



BLYTHEVILLE SCHOOL DISTRICT TRANSFORMATION

State Board of Education
March 12, 2026

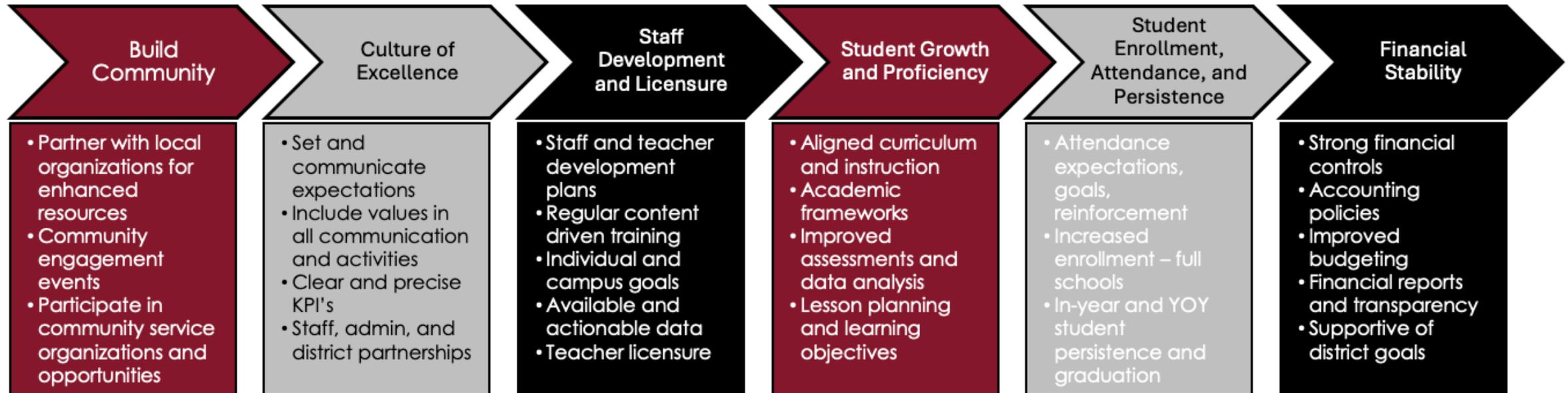
“Believe in Blytheville”

Strategy and Priorities

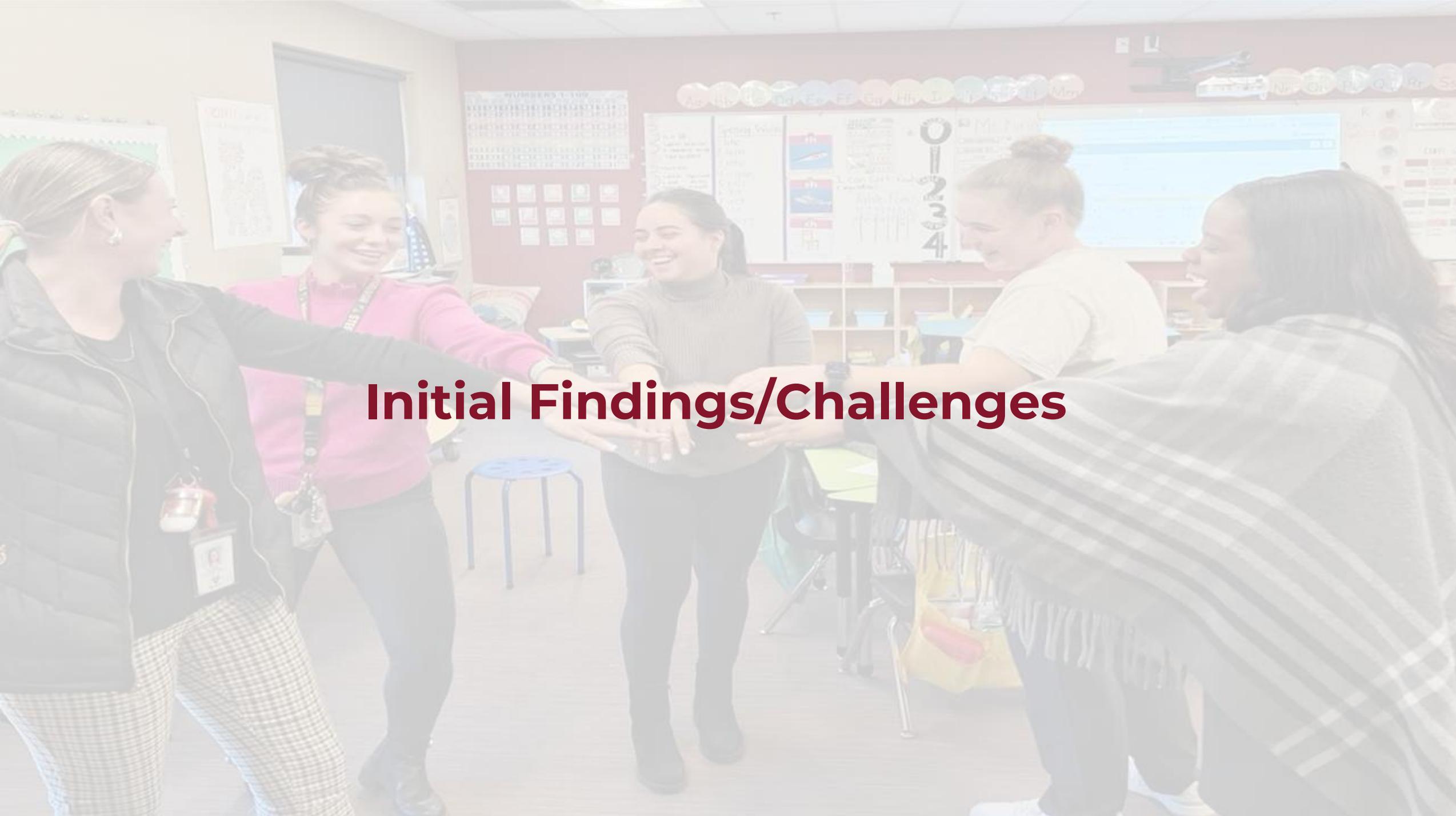
Our strategic approach for the district's transformation will be carried out in 3 phases:

