



little rock school district 2011-2012
annual report

Creating Excellence for Tomorrow

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2011-2012 school board

jody carreiro president

michael nellums vice president

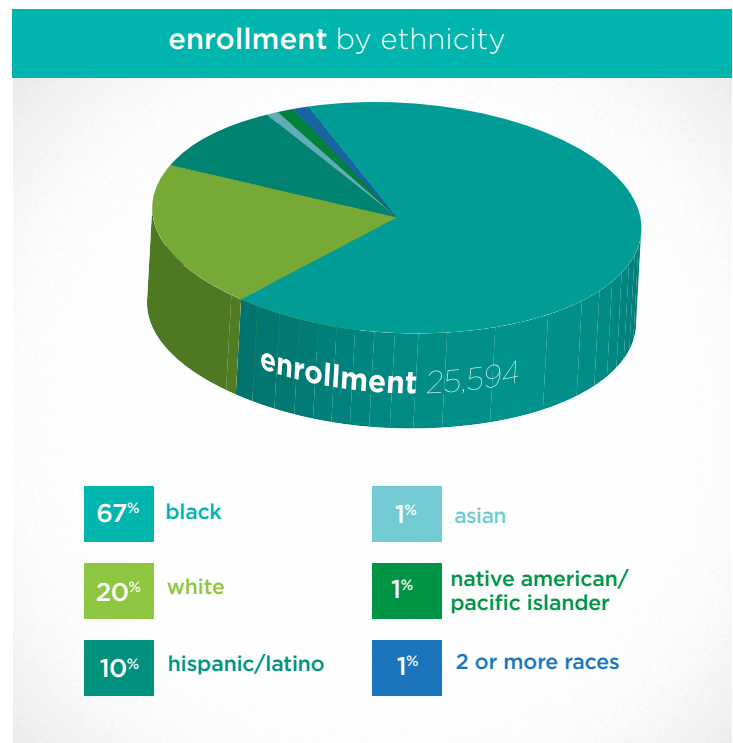
charles armstrong secretary

greg adams

dianne curry

melanie fox

norma j. johnson



superintendent's letter

This annual report represents the growth and progress made by LRSD, as well as its challenges, since implementation of year two of the Target 2015 strategic plan and provides a path for goals yet to be achieved.

The District is particularly proud that it is making progress with English Language Learners and students with special needs. District employees have applied their can-do spirit with their must-do sense of responsibility to meet the challenges of preparing students for college and career.

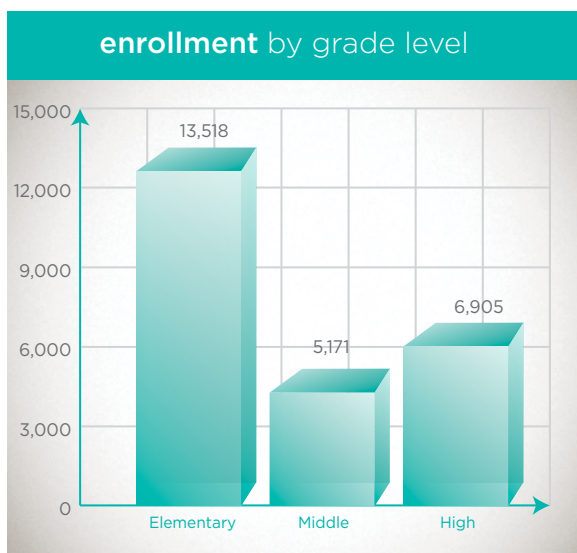
While you will sense the challenges that lie before LRSD, in the pages that follow you will find out how the District has performed against the strategic plan. You also will read about a number of the year's more significant developments from construction projects to student achievement to faculty awards. You should feel a great sense of pride in the dedication to excellence that is evident throughout the District's schools— the achievement of students, noteworthy accomplishments of staff, increasing commitment and involvement by the community, competitiveness and sportsmanship within the athletic programs, and excellence in the visual and performing arts.

During the 2011-2012 school year, LRSD continued implementation of the Common Core State Standards (CCSS) Initiative which outlines what students should learn and be able to do at the end of each grade level.

