

Conway Public Schools

Five Year Plan

2015



“Every Child, Every Day, Whatever it Takes.”



Five Year Plan

Conway Public School District

(501) 450-4800

2220 Prince Street Conway, AR, 72034

School Board:

Chuck Shipp, President; Carl Barger, Vice-President; Dr. Adam Lamey, Secretary;
Bill Clements; Andre' Acklin; Scott Champlin; Trip Leach

Purpose:

The purpose of the 5 Year Plan is to guide our district in making decisions over the next five years in the areas of technology, teaching and learning, and secure environment.

History/Background:

In the Spring of 2013, the Conway Public School District conducted a training activity with the Arkansas Leadership Academy. The ALA worked with stakeholders throughout the Conway Public School District to identify our Strengths, Weaknesses, Opportunities, and Threats (SWOT). The results of the SWOT were as follows:

Strengths	Weaknesses	Opportunities	Threats
Quality Teachers, Staff, Leadership	Zoning/Overflow	Technology	Safety and Security
High Academic Expectations and Student Opportunities	Common Core Implementation/ Required Changes	More Student Opportunity and Involvement	Teachers Overwhelmed
Resources	Funding	Professional Development Opportunities	Federal/State Law Regulations and Funding

Based on the SWOT results, the Conway School District formed three committees with the purpose of writing a 5 Year Plan for the Conway School District. These committees were comprised of certified and classified staff K-12, as well as parents and community members. The committees met once a month during the Spring of 2015.

Five Year Planning Committees

Stakeholder	Teaching and Learning	Secure Environment	Technology
Central Office	Charlotte Vann Debbie Miller Heather Kendrick	Dianne Allen Carroll Bishop Heather Kendrick	KK Bradshaw Dave Westmoreland Heather Kendrick
District Classified	Mitzi Pratt	Bruce Harrell Ed Dow	Joel Dean Nathan Duncan Ivy Gunnells
Community	Kyla Garrett	Mike Winter (Fire Chief) Jack Bell (City Council)	Roy Grubb Mike Klug
Parents	Jessica Hoppis	Debra King	Jennie Stroth Mike Armistead Darren Irby
Principals	Tammy Woosley Debi Avra	Mark Lewis Todd Edwards	Karen Lasker Rebecca Decker
Students	Mikaela Brown Spencer Wall	Clay Bradshaw Breylin Smith	Camryn Crain Emma Freeman
High School	Monda Fason	Kathy Fulton	Michael Kennedy

	Marie Aldrich	Leigh Masterton	Matt Kelly
Junior L	Katti Bowen Megan West	Dax Hill Lisa Oates	Lee Ann Raney Sheri McGehee
Middle L	Kelli Gordon Sheila Dean	Holly Crossman Patrick Stacks	Melinda Francis Patti Oeste
Pre-Elementary L	Stephanie DeFoor Bonnie Maddox	Nathan Howse Donna Wilchie	Julie Olson Leah McKeen
High School C	Deborah Calvin	Chuck Townsend	
Junior C		Tiffany Stroman	Jo Henry
Middle C		Tim Boyd Anita Stephens	Anita Stephens
Pre-Elementary C	Charlonzo Rose	Nedra Jones	Sherry Edwards

Each committee had a specific list of topics (derived from the SWOT) to discuss and critical questions to examine more closely.

Technology

24/7 Learning
Professional Development
Accessibility

Teaching and Learning

Teacher Satisfaction
Standards Implementation
Professional Development
Student Overflow
Alternative Programming Options for Students

Secure Environment

Current Safety Measures in Place
Transportation Safety
Crisis Management

Committee members discussed each topic in detail, sharing ideas and collaborating to create many options and suggestions for our district.

The committees completed their work in May of 2015. The Conway Public Schools' Administrative Leadership Team compiled their notes and formulated this Five Year Plan.

5 Year Plan

Over the course of the next 5 years, the Conway Public Schools' Technology Committee makes the following recommendations:

1. The Conway Public School District will work with community providers and partners to ensure that all students and teachers have both access and devices to meet the demands of technology required for the 21st century learning environment.
2. The Conway Public School District will use technology to make our teaching accessible to students 24 hours a day, 7 days a week.
3. The Conway Public School District will provide ongoing and frequent training and professional development for all stakeholders in the area of technology.

