



Update to the Education Committee

Secretary Johnny Key

February 10, 2020



VISION

The Arkansas Department of Education is transforming Arkansas to lead the nation in student-focused education.



MISSION

The Arkansas Department of Education provides leadership, support, and service to schools, districts, and communities so every student graduates prepared for college, career, and community engagement.



From Adequacy to Excellence

- 5 Competency-Based Education
- 4 Standards-Referenced Reporting
- 3 Guaranteed and Viable Curriculum
- 2 Effective Teaching in Every Classroom
- 1 Safe and Collaborative Culture



Division of Elementary and Secondary Education Initiatives



The ARKANSAS
DECLARATION
of LEARNING



R - I - S - E
ARKANSAS

AR MATH QuEST

Strengthen Instructional Practice in Reading

Since 2017 Launch:

- ❖ 7000 teachers completed K-2 & 3-6 RISE Academy
- ❖ 9000 teachers currently engaged RISE Academy
- ❖ 2019-20 600 Administrators completed RISE Assessor Academy

20-21 school year

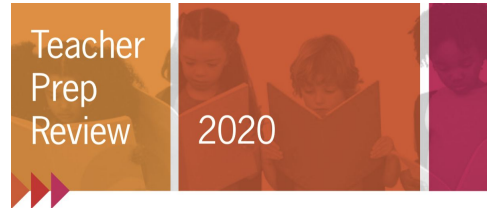
- ❖ Data System will capture reporting of SoR
 - Proficiency
 - Awareness



R - I - S - E
ARKANSAS

National Recognition

- ❖ **10 out of 13** AR Teacher Preparation Reading programs received an **A** or better
- ❖ **Arkansas Tech** received an **A+** as 1 of 15 exemplary programs
- ❖ Arkansas had the **most improved ratings** since 2016
- ❖ Arkansas **ranked 4th in the nation** for Educator Preparation programs in early reading instruction based on the Science of Reading.

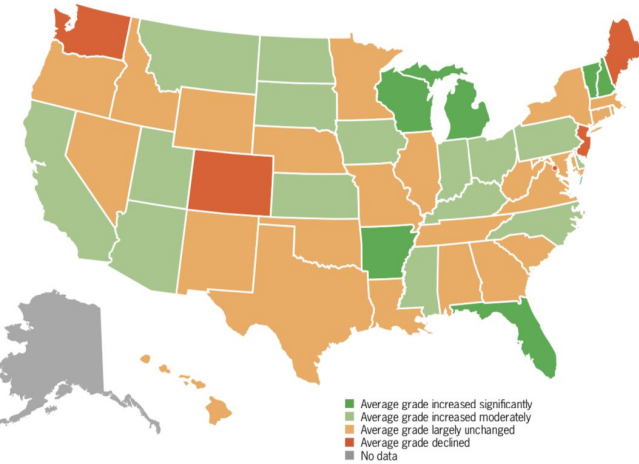


Program Performance in Early Reading Instruction



 National Council on Teacher Quality

Change in programs' average performance under the Early Reading standard, 2016-2020¹⁴



strong performances by a majority of their programs were **Arkansas, Delaware, Florida, Idaho, Louisiana, Minnesota, New Hampshire, Ohio, and Oklahoma.** States with the most notable improvements among programs include **Arkansas, Florida, Michigan, New Hampshire, Vermont, and Wisconsin.**

