



ARKANSAS  
DEPARTMENT  
OF EDUCATION

**AGENDA**  
**STATE BOARD OF EDUCATION**

March 21, 2014

Arkansas Department of Education

9:00 AM

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**Work Session**

**W-1** **FOIA: Work Session may be moved to Thursday, March 20 if time permits.**

*Presenter: Jeremy Lasiter*

**W-2** **Ethics Training for State Board Members: Work Session may be moved to Thursday, March 20 if time permits.**

*Presenter: Jeremy Lasiter*

**Reports**

**Report-1** **Chair's Report: Report may be moved to Thursday, March 20 if time permits.**

*Presenter: Brenda Gullett*

**Report-2** **Commissioner's Report: Report may be moved to Thursday, March 20 if time permits.**

*Presenter: Dr. Tom Kimbrell*

**Report-3** **Office of Intensive Support Quarterly Report**

*Presenter: Andrew Tolbert*

**Report-4** **Arkansas Teacher of the Year Report: Report may be moved to Thursday, March 20 if time permits.**

*Presenter: Ali Weimer*

**Report-5** **Arkansas Teacher Cadets Program Receives Gold Medal Givers 2014 Award: Report may be moved to Thursday, March 20 if time permits.**

*KARK presented the Arkansas Department of Education with the Gold Medal Givers 2014 award January 16, 2014,*

during the KARK 4 Today morning show. The Department was honored for giving back to the community with its Arkansas Teacher Cadets Program. Three Arkansas school districts are piloting the teacher preparation program this year: Warren, Conway and Southside (Batesville).

*Presenter: Misty Harp*

**Report-6 2012-2013 Grade Inflation Report: Report may be moved to Thursday, March 20 if time permits.**

Arkansas Annotated Code §6-15-421 requires the Division of Public School Accountability to create a report of the percentage of students who received a letter grade of "B" or above in courses for which the State Board has adopted a corresponding end-of-course test and who passed the end-of-course assessment on his or her first attempt; and create a report of the percentage of students who received a letter grade of "B" or above in the corresponding course and did not pass the end-of-course assessment on the first attempt.

*Presenter: John Hoy*

**Report-7 Update on Common Core State Standards, PARCC, Schools of Innovation and School Improvement**

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

*Presenter: Dr. Megan Witonski*

**Report-8 Report on Critical Shortage Areas: Report may be moved to Thursday, March 20 if time permits.**

*Presenter: Dr. Karen Walters*

**Report-9 Report on Dollarway School District**

*Presenter: Bobby Acklin and Andrew Tolbert*

**Report-10 School Improvement Report**

*Presenter: Elbert Harvey*

# Factors Identifying Academic Shortage Areas (2013–2014)

Arkansas State Board of Education  
March 2014

# Background

- ▶ Each year the federal government asks states to identify teacher shortage areas.
- ▶ In accordance with this request teachers may achieve financial benefits such as loan cancellation within the regulations of the Stafford Loan Program, the TEACH\* Grant Program and/or Federal Perkins loans.



\*Teacher Education Assistance for College and Higher Education

In December, 2013, the Arkansas Department of Education designated the following academic shortage areas for the 2013–2014 school year.

- ▶ Business
  - ▶ Gifted and Talented
  - ▶ Guidance and Counseling
  - ▶ Library Media Specialist
  - ▶ Math
  - ▶ Middle Childhood
  - ▶ Music
  - ▶ Secondary Science (Earth, Life, Physical)
  - ▶ Special Education
- 

# Shortage areas were designated based on the following factors:

- ▶ **Waivers**
  - ▶ The number and percentage of waivers granted to teachers teaching out of their area of licensure.
- ▶ **Veterans – (potential attrition)**
  - ▶ Projected decreases in the teacher work force due to attrition and/or retirement.
- ▶ **Projected Attrition vs Supply**
  - ▶ The numbers of teachers entering the teacher workforce relative to attrition.



## High-need, or critical shortage areas

- Need, or shortage, was based on a calculation of the number of teachers in each subject area, in each of the categories (Waivers, Veterans, Attrition vs Supply) as a percentage of the number of teachers currently teaching in that area.



