2019-20 APPLICATION FOR SCHOOLS OF INNOVATION

SOUTHSIDE HIGH SCHOOL - 6601025

SUBMITTER INFORMATION
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APPLICATION STATUS

APPLICATION STATUS: UNDER REVIEW
Application Submitted on: 03-01-2020

LINK TO MY SCHOOL INFO

My School Info

SECTION 1: INNOVATION PLANS

Narrative Description of the Innovation Plan

Southside High Schools, one of the two high schools in the Fort Smith Public Schools, serves 1325 students in grades 10-12. We are currently going through reconfiguration; therefore Southside will serve grades 9-12 beginning in school year 2021-2022. Our student population has become more diverse over the last ten years, both in ethnicity and financial resources. During the 2018-2019 school year, we operated as a targeted Title I school, and this year we are in our first year of a schoolwide Title I program, with 42.4% of our students qualifying for free or reduced lunches. We have an exemplary AP program, with 62% of our students achieving qualifying scores on AP exams, exceeding the state, national and global averages. However, we are continuing to see declines in student scores on ESSA reports, and large numbers of students who are not mastering content at Southside. In addition, we are losing enrollment from our attendance zones to other options in Fort Smith.

We have determined our greatest need to be systems of support for students to master curriculum while enrolled in a course. This will result in a decreased need for credit recovery, and an increase in the number of students considered "on-time" for graduation. Based on grades issued for the first quarter of the 19-20 school year, 251 of 1325 students had at least one failing grade, 19% of our student population. Currently, 100% of our student population are enrolled in traditional coursework that sets the time, pace and place of skills attainment. As the data shows, this traditional programming meets the needs of a segment of the population, but does not ensure learning for all.

Southside High School has seen a decrease in academic achievement over the last three years. In addition, we did not meet the 80% growth target in 2019, with an ESSA growth score of 78.5%. Our second identified need is for student performance on the ACT Aspire Summative assessment to show marked growth. We believe that this goal will be best met by creating a learning environment that emphasizes mastery of core content areas. We believe that providing opportunities to experience flexible, self directed, blended learning environments tied to mastery of standards will provide options for students who have needs that are not addressed by the traditional classroom.

Our final need is to increase enrollment at Southside High School. We have seen our enrollment drop year over year for the past five years, from a five year high of 1,576 students in 2015 to our current enrollment today of 1,305. Our district has multiple opportunities for students including public, private, charter, virtual schools and homeschool environments. We have been losing students from our attendance zone for the past five years to these options within Fort Smith. By providing an innovative option that meets the needs of students through personalization, mastery and flexibility, we hope to retain students within our zone, and become an attractive option for students through school choice.

Special Conditions ESSA (Check all that apply)

Supports and service organizations assisting your school.

Link to your School Improvement Plan:

https://docs.google.com/document/d/1XWpvn5d9dkLqSp6-76RbswB4-VnzEuxGfdHN3Hs4zDY/edit?usp=sharing

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SECTION 3: EXPLORING AND LEARNING

Exploring and Learning

We encourage you to work in this section before completing the School of Innovation Plan and Goals. The primary purpose of Exploring and Learning is to build the capacity of stakeholders for the work of innovation up to the submission of the application on April 23, 2019.

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
11/18/2020 - 11/18/2020	Series of guiding coalition meetings. School of innovation application on agenda to discuss options for meeting needs of students at SHS	Teacher (Number Attended: 13)	Continuous conversations regarding needs of SHS stakeholders including options for school of innovation, including communication with school collaborative teams, including classified employee teams.
03/23/2020 - 03/23/2020	Schoology basics for classified staff and an introduction to implementation team. Present a menu of schoology training to be offered at SHS during summer months.	Certified Staff (Number Attended: More than 25)	Summer training in preparation for fall implementation.
03/04/2020 - 03/04/2020	Present school of innovation concepts to superintendent and school board member.	School Board Member (Number Attended: 3)	Gather input on plan.
03/02/2020 - 03/03/2020	School of innovation council certified staff members participate in Closing the Achievement gap workshop to disaggregate data and determine areas of greatest need at SHS.	Certified Staff (Number Attended: 10)	Determine areas of focus for SHS SOI.
02/28/2020 - 02/28/2020	Student SOI council meeting	Student (Number Attended: 5)	Gather information on perceptions of school strengths and weaknesses. Present opportunities for SOI to students for input.

