



## Act 1240 District Waiver Request

<b>District:</b>	<b>Jacksonville North Pulaski</b>
<b>LEA Number:</b>	6004000
<b>Superintendent:</b>	Dr. Jeremy Owoh
<b>Email:</b>	jowoh@jnpsd.org
<b>Contact for Waiver:</b>	Tammy Knowlton
<b>Contact Email:</b>	tknowlton@jnpsd.org
<b>Contact Phone:</b>	501-241-2080
<b>Date Received by DESE:</b>	

**The following documents must be submitted with the waiver request:**

1. Board resolution approving the waiver request
2. Evidence of stakeholder involvement, including teachers and student families

**Waivers Requested:**

- Standard 1-A.5;
- DESE Rules Governing Class Size and Teaching Load
- Ark. Code Ann. § 6-17-812

**Internal supports provided to the intern (check all that apply)**

- Education service cooperative novice mentoring
- Classroom management and behavior
- Common planning time
- Additional Planning Time
- Frequent check-ins with university internship supervisor
- Other:     Full-time classroom mentor oversight
- JNPSD will use the Novice Teacher Mentoring Program provided by Wilbur D. Mills Cooperative for this intern.

## Waiver Request

<b>Topic:</b>	Class Size and Teaching Load
<b>Standards/Statutes/Rules:</b>	Standard 1-A.5; DESE Rules Governing Class Size and Teaching Load; Ark. Code Ann. § 6-17-812
<b>Duration Requested:</b>	January 3, 2022 to May 31, 2022
<b>Name of Open-Enrollment Charter holding the waiver</b>	Arkansas Lighthouse Academies
<b>Schools, Grades or Classes the Waiver Will Apply To</b>	Physical Science at Jacksonville High School

- 1. Provide a detailed rationale explaining how the waiver will enhance student learning opportunities, promote innovation or increase equitable access to effective teachers. Include information about the problem or obstacle, if any, the waiver will help the district overcome.**

Jacksonville North Pulaski School District (JNPSD) will partner with the University of Central Arkansas to provide one intern with an enhanced internship during the 2022 Spring semester. The intern will be placed as a Physical Science teacher. The teacher will be supervised by a full-time veteran science teacher whose only role will be to supervise and mentor the intern. We believe the intern is a quality teacher candidate who could be a long-term employee of our school district. We would like to train the teacher with an effective teacher by providing a full-time mentor, PLC Coaching, and immersive teacher training.

The reason for the waiver and moving to this teaching format is a result of a teaching position that opened at the beginning of the Spring semester. Our pool of certified applicants is weak, therefore this plan will yield better instruction and consistency for our students than to provide a long-term sub or hire a sub par certified teacher.

- 2. Provide a detailed explanation of how the services being waived will be provided for students.**

The Act 1240 waiver will allow us to code the class to one certified teacher while the teacher supervises the one intern for the Spring semester. The certified teacher is a veteran Science teacher who has experience in 9-12 grade and has mentored student teachers and novice teachers throughout her career.

Rather than hiring a long-term sub for these classrooms, we believe that the apprenticeship type model will benefit students who will learn from an energetic student intern under the direction of a Arkansas qualified teacher.

- 3. Provide a detailed explanation of how the district will monitor and evaluate the effectiveness of the waiver.**

Jacksonville N. Pulaski School Administration as well as supervisors from the University of Central Arkansas will provide monitoring of the Lead Teacher for this assignment, as well as provide frequent observation and communication with the intern. School administrators will do weekly observations, participate in PLC discussions with the intern, and provide feedback as needed.

The Lead Teacher will provide daily opportunities for modeling lessons, observing the intern, providing feedback, reviewing lesson plans, classroom management strategies, parent communication, and peer to peer instructional rounds. The Lead Teacher will communicate with the building administrators, as well as University supervisors regularly and provide feedback for evaluations.

The Instructional Facilitator for Science will also provide coaching, PLC sessions to review student progress, guide intervention strategies, and training to better understand Essential Learning Standards and Standards Based Reporting. These coaching sessions will be at least one day a week for one hour at a minimum.

The University of Central Arkansas will conduct training on its campus that their intern will be required to attend. JNPSD will provide classroom coverage for the intern so that he can fulfill his institutional program requirements. UCA will provide support and supervision for the respective intern.

JNPSD and UCA are excited about the opportunity to pilot an “enhanced internship” experience for the student intern. We will work together during the semester to ensure this is a positive experience that serves our students, our intern, and the school district effectively.