Over the course of the next 5 years, the Conway Public Schools' Teaching and Learning Committee makes the following recommendations:

1. The Conway Public School District will research and implement ways to increase teacher morale, recognition, and support.
2. The Conway Public School District will research options which will minimize overflow of students at the elementary level.
3. The Conway Public School District will provide multiple opportunities for teachers to access professional development through collaborative face to face, individual, and blended technological resources.
4. The Conway Public School District will support Standards Implementation with professional development, resources, and collaborative work to engage and provide differentiation for students.
5. The Conway Public School District will provide multiple options for students to obtain a diploma within the district.

Over the course of the next 5 years, the Conway Public Schools' Secure Environment Committee makes the following recommendations:

1. The Conway Public School District will implement parent and community outreach strategies to promote school safety in the community.

2. The Conway Public School District will continually review policies, procedures, and practices to ensure the safety of transported students.
3. The Conway Public School District will maintain current school safety plans and response procedures with annual drills and training for school personnel.
4. The Conway Public School District will work proactively with all stakeholders to address new safety and security issues through professional development and education.

Implementation and Evaluation

Based on the goals in each of these areas, the Conway Public School District will implement the 5 Year Plan in the following manner:

Committee groups will be formed in each of the three areas: Technology, Teaching and Learning, and Secure Environment. The groups will identify goals and objectives for each area.

In the fall, we will progress monitor toward goals we are working toward throughout the year.

In the spring, we will revisit what has been accomplished that year and plan for objectives to be accomplished the next year.

The following is a complete summary of goals and objectives for year one. Some goals and objectives are ongoing. Goals and objectives that are completed are noted with a (*) in the document.

Conway Public Schools

5 Year Plan- Year One Summary

May 2016

Technology

Technology - Goal One: The Conway Public School District will work with community providers and partners to ensure that all students and teachers have both access and devices to meet the demands of technology required for the 21st century learning environment.

Objective #1: CPSD will explore the possibilities of making district facilities available to students and parents after regular school hours.

- Acquire fiscal report on Saturday School K-12

- Price cost/feasibility of added transportation for students who stay after school

- Research other models in other school districts

- Research the cost/feasibility of paraprofessional staffing labs in evenings for family use

Objective #2: CPSD will pursue partnerships with local faith-based institutions, civic organizations, business partners, and others to develop a “quilt” of hot spots across the community to aide students and their parents in accessing the internet.

- Contact Joel Dean about tech access

- Contact colleges and universities to initiate conversations about increased student access

- Review usage reports of labs

- Pursue conversations with CSMS about UCA partnership

- Explore expansion of mobile tech labs

Technology - Goal 2: The Conway Public School District will use technology to make our teaching accessible to students 24 hours a day, 7 days a week.

Objective #1: CPSD will advance the on-going, embedded professional development in the integration of technology into the curriculum.

- *Google Classroom expansion (interactive-not just consumptive)

- *Integration of point in time remediation using technology with all students

Begin the use of video clips of instruction for modeling so that teachers can “see” how to integrate effectively and purposefully technology into the curriculum

* Indicates completed task

Objective #2: CPSD will develop and create a centralized repository for student and parent utilization for the purpose of increasing student achievement.

Video clips of lessons re-teaching skills

Differentiated instruction

Online lesson plans, assignments, and activities for parents and students

Creation of grade level/subject area blogs by teachers, tech staff, and Instructional Facilitators with FAQ and differentiated instruction and practice

Objective #3: CPSD will begin researching online options for credit acquisition at high school to include expansion in homebound education for K-12 and others.

*Use of technology in disciplinary settings such as ISS

*Special education applications

*Interventions

Use of online instruction for students receiving homebound instruction

Use of online instruction for students requiring an alternative school setting

Use of online instruction for expelled students to receive credit

*Indicates completed tasks

Technology - Goal 3: The Conway Public School District will provide ongoing and frequent training and professional development for all stakeholders in the area of technology.

Objective #1: CPSD will expand the professional development opportunities for staff and parents by partnering with colleges, universities, AETN, and other technology entities across the community.