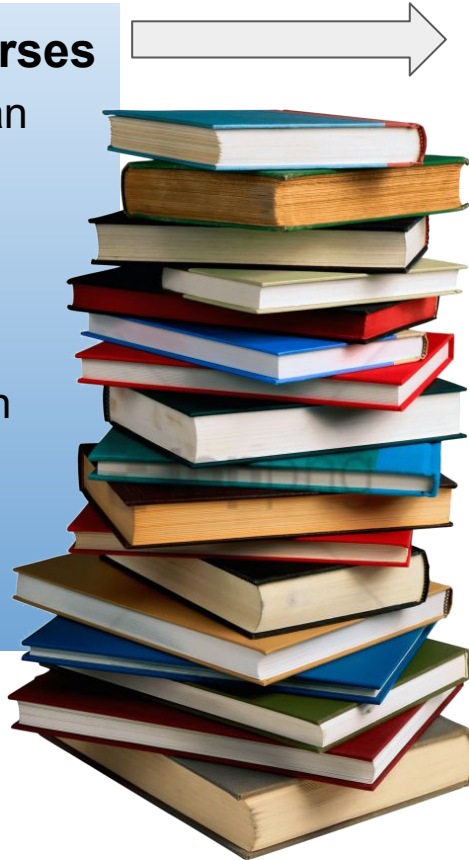
Grade 11/12 Semester English Courses

Suite of English Courses

- ❖ First and foremost an English Course
- ❖ High Interest
- ❖ Rigorous
- ❖ Deeper Learning
- ❖ Relevant Application
- ❖ Provides curriculum ideas and links

Critical Reading Courses

- ❖ Credit bearing course
Counts as an elective credit
- ❖ Licensure Flexibility
- ❖ Support struggling readers



Communications

- ❖ Mass Communications
- ❖ Public Relations, Sales, and Marketing
- ❖ Business and Professional Communication

Literature

- ❖ US History Seminal Documents
- ❖ Cross Cultural Literature
- ❖ Comparative Literature
- ❖ Film as Literature

Technical Professions

- ❖ Reading & Writing for STEM
- ❖ Entrepreneurship and Innovation
- ❖ Technical Reading and Writing for Trade and Industry

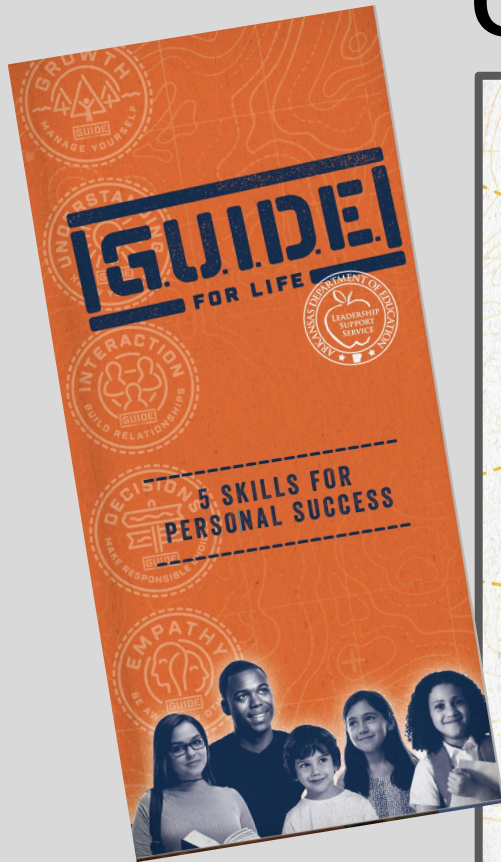
Student Focused Education



- ❖ Student Success Plans
- ❖ College and Career Readiness Tools
- ❖ Diploma Pathways
- ❖ Career and Technical Courses
- ❖ Access and Equity
- ❖ Personal Success Skills



G.U.I.D.E. for LIFE



1. GROWTH: MANAGE YOURSELF.

- Develop problem-solving skills.
- Practice mindfulness.
- Persevere.

2. UNDERSTANDING: KNOW YOURSELF.

- Increase self-awareness.
- Know your strengths and weaknesses.
- Develop critical thinking skills.

3. INTERACTION: BUILD RELATIONSHIPS.

- Treat others with respect.
- Communicate effectively.
- Seek out and offer help when needed.

4. DECISIONS: MAKE RESPONSIBLE CHOICES.

- Consider personal beliefs, safety and the situation.
- Think through potential consequences.
- Put your best self forward.

5. EMPATHY: BE AWARE OF OTHERS.

- See other perspectives.
- Value the feelings of others.
- Appreciate diversity.