Date: 02/7/2022

**Jacksonville North Pulaski School District  
Addendum**

**Action Item:** Act 1240 District Wavier Request

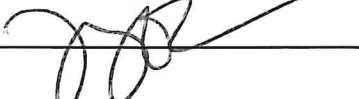
**Prepared by:** Erica Logan, Executive Assistant

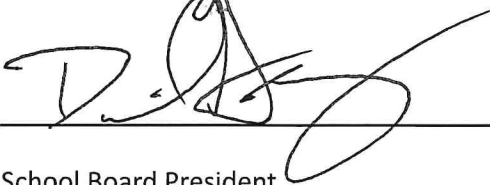
**Rationale:** The District is seeking approval of the Act 1240 Waiver Request

**Cost:** Various

**Funding Source:** Various

**Recommendation:** The Superintendent's recommendation is to approve the Act 1240 Waiver Request

**Recommended By:** Jeremy S. Owoh, EdD   
Superintendent

**Approved by:**   
School Board President

FEBRUARY 8, 2022



# Jacksonville | North Pulaski

## SCHOOL DISTRICT

### EVIDENCE OF STAKEHOLDER INVOLVEMENT

1. JNPSD RECRUITMENT MEETING AND SIGN-IN SHEET
  2. JNPSD LEADERSHIP AGENDA AND SIGN-IN SHEET
  3. VIRTUAL ACADEMY PARENT SURVEY
- ACT 1240 WAIVER REQUEST

TAMMY KNOWLTON, HR DIRECTOR  
JACKSONVILLE NORTH PULASKI SCHOOL DISTRICT  
[tknowlton@jnpsd.org](mailto:tknowlton@jnpsd.org)



**ARKANSAS DIVISION OF ELEMENTARY AND SECONDARY EDUCATION  
MINORITY TEACHER AND ADMINISTRATOR RECRUITMENT**

**Pursuant to Ark. Code Ann. § 6-17-1901, et seq., school districts and charter schools with more than five percent (5%) African-American or other minority students must prepare and submit annually a Minority Teacher and Administrator Recruitment Plan to the Equity Assistance Center. Plans must include, but not limited to the following:**

- Place emphasis on recruitment of African-Americans and other members of minorities for teacher and administrator positions and emphasis on encouraging minority students to pursue a career in education
- Set forth a goal of developing equity in employee composition that reflects racial and ethnic diversity and is at least equal to the percentage of minorities of the district or charter school
- Describe recruitment goals of minority teachers and administrators for the next school year and for the next ten (10) school years
- List steps taken and measures that will be used to meet recruitment goals including how minority students are encouraged to pursue a career in education
- List progress made in recruiting minority teachers and administrators
- Describe reasons for not meeting established recruitment goals, if needed
- List the number and percentage of members of racial minorities who were employed as teachers or administrators in each of the last five (5) years
- List the racial composition of the student body and residents of the district or charter

**INSTRUCTIONS:** Complete this signature page, attach it to the recruitment plan, and send electronically in portable document format (PDF) to [ADE.equityassistance@ade.arkansas.gov](mailto:ADE.equityassistance@ade.arkansas.gov) on or before October 15.

<b>SCHOOL DISTRICT/CHARTER SCHOOL:</b>  Jacksonville North Pulaski	<b>ADDRESS:</b> 1414 W. Main St. Jacksonville, AR 72076	<b>COUNTY:</b>  Pulaski
<b>TELEPHONE NUMBER:</b> 501-241-2080		

Pursuant to A.C.A. § 6-17-1902, an employee must be designated to coordinate recruitment plan implementation.

<b>COORDINATOR NAME/TITLE:</b> <i>Dr. Janice Walcher / Asst Superintendent</i>	<b>COORDINATOR TELEPHONE NUMBER/EMAIL:</b> <i>501-366-8151 jwalcher@JNPSD.org</i>
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**The signatures below certify that the district is in compliance with Ark. Code Ann. § 6-17-1901, et seq. and Standard 2-A for Accreditation of Arkansas Public Schools:**

**Name of Superintendent or Chief Academic Officer:** Dr. Jeremy Owoh  
(Please Print)

**Signatures:** \_\_\_\_\_ *[Signature]* \_\_\_\_\_ *10/15/2021*  
Superintendent Date

Select this box if District/Charter minority student composition is 5% or less & do not proceed further.

