

2019-20 APPLICATION FOR SCHOOLS OF INNOVATION

PEAK INNOVATION CENTER -
00000001

SUBMITTER INFORMATION

Gary Udouj
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ADDRESS

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APPLICATION STATUS



APPLICATION STATUS: UNDER REVIEW

Application Submitted on: 03-02-2020

LINK TO MY SCHOOL INFO

[My School Info](#)

SECTION 1: INNOVATION PLANS

Narrative Description of the Innovation Plan

DRAFT

There is an urgent need to expand career pathway opportunities within Fort Smith Public Schools. Of the nearly 2,093 juniors and seniors enrolled in FSPS during the 2017-2018 school year, only 155 (7.3%) participated in specialized training leading to industry-recognized certifications in the areas of manufacturing, health services, and information technology; these three industries are the primary contributors to the GDP of our area.

As a result, hundreds of high-demand entry-level jobs in the manufacturing, medical, and information technology sectors remain unfilled due to a lack of qualified applicants. A chronic shortage of qualified workers discourages area business from expanding their operations in Fort Smith. These conditions also place existing jobs at risk as employers feel compelled to consider relocating to communities with labor markets that may meet their needs more effectively. The fact that over 71% of our students qualify for free or reduced-priced meals highlights the importance of creating a pipeline of local talent to fill existing jobs and support further economic growth in our community.

The opening of our planned PEAK Innovation Center (new name, approved by Board of Education on Feb 24, 2020) will be an important step toward addressing these needs. We project that PEAK will more than double the number of career-ready graduates available to area employers by 2023. The Fort Smith Public Schools PEAK Innovation Center will contribute to the improvement of the labor market in our area. Its programs will equip students with the industry certifications and other credentials needed to walk across the stage at graduation prepared to secure high-paying jobs and/or pursue higher learning in their chosen fields. It will also be utilized to meet the retraining needs of incumbent workers through our partnerships with Fort Smith Adult Education and the University of Arkansas Fort Smith. Students within Fort Smith Public Schools and from the surrounding area will benefit from PEAK by having access to cutting-edge programming and equipment.

The PEAK Innovation Center will provide concurrent credit enrollment and industry credentialed programming that will allow students from the region to earn certifications and work towards Associates degrees in the areas of Advanced Manufacturing, Information Technology, and Healthcare Sciences. Additional focus areas will be added in future phases.

Students served by the career and technology center will also be served by their home schools and districts, so most of the requirements of traditional schools are being met there. We anticipate students spending half days at their home schools, half days at the center. Using an advisory board made of up business, industry, K-12, higher education representatives and community members,

Peak will hold quarterly meetings along with additional subcommittee groups representing each of the industry sectors. In addition, a needs assessment survey will be conducted every two years, gathering input from parents/ students, business/ industry, and school staff. Students will begin in the 6th grade with a 9-week "Career Connections" wheel, allowing them to explore all of the career clusters with hands on activities. This will continue in 7th grade with a full semester of Career Connections, and in 8th grade with a full year. This will allow students to be exposed to a number of options before working on their 4-year plans and student success plans. In 9th/ 10th grades, students will have the opportunity to take Principles/ Foundations classes in areas that lead directly to Peak, including Healthcare Sciences, Information Technology, and Advanced Manufacturing. At Peak, students will have unique opportunities not only in technical training, but they will also participate in student led organizations and competitions, and in creative ventures/ enterprises that will be specific to their area of study. Organizations include HOSA, Skills USA, FBLA, and others. Creative ventures are being discussed, but include working with local industry to supply a needed part, allowing advanced manufacturing students to create and produce actual parts for industry, giving them fuller exposure to quality control, workplace skills, business practices, and additional professional skills. Peak will offer technical classes to 10th, 11th, and 12th graders who fall in the UAFS WATC service area. For the first year, we expect to serve 300 students per day, with a split AM/PM schedule (150 in AM, 150 in PM). Transportation will be provided by each individual school district. The pathways we plan to offer include three programs in Advanced Manufacturing: Computer Integrated Machining, Robotics/ Automation, and Industrial Maintenance. In the Information Technology pathway, we plan to offer Unmanned Aerial Systems and Networking/ Cyber Security pathways. In Healthcare Sciences, we plan to offer CNA, LPN, Sports Medicine, and Responsive Medicine pathways. Students will be able to earn industry recognized credentials including NIMS, CompTIA, CNA, LPN, technical certificates, and certificates of proficiency, as well as college credit. In addition to those programs, we will also offer several fine arts classes, and we are looking at the possibility of adding our construction technology program. Professional Skills are embedded in all classes at Peak.

