

DIVERSITY & PARTNERSHIP REPORT

2019
ADDENDUM



HAAS HALL ACADEMY

EVERY SCHOLAR, EVERY DAY – COLLEGE BOUND!



Arkansas Department of Education

Transforming Arkansas to lead the nation in student-focused education

Johnny Key
Commissioner

March 6, 2019

Martin Schoppmeyer
Haas Hall Academy
3880 North Front Street
Fayetteville, AR 72703

**State Board
of Education**

Dr. Jay Barth
*Little Rock
Chair*

**RE: Notice of State Board of Education Required Report
Haas Hall Academy**

Dear Dr. Schoppmeyer:

Charisse Dean
*Little Rock
Vice Chair*

On November 10, 2016, the State Board of Education reviewed Haas Hall's 1st Quarter Partnership and Diversity Report and voted to stay the reporting requirement. In place of the quarterly reports, the Board requested that Haas Hall submit an annual report on the success of its diversity outreach efforts and student enrollment demographics. On February 14, 2019, Haas Hall Academy staff presented its diversity report, and the State Board voted to reject the report and requested additional information. Please see attached document with a detailed list of items to be included in the report.

Susan Chambers
Bella Vista

Dr. Fitz Hill
Little Rock

Kathy McFetridge
Springdale

As requested by the Board, Haas Hall is scheduled to present its diversity report, including the information in the list attached, at the Board's meeting on April 11, 2019. All documentation you wish to submit to the Board, including an electronic presentation, must be received in the Charter School Office no later than 12:00pm on March 22, 2019. Please keep in mind that after this deadline, documents will only be accepted at the hearing and only with the Board's permission. If you bring additional materials to the hearing, please have at least 20 copies for board members, staff, and media.

Dr. Sarah Moore
Stuttgart

Ouida Newton
Poyen

R. Brett Williamson
El Dorado

Diane Zook
Melbourne

All documents should be emailed to ade.charterschools@arkansas.gov. If you have any questions, please contact Virginia Perry by phone at (501) 683-5313 or by email at virginia.perry@arkansas.gov.

Sincerely,

Reginald Ballard, Director
Office of Charter Schools Unit

Four Capitol Mall
Little Rock, AR
72201-1019
(501) 682-4475
ArkansasEd.gov

CC: John L. Colbert, Fayetteville Superintendent
Marlin Berry, Rogers Superintendent
Jimmy Rollins, Springdale Superintendent
Mark Henry, Attorney for Haas Hall Academy

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Opportunity
Employer*



Haas Hall Diversity Reporting Requirements

- What has been and is being done differently now than what was done in previous years to increase diversity? If nothing is being done differently - why?
- What staffing has been dedicated to diversity and inclusion efforts for students, faculty, and staff across the Haas Hall schools and at what points in time?
- How many faculty/staff who are members of racial/ethnic minorities have been hired annually at Haas Hall over last three years? How do their retention rates compare with other faculty/staff?
- How have the retention rates for students who are members of racial/ethnic minority groups, SPED groups, ELL learners, and free/reduced lunch families compared to others at Haas Hall?
- Across the last three years, what are the achievement gaps between students who are members of racial/ethnic minority groups, SPED groups, ELL learners, and eligible for free/reduced lunch and others at Haas Hall?
- How do SPED numbers compare to districts where Haas Hall locations are located across the last three years?
- How many students have been shifted from IEPs to 504 plans during their time at Haas Hall during the past three years?
- Would Haas Hall be willing to contract with an independent entity to carry out the annual lottery to remove doubts voiced about its propriety?
- Post-lottery what does the pool look like from a diversity perspective? Would like to see the post-lottery pool diversity trends over time.
- Would like to see a comparison report on the growth in their diversity, special needs students and student poverty levels.
- Plan on growing their diversity in the coming years.
- Would like to know why Haas Hall has such a huge drop in student population in the 12th grade.

What has been and is being done differently now than what was done in previous years to increase diversity? If nothing is being done differently – why?