# Waivers

- ▶ The number of waivers issued (in each subject area) for the '13-'14 school year was identified.
- ▶ The percentage of waivers relative to the numbers of teachers teaching in each subject area was calculated.
- ▶ e.g. Gifted and Talented
  - 158 waivers issued
  - / 855 current GT teachers
  - = 18%



<u>Area</u>	<u>Total in Area</u>	<u># on Waivers 13-14</u>	<u>% of Waivers</u>	<u>% of Total on Waivers</u>
<b>Special Education (P-12)</b>	4,558	392	29.56%	8.60%
<b>Gifted/Talented (P-12)</b>	855	158	11.92%	18.48%
<b>School Counselor (P-12)</b>	1,609	146	11.01%	9.07%
<b>Middle Childhood (4-8)</b>	6,740	127	9.58%	1.88%
<b>Library/Media Spec. (P-12)</b>	983	105	7.92%	10.68%
<b>Secondary Science (7-12)</b>	2,337	54	4.07%	2.31%
<b>Secondary Math (7-12)</b>	2,317	48	3.62%	2.07%
English - Sec. Language (P-12)	2,679	45	3.39%	1.68%
Social Studies (7-12)	3,212	42	3.17%	1.31%
<b>Music (P-12)</b>	1,395	37	2.79%	2.65%
Drama/Speech (7-12)	741	36	2.71%	4.86%
Physical Education (P-12)	3,156	33	2.49%	1.05%
Early Childhood (P-4)	9,358	29	2.19%	0.31%
English (7-12)	3,029	26	1.96%	0.86%
Art (P-12)	1,176	22	1.66%	1.87%
<b>Business (4-12)</b>	1,693	13	0.98%	0.77%
Spanish (P-12)	555	8	0.60%	1.44%
Fam & Cons Sci (7-12)	711	5	0.38%	0.70%
French (P-12)	118	0	0.00%	0.00%
Agriculture (7-12)	366	0	0.00%	0.00%
German (P-12)	35	0	0.00%	0.00%

# Veterans

- ▶ Using data from the Arkansas Teacher Retirement System an “Age plus Years” score was calculated for each teacher in each subject area.
- ▶ The number of teachers whose “Age plus Years” score was  $\geq 78$  was identified as Veterans (potential retirees).
- ▶ e.g. A teacher who is 57 years old and has 22 years in ATRS, has a score of 79.



# Veterans (cont'd)

- ▶ The percentage of Veterans in each subject area relative to the numbers of teachers teaching in each subject area was calculated.
- ▶ e.g. Secondary Science
  - 599 teachers  $A+Y \geq 78$
  - / 2,337 current science teachers
  - = 26%



<u>Area</u>	<u>Total in Area</u>	<u># who are Veterans</u>	<u>% of Total</u>
<b>Secondary Science (7-12)</b>	2,337	599	<b>26%</b>
<b>Music (P-12)</b>	1,395	331	<b>24%</b>
<b>Business (4-12)</b>	1,693	396	<b>23%</b>
Early Childhood (P-4)	9,358	2,101	<b>22%</b>
<b>Library/Media Spec. (P-12)</b>	983	201	<b>20%</b>
<b>Special Education (P-12)</b>	4,558	914	<b>20%</b>
Art (P-12)	1,176	219	<b>19%</b>
<b>Secondary Math (7-12)</b>	2,317	359	<b>15%</b>
<b>Middle Childhood (4-8)</b>	6,740	934	<b>14%</b>
English - Sec. Language (P-12)	2,679	353	<b>13%</b>
<b>Gifted/Talented (P-12)</b>	855	112	<b>13%</b>
Social Studies (7-12)	3,212	377	<b>12%</b>
French (P-12)	118	13	<b>11%</b>
Fam & Cons Sci (7-12)	711	71	<b>10%</b>
Physical Education (P-12)	3,156	302	<b>10%</b>
<b>School Counselor (P-12)</b>	1,609	153	<b>10%</b>
English (7-12)	3,029	279	<b>9%</b>
<b>Drama/Speech (7-12)</b>	741	65	<b>9%</b>
<b>Spanish (P-12)</b>	555	45	<b>8%</b>
<b>German (P-12)</b>	35	2	<b>6%</b>
<b>Agriculture (7-12)</b>	366	14	<b>4%</b>

# Projected Attrition vs Supply = Need

- ▶ **Supply** – average annual # of new teachers prepared over the last 3 years
- ▶ **Total** – the total number of teachers teaching in each subject area
- ▶ **Projected Attrition (loss)**
  - 18% of Supply (average over last 3 years)
  - 50% of Veterans (conservative estimate)
- ▶ **Need**
  - The difference between Projected Attrition and Supply



