avoid a waiver request by terminating the services of a substitute teacher(s) prior to the thirty-first (31st) day of instruction.

9.07.5 A substitute teacher or teachers possessing a bachelor's degree shall continue to teach the class from at least the thirty-first (31st) consecutive day after the regular teacher is absent from the class until the return of the regular teacher to that class.

9.07.6 The district superintendent or charter school director shall send written notice of the assignment of a substitute teacher to an out-of-area position to the parent or guardian of each student in the teacher's classroom no later than thirty (30) school days after the date of the assignment.

9.07.7 This section 9.07 shall not apply to non-degreed vocational-technical teachers.

9.08 The superintendent of a public school district or director of an open-enrollment public charter school may apply for a waiver from the Arkansas State Board of Education if the requirements set forth in Section 9.07 impose an undue hardship on the school or district.

9.08.1 A written application for waiver shall be submitted to the Department as soon as an undue hardship is determined by the superintendent or charter school director. The application letter shall include:

9.08.1.1 A justification of need for the waiver;

9.08.1.2 Documentation that a degreed or properly-licensed individual is not available to be employed;

9.08.1.3 Instructional area that will be assigned to the substitute teacher, and

9.08.1.4 The length of time the substitute will be employed.

9.08.2 Waivers for use of a substitute teacher for longer than thirty (30) days may be granted for only one (1) semester but may be renewed for a second (2nd) semester. Such waivers are to be submitted immediately once the substitute has been in the classroom for thirty-one (31) days.

9.08.3 Applications for waivers shall be reviewed by the Department and presented to the State Board of Education for its decision.

9.08.4 The final decision regarding the granting of this waiver will rest with the State Board of Education.

9.08.5 Any school district or open-enrollment public charter school granted this waiver will be reported in the Department's annual school district or school report card.

10.0 Conversion of Existing Initial or Provisional Licenses

10.01 A licensee holding a current Initial Teaching License issued by the State Board pursuant to the Department's Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007) may obtain a Standard License upon the submission of the following:

10.01.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C); and

10.01.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation.

10.02 A licensee holding an expired Initial Teaching License issued by the State Board pursuant to any of the Department's prior Rules may obtain a Standard License by complying with the provisions of Section 3.01 of these Rules.

10.03 A licensee holding a current Provisional Teaching License issued by the State Board pursuant to the Department's Rules Governing Initial, Standard/Advanced Level and Provisional Teacher Licensure (eff. July 2010 or July 2007) or pursuant

to the Department's Rules Governing Teacher Licensure by Reciprocity (eff. Sept. 2009 or June 2012) may obtain a Standard License upon the submission of the following:

10.03.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

10.03.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation;

10.03.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate pedagogical or content-area assessments as mandated by the State Board;

10.03.4 For applicants seeking licensure in Elementary Education (K-6), Middle School (4-8), or Secondary Social Studies (7-12), documentation of the successful completion of three (3) college credit-hours in Arkansas History at an accredited college or university; and

10.03.5 Documentation of the successful completion of any professional development required to meet renewal requirements.

10.04 A licensee holding a current Initial Administrator License issued by the State Board pursuant to the Department's Rules Governing Initial and Standard/Advanced Level Administrator and Administrator – Arkansas Correctional School Licensure (eff. August 2003 or November 2010) may obtain a Standard Administrator License upon the submission of the following:

10.04.1 A completed application for conversion, with payment of any applicable fees as established by the State Board pursuant to Ark. Code Ann. § 6-17-422(h)(3)(C);

10.04.2 Documentation that the applicant has successfully completed all background checks required by the Department's Rules Governing Background Checks and License Revocation; and

10.04.3 An official score report reflecting passing scores, as approved by the State Board, on the appropriate administrator licensure assessment as mandated by the State Board.

10.05 Any licensee who, as of the effective date of these Rules, is working under a current Additional Licensure Plan (ALP) or Administrator Licensure Completion Plan (ALCP) issued pursuant to any prior Department rules, shall continue under and complete the Plan in accordance with the terms of the Plan as approved by the

Department, and in accordance with the prior rules under which the Plan was approved.