Haas Hall Academy has increased its presence in print media and community events targeted to ethnic minorities to recruit potential minority scholars to apply for our lottery.

What staffing has been dedicated to diversity and inclusion efforts for students, faculty, and staff across the Haas Hall schools and at what points in time?

Dr. Caroline Proctor worked in various roles for Haas Hall Academy, including Executive Director of Community Outreach and Engagement and Director of Child Nutrition, from July 2015 to February 2018.

Sandra Cox, director of Academy Affairs at our Springdale campus, joined the district in July 2017. She stepped into the role of community outreach liaison in the fall of 2017 while Dr. Proctor was focused on getting the new food program up and running at our Rogers campus.

As director of Academy Affairs, Cox often translates over the phone and in person for Spanish-speaking members of the community.

Cox lived in Brazil from the ages of 8 to 19 and only visited the United States twice before she moved back for college. She and her family spoke mostly Portuguese at home.

“When I returned to the U.S., I didn’t communicate well in English. I was an avid reader and writer, but I didn’t like speaking in English,” Cox said. “Even now, when I’m tired, Portuguese is what comes easiest.”

Cox began learning Spanish in the mid-2000s when she worked for a bank. She was able to continue her immersion in the language when she worked in a kitchen with mostly Hispanic women and later as a translator for a special needs classroom.

Cox spends time after school and on weekends distributing bilingual fliers and brochures to Spanish-speaking business and attending multicultural events in Northwest Arkansas.

“I enjoy people and cultures. I will talk to anyone and I love introducing them to Haas Hall,” Cox said.

How many faculty/staff who are members of racial/ethnic minorities have been hired annually at Haas Hall over last three years? How do their retention rates compare with other faculty/staff?

See Table 1

Faculty and staff turnover at Haas Hall Academy is historically low. As suggested, we are advertising for positions on our website as well as on k12jobspot.com.

How have the retention rates for students who are members of racial/ethnic minority groups, SPED groups, ELL learners, and free/reduced lunch families compared to others at Haas Hall?

Haas Hall Academy has a high retention rate regardless of subpopulation.

See Table 2

Across the last three years, what are the achievement gaps between students who are members of racial/ethnic minority groups, SPED groups, ELL learners, and eligible for free/reduced lunch and others at Haas Hall?

See Table 3 and Table 4

How do SPED numbers compare to districts where Haas Hall locations are located across the last three years?

See Table 5

How many students have been shifted from IEPs to 504 plans during their time at Haas Hall during the past three years?

Eleven. Eight were shifted at the request of the parent. One was shifted because the IEP (for speech) was no longer needed. One was shifted because the 504 offered more accommodations than the IEP. One was shifted at the parent's request, but was shifted back to an IEP.

Would Haas Hall be willing to contract with an independent entity to carry out the annual lottery to remove doubts voiced about its propriety?

Every aspect of Haas Hall Academy has endured a level of scrutiny far surpassing any other public school traditional or charter in Arkansas. The Arkansas Department of Education considers our lottery as a Best Practice.

We open the lottery up for the public to be present and we stream it live on the Internet. Our lottery is 100% digital and produces an audit trail. Before, during, and after the lottery representatives from the Arkansas Department of Education are given unfettered access to our lottery data, process, and results. The Arkansas Department of Education audits the lottery annually.

The lottery takes many months of work to be accurate and flawless.

Post-lottery what does the pool look like from a diversity perspective? Would like to see the post-lottery pool diversity trends over time.

After consulting with the Charter School Office at the Department of Education, we utilize their lottery questionnaire best practice. The lottery questionnaire best practice asks for the following:

- Name
- Date of Birth
- Grade for Admittance Term
- Campus Selection
- Is applicant currently expelled?
- Parent/Guardian 1 and 2 Contact Information
- Does the applicant's sibling currently attend Haas Hall Academy? If so, which campus?
- Optional Information:
- Current School
- Home Address

Our lottery questionnaire does not ask for gender or race. We would not have that information until an applicant accepted their lottery spot and completed the additional enrollment paperwork, which could be up to five months later.