1. Stabilize and Establish Systems, Procedures, and Culture
2. Implement and Improve Systems
3. Sustain and Scale

KEY PRIORITIES





A group of five women are gathered in a classroom, huddled together with their hands in the center. They are all smiling and appear to be in a positive, collaborative mood. The woman on the far left is wearing a black puffer jacket and patterned pants. The woman next to her is wearing a pink sweater. The woman in the center is wearing a grey turtleneck. The woman to her right is wearing a white t-shirt. The woman on the far right is wearing a grey and white plaid shirt. The background shows a classroom with a whiteboard, a calendar, and various educational materials.

Initial Findings/Challenges

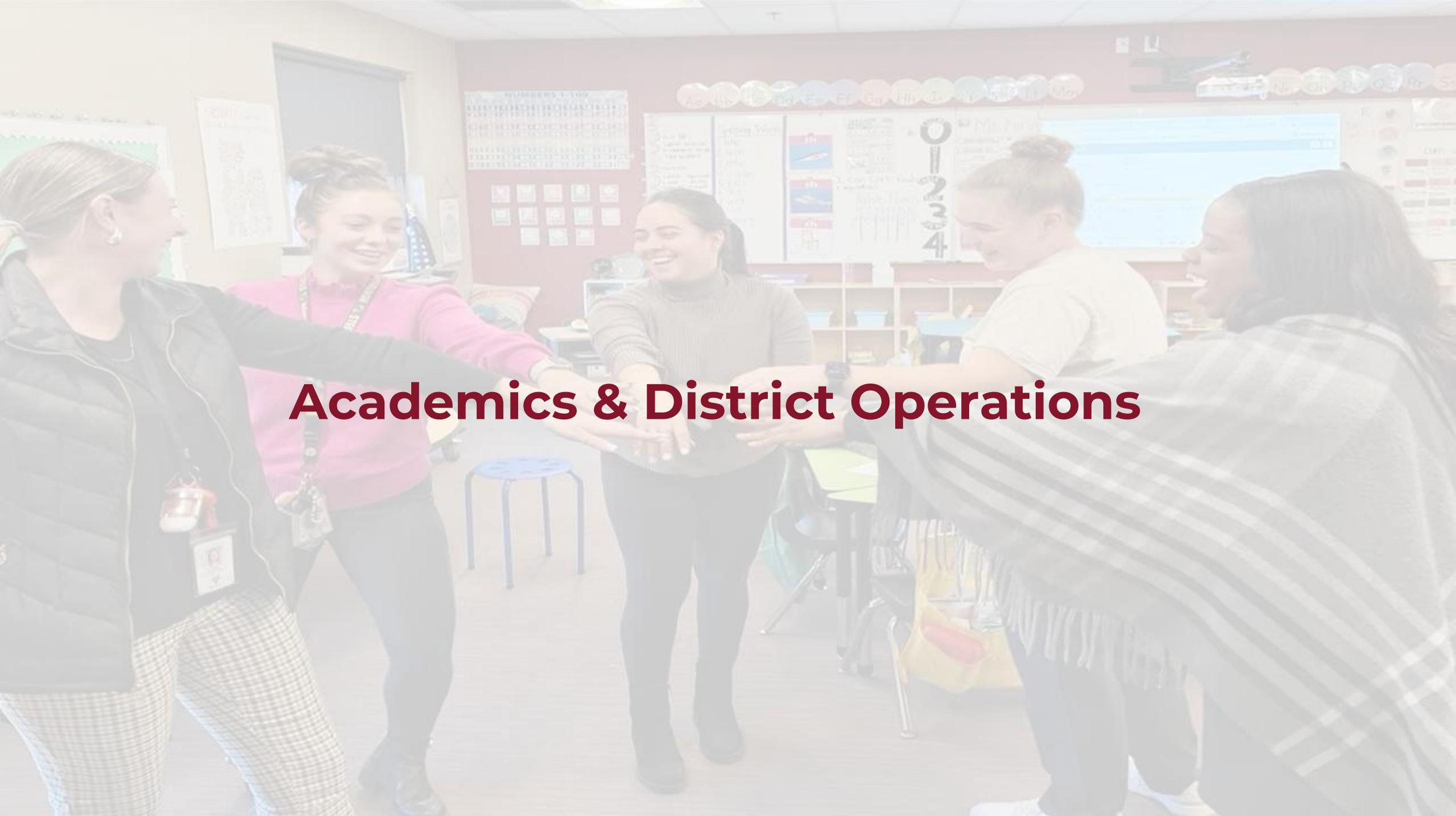
Blytheville District – Fall '25

After the AMS Impact Executive Team spent time in the District Office and visiting school sites, many **common themes** were seen:

- Missing Codified Processes
- Lack of Accountability Measures
- Organization Issues Resulting from Rushed Start of Year
- Spending with Little Oversight
- Broken Trust/Relationships (Internal and External)
- Staff/Leadership Open to Feedback
- A Community Ready to Be Deployed

Challenges:

- Several Open Teaching Positions
- Shallow Talent Pool
- Will vs Skill
- Adopting and acclimating to policies, slower procedures, and lack of urgency
- Little to No Runway At Start of School Year

A group of five women are standing in a circle in a classroom, hugging their hands together in a gesture of teamwork and collaboration. They are all smiling and appear to be in a positive, supportive environment. The background shows a typical classroom setting with educational posters, a whiteboard, and a computer monitor.