Data Entry Date: 01/22/20 | Data Modified Date: 04/22/20

SECTION 2: GENERAL QUESTIONS

Special Conditions ESSA (Check all that apply)

Supports and service organizations assisting your school.

Arkansas Department of Education (ADE)

Office of Innovation for Education (OIE)

Link to your School Improvement Plan:

Data Entry Date: 03/02/20 | Data Modified Date: 03/02/20

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
03/11/2020 - 03/12/2020	Review the draft mission statement and tagline for CTE	Community Member (Number Attended: More than 25)	Share proposals with additional staff members including all secondary administrators and gather input
	Review the description of the CTE Center and give input		Discuss marketing CTE and career awareness with large staff group including elementary administrators and teachers
	Review the description of the Advisory Board and Committees and give input		Develop a K-12 plan for early awareness of careers and CTE
	Discuss next steps		
12/16/2019 - 12/16/2019	Discuss system level actions, support and expectations and program level actions, support, and expectations	Teacher (Number Attended: More than 25)	Finalized offerings at CTC, roles of CTSOs, industry certifications
	Discuss how business and industry partners can be involved in ways other than the Advisory Board or committee		
	Discuss CTSOs, identify what is available, and develop expectation for each program		

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
	Discuss student-run enterprises, what is appropriate, and develop expectations		
	Discuss Industry Based Certifications and identify criteria to make decisions about what to offer		
	Discuss our commitment that we are offering programs for ALL students and identify how we can communicate in that way		
11/20/2019 - 11/21/2019	<p>Discuss current plans for phase 1 and phase 2 of the work</p> <p>Discuss work done with K-12 plan and create some plans</p> <p>Preparing students for the opening of the CTC</p> <p>Finalizing the purpose and distribution of the career cards</p> <p>Finalizing plans for summer camps</p> <p>Finalizing transition for advisory board and committees</p>	School Administrator (Number Attended: More than 25)	Assign summer opportunities, advisory board
10/09/2019 - 10/09/2019	Branding workshop	Community Member	Workshopped branding ideas for CTC, developed focus for marketing

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
		(Number Attended: More than 25)	
09/03/2019 - 09/04/2019	Finalize vision, tagline, mission statements, description of CTC. Discuss and recommend advisory committees, summer camp options	Teacher (Number Attended: More than 25)	Next steps: Branding work, building layout
04/02/2019 - 04/03/2019	K-12 Career Awareness, Research and Develop Relevant, Rigorous and Engaging Student Learning Experiences for ES, MS, HS	Teacher (Number Attended: More than 25)	<p>Create a comprehensive K-12 career pathways program with specific grade-level requirements that includes:</p> <p>Early exposure to education and career planning</p> <p>Resources and guidance to prepare them with the skills and knowledge they need</p> <p>Education so that each student graduates with a viable plan and relevant skill set for his or her future</p>
01/22/2019 - 01/23/2019	Share observations of CTE tours, gather info from business and industry on needed knowledge, skills, character traits, certifications, industry standards and equipment	Community Member (Number Attended: More than 25)	<p>Researched/site visits to outstanding CTE programs</p> <p>Identified what we thought should be included in the CTE program in Fort Smith</p> <p>Developed a draft CTE vision statement, mission statement; developing a tagline and hashtag</p> <p>Recommended revisions to FSPS High School Course Catalog</p> <p>Developing postcards for each of the career clusters</p> <p>Created the Description of the CTE Center</p> <p>Developed structure and recommendations for the CTE Advisory Board, Career Cluster Advisory Committees and Community Involvement</p>