10.06 If an applicant for first-time licensure or administrator licensure or for the addition of a licensure content area, endorsement, or level of licensure, was enrolled in a program of study prior to July 1, 2014, and meets all other requirements for licensure, the Office of Educator Licensure may reference and utilize the licensure content areas, endorsements, or levels of licensure that were recognized by the State Board immediately prior to the effective date of these Rules.

Appendix A: LEVELS AND AREAS OF LICENSURE

AS AN INITIAL LICENSURE AREA

AS AN ADD-ON TO STANDARD LICENSE

LICENSURE CONTENT AREA	AS AN INITIAL LICENSURE AREA							AS AN ADD-ON TO STANDARD LICENSE						
	B-K	K-6	4-8	7-12	K-12	4-12	PS	B-K	K-6	4-8	7-12	K-12	4-12	PS
*ECH/SP.ED INTEGRATED	X							X						
**ELEMENTARY		X							X					
**MIDDLE CHILDHOOD (MATH, SCIENCE, LANG ARTS, SOCIAL STUDIES) MUST CHOOSE ANY TWO OF THE FOUR CONTENT AREAS LISTED FOR INTIAL LICENSURE. ANY AREA MAY BE ADDED INDIVIDUALLY TO A STANDARD LICENSE.				X						X				
LIFE SCIENCE					X							X		
PHYSICAL SCIENCE					X							X		
EARTH SCIENCE												X		
ENGLISH LANG ARTS					X							X		
SOCIAL STUDIES					X							X		
PHYSICS/MATHEMATICS					X							X		
MATHEMATICS					X							X		
BUSINESS TECHNOLOGY							X							X
MARKETING TECHNOLOGY					X							X		
AGRICULTURE SCIENCE & TECH					X							X		
FAMILY & CONSUMER SCIENCE					X							X		
INDUSTRIAL TECHNOLOGY					X							X		
DRAMA					X							X		
SPEECH					X							X		
JOURNALISM												X		
ART						X			X			X		
VOCAL MUSIC						X			X			X		
INSTRUMENTAL MUSIC						X			X			X		
DRAMA / SPEECH						X							X	
PHYSICAL EDU / HEALTH						X			X			X		
* SPECIAL EDUCATION						X							X	
* VISUAL SPECIALIST						X							X	
* HEARING SPECIALIST						X							X	
FOREIGN LANGUAGES						X			X			X		
* LIBRARY MEDIA SPECIALIST													X	
* GUIDANCE & COUNSELING						X							X	
* ADULT EDUCATION							X							X

*THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT.

**SIX (6) HOURS OF ENGLISH LANGUAGE ARTS AND THREE (3) HOURS ARKANSAS HISTORY MUST BE DOCUMENTED ON AN OFFICIAL TRANSCRIPT WHEN ADDING THESE AREAS OF LICENSURE BY TESTING OUT.