Area	Total in Area	Veterans	Supply Annual Prepared	Projected Attrition	<u>Projected Attrition as % of Total</u>	Need	Need as % of Total
<b>Secondary Science (7-12)</b>	2,337	599	68	312	<b>13.34%</b>	244	10.43%
<b>Business (4-12)</b>	1,693	396	41	205	<b>12.13%</b>	164	9.71%
<b>Music (P-12)</b>	1,395	331	56	176	<b>12.59%</b>	120	8.57%
Art (P-12)	1,176	219	56	120	<b>10.17%</b>	64	5.41%
<b>Secondary Math (7-12)</b>	2,317	359	84	195	<b>8.40%</b>	111	4.77%
Early Childhood (P-4)	9,358	2,101	793	1193	<b>12.75%</b>	400	4.28%
<b>Middle Childhood (4-8)</b>	6,740	934	233	509	<b>7.55%</b>	276	4.09%
Social Studies (7-12)	3,212	377	104	207	<b>6.45%</b>	103	3.21%
French (P-12)	118	13	5	7	<b>6.27%</b>	2	2.03%
Fam & Cons Sci (7-12)	711	71	27	40	<b>5.68%</b>	13	1.88%
English (7-12)	3,029	279	108	159	<b>5.25%</b>	51	1.68%
Physical Education (P-12)	3,156	302	156	179	<b>5.67%</b>	23	0.73%
Spanish (P-12)	555	45	28	28	<b>4.96%</b>	0	-0.08%
Agriculture (7-12)	366	14	15	10	<b>2.65%</b>	-5	-1.45%
German (P-12)	35	2	2	1	<b>3.89%</b>	-1	-1.83%

# Limitations

- ▶ For this year's calculation Endorsement Areas were not included in the supply line since they are not Initial Licenses.
- ▶ Some teachers would have been counted twice if they taught in multiple areas or multiple levels.
- ▶ Teach for America teachers affect attrition levels since they traditionally do not stay in AR public schools for many years.

