From the State to the Student:

A System of Support



DESE Vision:

Why do we exist? (Fundamental Purpose)

The Division of Elementary and Secondary Education (DESE) is transforming Arkansas to lead the nation in student-focused education.



Transformational Impact:

YOU ARE TRANSFORMING ARKANSAS TO LEAD THE NATION IN STUDENT-FOCUSED EDUCATION.

In order to be effective, the state board and state department need to be well versed in the concepts and practices of a PLC. If done well, the work will:

- Make student learning a priority
- Align all practices and procedures to promote student learning
- Be able to answer the questions:
 - Are students learning?
 - O How do we know?



What must our organization become to accomplish our fundamental purpose?(Compelling Future)

We believe that the most promising strategy for achieving the vision of DESE is to live our mission, which is to:

Provide leadership, support, and service to schools, districts, and communities so every student graduates prepared for college, career, and community engagement.

WHY NOW: THE STAKES ARE HIGH

- □ Today's classrooms have become incredibly diverse places, filled with students who have a wide range of academic, social and emotional needs.
- □ As a result, it is almost impossible for any one person to have the "know-how" to move every student forward.





The time is NOW!



System Initiated:

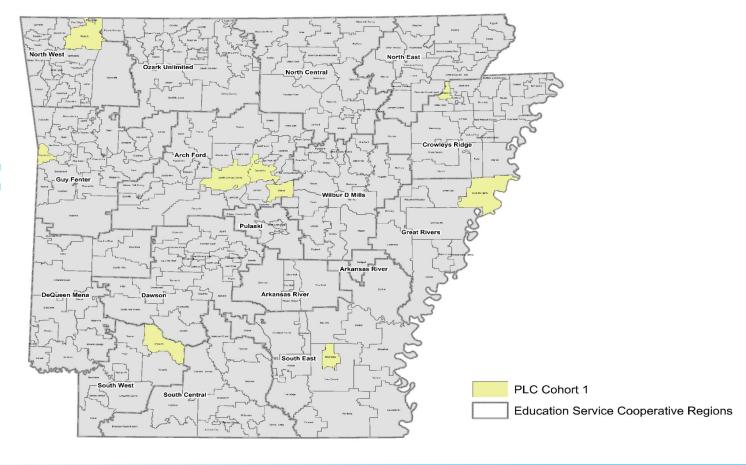
Professional Learning Communities

What is a PLC? It is process in which professionals work collaboratively in recurring cycles of collective inquiry and action research to achieve better results for those we serve.



Dufour, R., Dufour, R., Eaker, R., Many, T., Mattos, M.(2016). A Guide to Action for Professional Learning Communities at Work. In Learning by Doing: A Handbook for Professional Learning Communities at Work, third edition (A practical guide to action for plc teams and (pp. 10). Solution Tree.

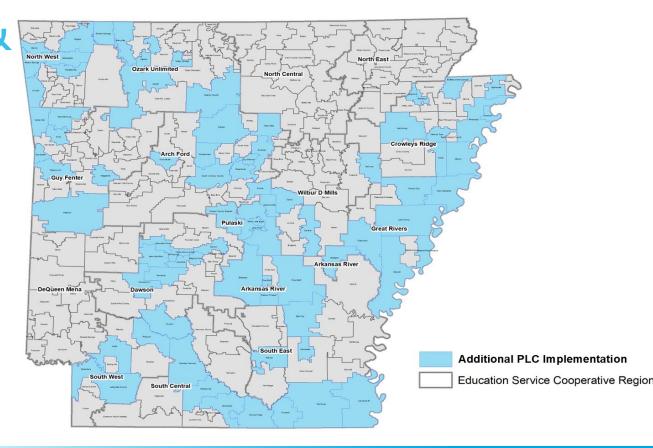
Cohort 1:





Cohorts 1-6 & G **PLC Regional** Network Schools & Additional **Schools:**





Inclusive Practices:

| Grace Hill Elementary Rogers SD 2020 - 2021 | |
|--|--|

2021 - 2022 East Hills Middle School Greenwood SD

Lakeside Junior High Lakeside

Carroll Smith Elementary

Osceola SD

2021 - 2022

(Garland) SD

2021 - 2022

2021 - 2022

Cutter Morning Star Elementary Cutter Morning Star SD 2022-2023

East Pointe Elementary

Magnet Cove Elementary

Greenwood SD

2022-2023

2021 - 2022

Waldron Elementary Waldron SD

Ridge Road Elementary North Little Rock SD 2022-2023

Warren Middle

West Side Elementary

Warren SD

2022-2023

West Side SD

2022-2023

Rogers SD

2022-2023

Northside Elementary



Raymond F. Orr Elementary Fort Smith SD 2020 - 2021 Caldwell Elementary Benton SD 2021 - 2022

Prescott Elementary Prescott SD

Angie Grant Elementary

Benton SD

2020 - 2021

2020 - 2021

McNair Middle School Fayetteville SD 2021 - 2022 **Rivercrest Elementary Rivercrest** SD

Magnet Cove SD 2022-2023 Main Street Visual & Performing **Arts Magnet** Hot Springs SD 2022-2023

System of Support



ALL

24 Arkansas Schools are Nationally Recognized PLC Model Schools



Higher Education



































CENTRAL ARKANSAS



From the State to the Student: System of Support

Boardroom to the the Classroom

School Board & Superintendent

- Collaboratively develop operating principles
- Set direction and focus areas for the district
- Establish short and long term improvement goals
- Align policies with the learning mission of the district
- Model research based and data driven decision making
- Board routinely analyzes improvement data
- · Monitor annual learning goals
- Model behaviors expected of others
- Celebrate improvement