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
02/25/2020 - 02/25/2020	Initial presentation of SHS SOI to staff. All staff, certified and classified are invited to attend	Certified Staff (Number Attended: 20)	Take information back to SOI Council for next steps.
02/21/2020 - 02/21/2020	Visit to Maumelle High School of Innovation	Principal (Number Attended: 1)	Review and take notes of Maumelle SOI for presentation to SHS SOI council
02/18/2020 - 02/18/2020	Work in collaborative team meetings with Solution tree consultant to establish smart goals for each team. Identify next steps based upon level of collaborative team meeting structure for each team.	Classified Staff (Number Attended: More than 25)	Work to create outline of courses with identified essential standards, learning targets and common formative assessments.
02/17/2020 - 02/17/2020	Whole school professional development facilitated by Solution Tree consultant to establish school wide goals and assist with development of Southside High School as a high performing Professional Learning Community	Certified Staff (Number Attended: More than 25)	Next steps are to work in collaborative team meetings with Solution tree consultant to assist in setting goals and developing common formative assessments.
02/14/2020 - 02/14/2020	Zoom meeting with Jeff Senn of Maumelle High School to discuss the specifics of their school of innovation.	Principal (Number Attended: 3)	Refine vision of SOI council.
02/12/2020 - 02/12/2020	Work session to create ballots for stakeholder vote on school of innovation council. Council elected with 98% voting yes. Vote includes parents, classified staff and certified staff.	Certified Staff (Number Attended: 2)	Council of innovation elected
01/30/2020 -	Application training	Principal	Development of SOI council.

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
01/30/2020		(Number Attended: 4)	
01/30/2020 - 01/30/2020	Tour of Lonoke High School School of Innovation	Principal (Number Attended: 4)	Refine focus of Southside High School of Innovation
01/13/2020 - 01/14/2020	Coaching academy days 3 and 4 working with Solution Tree to develop Southside High School as a professional learning community.	Certified Staff (Number Attended: 13)	Next steps are to work in collaborative teams to identify essential standards and learning targets. Will be critical to identify these for each team as we create courses that will be used in our school of innovation.
11/13/2019 - 11/13/2019	Meeting with school assistant superintendent of instruction to discuss school of innovation options, application process.	Principal (Number Attended: 5)	Identification of school needs. Review of data. Next steps, creation of school of innovation council. Informal discussions with parents, teachers, students regarding possibility of school of innovation.
11/04/2019 - 11/05/2019	Coaching academy with Solution tree to develop Southside High School as a professional learning community	Certified Staff (Number Attended: 13)	Beginning work. Next steps are to work with collaborative teams and stakeholders to revise school vision and mission.
08/08/2019 - 08/08/2019	Whole school schoology training in anticipation of beginning of school.	Certified Staff (Number Attended: More than 25)	Answered final questions prior to student arrival.
06/19/2019 - 08/01/2019	Series of 14 professional development options for SHS teachers in schoology. Options are classified as beginning, intermediate or advanced for teachers to choose sessions appropriate to their needs. Attendance varies from low of 4 to high of 25. Total attendance across 14 sessions of 141.	Certified Staff (Number Attended: More than 25)	Preparation for fall implementation.
03/15/2019 - 03/15/2019	After Southside agrees to pilot schoology as district LMS for the	Certified Staff (Number Attended: More	1:1 Transition team to develop schoology professional development plan to assist with transition for 19-20 school year.