[GUIDE for Life Webpage](#)

[GUIDE for Life Video](#)



Assessment System

K-2 Online Formative Assessment

- ❖ NWEA
- ❖ I-Station
- ❖ Renaissance
- ❖ i-Ready

3-10 ACT Aspire

- ❖ Submitted Final Peer Review
- ❖ Successful Alignment Study
- ❖ NAEP equivalent in rigor
- ❖ ACT Predictor Score

DLM

- ❖ Testlets throughout year
- ❖ Instructional support
- ❖ State Partnership

The ACT

- ❖ State provides optional 11th grade
- ❖ 94% of 11th graders tested
- ❖ No LIMITS Campaign



General Health and Well-being

- *Mental Health First Aid*
- *Trauma Informed Practices*
- *Adverse Childhood Experiences*
- *Suicide Prevention*
- *Arkansas Aware Podcast Series*
- *Developing model schools for wellness*

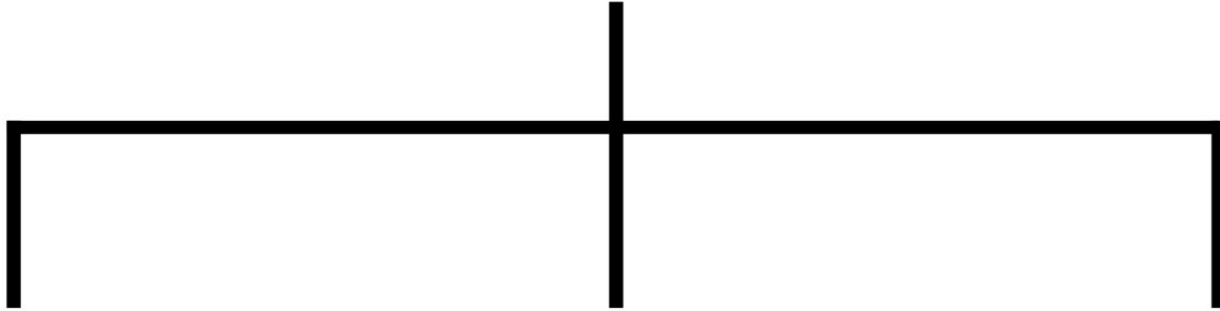


**ADVANCING WELLNESS AND
RESILIENCY IN EDUCATION**

Celebrating Teachers



Teach Arkansas



Teacher Cadets



**Teacher
Cadets**
ARKANSAS
Teach Arkansas

**Teacher Recruitment
& Retention**



TEACH
Inspire Today. Impact Tomorrow.
Teach Arkansas

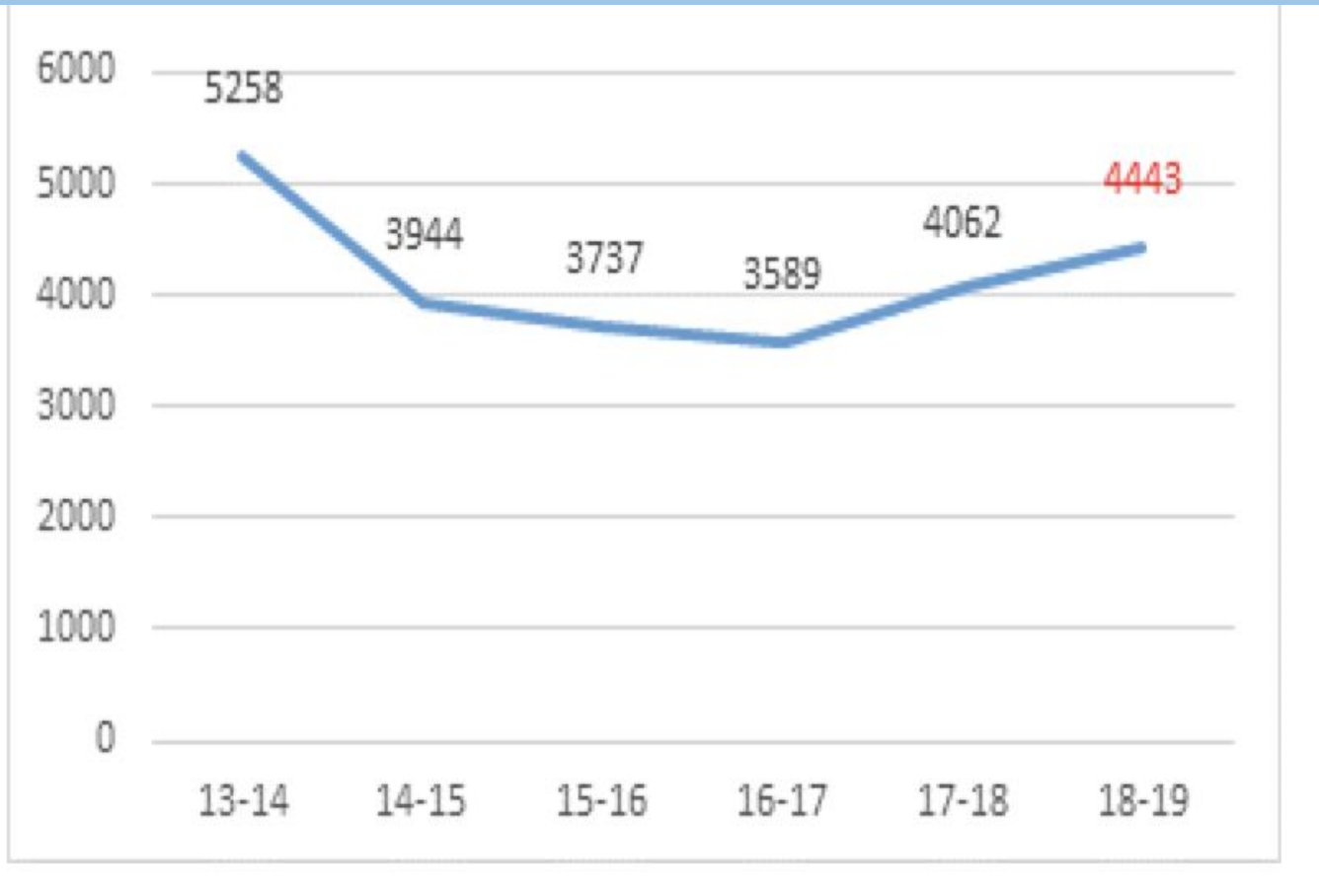
Teach Again




Goals of Teach AR Campaign

1. Increase the number of candidates enrolled Arkansas Educator Preparation Programs by 20 percent in 5 years
Status - 23.8% increase in 2 years
2. Increase the number of novice teachers in Arkansas public schools by 10% in 5 years
Status - 8.74% increase in 2 years
3. Decrease the Arkansas teacher attrition rate by 15 percent in 5 years
Status - .31% increase in 2 years
4. Increase the number of teachers re-entering the teaching profession in Arkansas by 5 percent in 5 years
Status - 18.7% increase in 2 years
5. Increase the number of minority teachers in public schools by 25 percent in 5 years
Status - 12.64% increase in 2 years

Enrollment Increase in Educator Preparation Programs



New: High School Pre-Educator Program of Study

A conceptual image of a road with a white arrow pointing upwards, symbolizing a career path. The road is dark asphalt with a white dashed line down the center. The background is a bright blue sky with light clouds and a green grassy field on either side of the road.

- ❖ Rigorous High School Coursework
- ❖ Aligned Career Pathway
- ❖ Industry Recognized Credential