Academics & District Operations

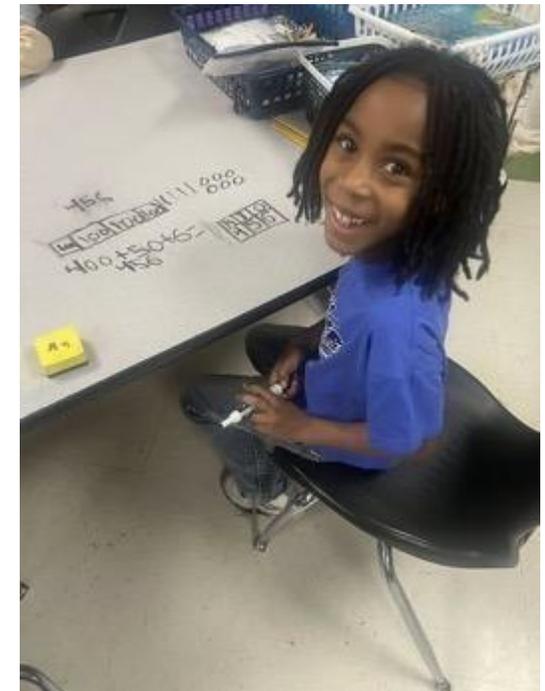
Blytheville SPED – 2025-26

Discovery	Progress	Next Steps
<ul style="list-style-type: none">• Incomplete CCEIS Plan• Open SPED positions• Lack of schedules & instructional expectations in SC classes• Weak MTSS Process	<ul style="list-style-type: none">• Completion of CCEIS Plan with training and SEL/Management Components• Audit of MTSS & Development of New Process	<ul style="list-style-type: none">• AMS SPED Dir Visit (3/30) to audit IEPS, Observe Instruction & Conduct Minute Studies• SPED/MTSS Pre-Service Training



Blytheville Discipline – 2025-26

Discovery	Progress	Next Steps
<ul style="list-style-type: none">• Audit of current handbooks & mindsets• Inconsistent Discipline Policies (Punitive vs No consequence)• ALE concerns	<ul style="list-style-type: none">• Training and Introduction of Discipline Matrix K-12 (equity driven w/ Restorative Practices)• Relay Training – Relationship Building Practices	<ul style="list-style-type: none">• Full District Trainings of Matrix• Classroom Management PDs• Quarterly District Discipline Audits



Teachers– Fall 2025-26

Discovery	Progress	Next Steps
<ul style="list-style-type: none">• Several Open Positions – Primarily Math, Sci & AP courses• 20+ Noncertified teachers• Managed classrooms with lack of engagement & rigor	<ul style="list-style-type: none">• Relay- 2 Full Day Sessions• Presence from Co-Op• Curriculum Support• AMS Academic Dir Virtual Sessions• Board Protocol/ Lesson Planning intro & Training• Praxis Support Weekly• Letter of Intent	<ul style="list-style-type: none">• Contract Conversations• Schedules built for efficiency• Market for qualified teachers• Build PreService PD schedule focused on Management & Instructional Practices• Driven by AMS Academic Team



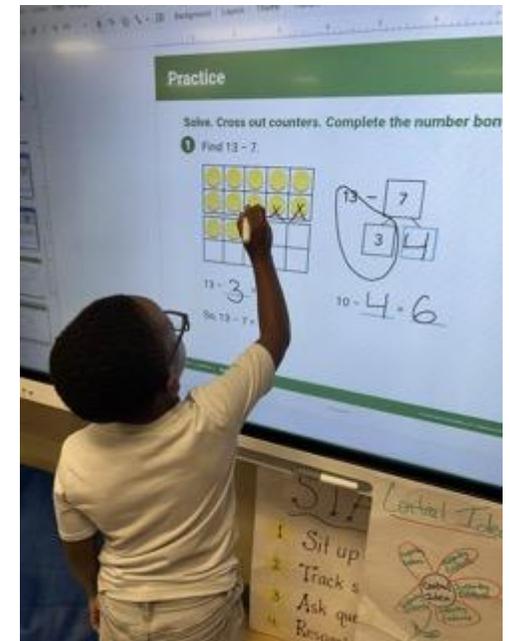
Leadership – Fall 2025-26

Discovery	Progress	Next Steps
<ul style="list-style-type: none">• Open Superintendent Position w/ Shallow Candidate Pool• Eager to Learn and Lead	<ul style="list-style-type: none">• Supported the work of Ed Directions through Dec• Hired Superintendent• Bi-Weekly Principal Training• Relay Training	<ul style="list-style-type: none">• AMS Dir of Schools- Vision Casting, Developing Annual Focus & Instructional Priorities• Creation of PreService PD Plan/Schedule