In addition to the CCSS, a Middle School Task Force comprised of parents, teachers, administrators, and Board members worked together to develop a rich, rigorous, liberal arts curriculum designed to broadly engage students, calling for new electives, eight-period days and a collaboration period for teachers that allows a teaming approach.



Morris Holmes
LRSD Superintendent



You will appreciate the District's efforts and accomplishments in the areas of finance and budgeting, careful allocation of dollars, and auditing of the District's resources— they are in line and are frequently monitored.

All communities can have outstanding schools when there is a shared vision for educational excellence and a passionate belief and commitment to work for the common benefit of students.

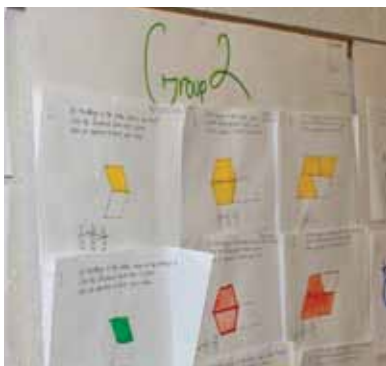
The success of the District hinges upon continued engagement from parents, students, teachers, administrators, the Board, and the community.

We would like to thank you for your support of public education and the Little Rock School District.

Morris Holmes
LRSD Superintendent

target 1: student achievement

elementary schools



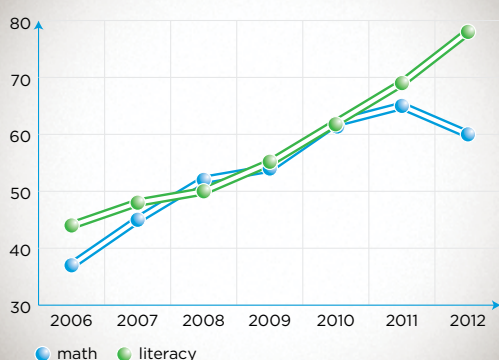
3rd grade math and literacy 2006-2012 combined population



4th grade math and literacy 2006-2012 combined population



5th grade math and literacy 2006-2012 combined population

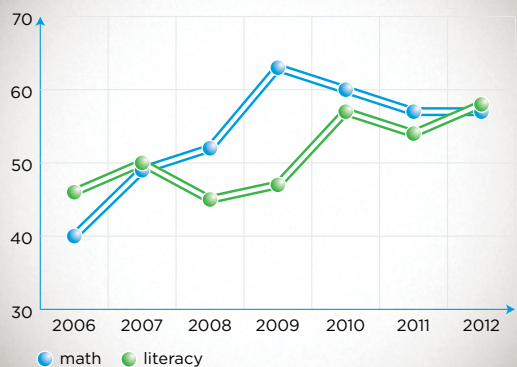


target 1: student achievement

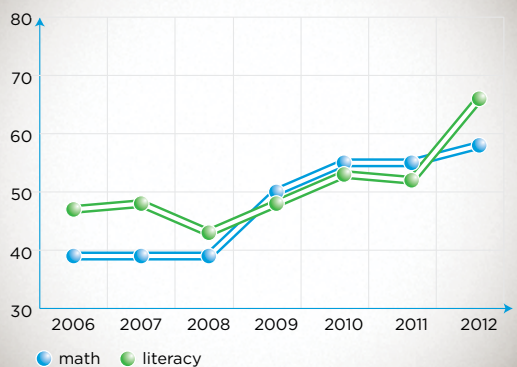
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middle schools

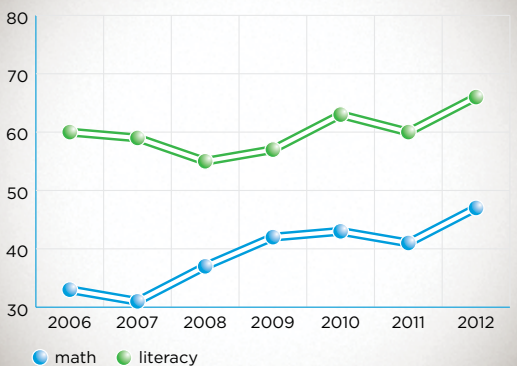
6th grade math and literacy
2006-2012 combined population