NOTE: B-K=BIRTH TO KINDERGARTEN; ECH=EARLY CHILDHOOD; SP.ED=SPECIAL EDUCATION; PS=POST-SECONDARY

Appendix A: LEVELS AND AREAS OF LICENSURE

ADD-ON TO A STANDARD LICENSE

EXCEPTION AREA ENDORSEMENTS

	<i>Pre-K</i>	<i>K-6</i>	<i>5-6</i>	<i>8</i>	<i>K-12</i>
<u>LIBRARY MEDIA SPECIALIST</u>					<u>X</u>
<u>READING SPECIALIST</u>					<u>X</u>
<u>GUIDANCE & COUNSELING</u>					<u>X</u>
<u>GIFTED & TALENTED</u>					<u>X</u>
<u>ENGLISH AS A SECOND LANGUAGE</u>					<u>X</u>
<u>EDUCATIONAL EXAMINER</u>					<u>X</u>
<u>COACHING</u>					<u>X</u>
<u>INSTRUCTIONAL FACILITATOR</u>					<u>X</u>
<u>GRADE 5-6 ENDORSEMENT (FOR 7-12 TEACHER LICENSED IN A CORE CONTENT AREA(S) OF MATH, SCIENCE, LANG ARTS OR SOCIAL STUDIES)</u>				<u>X</u>	
<u>ALGEBRA 1 FOR GRADE 8</u>					<u>X</u>
<u>AGE 3-4 ENDORSEMENT (FOR TEACHERS HOLDING AN ELEMENTARY K-6 LICENSE)</u>		<u>X</u>			
<u>CONTENT SPECIALIST (FOR MATH, SCIENCE AND LITERACY FOR TEACHERS HOLDING A K-6 LICENSE)</u>			<u>X</u>		

EXCEPTION AREA ENDORSEMENTS CANNOT BE ADDED TO A STANDARD TEACHING LICENSE BY TESTING OUT. THESE AREAS OF LICENSURE SHALL BE ADDED TO A STANDARD TEACHING LICENSE BY MEETING ALL REQUIREMENTS AS IDENTIFIED ON THE ADDITIONAL LICENSURE PLAN AND IN THESE RULES FOR THE AREA BEING ADDED. ENDORSEMENTS CANNOT BE USED AS PLATFORMS FOR TESTING OUT OF OTHER AREAS AND LEVELS OF LICENSURE.

<u>EDUCATIONAL LEADERSHIP & SUPERVISION</u>	<i>P-12</i>
<u>DISTRICT ADMINISTRATOR</u>	<u>X</u>
<u>BUILDING ADMINISTRATOR</u>	<u>X</u>
<u>CURRICULUM PROGRAM ADMINISTRATOR</u>	<u>X</u>

THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT. THESE AREAS OF LICENSE SHALL BE ADDED TO A STANDARD LICENSE BY MEETING ALL REQUIREMENTS AS IDENTIFIED IN THESE RULES AND ON THE ADDITIONAL LICENSURE PLAN FOR THE AREA BEING ADDED.

INITIAL AREA OF LICENSURE OR ADD-ON TO A STANDARD LICENSE

<u>ANCILLARY STUDENT SERVICES</u>	<i>K-12</i>
<u>SCHOOL PSYCHOLOGY SPECIALIST</u>	<u>X</u>
<u>SPEECH LANGUAGE PATHOLOGY</u>	<u>X</u>

AN ANCILLARY LICENSE MAY BE OBTAINED AS AN INITIAL AREA OF LICENSURE OR MAY BE OBTAINED AS AN ADD-ON TO A STANDARD LICENSE. THESE AREAS OF LICENSURE CANNOT BE ADDED TO A STANDARD LICENSE BY TESTING OUT.

NO OTHER AREA OR LEVEL OF LICENSURE CAN BE ADDED TO AN ANCILLARY LICENSE BY TESTING OUT.

REQUIREMENTS FOR ANCILLARY LICENSURE CAN BE FOUND IN THE RULES GOVERNING EDUCATOR LICENSURE.

Appendix A: LEVELS AND AREAS OF LICENSURE

CHART FOR TESTING OUT

<u>INITIAL LICENSURE LEVEL</u>	<u>LICENSURE LEVEL TO TEST OUT OF</u>					
	<u>B-K</u>	<u>K-6</u>	<u>4-8</u>	<u>4-12</u>	<u>7-12</u>	<u>K-12</u>
<u>B-K</u>		<u>X</u>				
<u>P-4</u>		<u>X</u>	<u>X</u>			
<u>K-6</u>			<u>X</u>			
<u>1-6</u>		<u>X</u>	<u>X</u>			
<u>4-8</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>SPECIAL ED P-4</u>		<u>X</u>	<u>X</u>			
<u>SPECIAL ED 4-12</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>7-12</u>			<u>X</u>	<u>X</u>	<u>X</u>	
<u>P-8</u>		<u>X</u>	<u>X</u>	<u>X</u>	<u>X</u>	
<u>K-12</u>					<u>X</u>	<u>X</u>
<u>P-12</u>					<u>X</u>	<u>X</u>

EDUCATORS WITH AN INITIAL LEVEL OF LICENSURE IDENTIFIED UNDER INITIAL LICENSURE LEVEL MAY TEST OUT OF OTHER STANDARD AREAS AND LEVELS OF LICENSURE MARKED WITH THE "X".