Safety & Transportation – Fall 2025-26

Discovery	Progress	Next Steps
<ul style="list-style-type: none">• Inconsistent Expectations• Open Positions• No Oversight• Abuse of Leave & Time Entry• Weapons, Equipment & Vehicles	<ul style="list-style-type: none">• Safety Coordinator Hired• SOPs for all District equipment• Audit of time cards & processes	<ul style="list-style-type: none">• Bus Routes built for Efficiency• Source Campus Officers• Implement electronic time tracking



Community– Fall 2025-26

Discovery	Progress	Next Steps
<ul style="list-style-type: none">• Broken Trust Internal and Externally• Prone to Social Media as an Outlet• Willing to Participate & Give!	<ul style="list-style-type: none">• Blytheville Believers Liaisons Meeting (3xs)• State of the District Meeting (2000+ online views)• PTOs at all schools w/ high participation• Resource Fair, Turkeys and Holiday Meals• Backpack Program• Reduction in Social Media Activity	<ul style="list-style-type: none">• Reading/Summer Outreach• Deepen Partnerships• Continue Believers Meetings



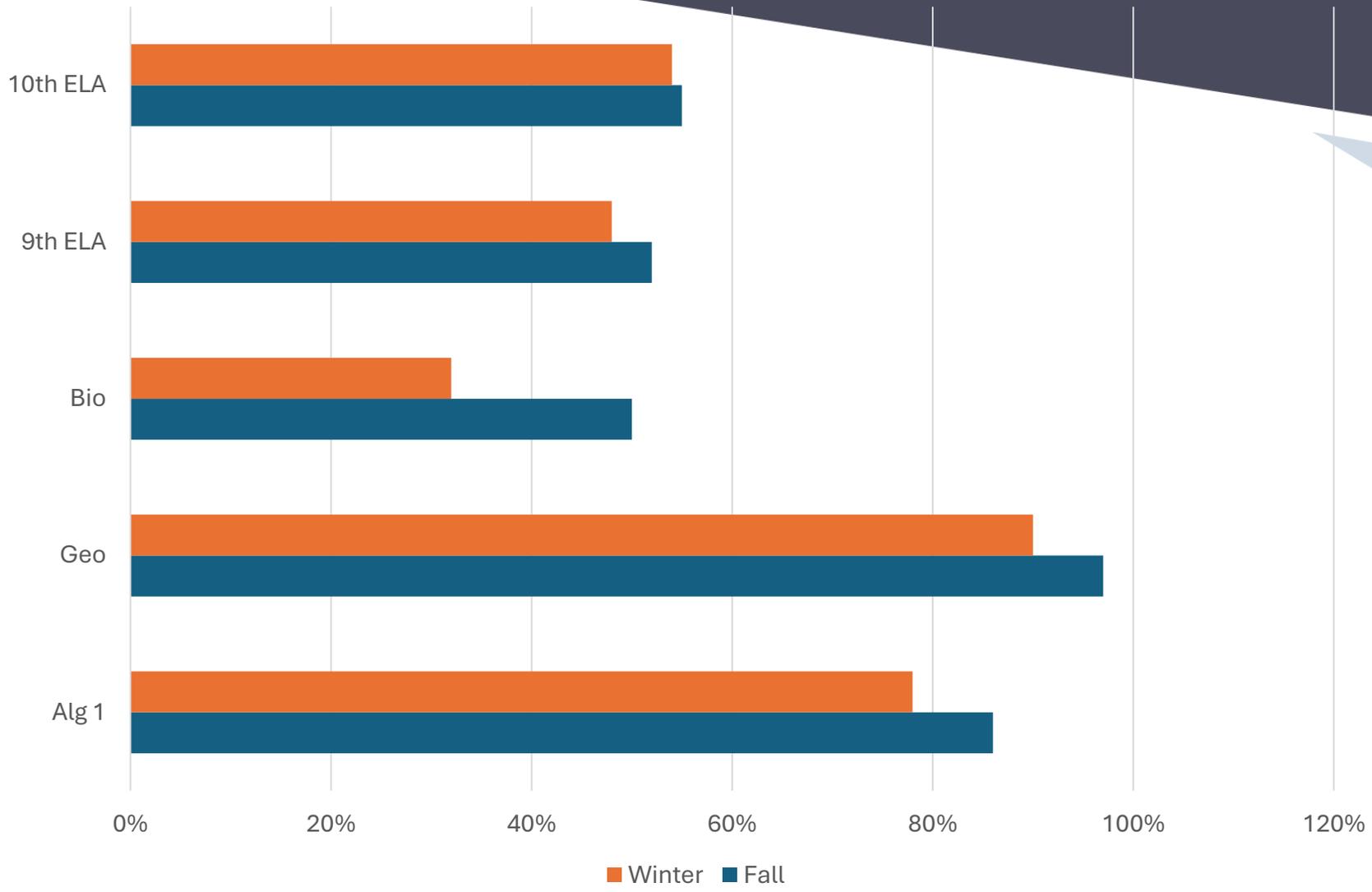
Fall to Winter Interim Data Review

- **We saw a significant decrease in the number of scholars performing at Level 1, the lowest performance level.**
- **Even more encouraging, this improvement happened in every grade level and across every content area.**
- **That kind of growth speaks to something special happening in our classrooms.**