Technology, social media, internet safety for students

Allow students access to technology so that they can go home and “train” their parents/guardians

Sharing google classroom projects with parents

Coding activities in Gifted and Talented (GT)

Research and continued embedded technology through Understanding by Design (UbD)

Develop an articulated expectations guide for teachers by grade level or subject area in regards to technology to ensure a more systematic way of keeping teachers updated on technology

Devise a master schedule for all staff to be able to meet technological expectations.

Objective #2: CPSD will conduct joint technology training by levels (elementary, middle, and Jr/High) for parents and patrons. Topics may include but not be limited to any of the following:

- Legal implications for students in regard to safe technology usage
- Social media trends and activities
- Educational usage, software, website, communication options.

Objective #3: CPSD will cultivate a culture of technology leadership at the district and individual building levels.

- Identify faculty members at each building who have areas of expertise in regard to technology
- Encourage and integrate modeling of the tools, techniques and resources that teachers already have to accomplish goals
- Broaden and intensify the technology training for all district and building level administrators

Teaching and Learning

Teaching and Learning - Goal One: The district will research and implement ways to increase teacher morale, recognition, and support.

Objective #1: CPSD will develop and implement appropriate teacher appreciation strategies.

Objective #2: CPSD will develop and implement appropriate ways to recognize staff at the district and building level.

Teaching and Learning - Goal Two: The district will research options which will minimize overflow of students at the elementary level

Objective #1: CPSD will continue to review appropriate school zones.

Objective #2: CPSD will consider new schools as student growth occurs.

Objective #3: CPSD will continue to consider waivers for intra-district transfers to schools that are at or approaching capacity.

Objective #4: CPSD will consider options for number of students in classes for each grade level.

Teaching and Learning - Goal Three: The district will provide multiple opportunities for teachers to access PD through face to face, collaborative, individual and blended technology resources.

Objective #1: CPSD will embed strategies for technology use in cross curricular pacing.
Develop the use of Google platform for K-12 Curriculum and Professional Development

Objective #2: CPSD Staff will support Professional Development by Instructional Facilitators.

Objective #3: CPSD will research and review a district structure for use of teacher contract days.

Professional Development/contract agreement/verification forms

Continue to refine the process for teacher approval and verification of Professional Development as it relates to their Professional Growth Plan (PGP), licensure, and district contract.

Research alternative methods for the delivery of Professional Development

Teaching and Learning - Goal Four: The Conway Public School District support implementation of Standards with Professional Development, resources, collaborative work (pacing, UBD) to engage and provide differentiation for students.

Objective #1: CPSD will support implementation of the standards by providing job-embedded Professional Development for teachers in the following ways:

Continue the process of promoting understanding of the Standards and Understanding By Design (UbDs)

Promoting integration of engaging and differentiated learning experiences for students

Using common assessments and reflection on learning activities

Objective #2: CPSD will provide resources needed to support implementation of curriculum.

Resources for engagement and differentiation will continue to be researched and designed by teachers

Resources will be provided for teachers in a timely manner
UbD learning activities will include adequate details to serve as an appropriate guide for novice, new-to-subject /grade and /or substitute teachers.
Research-based and “best practice” resources and learning activities will be used when possible including practical technology
A “toolbox” of additional quality learning activities which provide differentiation will be added to each UbD for teacher use

Objective #3: CPSD will support implementation of the standards through collaborative work by teachers in the following ways:

- *The district Instructional Facilitators will assist teachers in analyzing data
 - *Summer pacing days will be provided to allow curriculum collaboration
 - *A specified number of pacing days will be provided by the district for teachers throughout the school year.
- The district will review appropriate teacher collaborative pacing time needed based on revisions of state standards

*Indicates a completed task

Teaching and Learning - Goal Five: The district will provide options for students to obtain a diploma within the district.

Objective #1: CPSD will provide options for expansion of academic services for students by researching the following options:

- Improving the curriculum pace for students in the Juvenile Education Center
 - Expanding Edgenuity for initial credit
 - Exploring flexible, online courses for initial credit
 - Continuing to increase concurrent credit offerings
 - Continuing Response to Intervention (RTI) strategies
- **Expand Homebound Services

**Indicates a complex task which needs focused research

Secure Environment

Secure Environment - Goal 1: The Conway Public School District will implement parent and community outreach strategies to promote school safety in the community.