\_\_\_\_\_ *[Signature]* \_\_\_\_\_  
Board President Date

\_\_\_\_\_ *[Signature]* \_\_\_\_\_  
Board Secretary Date

The recruitment plan should include, but is not limited to, the following:

**1. Data**

- **Racial composition of teachers and administrators**

- Total Employees: 295

White: 208

Black: 81

Other: 6

- **Racial composition of teachers and administrators hired in the past five (5) years**

**2020-21 School Year**

Total Employees: 317

White: 236

Black: 81

**2019-20 School Year:**

Total Employees: 311

White: 230

Black: 81

**2018-19 School Year:**

Total Employees: 317

White: 229

Black: 80

Other: 8

**2017-18 School Year:**

Total Employees: 335

White: 259

Black: 68

Other: 8

**2016-17 School Year: First Year of Operation**

Total Employees: 318.5

White-285.5

Black-60

- **Racial composition of the current student body**

**District Primary Race Percentages**

Race	Race Count	Race Percentage
Asian	40	1.03%
Black	2,128	54.76%
Hawaii/Pacific Islander	5	0.13%
Hispanic or Latino	290	7.46%
Native American/Alaskan Native	26	0.67%
Two or More Races	79	2.03%
White	1,318	33.92%
<b>Primary Race - Total</b>	<b>3,886</b>	<b>100.00%</b>

**2. Analysis and summary of data collected**

Data shows and the Federal Court has recognized that Jacksonville North Pulaski School District ("JNPSD") made a conscious effort to recruit a diverse faculty and staff. An analysis of this data also shows that the number of minority teachers and administrators being hired in the JNPSD increased during the 2018-2019 school year. This year 2021-2022, JNPSD developed a recruitment and retention committee that consists of a minority staff member and administrators from across the district. This committee will develop some strategies that will help attract minority teachers and administrators. We must be diligent and creative in our efforts. Furthermore, the Board of Education supports programs that provide integrated learning experiences for our students. JNPSD is an equal opportunity employer and strives to ensure that no person is prevented from working at JNPSD solely based on their race or ethnicity.

**3. Short-term goal(s) and progress in goal attainment**

1. Develop a Minority Recruitment and Retention Committee that will:
  - Assist in the recruitment of minority teachers and administrators
  - Assist in the selection of job fairs where minority teachers can be found
  - Cultivate relationships
2. Increase the percentage of minority teachers and administrators in the District
3. Increase the capacity for innovation across the District. Fly Closer Academy
4. Maintain relationships with college and university Career Services in an effort to help in the recruitment of minority education graduates.
5. Develop relationships with minority superintendents in Pulaski County as well as the state that will refer minority teachers and administrators for employment with JNPSD.
6. To continue providing professional development for current and prospective teachers/administrators.
7. To continue to publicize job openings on all social media platforms as well as the District's website.

**4. Long-term goal(s) for the next ten (10) school years and progress in goal attainment**

The district will continue to recruit, hire, and retain minority staff as important steps in the district's overall commitment to attract and hire the most qualified people to provide the best possible educational experiences and learning opportunities for all students.



**5. Improvements needed to increase recruitment**

- Revise the Recruitment & Retention Process
- Increase efforts to attract, hire, and retain minority candidates
- Continuous communication and feedback with minority employees
- Communication between the Jacksonville School District and the Minority Recruitment/Retention Team

**6. Objectives, strategies, and activities used in recruitment and for encouraging students to pursue a career in education**

**Objective:** Develop relationships with college and university Directors of Education and actively recruit minority students.

**Strategy:** Generate list of target colleges and universities

**Objective:** Develop recruiting contacts with minority administrators in other Arkansas school districts

**Strategy:** Communicate with minority administrators in Arkansas Districts

**Objective:** Develop a recruiting brochure that will highlight our school and the quality of life offered in our community

**Strategy:** Communicate highlights of our school district

**Objective:** Encourage students to pursue a career in education

**Strategy:** Actively recruit minority students and encourage them to participate in our "Grow Your Own" Program

**7. Action plan, including procedures for implementing, monitoring progress, and evaluating**

The district will implement, monitor, and evaluate this plan as written. The implementation process will include meeting the goals and objectives for the year as stated above. Monitoring will include periodically checking throughout the year to make sure the goals and objectives are being implemented, and the evaluation will include assessing at the end of the school year the number of minority teachers/administrators we are able to hire. The TalentED online job application system provides several data aspects of our candidate pool to compare our actual hires and applications with our potential hires and applications.