BHS Interim Data

**Level One
Performance
Level
DECREASE**

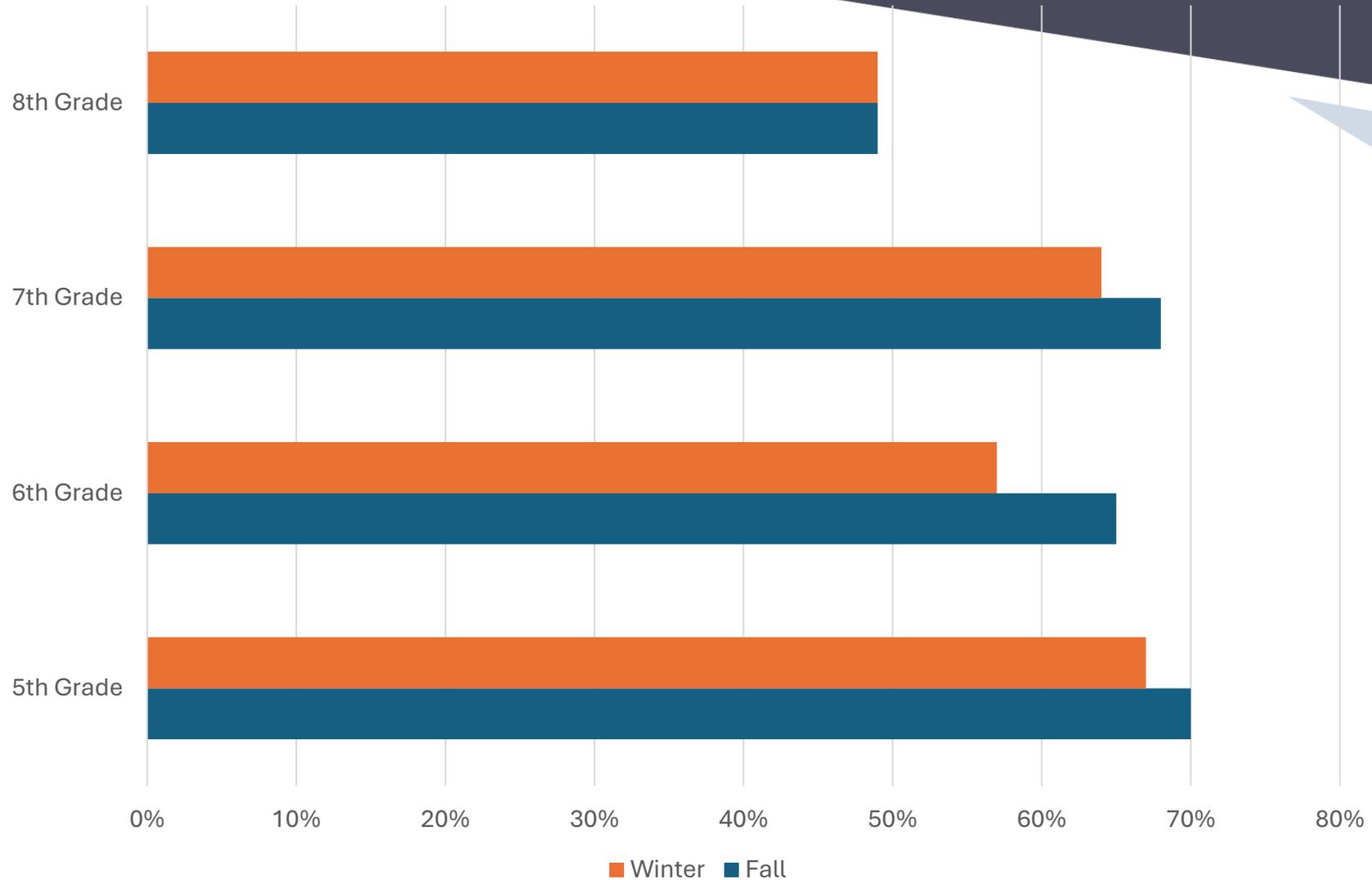
**Every Grade
Level/Every
Content Area**