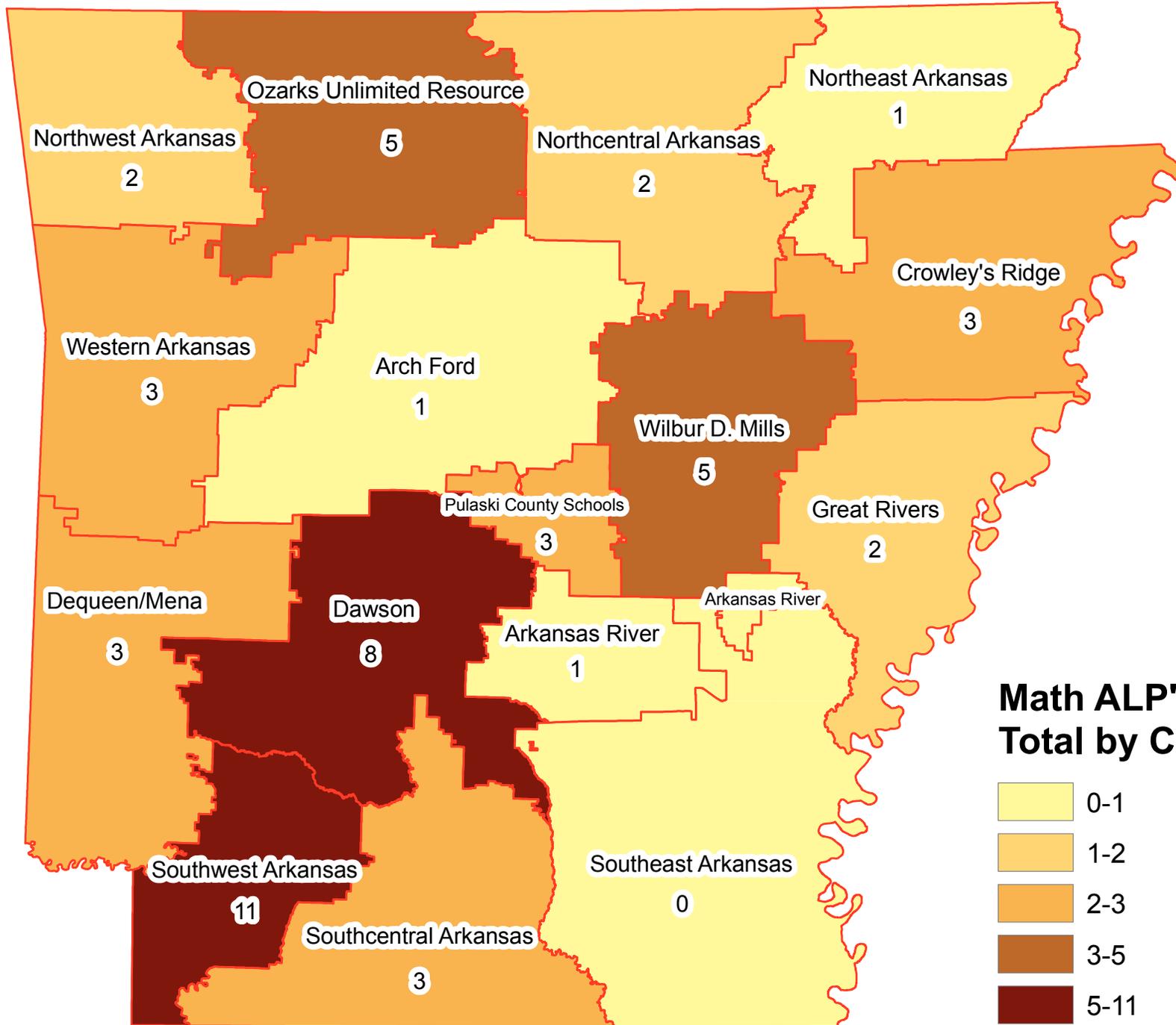


# Summary

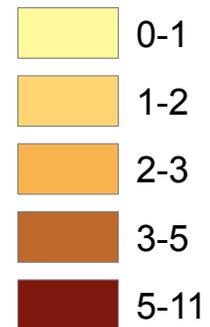
- ▶ The areas chosen as shortage areas were those that appeared to have the greatest need based on all criteria, not just any one criterion.
- ▶ Establishing shortage areas is as much an ART as it is a Science.
  - Knowledge of the field is as much in play as the criteria numbers is.