7th grade math and literacy
2006-2012 combined population



8th grade math and literacy
2006-2012 combined population



high schools

3,820 AP exams taken

1,251 students scored 3 or better

12 national AP scholars

135 AP scholars

43 AP scholars with distinction

27 AP scholars with honor

13 national merit semi-finalists

4 national achievement scholars

4 national merit commended scholars

1 national hispanic scholar

\$20.7 million in scholarships

65.7% graduation rate
(within four years)

94.7% attendance rate

1,431 ACT tests taken

average ACT scores

18.5 total

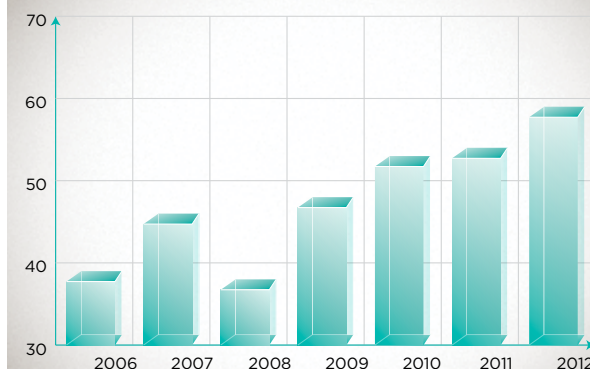
18.1 english

18.2 mathematics

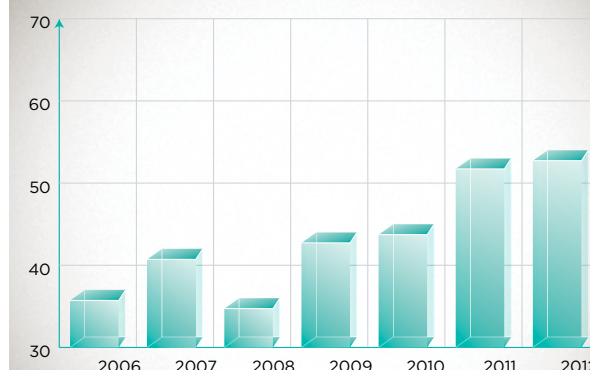
18.8 reading

18.6 science

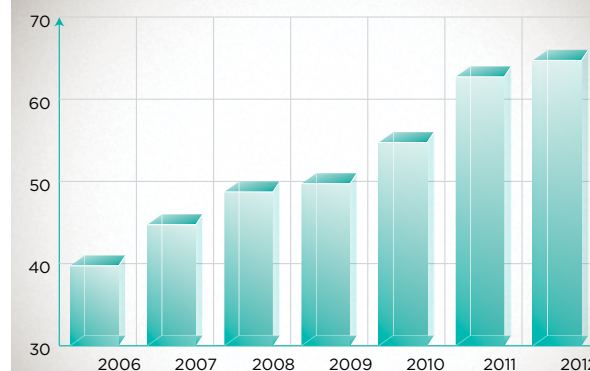
11th grade literacy
2006-2012 combined population



high school geometry
2006-2012 combined population



algebra 8 and 9
2006-2012 combined population



target 1: student achievement

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spotlight on students



Chelsea Gillespie, J.A. Fair High School: Gates Millennium Scholar (GMS). Gillespie was the only LRSD student to receive the honor and one of only five selected in the entire state. The GMS Program selects 1,000 students each year to receive a “good-through-graduation” scholarship to use at any college or university.



Keeling Baker, a 4th grader at Pulaski Heights Elementary, placed 6th out of one hundred 4-8th graders in the state Geography Bee competition.



Kouadio Kondo, 11, a student at Otter Creek Elementary, was the state

winner in the national “Doodle 4 Google” competition.



Little Rock Central High School swept the 2012 Science and Engineering Fair again. Winners included: **Nathanael Ji** (1st Place/ ISEF finalist), **Abhilasha Gokulan** (2nd Place/ ISEF finalist), **Yuxiu “Katherine” Wang** (3rd Place/ ISEF observer), **Alex Zhang** and **David Chen** (1st Place Team/ ISEF finalists). 1st and 2nd place, along with team project students, were invited to represent the district/state at the International Science and Engineering Fair.