BMS ELA Interim

**Level One
Performance
Level
DECREASE**

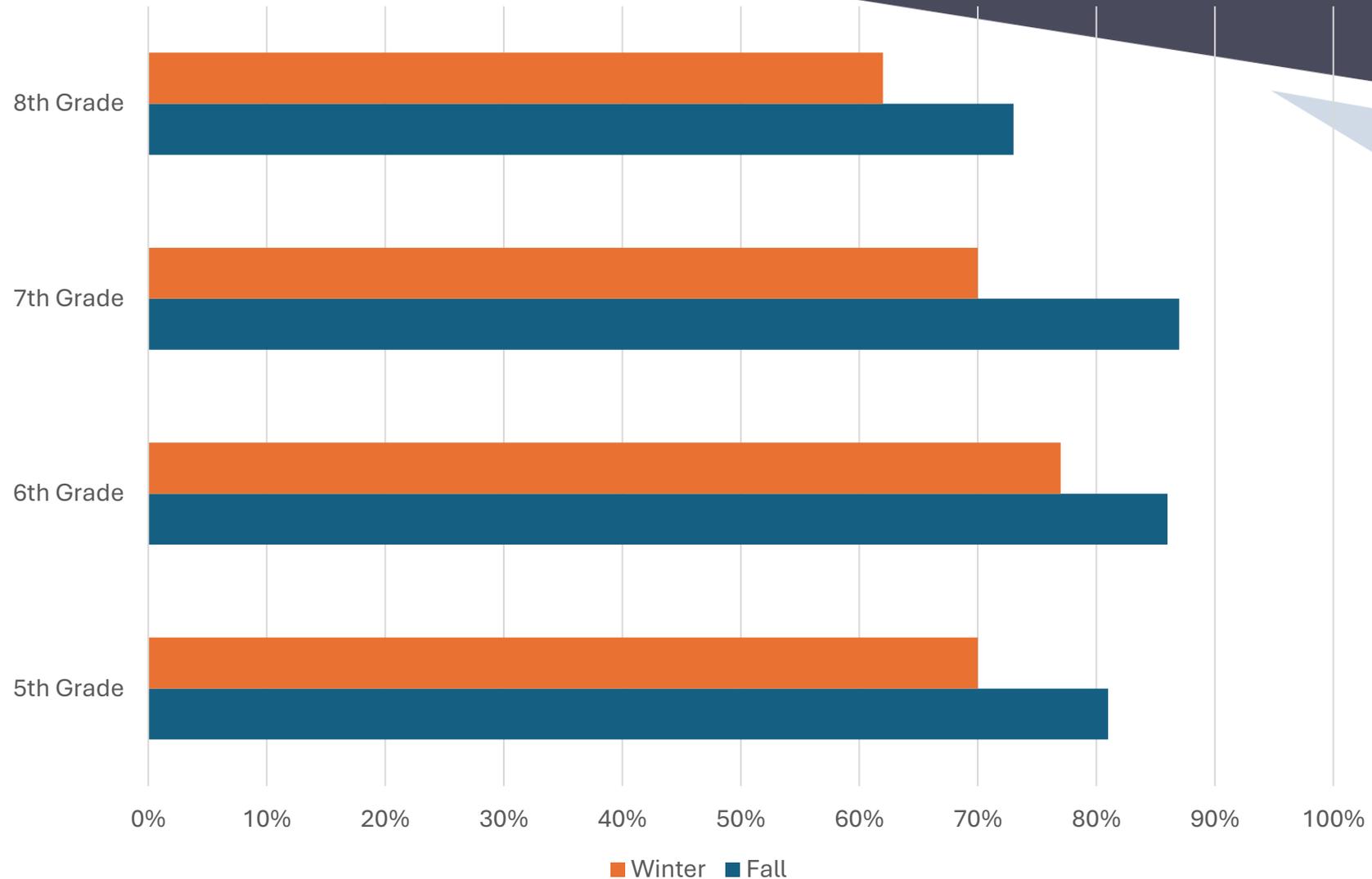
**Every Grade
Level/Every
Content Area**