Objective #1: CPSD will develop a safety communications plan for the district to include but not be limited to any of the following:

Communication Specialist will include safety topics on her bi-weekly radio segment on Y107.1's Community Breakfast

Crisis Planning

All schools will update and submit crisis plans each year

School Administrators will attend training each year, as well as conduct drills in each building to stay current on safety issues, with help from local law enforcement

YouTube Videos on Safety to include transportation

The Communication Specialist and Bus supervisor will videotape bus safety programs such as "Buster the Bus" to put on YouTube and the district website.

Usage of safe rooms

*Schools with safe rooms will implement automatic door opening systems, so members of the community may use these in severe weather situations after school hours.

Improve internal communication between community and school administrators

*Indicates completed task

Secure Environment - Goal 2: The Conway Public School District will continually review policies, procedures, and practices to ensure the safety of transported students.

Objective #1: CPSD will develop a transportation plan for the district to include the following:

Researching feasibility of placing flashing lights and signs at entries to schools

Investigating feasibility of additional security cameras on buses

Pursuing professional development opportunities on de-escalation training and uniform discipline procedures for bus drivers and transportation aides

Studying traffic patterns to include crosswalks at all school locations to improve safety

Investigating hub patterns to improve identification of students and routes

Secure Environment - Goal 3: The Conway Public School District will maintain current school safety plans and response procedures with annual drills and training for school personnel.

Objective #1: CPSD will actively pursue opportunities to expand safety plans, drills, and procedures to ensure student safety.

Investigate development of First Responder Teams

Conway Schools principals will visit with the city's first responders to understand crisis situations from the perspective of city level personnel.

Research expansion of fob entry for playground and outdoor activity areas

If district money allows, continue updating new fobs on all entry doors to all CPS buildings.

Pursue addition of safety training for substitute teachers with Kelly Services

Continue conversation with Kelly Services about providing crisis training to all substitutes.

Expand professional development opportunities for all staff in regard to site specific school sites.

Investigate the possibility of each school sending at least one representative to the Safe Schools Conference each year. This would be paid for by each school building and may count towards Flex Days.

Investigate possible expansion of internal and external cameras at school facilities

The district will continue to expand/upgrade cameras at all schools especially in any locations which might be suspect to possible problems. This will be determined by the district to see if we have available funds to do this each year.

Secure Environment - Goal 4: The Conway Public School District will work proactively with all stakeholders to address new safety and security issues through communication, professional development, and education.

Objective #1: CPSD will further its relationships with external organizations to expand professional development on current and emerging safety and security issues.

Expand professional development opportunities for school administrators, SRO's, and staff

Investigate possibility of securing high school campus perimeters during school hours

Consider additional speed bumps on school campuses

5 Year Plan Committee Members

Focus Area	Elementary	Middle School	Junior High/HS
Technology Goal One	Delanna Lacy*	Susan Middlebrooks	Ferris Jackson
Technology Goal Two	Kate Bowen	Chris Pegg	Ben Darley*
Technology Goal Three	Gary Logan*	Harvey Benton	Nick Newman
Teaching/Learning Goal One	Stacy Defoor*, Tami Burcham	Karen Lasker	Pam Ferguson
Teaching/Learning Goal Two	Dayna Lewis*, Judy Greer	Ed Franklin	
Teaching/Learning Goal Three	Tammy Woosley*, Rebecca Decker, Keisha Garland	Renee Bennett	Melinda Wright
Teaching/Learning Goal Four	Tina Antley, Brenda Mason	Debi Avra*	Trinina Pouncy
Teaching Learning Goal Five		Christy Parrish	Joel Linn*
Secure Environment Goal One	Bobby Walker, Amy Crow	Amy Jordan	Larry Joe Smith*, Steve Daniels
Secure Environment Goal Two	Catricia Carter, Bobby Walker	Buck Bing	Todd Edwards*
Secure Environment Goal Three	Kenny Clark*, Holly King	Wesley Scroggin	Dean Newell
Secure Environment Goal Four	Mark Lewis*, Cynthia Thacker	Sonya Strickland	Jason Lawrence

*denotes committee chairperson