The Make-A-Wish Foundation honored two Cloverdale Middle School eighth graders, **Jermaine Poe** and **Jennifer Salicidon**, for artwork they donated with a special presentation of thank you plaques and handmade cards from children who have received gifts from the foundation.

The Kiwanis Club of Pulaski Heights awarded three LRSD Seniors with awards at its *8th Annual Tullio Jacuzzi Outstanding High School Seniors Awards Banquet*. Honorees were **Cheyenne Nicole Hampton** of Hall High School, **Samuel Joseph Hoskins** of Central High School, and **Mary Elizabeth Hoag** of Parkview Magnet High School.



2012 State Champions
7A Girls Tennis **Central High School**



2012 State Champions 7A Boys Basketball
Hall High School



2012 State Champions 6A Girls Basketball
Parkview Magnet High School



2012 State Champions 6A Boys Basketball
Parkview Magnet High School

target 2: proven strategies

common core state standards (ccss) initiative

Arkansas adopted the Common Core State Standards with 47 other states and identified a time line for the full implementation in K-12 by 2013-2014.

The standards were created using the highest, most effective models from states across the United States and countries around the world— providing teachers and parents with a common understanding of what students are expected to learn. Consistent standards will provide appropriate benchmarks for all students, regardless of where they live.

These standards define the knowledge and skills students should have within their K-12 education so that they will graduate from high school able to succeed in academic college courses and in workforce training programs. The standards:

- Are aligned with college and work expectations.
- Are clear, understandable and consistent.
- Include rigorous content and application of knowledge through high-order thinking skills.
- Build upon strengths and lessons of current state standards.
- Are informed by other top-performing countries, so that all students are prepared to succeed in our global economy and society.
- Are evidence-based.

For more information go to www.corestandards.org.

The Little Rock School District implemented the CCSS for English and Language Arts in kindergarten through fifth grade classrooms and mathematics in kindergarten through second grade. These standards describe what students should learn and be able to do at the end of each grade level.

The new Language Arts standards replaced

previously implemented Arkansas English Language Arts Frameworks and provided increased academic rigor for all grades in order to ensure students have the skills to successfully enter college or careers after high school graduation.

The CCSS specified:

- The need to spend equal amounts of time reading narrative and non-fiction texts.
- The ability to understand narrative, expository, and opinion/argument types of writing.
- The capacity to demonstrate learning through regular assessments, writing projects, and presentations.

middle school reform initiative

The Little Rock School District completed its plan to revamp LRSD's middle schools during the 2011-2012 school year. The District worked to create a rich and rigorous liberal arts curriculum that would challenge all students.

new electives

- **Broadcast Communications** introduces students to digital audio and video technology.
- **Dance and Creative Movement** exposes students to many types of dance and movement.
- **Exploring Fantasy and Futuristic Fiction** allows students to venture into this popular genre of literature.
- **Gifted and Talented Seminar** engages students with projects and experiences that foster critical thinking skills and personal growth.
- **Imagination Zone** challenges students to use their imagination to create and solve problems.
- **Orchestra** prepares students for advanced high school courses.
- **Techno-Creative Expressions** allows students to use technology to express themselves.

target 2: proven strategies

eight-period days

The District proposed an eight-period day to replace the A/B Block (90-minute) schedule. Both teachers and the School Board voted to support the District's proposal for the 2012-2013 school year.

Advantages of the eight-period day:

- More electives available to students.
- Built-in intervention periods in math and/or literacy for these students who need extra help.
- Meets the psychological, emotional, and physical needs of middle school students.
- Allows for built-in collaboration and teaming periods.

true teaming

Teaming is a structural arrangement whereby an interdisciplinary group of teachers works collectively with the same group of students. The focus in teaming is for teachers to work together to improve student achievement to meet students' psycho-social-emotional developmental needs and improve communication between the school and the family.

safety and security improvements

Every middle school has a monitoring and visibility plan whereby staff members are strategically stationed to monitor student movement throughout the school day. Every LRSD school has at least 20 security cameras. Some schools have as many as 80-90 cameras. Ninety-five percent of the District's security officers have been certified by the Arkansas State Police.

summer programs

During the summer, 2,259 elementary students grades K-5 participated in one of six programs. The summer programs for elementary students included a range of opportunities designed to provide targeted literacy instruction for students in need of additional support in literacy, offer highly effective English language instruction for English Language Learners, and improve students' confidence and abilities in mathematics.