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
	19-20 school year, PD session focuses on introduction to the platform.	than 25)	
01/24/2019 - 04/09/2019	Series of 5 professional development sessions. "Out the door by 4" with a focus on technology integration using Google Suite. Focus is on certified and classified employees as well as students.	Certified Staff (Number Attended: 15)	Continued professional development opportunities in anticipation of 1:1 adoption.
01/10/2019 - 01/10/2019	1:1 Technology integration team meeting. Create professional development plan.	Certified Staff (Number Attended: 6)	Create PD plan for 1:1 transition during 19-20 school year.
12/12/2018 - 12/12/2018	1:1 Technology transition team meeting. Meet to hear from committees. Develop action plan.	Certified Staff (Number Attended: 16)	Create action plan. Will meet to create professional development plan based upon goals in action plan.
11/01/2018 - 11/01/2018	1:1 technology implementation team meeting. Create implementation plan	Certified Staff (Number Attended: 19)	Break into committees to develop plans based upon identified needs and concerns.
09/19/2018 - 09/19/2018	Development of 1:1 transition team. First meeting to set goals for schoolwide 1:1 implementation during the 19-20 school year.	Certified Staff (Number Attended: 15)	Prepare for whole school professional development sessions on 10/19/18. Use SWOT analysis to consider strengths, weaknesses, opportunities and threats of 1:1 implementation.

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SECTION 4: COUNCIL OF INNOVATION

Council of Innovation

The Council of Innovation is composed of a representative group of teachers, classified employees, the building principal or designee, parents, community members, minimum of two (2) students and minority membership in schools with ten percent (10%) or greater minority student population. The council shall generate innovative ideas and proposals and seek diverse ideas from other stakeholders to determine the content of the plan that will be voted on by the school employees.

Minority Representation: 15%

Name of council member	Representative group	Council Position	Minority	Date Elected
Caitlyn Elliott	Student	Member	No	02/12/2020
Kate Bautista	Student	Member	Yes	02/12/2020
Xavier Vann	Student	Member	Yes	02/12/2020
Yesinia OCampo	Student	Member	Yes	02/12/2020
Lisa Atwell	Classified Staff	Member	No	02/12/2020
Bill Hanesworth	School Board Member	Member - Parent and School Board Member	No	02/12/2020
Samantha Hall	Parent	Member	No	02/12/2020
Meagan Olson	Teacher	Member	No	02/12/2020
Camille Guyton	Teacher	Member	No	02/12/2020
Heather Baumgartner	Teacher	Member	No	02/12/2020
Savannah Smith	Certified Staff	Member	No	02/12/2020
Justin Key	Teacher	Member	No	02/12/2020
Laura Smith	Teacher	Member	No	02/12/2020
Walter Woodie	Teacher	Member	No	02/12/2020
Kristi Coats	Teacher	Member	No	02/12/2020
Suzanne Martin	Teacher	Member	No	02/12/2020
Carol Bricker	Teacher	Member	No	02/12/2020
Karen Davis	Teacher	Member	No	02/12/2020

Name of council member	Representative group	Council Position	Minority	Date Elected
Jeff Prewitt	School Adminstrator	Member	No	02/12/2020
Lisa Miller	Principal	Member	No	02/12/2020

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Name of council member	Representative group	Council Position	Minority	Date Elected

SECTION 5: VISION AND MISSION

The school's Vision statement

The vision of Southside High School is learning for all students in an environment that ensures belonging, high achievement, and service, producing career-ready citizens.

The school's Mission statement

It is the mission
of Southside High School
to provide an educational program
that enables our students
to learn, achieve, succeed
and become proficient
in reading, writing and math.

Southside High School is dedicated
to providing quality and equitable
educational opportunities
for all students
that will help them in realizing
their academic potential,
become productive citizens,
and prepare for their futures.

Vision & Misson are:

New

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SECTION 5: TIMELINE OF WORK

Timeline of work:

Date	Vision & Mission Work	Stakeholders Involved
03/16/2020	Work begins to repeat the process for revising SHS mission statement	Work begins to repeat the process for revising SHS mission statement
02/17/2020	New vision statement presented to school during all school professional development	New vision statement presented to school during all school professional development
01/08/2020	Guiding coalition meets and adopts a new vision statement. Present to staffuly and students by email for feedback.	Guiding coalition meets and adopts a new vision statement. Present to staffuly and students by email for feedback.
01/08/2020	Collaborative teams meet to review the two draft vision statements and vote as a team to adopt one of them, or create a new by merging the two. Provide feedback to guiding coalition.	Collaborative teams meet to review the two draft vision statements and vote as a team to adopt one of them, or create a new by merging the two. Provide feedback to guiding coalition.
01/06/2020	Guiding coalition meets to review the draft vision statements and narrow down to two to present to collaborative teams	Guiding coalition meets to review the draft vision statements and narrow down to two to present to collaborative teams
12/11/2019	Collaborative teams meet to generate draft vision statements that encompass the school agreed upon five visionary words	Collaborative teams meet to generate draft vision statements that encompass the school agreed upon five visionary words
12/09/2019	Guiding coalition meets to review all words generated in team meetings. Work to narrow to five words, that encompass all words from individual teams	Guiding coalition meets to review all words generated in team meetings. Work to narrow to five words, that encompass all words from individual teams
12/04/2019	Collaborative team meetings focus on development of 5 ideas they would see in the ideal version of SHS 5 years in the future.	Collaborative team meetings focus on development of 5 ideas they would see in the ideal version of SHS 5 years in the future.
12/02/2019	Guiding coalition meets to develop agendas for first day of vision development in collaborative team meetings	Guiding coalition meets to develop agendas for first day of vision development in collaborative team meetings
11/20/2019	Guiding coalition meets to review and narrow values statements down to 5 that encompass all of the work of the collaborative teams	Guiding coalition meets to review and narrow values statements down to 5 that encompass all of the work of the collaborative teams
11/20/2019	Collaborative team meetings focus on development of core values.	Collaborative team meetings focus on development of core values.
11/16/1919	Guiding coalition meets to develop PLC agenda for development of values	Guiding coalition meets to develop PLC agenda for development of values
08/19/2019	Introduction to Professional Learning Communities and the importance of Vision, Mission, Values and Goals to guide the work.	Introduction to Professional Learning Communities and the importance of Vision, Mission, Values and Goals to guide the work.

Date	Vision & Mission Work	Stakeholders Involved
	Created timeline for the work.	Created timeline for the work.
03/15/2019	Staff professional development "Creating a Vision and Mission" Introduction to difference between vision, mission, values and collective commitments.	Staff professional development "Creating a Vision and Mission" Introduction to difference between vision, mission, values and collective commitments.
08/10/2018	Professional development session "What do we believe" focused on the golden circle, finding our "why"	Professional development session "What do we believe" focused on the golden circle, finding our "why"

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SECTION 6: GOALS AND ANTICIPATED OUTCOMES

Goals and Anticipated Outcomes

These may include, but are not limited to, the following goals outlined in [AR Code § 6-15-2803](#) (2016)

Goal 1:

At the end of the first semester of the 2019-2020 school year, 96 students had at least one failing grade, for a total of 225 total failing grades. Southside High School will calculate the number of failing grades among sophomores for the 2nd semester and compile the year end data. We will decrease the number of students failing at least one course and total number of failing grades by 20%, for the 2020-2021 school year for sophomores, our pilot student cohort for the initial year of implementation. In addition, we will decrease the number of failing grades by an additional 20% for sophomores and juniors during the 2021-2022 school year.

Goal 2:

Southside High School has seen a decrease in academic achievement over the last three years. In addition, we did not meet the 80% growth target in 2019, with an ESSA growth score of 78.5%. Our second identified need is for student performance on the ACT Aspire Summative assessment to show marked growth. We will increase our growth score by 3% for the 2020-2021 school year for sophomores, our pilot student cohort for the initial year of implementation, and an addition 3% for the 2021-2022 school year.

Goal 3:

Increase student enrollment at Southside High School, maintaining students from our feeder schools. We will increase our sophomore enrollment for the 2020-2021 school year by 10% over current enrollment. In addition, we will increase our overall enrollment 10th - 12th grade by 10% for the 2021-2022 school year.

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SECTION 7: THEORY OF ACTION TO ACHIEVE INNOVATION GOALS - INNOVATION PLAN

Theory of Action to Achieve Innovation Goals: Innovation Plan

Please connect the SOI goals to the innovations, performance targets, timeline, and waivers needed for implementation. Note: limit the response to no more than five (5) goals. Complete Theory of Action for each goal.