# Recruitment Committee Meeting

Created by: tknowlton@jnpsd.org · Your response: ✓ Yes, I'm going

Time

1pm - 2:30pm (Central Time - Chicago)

Date

Mon Aug 30, 2021

Description

Central Office Conference Room

My Notes

Guests

- ✓ aturner@jnpsd.org ✓
- ✓ brhowell@jnpsd.org ✓
- ✓ jcastleman@jnpsd.org ✓
- ✓ Lindsey Jones ✓
- ✓ Tammy Knowlton, HR Director ✓
- jwalker@jnpsd.org ✓



# Recruitment/Retention Plan Mtg

Created by: jwalker@jnpsd.org · Your response: ✓Yes, I'm going

Time

1pm - 2:30pm (Central Time - Chicago)

Date

Tue Sep 21, 2021

Where

Virtual Meeting

My Notes

Guests

- ✓ aturner@jnpsd.org ✓
- ✓ jcastleman@jnpsd.org ✓
- ✓ jwalker@jnpsd.org ✓
- ✓ Lindsey Jones ✓
- ✓ Tammy Knowlton, HR Director ✓
- ⊘ brhowell@jnpsd.org ✕



# Recruitment Meeting

Created by: jwalker@jnpsd.org · Your response: ✓ Yes, I'm going

Time

1pm - 2pm (Central Time - Chicago)

Date

Thu Oct 7, 2021

Where

Virtual Meeting

My Notes

Guests

- ✓ brhowell@jnpsd.org ✕
- ✓ jcastleman@jnpsd.org ✕
- ✓ jwalker@jnpsd.org ✓
- ✓ Lindsey Jones ✕
- ✓ Tammy Knowlton, HR Director ✓
- aturner@jnpsd.org ✓

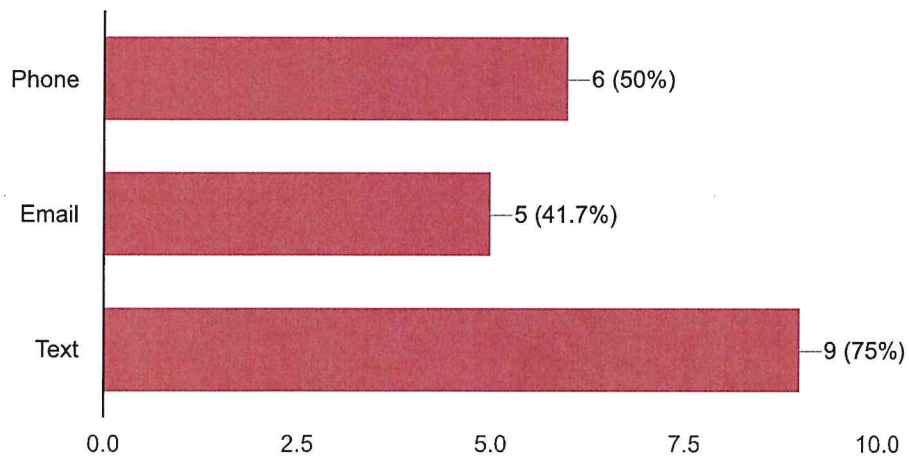
# Virtual Academy Parent Survey

12 responses

[Publish analytics](#)

## What is your preferred method of communication?

12 responses



How effectively are your scholars' teachers communicating with you? Please use the space below to share positive communications as well as areas for improvement.

12 responses

Good

They are all pretty good

Some forget to start goggle classroom, some are slow to respond to emails but over all good

The teachers respond when I initiate the communication. There is one teacher that sends periodic reminders of test or big assignments.

No problem with communication. If I or my scholar have a question we email and have not had any problems with teachers responding.

They don't communicate with me

N/s

Sufficient



### What aspects of virtual academy have been positive for your scholar?

12 responses

Being able to get answers from teachers ASAP

I DO NOT like virtual, it's harder for the kids to understand the work and I feel like it's makes them lazy. Also it's hard for working parents to make sure their child/children are doing everything when they should.

She seems to understand assignments better than in person and her grades now are excellent

I am not even sure what virtual academy is?

Everything so far

Being able to be flexible

My child is on-site

Home during covid



## What aspects could be improved?

12 responses

N/A

Allowing the kids to still understand while doing virtual. My kids all make good grades but when they did virtual because the teachers barely explained the assignment their grades dropped drastically.