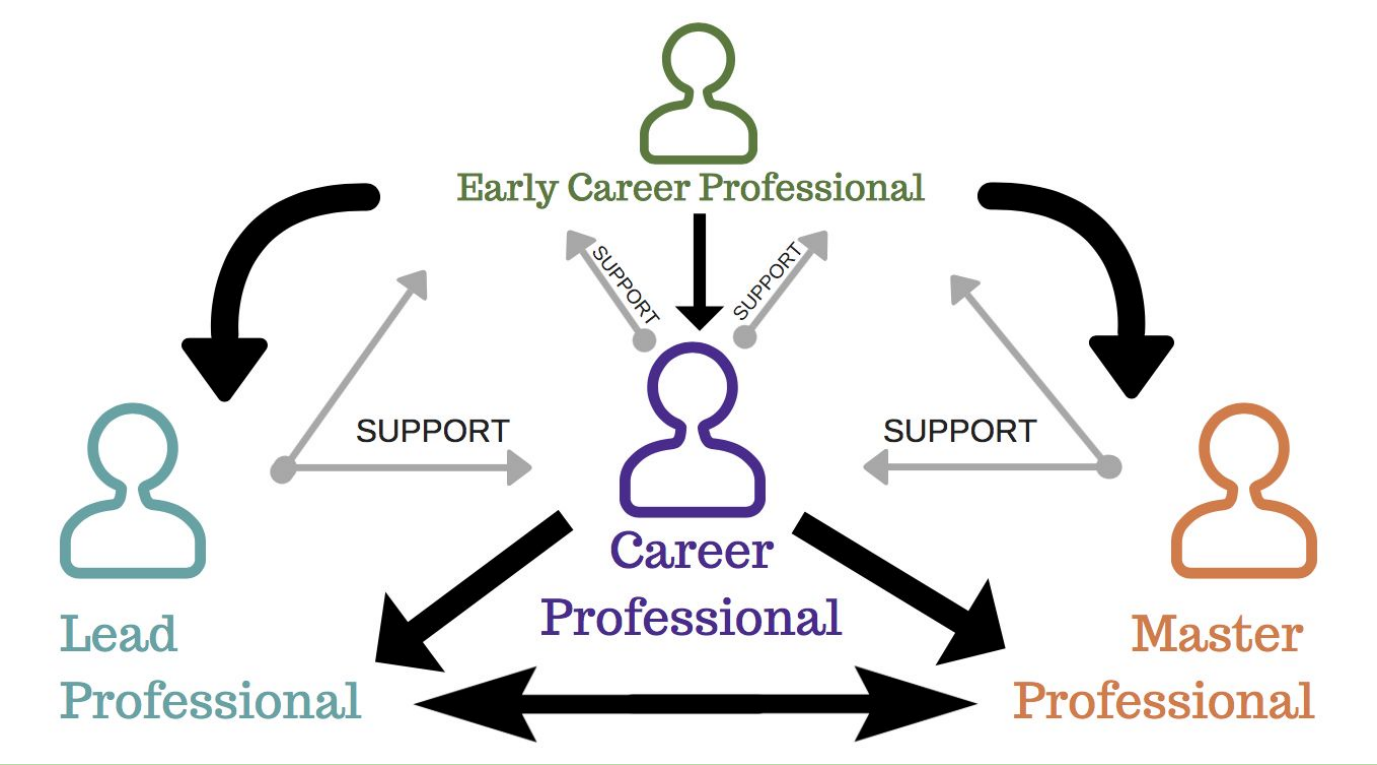
- ❖ Opportunity for Work-based learning
- ❖ Qualified to work as paraprofessional after graduation while completing degree

Certified Teacher Assistant Credential



On average, Arkansas's annual teacher attrition rate is 20%

Career Continuum



Retaining Effective Teachers: The Opportunity Culture Model

1. Reach more students with excellent teachers and their teams
2. Pay teachers more for extending their reach
3. Fund pay within regular budgets
4. Provide protected in-school time and clarity about how to use it for planning, collaboration, and development
5. Match authority and accountability to each person's responsibilities

**EXTENDING THE REACH
OF EXCELLENT TEACHING**

TO ALL STUDENTS, EVERY YEAR

Retaining Effective Teachers:

Mentoring and Regional Support



1. **Recruit** Effective Teachers and Individualize Pathways for Licensure
2. **Retain** Effective Teachers and Promote Pathways for Career Advancement
3. **Facilitate** and **Support** Mentoring of Teachers in Schools and Districts
4. **Regionalize** approach to recruitment and hiring