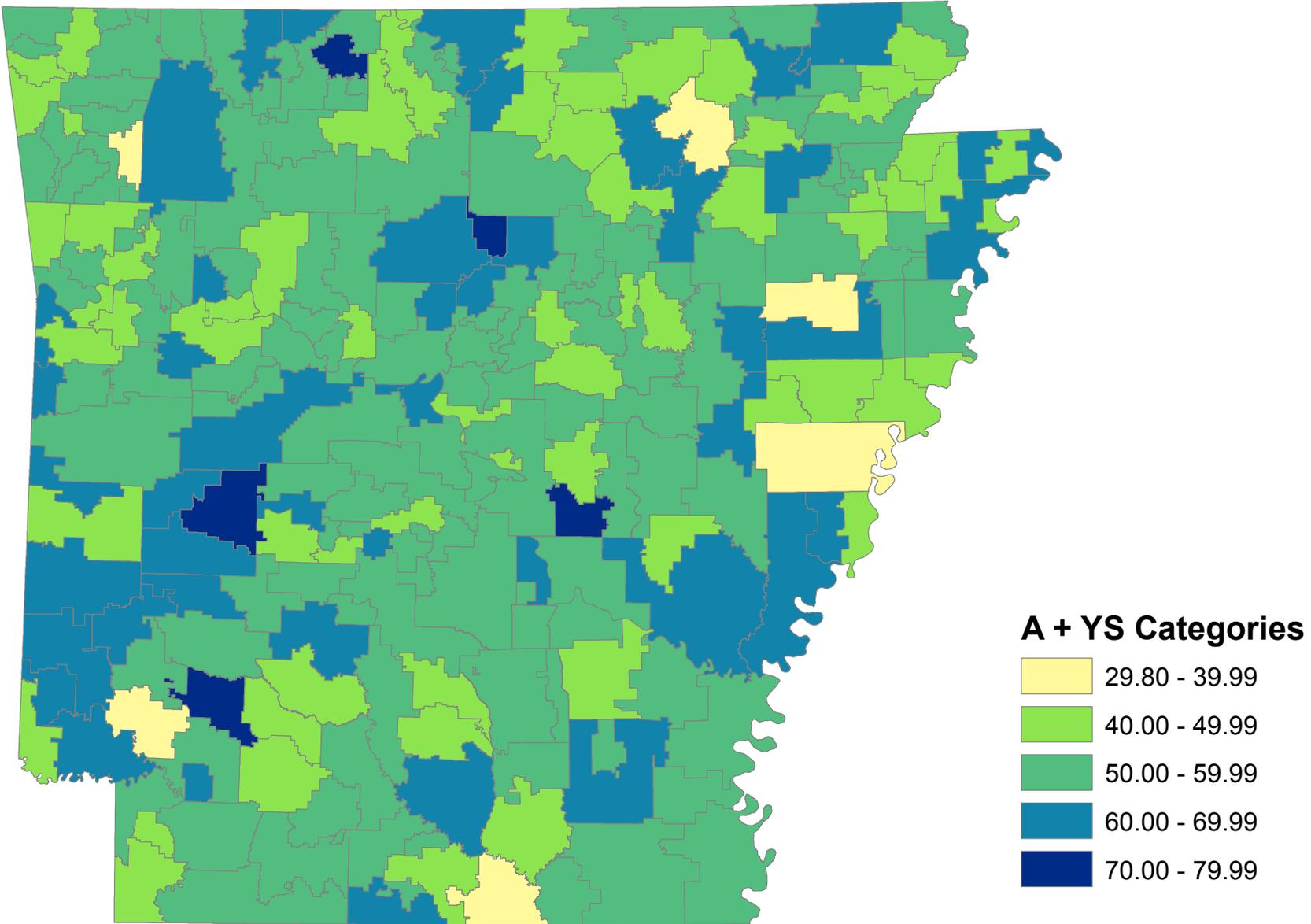
# Arkansas Education Service Co-op's



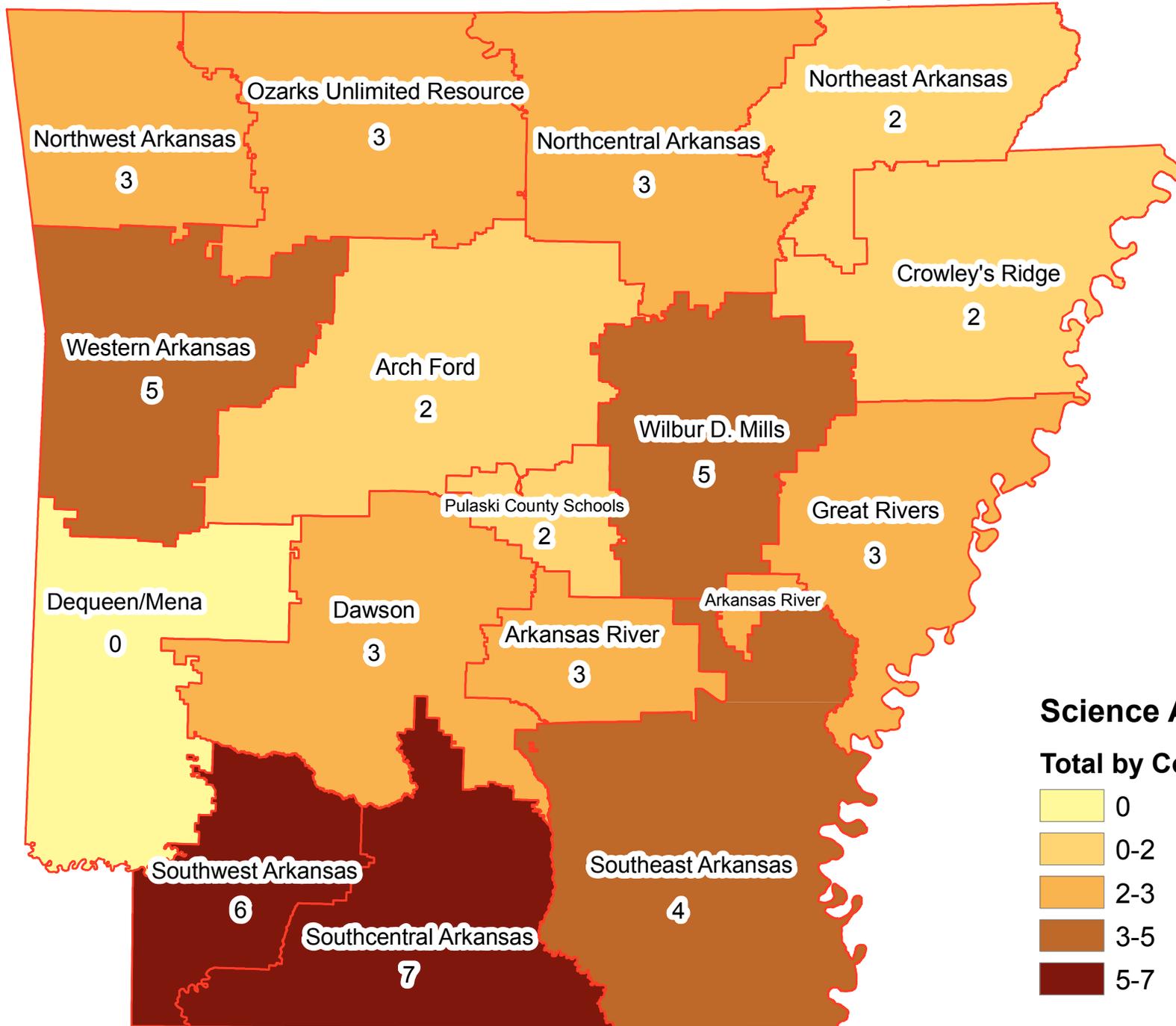
## Math ALP's Total by Co-op Region



# District "Average