Goal 1 | At the end of the first semester of the 2019-2020 school year, 96 students had at least one failing grade, for a total of 225 total failing grades. Southside High School will calculate the number of failing grades among sophomores for the 2nd semester and compile the year end data. We will decrease the number of students failing at least one course and total number of failing grades by 20%, for the 2020-2021 school year for sophomores, our pilot student cohort for the initial year of implementation. In addition, we will decrease the number of failing grades by an additional 20% for sophomores and juniors during the 2021-2022 school year.	
Output/Actions (innovation strategy)	If we implement a school of innovation focusing on sophomores during the pilot year and adding grade level cohorts each subsequent year, with a focus on mastery of essential standards, as measured by assessments,
Expected Short Term Outcome	then student achievement in classes will be measured strictly by skills attainment, allowing for appropriate intervention as needed for student achievement. Student grades will improve and student failures will decline,
Interim Performance Target with expected change	resulting in decreased failures at the end of the first semester of the 2020-2021 school year,
Data/Instrument	as measured by grades recorded on student transcripts.
Date (by when)	12/18/2020
Materials/Resources needed	Creation of school of innovation courses for the core competencies in schoology, with a focus of 70% mastery in order to unlock the next standard. Students who do not meet the 70% mastery target will meet 1:1 with teacher mentors who will reteach the material for reassessment.
Waiver Needed?	Yes

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Goal 2 | Southside High School has seen a decrease in academic achievement over the last three years. In addition, we did not meet the 80% growth target in 2019, with an ESSA growth score of 78.5%. Our second identified need is for student performance on the ACT Aspire Summative assessment to show marked growth. We will increase our growth score by 3% for the 2020-2021 school year for sophomores, our pilot student cohort for the initial year of implementation, and an addition 3% for the 2021-2022 school year.	
Output/Actions (innovation strategy)	If we implement a school of innovation focusing on sophomores during the pilot year and adding grade level cohorts each subsequent year, with a focus on mastery of essential standards at a 70% threshold,

Expected Short Term Outcome	then, students will master skills necessary for growth,
Interim Performance Target with expected change	resulting in higher student performance and growth scores
Data/Instrument	as measured by ACT aspire year end summative assessments and the ESSA performance and growth indexes.
Date (by when)	05/31/2021
Materials/Resources needed	Creation of courses in Schoology for the 16 core competencies with a 70% threshold for mastery. Students who do not show this level of mastery will work with teacher mentors to reteach/reassess prior to moving to addition skills.
Waiver Needed?	Yes

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Goal 3 | Increase student enrollment at Southside High School, maintaining students from our feeder schools. We will increase our sophomore enrollment for the 2020-2021 school year by 10% over current enrollment. In addition, we will increase our overall enrollment 10th - 12th grade by 10% for the 2021-2022 school year.

Output/Actions (innovation strategy)	If we create a school of innovation that allows for students to progress more quickly through credit attainment, showing mastery of skills and higher levels of academic achievement,
Expected Short Term Outcome	then students will have greater opportunities for educational experiences such as concurrent credit courses in academics as well as career and technical courses, with the potential of earning an associates degree or technical certificate while in high school.
Interim Performance Target with expected change	Creating these opportunities will result in increased enrollment at Southside
Data/Instrument	which will be measured by student achievement on the cycle II report
Date (by when)	10/01/2020
Materials/Resources needed	Creation of courses in Schoology for the 16 core competencies with a 70% threshold for mastery. Students who do not show this level of mastery will work with teacher mentors to reteach/reassess prior to moving to addition skills.
Waiver Needed?	Yes

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SECTION 7: WAIVERS

Waivers needed to Achieve Proposed Innovations

The linked chart may assist: **Commonly Granted Waivers**

Goal 1	At the end of the first semester of the 2019-2020 school year, 96 students had at least one failing grade, for a total of 225 total failing grades. Southside High School will calculate the number of failing grades among sophomores for the 2nd semester and compile the year end data. We will decrease the number of students failing at least one course and total number of failing grades by 20%, for the 2020-2021 school year for sophomores, our pilot student cohort for the initial year of implementation. In addition, we will decrease the number of failing grades by an additional 20% for sophomores and juniors during the 2021-2022 school year.

Waiver Sought	Standards for accreditation 1-A.6 and DESE rule 3.01.5 governing class size
Rationale	Teachers in the personalized, blended learning classes will have total teaching loads of 150 students but will allow for more than 30 students per period to provide students with flexibility for additional help, more efficient work space, or teacher mentoring.
Explanation	A CLASS SIZE waiver will provide students with the option to work independently in classrooms, get needed teacher mentoring, or additional instructional support.