See Table 6

Would like to see a comparison report on the growth in their diversity, special needs students and student poverty levels.

See Table 7 and Table 8

Plan on growing their diversity in the coming years.

Dr. Schoppmeyer is in the process of becoming a Certified Diversity Professional (CDP). Dr. Schoppmeyer will take that knowledge and apply it directly to Haas Hall Academy's recruiting

efforts for all four campuses.

Haas Hall Academy's diversity numbers have increased over the past two years and we are in line with the diversity of the cities of Fayetteville, Bentonville, Rogers, and Springdale.

We will increase our visibility in multicultural, civic and minority held events.

Would like to know why Haas Hall has such a huge drop in student population in the 12th grade.

Haas Hall Academy as a system is bottom heavy for grades 7-12. In opening two new campuses in the fall of 2017, Haas Hall Academy chose to make those schools 7-10 adding the 11th grade in 2018 and the 12th grade in 2019. Most years we offer seats to only a few 12th-graders.



HAAS HALL ACADEMY

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Table 1**Minority Faculty/Staff Hires****Bentonville District**

	2016-2017	2017-2018	2018-2019
Asian	1	1	2
Black	0	0	0
Hawaiian/Pacific Islander	0	0	0
Hispanic	1	1	1
Native American	1	2	2
Two or More	0	0	0

Fayetteville District

	2016-2017	2017-2018	2018-2019
Asian	1	3	3
Black	0	1	2
Hawaiian/Pacific Islander	0	0	0
Hispanic	0	0	1
Native American	1	3	3
Two or More	0	0	0

Source: eFinance

Table 2

Bentonville District

	2016-2017 Left	2016-2017 Stayed	2017-2018 Left	2017-2018 Stayed
Asian	13	12	24	32
Black	2	2	6	2
Hispanic	11	10	14	25
Native American	0	5	3	4
White	78	89	122	169
504	3	20	7	29
FRL	2	1	2	8
ELL/ESL	0	20	0	42

Fayetteville District

Fayetteville Campus

	2016-2017 Left	2016-2017 Stayed	2017-2018 Left	2017-2018 Stayed
Asian	1	24	5	34
Black	1	6	1	6
Hispanic	4	13	5	20
Native American	0	2	0	6
Hawaiian/Pacific Islander	0	2	0	2
White	32	153	24	245
504	3	29	2	48
IEP	0	0	0	0
FRL	0	9	0	16
ELL/ESL	3	16	1	22

Springdale Campus

Rogers Campus

	2017-2018 Left	2017-2018 Stayed	2017-2018 Left	2017-2018 Stayed
Asian	1	13	12	11
Black	5	4	3	4
Hispanic	7	29	4	15
Native American	1	3	1	2
Hawaiian/Pacific Islander	1	0	1	1
White	45	91	53	107
504	6	20	2	19
IEP	1	1	0	1
FRL	3	31	3	16
ELL/ESL	0	22	0	7

Source: eSchool

Table 3**Bentonville District
ACT Aspire Results — ELA (Grades 7-10)**

	Minority Classification			No Minority Classification			
	2016	2017	2018	2016	2017	2018	
In Need Of Support	0	0	0	In Need Of Support	0	0	0
Close	1	0	1	Close	3	1	0
Ready	11	11	4	Ready	7	8	1
Exceeds	81	83	113	Exceeds	138	123	108
Total Tested	241	226	227				

ACT Aspire Results — Science (Grades 7-10)

	Minority Classification			No Minority Classification			
	2016	2017	2018	2016	2017	2018	
In Need Of Support	5	5	3	In Need Of Support	3	2	5
Close	12	12	10	Close	15	6	7
Ready	34	22	29	Ready	53	30	25
Exceeds	42	55	76	Exceeds	77	94	72
Total Tested	241	226	227				

ACT Aspire Results — Math (Grades 7-10)