Age + Years of Service" for Math Teachers

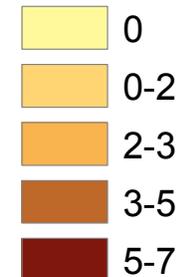


# Arkansas Education Service Co-op's

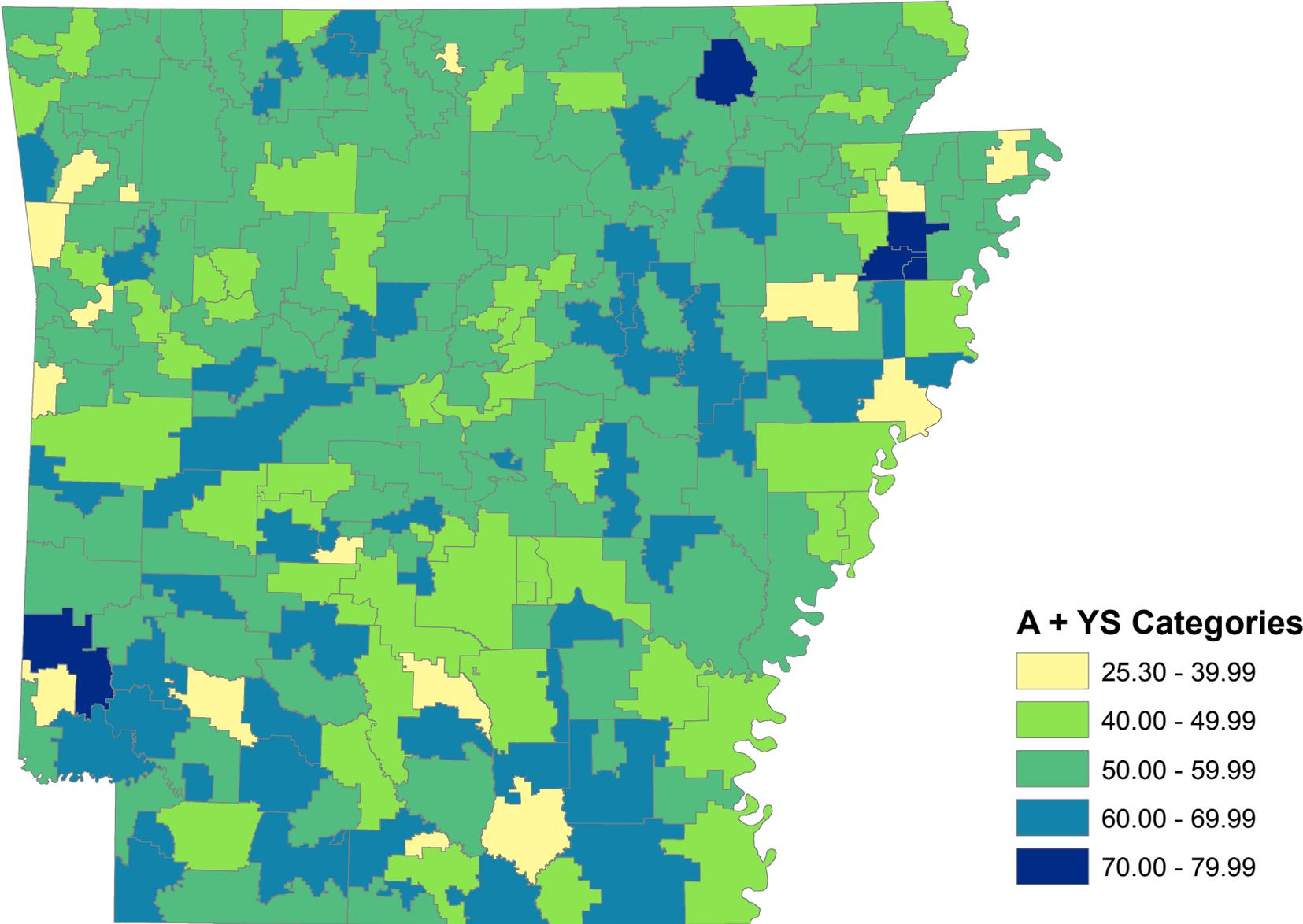


