



# LITTLE ROCK

## SCHOOL DISTRICT

### **Little Rock School District Level 4 Report**

#### **1<sup>st</sup> Quarter**

**Submitted by: Keith McGee, Ed.D., LRSD Deputy Superintendent**

The Little Rock School District (LRSD) made progress during the 2020-21 school year to meet the exit criteria for Level 5 that was established following reconstitution. The exit criteria focused on developing coherence between both the District and individual schools, so that teachers and administration established a new baseline understanding of high-quality instructional approaches and curricular expectations.

LRSD is committed to using data to drive decision-making with an emphasis of strengthening school level leadership and accountability for continuous school improvement. Therefore, the district will continue to be instrumental in providing high, clear expectations using the framework of professional learning communities as the model, improving high-quality teacher feedback, incorporating a guaranteed viable curriculum, and fiscal governance.

The following was the foundational exit criteria for LRSD.

These four main components are derived from the High Reliability Schools (HRS) Framework and are a continuation of current work. The areas are as follows:

- Collaborative teams regularly interact to address common issues regarding curriculum, assessment, instruction, and the achievement of all students.
- The school provides teachers with clear, ongoing evaluations of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement data.
- The school literacy curriculum and accompanying assessments adhere to state and district standards.
- The school manages its fiscal, operational, and technological resources in a way that directly supports teachers to provide a safe, supportive and collaborative culture and increase student achievement.

<b>Criteria 1: The District will Implement PLC Processes and HRS Levels 1, 2 and 3.</b>		<b>Evidence Folders</b>	
		<a href="#"><u>LRSD District Plan of Support</u></a>	
<b>Artifacts:</b> LRSD District Leadership will monitor implementation through Focus Walks, Instructional Rounds, and Level Meetings.	Presentation Date	Responsible Party	
<p><b>Evidence - Beginning of the Year:</b></p> <ul style="list-style-type: none"> <li>● PLC Professional Development</li> <li>● Master Schedules that provide time for collaborative teams to weekly</li> <li>● Building Guiding Coalitions Identified</li> <li>● Book Study: “Leading PLCs at Work: Districtwide (From Boardroom to Classroom)”</li> <li>● Executive Cabinet Retreat on PLC Model</li> <li>● Marzano’s Proficiency Scale Training</li> <li>● Common Formative Assessment (CFA) Training</li> <li>● PLC Coaching Support</li> </ul> <p><b>Current Work:</b></p> <p>LRSD has embraced the Professional Learning Communities (PLC) Model. The district leadership team has begun a book study for the district administration team to increase their knowledge on PLC with the intentions to model within each department and schools. The district will increase the number of focus walks that are conducted by the district leadership</p>	<p><b>District Leadership Team:</b> June 2021 July 2021</p> <p><b>LRSD:</b> July 2021 August 2021 September 2021</p>	<p><b>Lead:</b> Darian Smith, Randy Rutherford</p> <p><b>Support:</b> Keith McGee Shana Loring</p> <p><b>Resource:</b> Solution Tree Marzano Resources</p>	

<p>team weekly to collect data of implementation of literacy and math curriculum, plan professional development, provide highly quality feedback to principals, and provide support to schools. The Curriculum and Instruction department has restructured the building level support to include direct support to principals, implementation of PLC Model schoolwide, and support for teachers during PLC meetings.</p> <p><b>Next Steps:</b></p> <p>LRSB will begin the Arkansas Grade-Level Reading Campaign in October 2021 to raise awareness of the effects of chronic absenteeism for all students K-12 (virtual or in-person learning). The district will continue to monitor PLCs within the schools to determine the implementation of the PLC model with fidelity. The Curriculum and Instruction department will provide support to building guiding coalitions using a multi-year plan of support for PLCs and High-Reliability Schools (HRS) to include assessment academy, proficiency scale training, and PLC Coaching Support.</p>		
<p><b>Criteria 2: The District will implement TESS and LEADS systems.</b> <span style="float: right;"><b>Evidence Folder</b></span></p>		
<p><b>Artifacts:</b> Data from Focus Walks, Instructional Rounds and <i>EdReflect Insight Reports</i>.</p>	<p>Presentation Date</p>	<p>Responsible Party</p>
<p><b>Evidence - Beginning of the Year:</b></p> <ul style="list-style-type: none"> <li>● LEADS Recalibration for Building Principals</li> <li>● EdReflect Dashboards Setup</li> <li>● TESS/ EdReflect training for Novice Teachers and Assistant Principals</li> <li>● Updated TESS 4-Year Rotation Cycle for current year</li> <li>● PGP were developed in EdReflect (District &amp; Building Leadership)</li> <li>● Building Principals are conducting 8 weekly informals that provides highly quality feedbacks</li> </ul>	<p><b>District Leadership Team:</b></p> <p><b>LRSB:</b> September 2021</p>	<p><b>Lead:</b> Shana Loring, Darian Smith, Randy Rutherford</p> <p><b>Support:</b> Keith McGee, Building Principals, Darian Smith,</p>