	Minority Classification			No Minority Classification			
	2016	2017	2018	2016	2017	2018	
In Need Of Support	4	2	1	In Need Of Support	5	4	0
Close	5	9	10	Close	17	8	7
Ready	27	14	16	Ready	33	22	16
Exceeds	57	69	91	Exceeds	93	98	86
Total Tested	241	226	227				

Source: Triand

Table 4

**Fayetteville District
ACT Aspire Results — ELA (Grades 7-10)**

	Minority Classification			No Minority Classification			
	2016	2017	2018	2016	2017	2018	
In Need Of Support	2	0	2	In Need Of Support	0	0	2
Close	0	2	9	Close	0	1	3
Ready	9	4	29	Ready	4	5	13
Exceeds	81	89	206	Exceeds	125	124	274
Total Tested	221	225	538				

ACT Aspire Results — Science (Grades 7-10)

	Minority Classification			No Minority Classification			
	2016	2017	2018	2016	2017	2018	
In Need Of Support	6	8	23	In Need Of Support	5	2	12
Close	15	11	37	Close	5	8	20
Ready	22	17	53	Ready	41	28	58
Exceeds	49	59	133	Exceeds	78	92	202
Total Tested	221	225	538				

ACT Aspire Results — Math (Grades 7-10)

	Minority Classification			No Minority Classification			
	2016	2017	2018	2016	2017	2018	
In Need Of Support	5	1	15	In Need Of Support	3	1	6
Close	9	6	25	Close	6	8	8
Ready	27	23	59	Ready	27	27	49
Exceeds	51	65	147	Exceeds	93	94	229
Total Tested	221	225	538				

Source: Triand

Table 5**Special Education**

	Haas Hall Academy Fayetteville District	Haas Hall Academy Bentonville District	Arkansas Arts Academy	Ozark Montessori Academy	Responsive Ed Solutions/Northwest Arkansas Classical Academy	Fayetteville Public Schools	Bentonville Public Schools	Springdale Public Schools	Rogers Public Schools
2015-2016 Enrollment	352	295	774	136	551	9,652	16,060	21,260	15,077
Special Education Services	0.0%	0.0%	10.0%	0.0%	5.0%	13.0%	10.0%	10.0%	11.0%
2016-2017 Enrollment	344	301	779	179	556	9,864	16,609	21,527	15,399
Special Education Services	0.0%	0.0%	8.0%	0.0%	5.0%	13.0%	10.0%	10.0%	12.0%
2017-2018 Enrollment	674	312	792	262	564	10,017	16,870	21,828	15,697
Special Education Services	0.0%	0.0%	9.0%	0.0%	4.0%	13.0%	10.0%	10.0%	12.0%

Source: MySchoolInfo.Arkansas.Gov (ADE)

Table 6

Post-Lottery Diversity (Enrollment)

	Fayetteville District 2015-2016 (Fayetteville Campus)	Fayetteville District 2016-2017 (Fayetteville Campus)	Fayetteville District 2017-2018 (Fayetteville, Rogers, Springdale Campuses)	Fayetteville District 2018-2019 (Fayetteville, Rogers, Springdale Campuses)	Fayetteville District 2019-2020 INCOMPLETE (Fayetteville, Rogers, Springdale Campuses)*	Bentonville District 2015-2016 (Bentonville Campus)	Bentonville District 2016-2017 (Bentonville Campus)	Bentonville District 2017-2018 (Bentonville Campus)	Bentonville District 2018-2019 (Bentonville Campus)	Bentonville District 2019-2020 INCOMPLETE (Bentonville Campus)*
Asian	25	34	F 34 R 10 S 12	F 36 R 15 S 14	F 5 R 7 S 2	40	39	51	51	10
Black	6	4	F 4 R 4 S 5	F 8 R 8 S 8	F 1 R 2 S 2	4	4	1	4	3
Hawaiian/Pacific Islander	2	2	F 2 R 1 S 1	F 2 R 0 S 0	F 0 R 0 S 0	0	0	1	0	0
Hispanic	29	28	F 26 R 15 S 33	F 33 R 32 S 46	F 6 R 12 S 8	25	25	31	37	4
Native American	3	3	F 3 R 0 S 3	F 4 R 0 S 4	F 2 R 0 S 1	7	6	5	5	0
Two or More	14	19	F 22 R 17 S 11	F 35 R 19 S 8	F 4 R 9 S 2	9	15	16	24	3
White	268	254	F 272 R 110 S 90	F 324 R 173 S 124	F 51 R 47 S 15	203	110	208	239	38