## Science ALP's

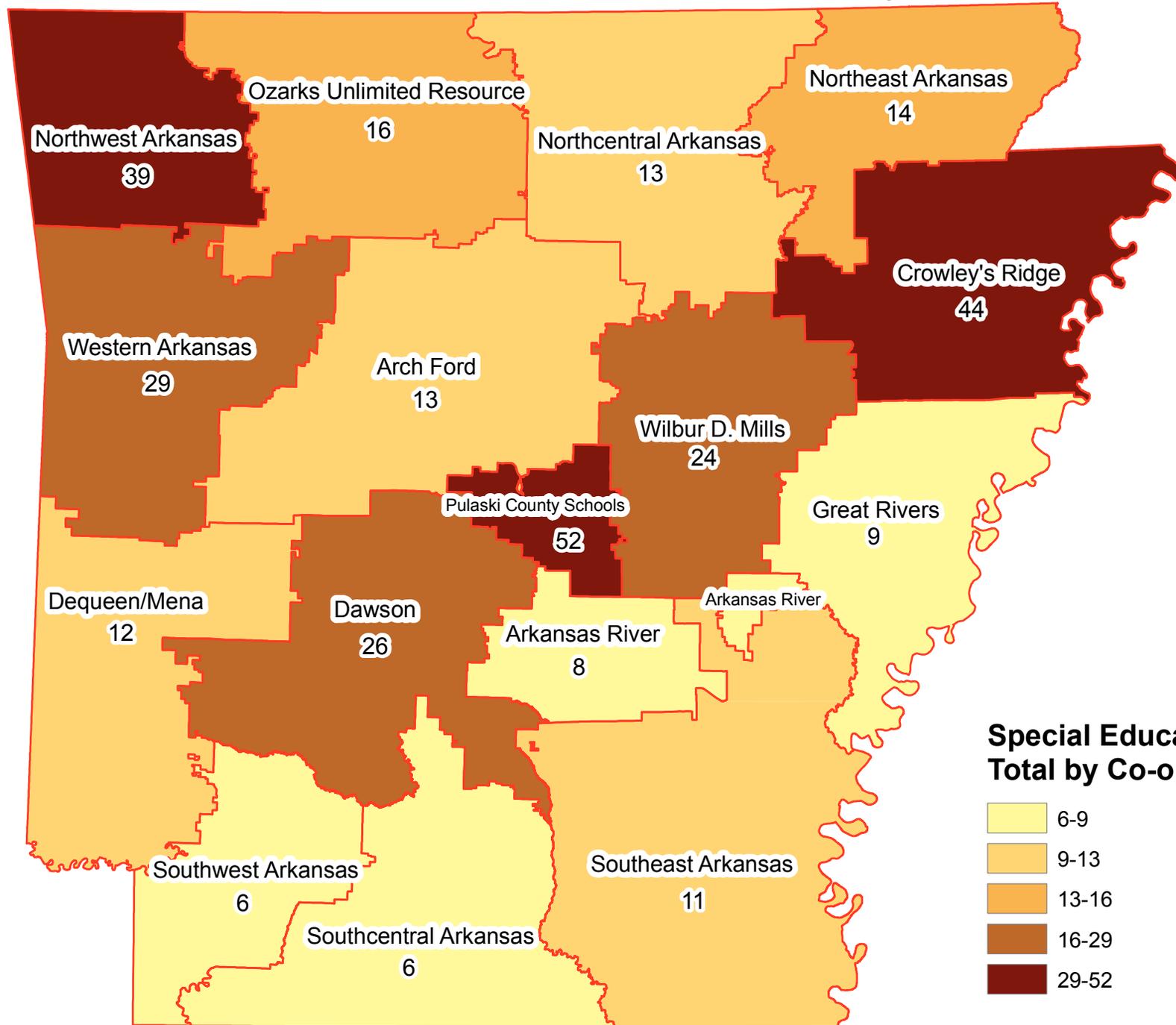
### Total by Co-op Region



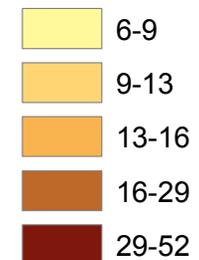
# District "Average Age + Years of Service" for Science Teachers