Meeting Date	Meeting Purpose	Focus Audience & Number Attended	Meeting Outcome/Planned Next Steps
11/01/2018 - 11/02/2018	Reviewed flyers created at our last meeting. Made recommendations Begin discussion of CTE program guide for teachers	Teacher (Number Attended: More than 25)	Planned visits of CTE centers around state, out of state
06/19/2018 - 06/20/2018	Work to create course alignment that is clear to students and meets community needs for student success and economic development.	Teacher (Number Attended: More than 25)	Designed CTE program plans, flyers, set up business panel
Data Entry Date: 01/22/20 Data Modified Date: 01/22/20			

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: 11.76%

Name of council member	Representative group	Council Position	Minority	Date Elected
Steven Lamm	Community Member	Chamber Rep	No	02/28/2020
Bryan Brown	Community Member	Industry Rep	No	02/28/2020
Sherry Simms	Community Member	Industry Rep	No	02/28/2020
Jason Green	Community Member	Industry Rep	No	02/28/2020
Walter Woodie	Parent	Parent	No	02/28/2020
Gabrielle Woodie	Student	Student	No	02/28/2020
Nadia Facio	Student	Student	Yes	02/28/2020
Lorena Facio	Parent	Parent	Yes	02/28/2020
Wade Gilkey	School Board Member	Board Member	No	02/28/2020
Amy Fisher	Certified Staff	Staff	No	02/28/2020
Jason Meharg	Certified Staff	Staff	No	02/28/2020
Joni Wilbanks	Certified Staff	Staff	No	02/28/2020
Grant Brewer	Certified Staff	Staff	No	02/28/2020
Leigh Ann Hasley	Certified Staff	Staff	No	02/28/2020
Amye Chambers	Certified Staff	Staff	No	02/28/2020
Stephanie Freeman	Certified Staff	Staff	No	02/28/2020

Name of council member	Representative group	Council Position	Minority	Date Elected
Gary Udouj	School Administrator	Chair	No	02/28/2020
Data Entry Date: 02/28/20 Data Modified Date: 02/28/20				

SECTION 5: TIMELINE OF WORK

Timeline of work:

Date	Vision & Mission Work	Stakeholders Involved
09/03/2019	Finalize vision, tagline, mission statements, description of CTC	Finalize vision, tagline, mission statements, description of CTC
03/11/2019	Review the draft mission statement and tagline for CTE Review the description of the CTE Center and give input Review the description of the Advisory Board and Committees and give input Discuss next steps	Review the draft mission statement and tagline for CTE Review the description of the CTE Center and give input Review the description of the Advisory Board and Committees and give input Discuss next steps
01/22/2019	Worked with CTE Curriculum committee and industry stakeholders to develop description, mission, vision statements	Worked with CTE Curriculum committee and industry stakeholders to develop description, mission, vision statements

Data Entry Date: 01/22/20 | Data Modified Date: 01/22/20

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:

80% of students at CTC will complete industry recognized certifications.

Goal 2:

80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Data Entry Date: 01/22/20 | Data Modified Date: 01/22/20

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 | 80% of students at CTC will complete industry recognized certifications.

Output/Actions (innovation strategy)	If we offer concurrent credit courses and industry credentialed programming to enable students to graduate with a high school diploma and industry recognized certifications
Expected Short Term Outcome	Then students will graduate with documented skills that are recognized by employers.
Interim Performance Target with expected change	and this will increase the number of students earning industry recognized certifications, which is tied to the goal of enabling 80% of our students to complete certifications.
Data/Instrument	Perkins V Accountability Measures: 5S1: Program Quality Attained Recognized Postsecondary Credential Numerator: The percentage of CTE concentrators graduating from high school having attained a recognized postsecondary credential. Denominator: Number of CTE concentrators who graduated from high school. Formula: Arkansas will report this data when verifiable data are available. At this time, verifiable data are not available in Arkansas for secondary
Date (by when)	06/01/2022
Materials/Resources needed	Advisory board will guide recognized certifications offered. Higher Education partner will help staff school and provide opportunities for industry recognized certifications, certificates of proficiency, and technical certificates.
Waiver Needed?	Yes
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Output/Actions	If we offer students expanded opportunities for work-based learning, internships,
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(innovation strategy)	apprenticeships, job shadowing, etc...
Expected Short Term Outcome	Then students will be able to learn additional needed skills in real work environment
Interim Performance Target with expected change	And this will lead to enhanced career skills, valuable employment experience, opportunities to network with professionals, and in some cases financial compensation. This is connected to the overall goal of preparing students for careers.
Data/Instrument	Collecting data on student apprentices success in securing jobs and completing certificates and degrees compared with peers not participating in apprenticeships.
Date (by when)	06/01/2022
Materials/Resources needed	Beneficial data might include high school completion data, industry-recognized certificate completion, associates degree completion, attendance tracking and post-apprenticeship employment status.
Waiver Needed?	Yes
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