District-Level & Principal Teams

- Collaboratively develop role definitions, shared commitments
- Team norms/accountability protocols
- · Focus on learning
- · Regular meetings and agendas
- · Practice and rehearse the work
- Anticipate questions and issues
 Examine the work of high performing teacher teams
- · Engage in shared learning
- Share learning data
- Set individual building commitments based on the work from learning meetings
- Determine evidence for the next meeting that demonstrates progress toward meeting the commitments
- Monitor results; continuous improvement
- Modeling behavior expected of others
- · Celebrate improvement

School-Level Principal & Grade Level / Content Team Leaders

- Composed of principal, assistant principals, team leaders
- Collaboratively developed role definitions, shared commitments
- Team norms/accountability protocols
- · Focus on learning
- Regular meetings and agendasSet improvement goals
- Practice and rehearse the work
- Analyze student learning, seek best practice, share
- Monitor results; continuous improvement cycle
- Model behavior expected of others
- Celebrate improvement

School Grade Level / Content Teams

- Team norms/accountability protocols
- · Focus on learning
- Regular meetings and agendas
- · Set SMART goals unit by unit
- Analyze student learning, seek best practice, share
- Monitor results; continuous improvement cycle
- Share results with School Leadership Team
- · Celebrate improvement

Share results & products with Board

Share results & products with District

The Next Step:Leading PLCs Districtwide, Systemwide, Statewide

| Springdale | Hot Springs | Greenbrier | Clinton | Wonderview | Hamburg |
|---------------------------|--------------|------------|--------------|--------------------|-------------|
| Fort Smith | Little Rock | Greenwood | Hoxie | Camden Fairview | Bryant |
| South Conway County | Berryville | Benton | Marked Tree | Lake Hamilton | Arkadelphia |
| Nettleton | West Side | Crossett | Mountainburg | Lee County | Texarkana |
| Blytheville | Russellville | Sheridan | DeWitt | Fayetteville | Two Rivers |
| ustea | Carlisle | Pocahontas | Jonesboro | Marion | Woodlawn |



Leading PLCs Districtwide, Systemwide, Statewide

| Searcy County | Helena/West Helena | Watson Chapel | Buffalo Island Central | Smackover- Norphlet | Jacksonville North Pulaski |
|------------------|-----------------------|-------------------------------|------------------------------|------------------------|----------------------------------|
| Guy-Perkins | Eureka Springs | AR Lighthouse Academies | Jasper | Searcy | Osceola |
| Harrisburg | North Little Rock | Cabot | Lakeside (Chicot) | | |



Leading PLCs Districtwide, Systemwide, Statewide

| North Central Co-op | Northwest Co-op | South Central Co-op | Dawson Co-op | OUR Co-op | ocss |
|---------------------------|---------------------|---------------------------|--------------------|--------------------|-------------------------|
| Crowley's Ridge Co-op | Guy-Fenter Co-op | Great Rivers Co-op | Arch Ford Co-op | Southwest Co-op | Arkansas River Co-op |
| Dequeen Mena Co-op | Northeast Co-op | Wilbur-Mills Co-op | Southeast Co-op | ASBA | Office of ERZs |



What does this work look like for a State Board of Education and State Education Agency?

State Board & State Department

- Adopt common language and vocabulary in support of the work
- Model behavior expected of others, particularly with evidence-based, data-driven decision making
- Celebrate improvement and success



State to the Student

State Board & State Department

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State Department

- Focus on adult and student learning at high levels
- Align operating principles with the learning mission
- Set goals (short and long term)
- Focus on results (Data to impact student learning)
- Build the capacity of team members and partners to support the learning mission
- Communicate with transparency
- Routinely analyze data and monitor progress
- Limit initiatives

School Board & Superintendent

- Collaboratively develop operating principles
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District-Level & Principal Teams

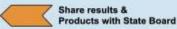
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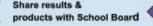
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Share results & products with District



How We Respond: Action-Oriented Strategies

- 1. Initiate structures and systems to foster qualities and characteristics within our organization to work as a PLC
- 2. Create processes to monitor critical conditions and important goals
- 3. Allocate or Reallocate resources to support the proclaimed priorities
- 4. Pose the right questions
- 5. Model what is valued
- 6. Celebrate progress
- 7. Hold each other accountable



Goals:

Process Goal -

<u>Long-term process goal:</u> The Arkansas Department of Education will function as an effective professional learning community.

Short-term process goal: The State Board of Education will include an agenda item each month focusing on the process of professional learning communities. (Team presenting their practices, celebrating a school, etc.)



Goals:

Achievement Goal -

Long-term achievement goal: Arkansas Department of Education will ensure high levels of learning for ALL students and adults.

Short-term achievement goal:



Adopt Common Language and Vocabulary in Support of the Work; Model Behavior Expected of Others

What does this look like for the State Board and State Department?

- Attend institutes, summits, and work sessions
- Visit schools with high-functioning collaborative teams
- Focus agendas on PLC processes and practices
- Celebrate the work
- Mirror the professional learning community process analyze data, set SMART goals



Celebrate Improvement and Success:

What does this look like for the State Board and State Department?

Set Goals and Report on Progress

★ Process Goal

Achievement Goal