Highlights of LRSD's summer programs

- Students who attended 80% of the days made gains in reading and writing.
- All teachers participated in pre-school training and daily collaboration sessions which increased teacher capacity and content knowledge.
- English Language Learners were also given a pre- and post-assessment for language and 85% of the students showed significant growth.

In addition to academics, students participated in various enrichment activities including art, music, multimedia classes, story time, and physical fitness. The City of Little Rock provided summer services for 898 students through summer recreation programs hosted by selected elementary schools.



target 3: effective funding

average teacher salary: \$56,020

first year teacher salary: \$33,618

46.4 mills school tax/local revenue

The total tax levy included 32.0 mills for the maintenance and operation of schools, 12.4 mills for debt service, and 2.0 mills for expenditures dedicated specifically for the purposes of maintaining school facilities and providing technology upgrades. Surplus revenue produced each year by debt service millage was used by the District for other purposes.

revenue

- **local/county** \$155,433,699
- **state** \$119,174,141
- **federal grants** \$36,948,645
- **dedicated maintenance & operations** \$7,255,351
- **magnet** \$29,400,397
- **other** \$646,794

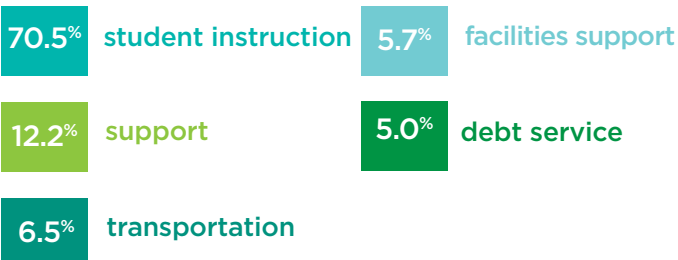
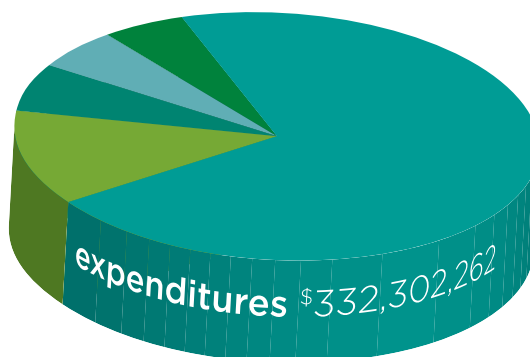
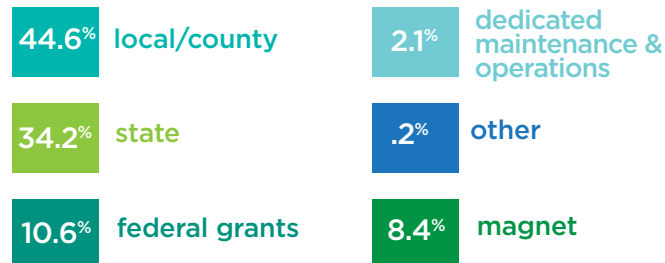
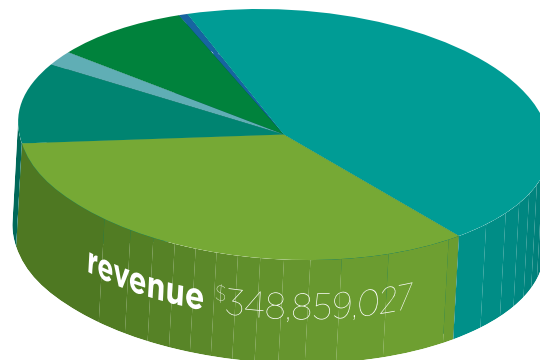
expenditures

- **student instruction** \$234,274,638
- **support** \$40,590,555
- **transportation** \$21,634,472
- **facilities support** \$19,072,113
- **debt service** \$16,730,484

813,767 in volunteer hours

LRSD's volunteer program, Volunteers in Public Schools (ViPS), is a vital component in the operation of all of our schools. For the 2011-2012 school year, volunteers' hours were equivalent to \$7,089,107 which represented a 12% gain from the previous school year.