EDUCATORS MAY TEST OUT OF LICENSURE AREAS THAT ARE ONE GRADE LEVEL ABOVE OR BELOW THEIR INITIAL LICENSURE AREA AND LEVEL. AREAS OF LICENSURE BEING ADDED BY TESTING OUT SHALL HAVE A SUBJECT SPECIFIC ASSESMENT TO BE ELIGIBLE FOR TESTING OUT. AREAS OF LICENSURE ADDED TO THE INITIAL LICENSURE AREA CANNOT BE USED TO EXPAND THE LEVELS OF LICENSURE THAT CAN BE ADDED BY TESTING OUT. EDUCATOR LICENSURE WILL ADD THE NEW AREA OF LICENSURE ONCE IT HAS RECEIVED A COMPLETED APPLICATION WITH A COPY OF THE PRAXIS SCORE REPORT REFLECTING A PASSING SCORE.

EXCEPTION AREA ENDORSEMENTS, SPECIAL EDUCATION, EDUCATIONAL LEADERSHIP & SUPERVISION, ANCILLARY LICENSES, AND CAREER AND TECHNICAL AND ADULT EDUCATION CANNOT BE ADDED BY TESTING OUT. THEY CAN BE ADDED ONLY BY COMPLETING COURSEWORK AND THE REQUIRED PRAXIS ASSESSMENT.

EDUCATORS INTERESTED IN ADDING AN ADDITIONAL AREA OF LICENSURE ARE ENCOURAGED TO REFER TO THE RULES GOVERNING EDUCATOR LICENSURE AS ADOPTED BY THE STATE BOARD OF EDUCATION.

WHEN TESTING OUT OF ELEMENTARY K-6 OR MIDDLE CHILDHOOD 4-8, THE EDUCATOR MUST DOCUMENT SIX (6) HOURS OF ENGLISH LANGUAGE ARTS AND THREE (3) HOURS OF ARKANSAS HISTORY ON AN OFFICIAL TRANSCRIPT.

NOTE: PROGRAMS OF STUDY RELATED TO NEW/REVISED LEVELS AND AREAS OF LICENSURE WILL BE IMPLEMENTED BEGINNING FALL 2014.

Emergency Adoption

WHEREAS, the State Board of Education has adopted new rules to govern educator licensure in Arkansas; and

WHEREAS, the Arkansas Department of Education has requested the State Board to make changes to the new rules, such changes being significant enough to require a new public comment period; and

WHEREAS, because of the additional public comment period, the new licensure rules will not become effective in time to allow December 2012 college graduates to obtain an educator license and begin teaching in January 2013; and

WHEREAS, Middle Childhood (4-8) has been designated by the State Board of Education as a critical shortage area, and new teachers in grades four (4) through eight (8) are needed throughout the state; and

WHEREAS, these rules are critical to the Arkansas public educational system in that without them public school districts may be unable to timely fill vacant teaching positions in grades 4-8, which would adversely impact the welfare of students; and

WHEREAS, THE Arkansas Department of Education expects to receive thousands of licensure renewal applications during the month of December;

THEREFORE, the State Board of Education hereby determines that imminent peril to the schools and school districts of this state, as articulated above, will exist if these Rules are not promulgated on an emergency basis. Therefore, an emergency is declared to exist and the Arkansas State Board of Education promulgates these rules as emergency rules pursuant to Ark. Code Ann. § 25-15-204.

These Rules will become effective immediately upon filing, and will expire one hundred twenty (120) days after filing, or upon the effective date of any successor rules governing educator licensure as adopted by the State Board of Education, whichever occurs first.