More communication between teacher and student

Communication about what virtual academy is.

Recorded sessions so that scholars can go back to rewatch if they did not catch what was being taught on the live session.

Teachers could make sure to let the virtual students "in" class instead of forgetting about them.

N/a





Please list the reasons did you choose virtual as an option for your scholar?

12 responses

COVID, and the fact that she is home works great with my current work schedule

No I did not choose virtual for any of them

Covid main reason , she does better in this kind of setting less distraction

I did not choose virtual for my scholar. She is in person.

Felt safer(Covid) and keep her out of the unhealthy school environment.

Flexibility

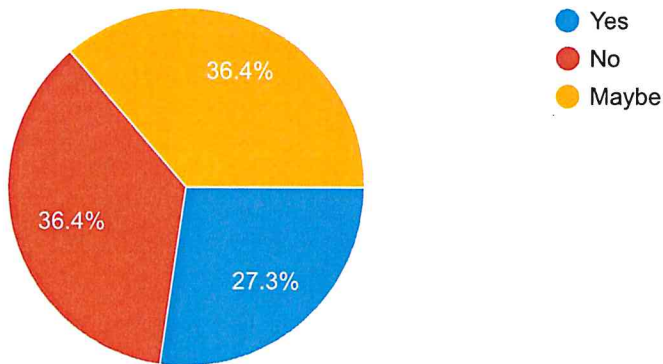
N/a

Fear of covid 19

I didn't

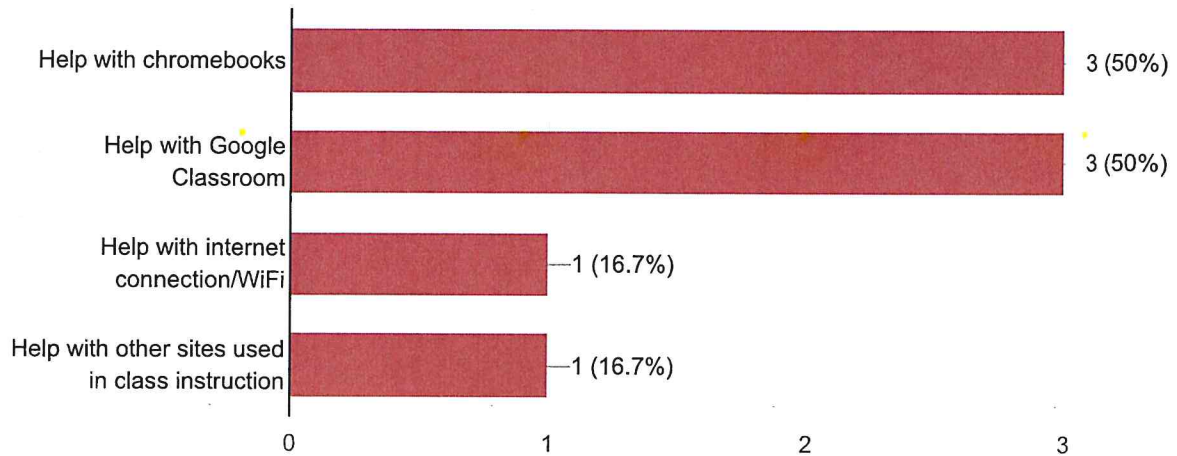
Do you plan on continuing virtual academy after this year?

11 responses



### How can we further support you with technology?

6 responses



### Other comments:

5 responses

N/A

Love this option my child has really improved and she enjoys school more now she is very shy and doesn't like being around others much

Have teachers let virtual students in class on time

My son isn't doing virtual

Virtual has been hard on my scholar. He says the teachers focus mainly on in person scholars.

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Timestamp

What is your preferred me How effectively are your s What aspects of virtual ac What aspects could be im Please list the reasons di Do you plan on continuing How can we further supp Other comments:

10/11/2021 12:42:13	Text	They are all pretty good I DO NOT like virtual. It's following the kids to still ur No I did not choose virtual No		Help with Chromebooks	
10/11/2021 13:13:46	Phone Email Text	Not very effective	He is going to school I don't know I didn't	My son isn't doing virtual	
10/11/2021 13:52:40	Text	Good	Being able to get answers N/A	N/A	
10/11/2021 13:53:37	Phone Email Text	No problem with commun Everything so far Recorded sessions so the felt safer(Covid) and ke Yes			
10/11/2021 15:18:12	Email Text	Some forget to start gogg She seems to understand More communication betw Covid main reason, she C Yes			
10/11/2021 16:44:23	Text	The teachers respond wh I am not even sure what v Communication about wh I did not choose virtual for ho			
10/11/2021 20:48:33	Phone Text	N/A	My child is on-site N/A		
10/12/2021 7:03:35	Phone	Not well	None really, I'm hoping C My student doesn't seem Covid-19 and another chil Maybe	Help with Chromebooks	Love this option my child has really improved and she enjoys school more now she is very shy and doesn't like being around others much
10/14/2021 12:16:32	Phone	Sufficient	Home during covid Getting my children to and Fear of covid 19	Help with Chromebooks	Virtual has been hard on my scholar. He says the teachers focus mainly on in person schools.
10/15/2021 8:41:00	Text	They don't communicate Being able to be flexible Teachers could make surn Flexibly	Not well hard to get a hear My daughter did good Communication with teach Because of covid but I let No	Help with Google Classroom	
		I get that overall email or is this in regards to the vi I don't really have any sug I chose virtual last year to No	Yes	Help with Google Classroom	Help with Chromebooks Have teachers let virtual students in class on time

**July 25-27, 2021**  
Embassy Suites Hot Spring, AR  
Casual Attire Sunday  
Business Casual Attire Monday and Tuesday

Sunday, July 25th

**Guiding Questions**

1. As a result of this retreat what will we do differently?
2. What is our plan in order to have the greatest impact on scholars and adult learners while promoting a safe learning environment?
3. What is our plan to promote and instill in all stakeholders a sense of Literacy urgency?

<b>Time</b>	<b>Leads 2.0 Focus</b>	<b>Professional Development Experience</b>	<b>Facilitator</b>	<b>Materials</b>
3:00PM-4:00PM	Arrival-Titan Team	<ul style="list-style-type: none"> <li>Check into Rooms - (Sign-in)</li> <li>Familiarize oneself with the host site.</li> </ul>	Dr. Janice Walker Sign-In Sheets	Electronic Device School Data
4:00PM - 6:00PM	Domain 2 Climate/Cultural Collaborative Relationships Setting Clear Expectations	<p><b>Setting Course FY 21-22 - Dr. Owoh</b></p> <p><b>Celebrations, Big 8, Norms, Guiding Questions</b></p> <p><b>Team Building Activity</b></p> <p><u><a href="#">Expectations of Leaders</a></u></p> <p><b>Team Building</b></p>	Dr. Owoh Dr. Walker Mr. Lester	Chart Paper Markers Wireless Speakers
6:00PM - 7:00PM	Dinner	Building Collaborative Relationships	Admin Teams	
7:00PM - 8:00PM	Domain 1 School Organization and Management	<p><u><a href="#">JNPSD Mission</a></u></p> <ul style="list-style-type: none"> <li>Mission - What does this look like ?</li> <li>Vision - What does this look like?</li> <li>Commitments - How will our work emulate this?</li> </ul>	Dr. Walker	Chart Paper Markers

**July 25-27, 2021**  
Embassy Suites Hot Spring, AR  
Casual Attire Sunday  
Business-Casual Attire Monday and Tuesday

Monday, July 26th

**Guiding Questions**

1. As a result of this retreat what will we do differently?
2. What is our plan in order to have the greatest impact on adult and student learners while promoting a safe learning environment?
3. What is our plan to promote and instill in all stakeholders a sense of Literacy urgency?

Time	Leads 2.0 Focus	Professional Development Experience	Facilitator	Materials
7:00AM - 8:00AM	Domain 2 Climate/Cultural Collaborative Relationships	<ul style="list-style-type: none"> <li>• Breakfast</li> </ul>		Sign In Sheets
8:00AM - 10:30AM	Domain-1-3 Organization & Management Climate/Culture Teaching & Learning	<p>Opening 8:00 - 8:15 - Review Norms/Team Building</p> <p>8:15-9:30 - District Academic &amp; Discipline Data            + 20/21 JNPSD, MAP Reading Projected Profic...  <a href="#">Discipline Data - 2021-2022 Leadership Launch</a></p> <p>School Teams</p> <ul style="list-style-type: none"> <li>• MAP/Act Aspire Data Analysis (Other Data Sources)</li> <li>• Reflection               <ul style="list-style-type: none"> <li>○ 5 Whys</li> <li>○ So What... Now What</li> <li>○ School Improvement Plans</li> </ul> </li> </ul> <p>9:30 - 10:30</p> <ul style="list-style-type: none"> <li>• <a href="#">Vision for Teaching and Learning (K-12)</a></li> </ul>	Dr. Owoh  Dr. Walker Mr. Smith	School Improvement Plan School Data
*9:30 BREAK*			Dr. Picard	