The Partners in Education (PIE) program added 22 new partners to create a program total of 299.



target 3: effective funding

facility improvements

Building appearance and environmental improvements including roof replacements at the following schools: Chicot, Gibbs, Mabelvale Elementary, Cloverdale, Mann, McClellan, Administration Building, First Student Transportation, IRC, and Student Registration.

Window system replacements at Meadowcliff and Wilson.

Classroom improvements and additions at Mann Magnet Middle School

Renovations to the Metropolitan kitchen and McClellan science labs.

Renovations to restrooms at Dunbar, King, Parkview, and Williams.

Fire alarm upgrades at Cloverdale, McDermott, and Terry.

Improved parking lot access and size at Cloverdale and Chicot, including street widening at Chicot.

Athletic improvements: Parkview Track resurface, Parkview Women's Field House addition, and Quigley Press Box renovation.

Improved mechanical systems at Dunbar, J. A. Fair, Hamilton Learning Academy, Central, and Terry.

Added accessibility for special needs students at J.A. Fair, Hall, Hamilton Learning Academy, Henderson, Mabelvale Middle, and Forest Heights.



target 4: high quality staff



LRSD Teacher of the Year **Bridget Shinn**
Mann Magnet Middle School



Sarah Jane Relano
Williams Magnet Elementary School



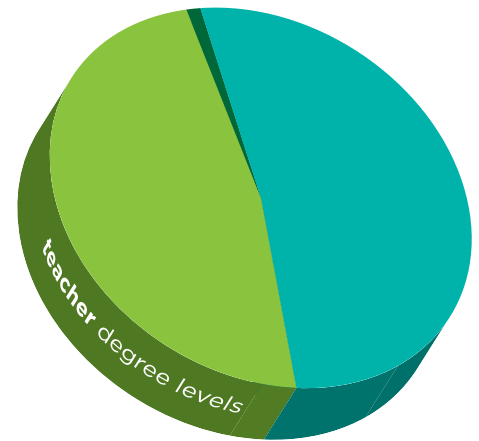
Natalie Holliman
Dunbar Magnet Middle School



Keith Richardson
Central High School

The Little Rock School District congratulates **Bridget Sweetser Shinn**, recipient of the 2012 Marian G. Lacey Educator of the Year Award.

The District also celebrates **Sarah Jane Relano**, Elementary School Teacher of the Year; **Natalie Holliman**, Middle School Teacher of the Year; and **Keith Richardson**, High School Teacher of the Year.



13% of our teachers are national board certified

National Board Certification is part of the growing education reform movement that is advancing student learning, improving teaching and making schools better. Teachers who achieve National Board Certification have met high standards through study, expert evaluation, self-assessment and peer review. National Board Certification is an advanced teaching credential. It complements, but does not replace, a state's teacher license.

47% bachelors

52% masters

1% doctorate

target 4: high quality staff

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spotlight on staff



Dr. Vickie Logan
Parkview Magnet High School



Sonja Williams
Hall High School

Dr. Vickie Logan, Parkview Magnet Biology Teacher, was named among 97 math and science teachers by President Obama as recipients of the prestigious Presidential Award for Excellence in Mathematics and Science Teaching. She received a \$10,000 award from the National Science Foundation and was invited to Washington, DC, for a special ceremony.

Sonja Williams, Hall High School Teacher, was named Arkansas History Teacher of the Year.

Carol Burke Fleming, MS/CCC-SLP, from Pulaski Heights Middle School, was recognized as a Fellow of the American Speech Language Hearing Association (ASHA). This recognition is one of the highest honors the Association can bestow; it puts Fleming among the top .02% in her profession. In fact, she is one of only 14 Arkansans to ever receive this recognition.

Dr. Betsy Kaye, Reading Recovery Teacher Leader, LRSD Elementary Literacy Department, has received the distinct honor of being chosen as one of five internationally-recognized educators to review the new edition of An Observation Survey of Early Literacy Achievement (Clay, 2002).

Margo Bushmiaer, Coordinator of LRSD Health Services, received the President's Award at the National Association of School Nurses Annual Conference.