<p><b>Current Work:</b></p> <p>LRSD continues to utilize the TESS and LEADS framework within the district. The district has continued with the expectations for all building principals to conduct eight (8) weekly informal observations providing quality feedback. District level administrators will continue to routinely monitor the informals in EdReflect and review the feedback from building administrators. The district has created a set of district level “focus-walk” tools that have been personalized by core subjects.</p> <p><b>Next Steps:</b></p> <p>LRSD is revisiting district essential standards for core content areas and providing yearly training, reviewing, and revising identified standards. The Curriculum and Instruction department will facilitate the revision of district pacing guides based upon changes made to the essential standards. The district will conduct focus walks with specific emphasis on TESS domains that will model effective feedback to improve instruction.</p>		<p>Randy Rutherford</p> <p><b>Resource:</b> EdReflect</p>
<p><b>Criteria 3: The District will implement the district-adopted reading curriculum that incorporates the principles of the SoR and support for Dyslexia.</b></p> <p style="text-align: right;"><b>Evidence Folder</b></p>		
<p><b>Artifacts:</b> School Level Plans and District Plan of support that outlines the curriculum, resources and PD that aligns with the science of reading and the demonstrated needs of the districts' students. (Data from Focus Walks; Lesson Plans)</p>	<p>Presentation Date</p>	<p>Responsible Party</p>
<p><b>Evidence - Beginning of the Year:</b></p> <ul style="list-style-type: none"> <li>● Schedule SoR cohort trainings for teachers</li> <li>● Verified SoR Training for Certified Teachers K-12 for 2021-22 school year</li> <li>● Scheduled Assessor Training for Supervisors</li> <li>● SoR Teaching practices are continuing in all K-12 classrooms and documented by the focus walk data</li> <li>● Building principals are monitoring SoR by conducting focus walks using EdReflect</li> </ul>	<p><b>District Leadership Team:</b> July 2021 August 2021</p> <p><b>LRSD:</b></p>	<p><b>Lead:</b> Shana Loring,</p> <p><b>Support:</b> Stacy Smith, Keith McGee,</p>

<p>and TESS</p> <ul style="list-style-type: none"> <li>● Provided PD on Essential Standards to K-12 teachers</li> <li>● Provided PD on Wilson Reading System (Tier 3 Support)</li> <li>● Provided PD on Foundations, Heggerty, and Just Words</li> </ul> <p><b>Current Work:</b></p> <p>The district has continued to implement the SoR curriculum as well as Professional Development as a refresher for K-12 teachers. The district will stay committed to SoR literacy core components and will continue to provide supplemental curriculum to support literacy and math for teachers and students. The district has provided PD for the new math adoption which is Illustrative Math and math frameworks.</p> <p><b>Next Steps:</b></p> <p>The district will emphasize Tier I, II, and III classroom support. The Curriculum and Instructional department will collaborate with building principals to provide the support as needed to teachers. Instructional facilitators will continue to provide job-embedded PD and coaching support to implement Tier I curriculum, Literacy, and Math. The Curriculum and Instruction is developing a districtwide Response to Intervention (RTI) manual and training plan to be implemented districtwide.</p>	<p>July 2021 August 2021 September 2021</p>	<p>Darian Smith, Randy Rutherford, Sherry Chambers, Chandle Carpenter, Building Principals</p> <p><b>Resource:</b> Literacy Curriculum, Textbooks, Math Curriculum, Tier 3 Curriculum</p>
<p><b>Criteria 4: The district will operate with an approved budget that is not deficit spending.</b></p>		<p><b>Evidence Folder</b></p>
<p><b>Artifacts:</b> Budgets, Projections,</p>	<p>Due Date</p>	<p>Responsible Party</p>
<p><b>Evidence - Beginning of the Year:</b></p> <ul style="list-style-type: none"> <li>● A yearly budget has been developed that projects no deficit spending.</li> <li>● Projections show that budget actuals will have an end balance in the positive.</li> <li>● Discussions are ongoing on the staff reductions for fiscal year 2022-23.</li> </ul>	<p><b>District Leadership Team:</b></p>	<p><b>Lead:</b> Kelsey Bailey, Robert Robinson, Mike Poore</p>

<p><b>Current Work:</b></p> <p>The district has submitted a budget that was approved by the LRSD Board of Directors in the regular September 2021 meeting. The district will continue to monitor and review budget and expenditures for additional cost saving.</p> <p><b>Next Steps:</b></p> <p>The district will continue to implement the staffing model to ensure efficiency.</p>	<p><b>LRSD:</b> September 2021</p>	<p><b>Support:</b> Keith McGee, Darian Smith, Randy Rutherford, LRSD Board of Directors</p> <p><b>Resource:</b> Jack Truemper, Stephens</p>
<p><b>Criteria 5: The District will develop a Master Facility Plan.</b></p>		<p><b>Evidence Folder</b></p>
<p><b>Artifacts:</b> Community Blueprint</p>	<p>Presentation Date</p>	<p>Responsible Party</p>
<p><b>Evidence - Beginning of the Year:</b></p> <ul style="list-style-type: none"> <li>N/A</li> </ul> <p><b>Current Work:</b></p> <p>The district opened J.A. Fair K-8 Preparatory Academy for the 2021-22 school year. The district will continue to develop a Master Facility Plan with input from all stakeholders.</p> <p><b>Next Steps:</b></p> <p>The district will need to continue to gather evidence in this criteria. LRSD will begin discussions in October 2021 on the master facility plan. The first reading will be at the November 2021 board meeting with the final vote on the master facility plan coming in December 2021.</p>		<p><b>Lead:</b> Kevin Yarberry, Mike Poore</p> <p><b>Support:</b> Kelsey Bailey, Tim Cain, Keith McGee, Darian Smith, Randy Rutherford,</p> <p><b>Resource:</b> Jack Truemper, Stephens</p>