THIRD EDITION

Learning by Doing

A Handbook for Professional
Learning Communities at Work™



Richard DuFour
Rebecca DuFour
Robert Eaker
Thomas W. Many
Mike Mattos

PLC AT WORK™

2016

- Legislators Attend Summit - Learning and Information gathering

2017

- PLC Cohort Schools: Cohort 1

2018

- DESE Training-HRS/PLC for staff and stakeholders
- ESC/ERZ-provide PLC/HRS training to constituents
- AR Districts-begin training ex. Coaching Academies
- DESE Leaders attend HRS Summit
- Selected Schools begin Cohort Two
- Higher Education Deans and Director of ED Leadership-attend PLC Institute
- Priority School Work in State Takeover Districts

2019

- Administrators receive HRS Handbook and Leading a High Reliability School
- Additional Takeover Districts begin Priority School work
- DESE Provides Level 1 and 2 HRS Surveys to all Districts
- Selected Schools begin Cohort Three
- DESE Sponsored PLC Coaching Academies-62 Districts
- DESE Training-Yes We Can for Inclusive Practices Campaign
- DESE Coaches Training for Content Specialist-Make It Happen!
- Learning Team Created

- Outcomes and Evidence**
- PLC Project Schools demonstrate growth in process and/or student achievement
- HRS Level 1 Survey Results

2020

- PLC Cohort Schools: Cohorts 1, 2, 3, and 4
 - PLC Priority Schools
 - PLC Coaching Academies (5 regional academies across the state)
 - PLC "Make it Happen" Training for content specialists
 - PLC "Yes We Can!" Inclusive Practices Project
 - HRS Level 1 Surveys and aggregate reports available to schools and districts
 - HRS Level 2 Surveys and aggregate reports available to schools and districts
 - HRS Level 2 Survey - "Bring Your Own Data" training for schools
 - Learning team created at the department
 - Create a process for reviewing lagging indicators that provide evidence of HRS Leading Indicators
 - HRS: High Reliability Teacher Certification: Discussions regarding making the process available to schools and districts
-
- Additional in-state learning opportunities**
 - Overcoming the Achievement Gap Trap: Fayetteville
 - Culture Keepers: Principal Leadership in a PLC at Work: Bentonville
 - Professional Learning Communities at Work Institute: Little Rock
 - Formative Assessment Standards Based Grading Workshop: Little Rock
 - Leading a High Reliability School Workshop: Little Rock

Highlights

- Warren School District has just received the first Level 1 Certification for High Reliability Schools in the state of Arkansas.
- Will have identified Model PLC schools within the state this year.
- 83% of the schools have participated in Professional Learning Communities training in only 3 years.
- Leaders are being developed to carry the work throughout the state.
- Teacher retention has improved in PLC project schools.
- PLC Project Schools demonstrate growth in process and/or student achievement (Cohort 1 and 2)



**Ballman Elementary
Fort Smith School District**



**P-12
CYBER
THREAT
RESPONSE
TEAM**

REMINDER



CELEBRATE TODAY,
OWN TOMORROW!

Division of Career and Technical Education February is CTE Month

- ▶ Social Media Campaign—What CTE Means to Me #whatCTEmeans
- ▶ Partnering with Arkansas ACTE to host CTE Day at the Capitol,
 - ▶ February 11 (9:00-Noon)
 - ▶ Showcasing CTE programs in the Rotunda
 - ▶ Networking opportunities for CTSO state officer teams
 - ▶ Engaging guest speakers include Governor Hutchinson and Secretary Key
 - ▶ AR ACTE partnering with the Innovation Hub to host an evening reception including the Computer Science and Cybersecurity Task Force.
- ▶ Releasing a CTE video featuring what CTE is and our excitement to be a part of the ADE family



Cross-Division Projects

- ▶ Educator prep pathway
- ▶ Math, Science, and weighted credit for CTE courses - legislation was passed allowing CTE courses to count for weighted credit
- ▶ STEM (Computer science, cybersecurity, etc) - working with DESE's Computer Science Initiative
- ▶ Perkins V State Plan integrating and aligning with ESSA
- ▶ Student Success Plans and Career Development
- ▶ Technical Assistance Visit alignment with DESE Public School Accountability
- ▶ PLC's and High Reliability Organizations
- ▶ Office of Special Populations working with DESE, Office of Arkansas Co-Teaching Project to develop a co-teaching model for students with disabilities in CTE courses