Teresa Gordon Knapp, Jefferson Elementary, won the Arkansas Association of Instructional Media (AAIM) Outstanding Library Media Specialist award.

Betsy Hall, Central High School, won the Stephens Award for Outstanding High School Teachers.

Melanie Kiker, Central High School, won the Coaching Excellence Award at the National Science Olympiad tournament (not pictured).



Carol Fleming
Pulaski Heights Middle School



Dr. Betsy Kaye
Reading Recovery Teacher Leader



Margo Bushmiaer
LRSD Health Services Coordinator



Teresa Gordon Knapp
Jefferson Elementary School



Betsy Hall
Central High School

target 5: accountability systems

edline

Edline is a multi-purpose, web-based program that allows teachers to post grades, and attendance, as well as other pertinent information online for administrative, parental, and student purposes. Parents and students can easily access student grade information anywhere they have an internet connection after activating an access code. If you do not have access to Edline, contact your school to get your access code.



data warehouse

The “Creating Excellence” Performance Management system consists of a data warehouse and data dashboards that will give District administrative and school staff the ability to more accurately and efficiently make data-driven decisions related to students’ academic progress. The system will have various metrics that

SOAR

Regular assessment of student learning is a way to help teachers and administrators make sure students stay on track with their learning. SOAR data is an excellent predictor of a student’s performance on the end-of-year benchmark exams. It also provides comprehensive data about skills students have mastered or not mastered in order for teachers to address student needs individually.

will be used to measure progression or digression in various areas, such as attendance, assessment scores, and grades.



The system’s early warning capability will allow the District to identify students for early intervention. The system will also allow the District to more easily access data elements such as student demographics, class schedules, assessment scores, grades, contact information, enrollment information, attendance, and much more. This data will provide a more effective and assured way of tracking trends that impact the

parentlink

The ParentLink messaging system allows schools to contact parents with the same message in just minutes. Parents can be contacted by phone, text message or email. The reports created after calls go out allow schools to better manage parent contact information and document attempts to contact parents. Daily attendance messages help keep parents informed of students’ absences.

overall scholastic performance of our students. The District plans to fully implement this system during the 2012-13 school year.

The District currently has access to Data Director which provides meaningful and effective reporting for the schools pertaining to student demographics and assessment information.

target 5: accountability systems

professional development and leadership

evaluating/coaching instructional coaches to high performance

The District uses instructional coaches to support the knowledge and skill acquisition of teachers.

Professional development was provided on:

- Understanding the coaching instrument.
- Processes involved in assessing the performance of instructional coaches.
- Coaching conversation
- Modeling
- Co-teaching

leadership coaching for high performance – level I

This four-day training provided principals with the knowledge and skills to improve the performance of their teachers.

Powerful and meaningful coaching conversations focused on four essential elements:

- Committed listening
- Paraphrasing
- Reflective feedback
- Positive intent

These elements drive the coaching conversation which lead to improved performance and increased efficacy for teachers and support staff. The training also exposed participating principals to the fundamentals of leadership coaching.

powerful coaching – level II

This four-day Level II training incorporated powerful coaching skills learned in Level I— these coaching behaviors are also utilized to increase the performance and effectiveness of classroom teachers. The training also allowed participants to develop a personalized approach to leadership coaching skills.

framework for teaching proficiency

During the 2011-2012 school year, principals and assistant principals were provided with additional development for increasing their effectiveness as classroom observers.

The District provided a research-based online training program, Charlotte Danielson's *Framework for Teaching*, designed to:

- Develop and test classroom observation policy.
- Instruct classroom observers to make accurate, reliable, consistent, and defensible judgments of teaching practices.
- Utilize observer training, scoring practice, and proficiency tests.

This framework is consistent with the Arkansas Department of Education's requirement that all classroom observers and evaluators be certified by August 2013.

reflect live

All K-12 schools, including teachers and administrators, were given access to Reflect Live—a tool to assist with the completion and delivery of classroom observations. This tool provides a customized and technology-enabled observation process and training for administrators on the district's Professional Teacher Appraisal System. Follow-up sessions were provided to administrators and teachers.



little rock school district
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little rock, arkansas 72201

www.lrsd.org



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