Source: eSchool (ADE) | *Not yet in eSchool

Table 7

**Bentonville District
Growth Report Comparison**

	Haas Hall Academy Bentonville 2015-2016	Bentonville Public Schools 2015-2016	Haas Hall Academy Bentonville 2016-2017	Bentonville Public Schools 2016-2017	Haas Hall Academy Bentonville 2017-2018	Bentonville Public Schools 2017-2018
Enrollment	295	16,060	301	16,609	312	16,870
American Indian	2.0%	1.0%	2.0%	1.0%	2.0%	1.0%
Asian	14.0%	6.0%	13.0%	7.0%	17.0%	7.0%
Black/African American	1.0%	3.0%	1.0%	3.0%	0.0%	3.0%
Hawaiian/Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Hispanic	8.0%	11.0%	8.0%	11.0%	10.0%	11.0%
White	72.0%	75.0%	71.0%	74.0%	67.0%	74.0%
Two or More	2.0%	4.0%	4.0%	4.0%	5.0%	4.0%
ELL	0.0%	4.0%	0.0%	4.0%	0.0%	4.0%
Low Income	0.0%	25.0%	0.0%	23.0%	0.0%	22.0%
Special Education	0.0%	10.0%	0.0%	10.0%	0.0%	10.0%

Source: MySchoolInfo.Arkansas.Gov (ADE)

Table 8

**Fayetteville District
Growth Report Comparison**

	Haas Hall Academy 2015-2016	Fayetteville Public Schools 2015-2016	Springdale Public Schools 2015-2016	Rogers Public Schools 2015-2016	Haas Hall Academy 2016-2017	Fayetteville Public Schools 2016-2017	Springdale Public Schools 2016-2017	Rogers Public Schools 2016-2017	Haas Hall Academy 2017-2018	Fayetteville Public Schools 2017-2018	Springdale Public Schools 2017-2018	Rogers Public Schools 2017-2018
Enrollment	352	9,652	21,260	15,077	344	9,864	21,527	15,399	674	10,017	21,828	15,697
American Indian	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%	1.0%
Asian	8.0%	4.0%	2.0%	2.0%	10.0%	4.0%	2.0%	2.0%	8.0%	4.0%	2.0%	2.0%
Black/African American	2.0%	10.0%	2.0%	2.0%	1.0%	10.0%	2.0%	2.0%	2.0%	9.0%	2.0%	2.0%
Hawaiian/Pacific Islander	1.0%	1.0%	12.0%	1.0%	1.0%	1.0%	12.0%	1.0%	1.0%	1.0%	13.0%	2.0%
Hispanic	7.0%	12.0%	46.0%	45.0%	7.0%	12.0%	46.0%	45.0%	10.0%	12.0%	47.0%	46.0%
White	78.0%	68.0%	36.0%	48.0%	74.0%	68.0%	35.0%	47.0%	71.0%	68.0%	34.0%	46.0%
Two or More	3.0%	5.0%	1.0%	2.0%	5.0%	5.0%	1.0%	2.0%	7.0%	6.0%	1.0%	2.0%
ELL	0.0%	9.0%	47.0%	33.0%	0.0%	10.0%	48.0%	35.0%	0.0%	8.0%	45.0%	31.0%
Low Income	0.0%	40.0%	71.0%	54.0%	0.0%	40.0%	71.0%	59.0%	0.0%	38.0%	71.0%	59.0%
Special Education	0.0%	13.0%	10.0%	11.0%	0.0%	13.0%	10.0%	12.0%	0.0%	13.0%	10.0%	12.0%

Source: MySchoolInfo.Arkansas.Gov (ADE)