# Jacksonville | North Pulaski

SCHOOL DISTRICT

**July 25-27, 2021**

Embassy Suites Hot Spring, AR  
 Casual Attire Sunday  
 Business Casual Attire Monday and Tuesday

10:30AM-11:00PM	Domain 1 Organization & Management	Moving Forward w/ Plan 2000 (Closing the Achievement and Discipline Gap)	Dr. Owoh	Plan 2000
11:00AM-12:00PM	Lunch/Team Building	Working Lunch - Discussion Support Plan		
12:00PM-4:30PM	Department Leaders	<p>Accounting/Budgeting Procedures- Mrs.Samples  <input type="checkbox"/> Accounting Procedures</p> <p>Human Resources - Mrs. Knowlton <a href="#">HR Presentation 2021-2022.ppt</a></p> <p><a href="#">Curriculum &amp; Instruction - Dr. Picarddocs.google.com/presentation/u/0/d/1d1JU m7RXHWV80BLSX8KXmUbydwksCL5S/edit</a></p> <p>Christy Darrington - <a href="#">SPED Special Education</a></p> <p>Marketing &amp; Communications - Cheesa Williams</p> <p>Coach Waymire - Athletics <a href="#">JNPSD ATHLETICS - Google Slides</a></p> <p>Kevin Martin - Technology-  <input checked="" type="checkbox"/> Spring 2021 Check-In</p>	<p>Tiersha Freeman - Student Data</p> <p>Clint Walker - Child Nutrition</p> <p>Chris Oldham - Security</p> <p>Barry Hickingbotham - Transportation</p> <p>Kevin Stalnaker - Maintenance/Custodians</p> <p>Jacob Smith - Federal Programs/ALE/504</p>	

Team Time:

4:30PM - 6:00PM: Elementary and Secondary Split: TLC Time (Teaching, Learning and Culture--Data Driven Planning Session Participants will develop common systems, routines and procedures around teaching, learning and building culture.

Materials Needed: Improvement Plans (Academic, Cultural, Discipline, and Attendance Data) Chart Paper, Markers, Laptops



# Jacksonville | North Pulaski

SCHOOL DISTRICT

**July 25-27, 2021**  
 Embassy Suites Hot Spring, AR  
 Casual Attire Sunday  
 Business-Casual Attire Monday and Tuesday

6:00 PM -8:00 PM: Dinner - On your own

Tuesday, July 27th

Time	LEADS 2.0 Focus	Professional Development Experience	Facilitator	Materials
7:00AM - 8:00AM	Domain 2 Collaborative Relationships	<ul style="list-style-type: none"> <li>Breakfast</li> </ul>		Sign In Sheets
8:00AM-8:15AM	Domain 1	Opening/Norms/Team Building	Dr. Walker	Agenda, Handouts (Packet)
8:15AM - 11:00 AM	School Organization & Management	DESE <ul style="list-style-type: none"> <li><a href="#">School Improvement to District Plan of Support - Google Slides</a></li> <li>School Improvement Plan - Aligning Goals</li> </ul>	Dr. Stroud - DESE	
9:30 BREAK				
11:00 -12:00 pm	Lunch/Team Building	Working Lunch with Teams		Sticky Notes
12:00PM-1:00PM	Domain 1 School Organization	Teams Report <ul style="list-style-type: none"> <li>Key points from School Improvement Plan</li> <li>Focus areas for revisions</li> </ul>	Dr. Walker Mr. Lester	Sticky Notes Chart Paper Improvement Plans
1:00PM-3:00PM	Domain 4 Human Capital	Arkansas Ethics Title IX Training Ready for Learning Plan Updates Reflection - Response to Guiding Questions	Dr. Walker Dr. Owoh Mr. Lester/Dr. Walker Dr. Walker	<input type="checkbox"/> Code of E... <a href="#">SuptMessage.pptx - Google Drive</a> Sticky Notes



**July 25-27, 2021**  
Embassy Suites Hot Spring, AR  
Casual Attire Sunday  
Business Casual Attire Monday and Tuesday

	Titan Team - Video		
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1. As a result of this retreat what will we do differently?
2. What is our plan in order to have the greatest impact on adult and student learners while promoting a safe learning environment?
3. What is our plan to promote and instill in all stakeholders a sense of literacy urgency?