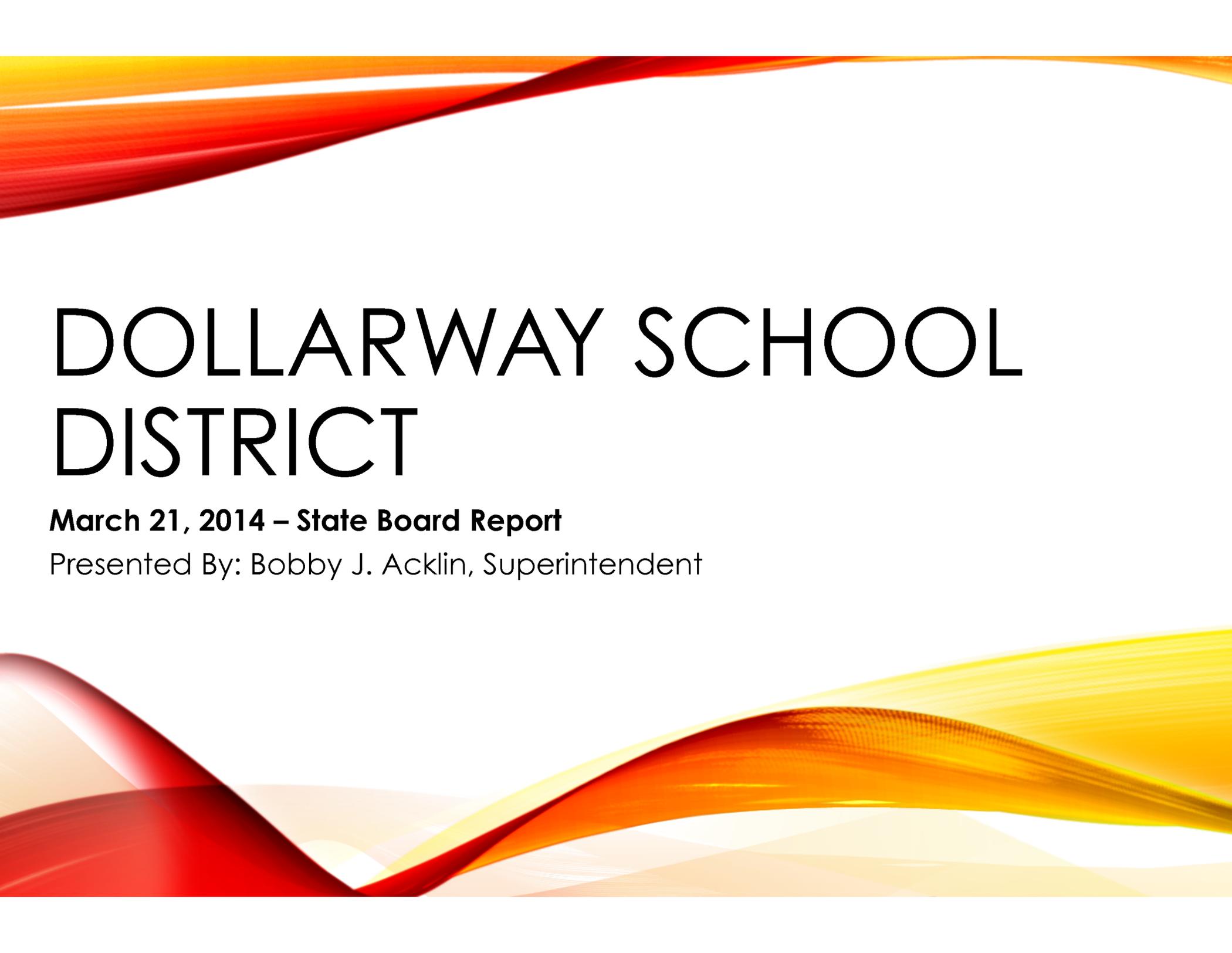


# Arkansas Education Service Co-op's



## Special Education ALP's Total by Co-op Region





# DOLLARWAY SCHOOL DISTRICT

**March 21, 2014 – State Board Report**

Presented By: Bobby J. Acklin, Superintendent



# SUPERINTENDENT'S VISION

My vision for the Dollarway School District is to create and maintain a student focused environment. One that is safe and conducive to teaching and learning, with the purpose of providing students the education and skills necessary to compete in a global society. Implementation will be achieved through:

- Leading the efforts in designing and constructing modern, and clean facilities to support academics, technology, research, performance, and athletics.
- Challenging our teachers to use instruction and curriculum, provided through academic and vocational courses, relevant to the needs of each student, and supportive to the community.
- Building meaningful parental and community relationships to support and reinforce student learning.



# DISTRICT CHALLENGES

Leadership, Standards Violations, and Instruction



# DISTRICT CHALLENGE

## Leadership

- First-Year Superintendent
- Building trust and respect
- Creating a sense of urgency district-wide
- Lack of proper knowledge and staff available to develop finance program

## Standards Violations

- Transcript Audits
- Course Offerings
- Policy Updates

## Instruction

- Attracting and retaining highly-qualified teachers
- Implementation of high yield strategies in the classroom
- Disaggregation of data to identify student and teacher needs



# DISTRICT SUCCESSES

Leadership, Standards, and Instruction



# DISTRICT SUCCESSES

## Leadership

High school and middle school principals attending Arkansas Leadership Academy

Team Building workshops with District office personnel by Janet Vernon Integrity Consulting

Principal team meetings / workshops within District

Attendance of workshops/ initiatives at ARESC

## Standards

- Full-time counselor hired for high school
- Fully certified counselor conducted audit of transcripts
- Full day schedules for students
- No double placements
- Course code numbers evaluated for Triand
- Digital Learning Course added to meet ACT 1280 for Fall 2014-2015
- Policies have and will continue to be updated according to state law

## Instruction

- Principals and Teachers TESS trained
- All Principals LEAD trained
- Recruitment of teachers through Teach for America and UCA Collaborative
- Enhanced Professional Development opportunities
- External Providers
- Grants
- Increased Instructional Program
- PIP – Priority Improvement Plan



# ENROLLMENT

- 2009-2010 Qtr 1-3 Average: 1,598.98
- 2010-2011 Qtr 1-3 Average: 1,526.39 (-4.54%)
- 2011-2012 Qtr 1-3 Average: 1,425.35 (-6.62%)
- 2012-2013 Qtr 1-3 Average: 1,318.65 (-7.48%)
- 2013-2014 Qtr 1-3 Average: 1,334 (+1.16%)
  - **Current Enrollment: 1,350**



# INTENSIVE SUPPORT SERVICE

- Provides support in leadership training
- Provides support in curriculum and instruction
  - Provides support in finance

# QUESTIONS & COMMENTS