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Goal 2	Southside High School has seen a decrease in academic achievement over the last three years. In addition, we did not meet the 80% growth target in 2019, with an ESSA growth score of 78.5%. Our second identified need is for student performance on the ACT Aspire Summative assessment to show marked growth. We will increase our growth score by 3% for the 2020-2021 school year for sophomores, our pilot student cohort for the initial year of implementation, and an addition 3% for the 2021-2022 school year.

Waiver Sought	Standards for Accreditation 1-A.2. Waiver of the 120 clock hours
Rationale	Suspending the SEAT TIME requirement will allow students in all high schools to get more time in subjects they need help with the most.
Explanation	Accelerated students will be allowed to accelerate through the curriculum, which will allow teachers more time to provide personalized assistance for the students who need it the most. All grade levels will be permitted to utilize available support to get credits to graduate.

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Goal 3	Increase student enrollment at Southside High School, maintaining students from our feeder schools. We will increase our sophomore enrollment for the 2020-2021 school year by 10% over current enrollment. In addition, we will increase our overall enrollment 10th - 12th grade by 10% for the 2021-2022 school year.
Waiver Sought	Standards for Accreditation 1-A.2. Waiver of the 120 clock hours
Rationale	Suspending the SEAT TIME requirement will allow students to accelerate through the curriculum providing time for other opportunities and coursework, especially in the areas of concurrent credit bearing classes.
Explanation	LMS software will be used to provide continuous student access to customized curriculum (no gaps), acceleration for students who have prior knowledge and/or who can progress more rapidly through the curriculum, rigor through a blended learning environment, and additional support to students through customized lessons and resources.

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Goal 3	Increase student enrollment at Southside High School, maintaining students from our feeder schools. We will increase our sophomore enrollment for the 2020-2021 school year by 10% over current enrollment. In addition, we will increase our overall enrollment 10th - 12th grade by 10% for the 2021-2022 school year.
Waiver Sought	Ark. Code Ann. 6-16- 102, standards for accreditation 1-A.5.2.
Rationale	Students will benefit from a School of Innovation Academy that provides aligned curriculum, online teacher mentoring, online feedback on performance, and online instructional support when needed. These students will meet specific criteria for virtual learning, which will include a district determination that they are unable to attend regular classes.
Explanation	A student ATTENDANCE waiver will allow for flexible learning pathways that provide for the needs of students who cannot attend school. Online instructional support will be provided by core content experts every day, during the regular school day. The school will also work towards providing its parents with opportunities for the acquisition of high school diplomas through the School of innovation Academy.

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SECTION 8: ELECTION RESULTS

Election Results

Faculty and staff of the school must vote on the innovation plan presented by the Council of Innovation. **Sixty percent of all school employees must vote in favor for the application to be submitted to the ADE.**

Number of Licensed and Classified Staff	161
Number of Staff who voted	130
Number of Staff who voted for the proposed Plan	129
Number of Staff who voted against the proposed plan	1
Percentage of staff voting in favor of the proposed plan of innovation	

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SECTION 9: PROFESSIONAL DEVELOPMENT SCOPE

2020-21 Professional Development Plan for Innovation Implementation

Innovation Strategy: Digital Curriculum

Goals: Goal 1, Goal 2, Goal 3

Date	What?	Purpose (Why?)	Target Audience (Who?)
03/02/2020	Closing the achievement gap workshop in Northwest Arkansas	To learn how to disaggregate data to be able to make data driven decisions.	School of Innovation Council
Wednesday Spring 202	Collaborative team meetings in content areas	Unpack standards, identify learning targets and create scope and sequence for 16 core competencies	Content teachers
Spring 2020 - Summer	Schoology training	To provide skills needed to create course in Schoology that provide choice of time, pace and place. Learn to build in checks for mastery,	Core teachers identified to be mentors for SHS school of innovation.
03/09/2020 - 3/10/20	Session 3 of Solution Tree PLC coaching academy	To attain skills needed to develop SHS into a high performing professional learning community	Guiding coalition and SOI council members
05/20/2020	RTI training	To develop a system of interventions for students who need tier 2/3 interventions	Classified and certified staff.