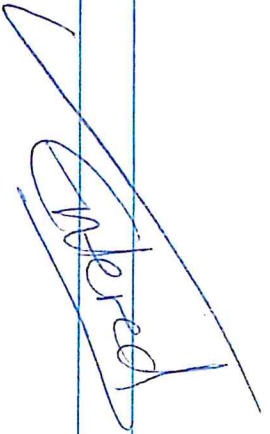
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# Sign In Sheet











450798 - JNPSD Admin Retreat 2021-22

DATE: / /

Location: Embassy Suites Hot Springs - Jacksonville North Pulaski  
 Facilitator: JANICE WALKER, Jeremy Owon  
 Date(s): Jul 25, 26, 27, 2021  
 Time: 3:00 pm - 12:30 pm  
 Printed Date: 7/24/2021



TOTAL: 18

Sign In (Full Name)	Name	District - Campus	Position	Payment Method
	PICARD, AMANDA	Jacksonville North Pulaski School District - Central Office - JNPSD	Curriculum Coordinator	
	SMITH, JACOB	Jacksonville North Pulaski School District - Central Office - JNPSD	Director	
	Stinnett, Lorri	Jacksonville North Pulaski School District - Central Office - JNPSD	Staff	
	Turner, April	Jacksonville North Pulaski School District - Jacksonville Middle School	Asst. Principal	
	WALKER, JANICE	Jacksonville North Pulaski School District - Central Assist. Superintendent		
	Weems, Brandon	Jacksonville North Pulaski School District - Jacksonville Middle School	Teacher	
	Howard, Lloyd	JMS	Asst. Principal	
	Brandon Barbaree	JES	ASST. Principal	
	Lindsey Jones	BME	Principal	
	Casterman	Jms	Principal	

Must back to Sign in Sheet

# Sign In Sheet

450798 - JNPSD Admin Retreat 2021-22






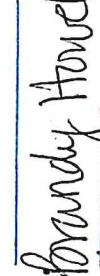




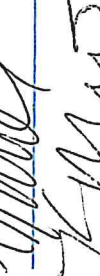



Location: Embassy Suites Hot Springs - Jacksonville North Pulaski  
 Facilitator: JANICE WALKER, Jeremy Owoh  
 Date(s): Jul 25, 26, 27, 2021

Printed Date: 7/24/2021

Time: 3:00 pm - 12:30 pm

DATE: / /

TOTAL: 18

Sign In (Full Name)	Name	District - Campus	Position	Payment Method
	Abdullah, Whitney	Jacksonville North Pulaski School District - Pinewood Elementary	Asst. Principal	
	Beck, Gary	Jacksonville North Pulaski School District - Bobby G Lester Elementary	Asst. Principal	
	Biggs, Lagail	Jacksonville North Pulaski School District - Jacksonville High School	Principal	
	ERICSON, HOPE	Jacksonville North Pulaski School District - Central Office - JNPSD	Asst. Principal	
	FREEMAN, TIERSHA	Jacksonville North Pulaski School District - Central Office - JNPSD	Staff	
	Howell, Brandy	Jacksonville North Pulaski School District - Taylor Elementary	Principal	
	JONES, LINDSEY	Jacksonville North Pulaski School District - Homer Adkins PreK Center - Elementary	Principal	
	Jones, Physhuna	Jacksonville North Pulaski School District - Bayou Meto Elementary	Principal	
	Lester, Bobby	Jacksonville North Pulaski School District - Central Office - JNPSD	Asst. Superintendent	
	Miller, Tyeshail	Jacksonville North Pulaski School District - Jacksonville High School	Other	
	MIMMS, KATRINA	Jacksonville North Pulaski School District - Jacksonville High School	Asst. Principal	
	Owoh, Jeremy	Jacksonville North Pulaski School District - Central Office - JNPSD	Superintendent	
	Castleman, Janetta			
	Mitchell, Juanita			

# Sign-IN

Kevin Stalaker      JNPSD      Mant  
~~Low Stalaker~~

Chris Oldham      JNPSD      SECURITY  
~~Alaska~~

Clint Walker      JNPSD      Child Nutrition