BMS MATH Interim

**Level One
Performance
Level
DECREASE**

**Every Grade
Level/Every
Content Area**

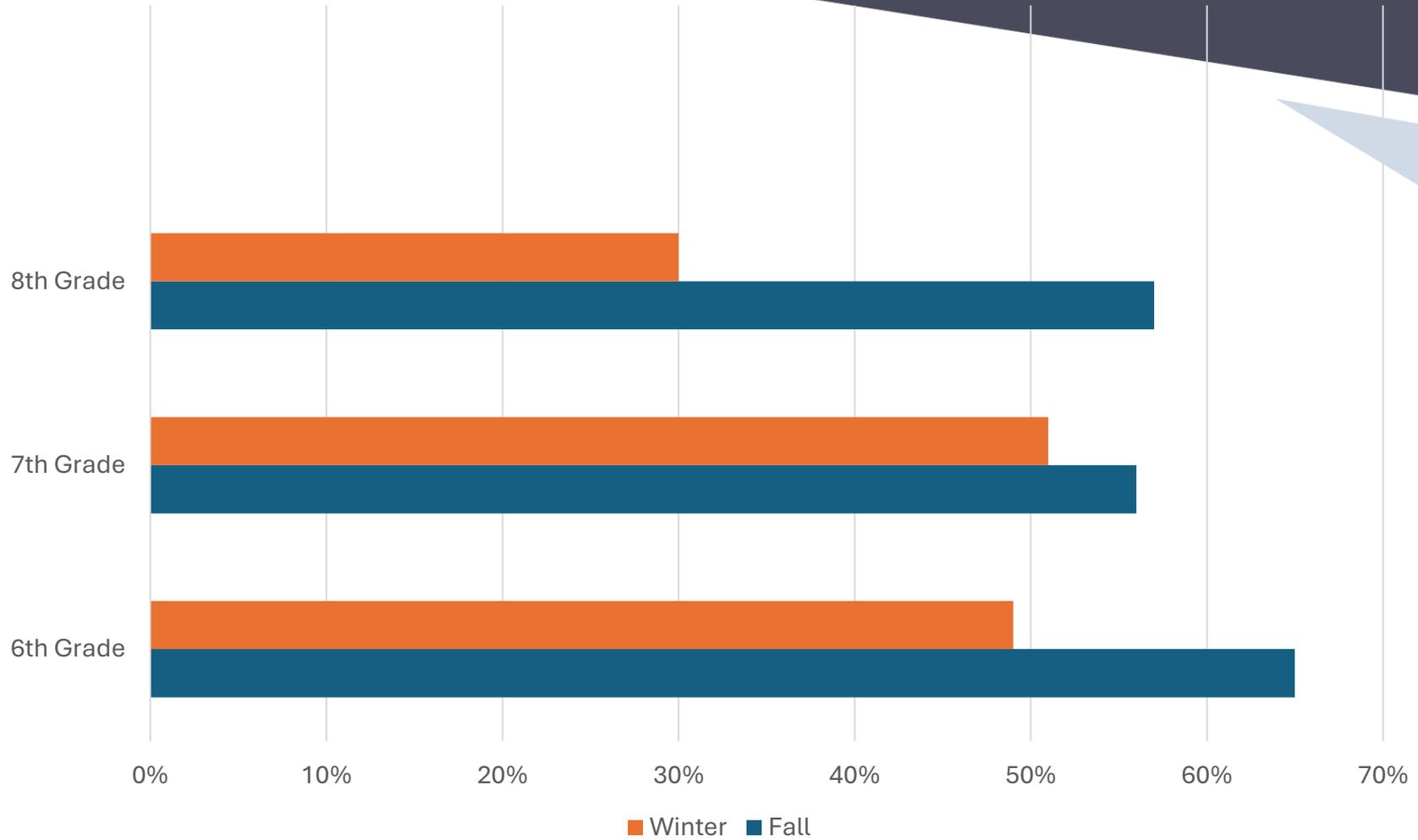


BMS SCI Interim

Chart Title

**Level One
Performance
Level
DECREASE**

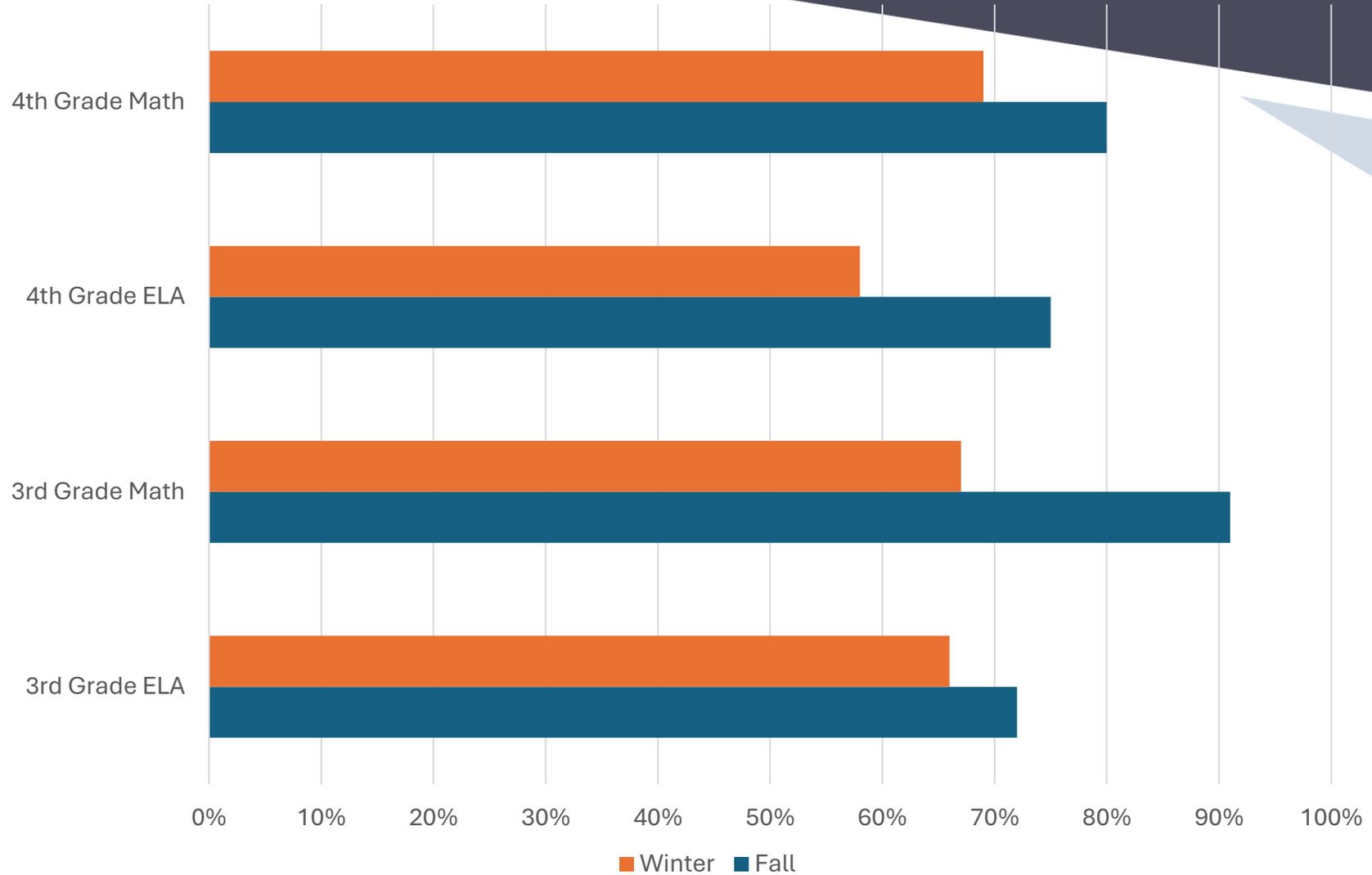
**Every Grade
Level/Every
Content Area**