SECTION 7: WAIVERS

Waivers needed to Achieve Proposed Innovations

The linked chart may assist: [Commonly Granted Waivers](#)

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought	Standard 4-D.1, Appendix A- The Standards for Accreditation
Rationale	The licensure waiver will provide for industry experts to support teaching and learning in the career and technical classes.
Explanation	Concurrent credit classes will be offered through UAFS at the center, with a desire to bring in industry experts to teach technical classes that lead to certifications.
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought	Standard 1-A.1.3, Appendix A- The Standards for Accreditation Curriculum waiver
Rationale	The center will focus on offering technical, concurrent credit classes that lead to industry certifications.
Explanation	Students will take core classes at home schools- the center will be set up like current WATC program at UAFS, with students attending half day at home school, half day at center.
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought	Standard 1-A.5.2 Instructional Day Waiver
Rationale	Flexibility in scheduling will allow students from regional districts to participate in classes at the center.
Explanation	Students will attend the center for one half day, either morning or afternoon, and attend their home school for the other half of the day.
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought	Standard 1-A.6 Class size waiver
Rationale	Flexibility regarding required class size will allow students additional opportunities in our specialized, hands-on training, and give students more time and attention for mentoring and

Goal 1 80% of students at CTC will complete industry recognized certifications.	
	additional support.
Explanation	Students in highly technical classes like LPN have rules related to limited class sizes, allowing more teacher/student interaction and personalized instruction.
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

Goal 1 80% of students at CTC will complete industry recognized certifications.	
Waiver Sought	Standard 2-C Student support services plan waiver
Rationale	2-C Student support services plans will take place at home schools- we will have Go Center and CDF support at center
Explanation	Students will receive counseling at both home school and center, with center focused on support for concurrent credit, work-based learning, post secondary transition, and employment plans.
Data Entry Date: 02/18/20 Data Modified Date: 02/18/20	

Goal 1 80% of students at CTC will complete industry recognized certifications.	
Waiver Sought	Standard 2-D Media Center for Student Support
Rationale	Center will provide technical training and common areas for collaboration. Additional labs will be available for students to get support outside of class hours.
Explanation	Students will have Media Center support at home schools.
Data Entry Date: 02/26/20 Data Modified Date: 02/26/20	

Goal 1 80% of students at CTC will complete industry recognized certifications.	
Waiver Sought	Standard 2-E.1 Health and Safety Services
Rationale	We will have licensed nurse on staff teaching in LPN program
Explanation	Students will have Health and Safety services provided at home school.
Data Entry Date: 02/26/20 Data Modified Date: 02/26/20	

Goal 1 80% of students at CTC will complete industry recognized certifications.	
Waiver Sought	Standard 2-G Gifted and Talented Services
Rationale	The center will focus on offering technical, concurrent credit classes that lead to industry certifications.
Explanation	Gifted and talented services will be provided at home school.
Data Entry Date: 02/26/20 Data Modified Date: 02/26/20	

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought Standard 2-H

Dyslexia Services

Rationale Screening, reporting, and services will take place at students' home schools.

Explanation Screening, reporting, and services will take place at students' home schools.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought Standard 2-I

Alternative Education Services

Rationale Will be available at home school.

Explanation Alternative Education Services will take place at students' home school.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought Standard 3-D

Food Service

Rationale Center will provide a "grab and go" options, but students will receive complete food services at home schools.

Explanation Students will be spending only part of day at center- they will receive food services from home school.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought Standard 4-C

Principal

Rationale The center will employ a full-time District level program and curriculum advisor "Director of Career Education and District Innovation" to oversee operations. Because of partnership with UAFS, staff will consist of both University employees and district certified and classified staff.

Explanation Director will oversee center and staff.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought Standard 4-D.3

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Right to Read act

Rationale Staff of center will be comprised of both university teachers and district staff. District staff will comply with Right to Read act.

Explanation All district certified staff will comply with Right to Read act

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 1 | 80% of students at CTC will complete industry recognized certifications.

Waiver Sought Standard 4-F.2
Library Media Specialists

Rationale Library services will take place at students' home schools.

Explanation Library services will take place at students' home schools.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Waiver Sought Standard 1-A.2, Appendix A- The Standards for Accreditation
120 clock hours waiver

Rationale We will offer concurrent credit courses, internships, other learning opportunities.

Explanation We need a waiver for instructional time- need to be able to teach less than 6 hours per day if needed- because of personalized nature of interaction, need flexibility to carry on outside school day.

Data Entry Date: 02/18/20 | Data Modified Date: 02/18/20

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Waiver Sought Standard 1-A.5.1
Minimum 178 days teacher interaction time waiver

Rationale We will offer credentialing, internships/ work-based learning opportunities.

Explanation Flexibility with seat time will help accelerate learning opportunities for students seeking industry credentials, work-based learning experiences, and concurrent credit while fulfilling high school graduation requirements.

Data Entry Date: 02/18/20 | Data Modified Date: 02/18/20

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Waiver Sought Standard 1-C

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Student performance waiver

Rationale 1-C.1 statewide student assessment students will take those at their home schools

1-C.2 Graduation requirements will be tracked at students home schools

Explanation Students performance will be tracked at home schools.

Data Entry Date: 02/18/20 | Data Modified Date: 02/18/20

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Waiver Sought Standard 2-F

Special Education Services

Rationale Center will provide specialized classes, but not full continuum of services.

Explanation The full continuum of special education services will be provided at home school.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

Goal 2 | 80% of students at CTC will take part in work-based learning, internship/ industry partnerships prior to graduation.

Waiver Sought Standard 2-J

ELL Services

Rationale The center will provide ELL support, but the main services will take place at the district and home school levels.

Explanation Students will be surveyed by district and offered ELL services at home school.

Data Entry Date: 02/26/20 | Data Modified Date: 02/26/20

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	25
Number of Staff who voted	20
Number of Staff who voted for the proposed Plan	20
Number of Staff who voted against the proposed plan	0
Percentage of staff voting in favor of the proposed plan of innovation	
Data Entry Date: 02/28/20 Data Modified Date: 03/02/20	

SECTION 9: PROFESSIONAL DEVELOPMENT SCOPE

2020-21 Professional Development Plan for Innovation Implementation

Innovation Strategy: Use panel of industry experts in advanced manufacturing to determine needed certifications, provide work-based learning, and provide PD to relevant staff.

Goals: Goal 1, Goal 2

Date	What?	Purpose (Why?)	Target Audience (Who?)
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Innovation Strategy: Use panel of industry experts in healthcare sciences to determine needed certifications, provide work-based learning, and provide PD to relevant staff.

Goals: Goal 1, Goal 2

Date	What?	Purpose (Why?)	Target Audience (Who?)
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Innovation Strategy: Use panel of industry experts in information technology to determine needed certifications, provide work-based learning, and provide PD to relevant staff.

Goals: Goal 1, Goal 2

Date	What?	Purpose (Why?)	Target Audience (Who?)
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Innovation Strategy: Provide professional development to current Keystone and Career Development teachers to create Career Connections course for 8th grade, building pipeline to PEAK Innovation Center.

Goals: Goal 1

Date	What?	Purpose (Why?)	Target Audience (Who?)
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Innovation Strategy: Provide professional development to current Keycode teachers to create Career Connections course for 7th grade, building pipeline to PEAK Innovation Center.

Goals: Goal 1

Date	What?	Purpose (Why?)	Target Audience (Who?)
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