BES ELA/Math Interim

**Level One
Performance
Level
DECREASE**

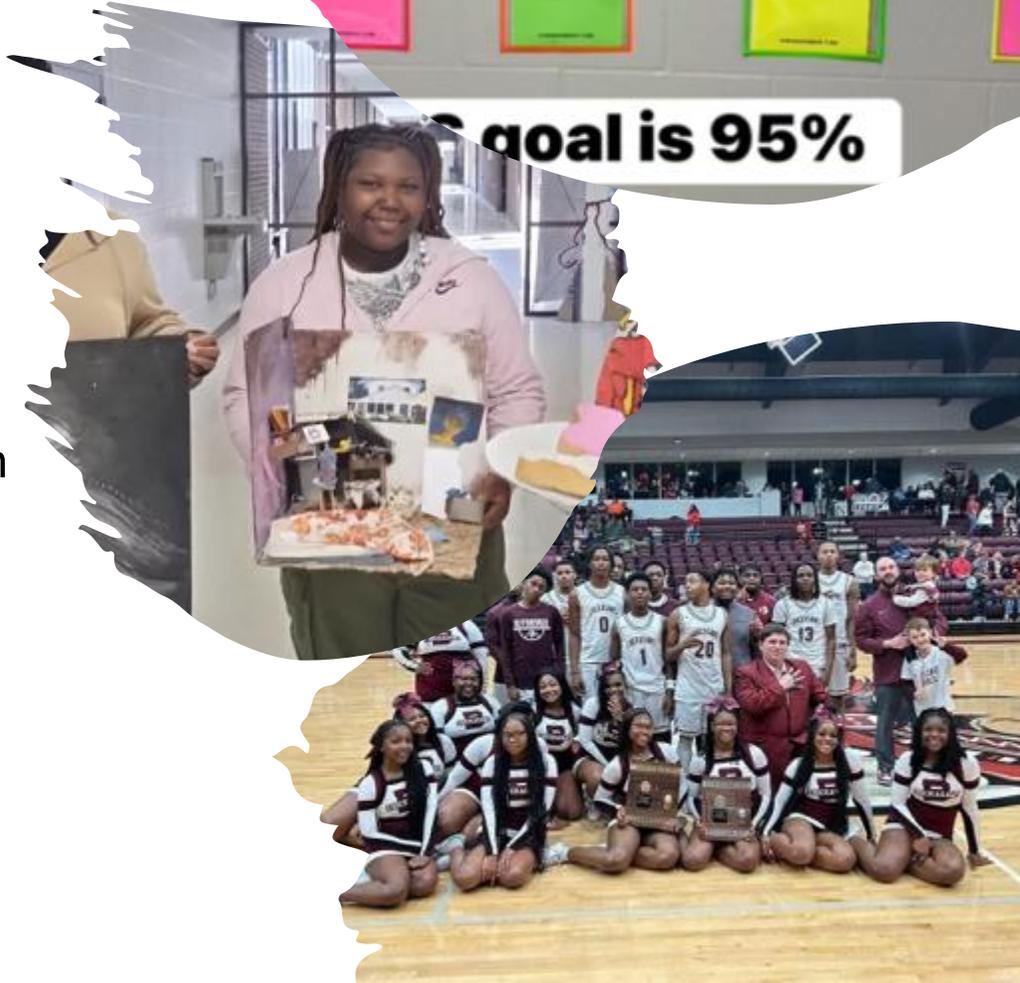
**Every Grade
Level/Every
Content Area**



Culture of Excellence

- Enrollment outpaced projections!
- Attendance Increases
- HS Art Students Showcased at the BAM Fall Exhibition
- BES Principal Honored with Trip to Ron Clark Academy
- Hired Superintendent – Ms. Vanessa Hopkins

- Athletics Reign Supreme
 - Football
 - Varsity 2nd round State Tournament
 - 4th-6th grade Boys undefeated & Won NEA Youth Tournament
 - 2 full ride D1 scholarships
 - Basketball
 - Girls Varsity Tournament 2 years in a row
 - Boys Varsity Conf Champs & State Elite 8
 - 4 Athletes being recruited





Finance

Initial Discovery through Observation

- Internal Control Gaps
- Payroll Processes
- No Budget in place for FY2025-2026
- APSCN Providing Full Support for Accounting and Payroll Functions
- Bank Reconciliation Issues
- Vendors requesting payments for invoices dated back to FY2023-2024
- Large custodial, maintenance and lawn care contract
- Workers Compensation Abuse
- Lack of clarity with McKinney Vento



Areas of Progress

- Created Standard Operating Procedures for various accounting functions with a focus on Internal Controls and Segregation of Duties
- Attended Payroll Training from APSCN and extracted from APSCN assistance with semi-monthly payroll
- Extracted from APSCN approving all accounts payable checks and journal entries
- Prepared FY26 budget before the 9/30/25 deadline
- Corrected all payroll coding for categorical funds and grants
- Resolved past due balances with various vendors
- Resolved Quarterly IRS Form 941 Payroll Tax Return issues



Areas of Sustained Assistance

Daily

- Approve Purchase Requisitions
- Approve Invoices for Payment
- Approve Journal Entries

Weekly

- Review Check Register

Semi-Monthly

- Review and Approve Payroll

Monthly

- Review UBER report
- Review Budget vs Actuals by budget unit
- Submit Board Report
- Review Bank Reconciliation
- Review Aged Purchase Orders
- Reconcile Employee Benefits Division Invoice

Quarterly

- Review IRS Form 941





FY2025-2026 Remaining Projects

- Clear all Non-Current Outstanding Bank Checks
- Reconcile all Employee Benefits Division invoices for FY26
- Prepare a draft of the FY2026-2027 Budget
- Reconcile and Resolve all Balance Sheet Balances
- Complete Fixed Asset Inventory
- Renegotiate Custodial, Maintenance, and Lawn Care Contract
- Research areas of historical high spend (compared to state averages)
 - Substitute Teachers
 - Professional & Technical Services
 - Disposal/Sanitation
 - Natural Gas
- Discovery in Automated Leave Tracking System and Position Control

