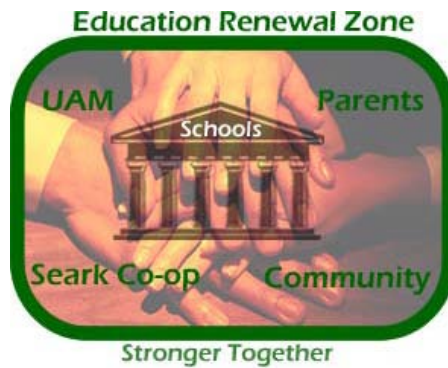


# EDUCATION RENEWAL ZONES

## ANNUAL REPORT NARRATIVE

**SPRING 2011**  
Southeast Education Renewal Zone



### Education Renewal Zones Strategic Plan Review of Implementation, Progress, and Future Directions

**The Contents of this Annual Report have been written by:**

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Tracie A. Jones  
Director, Southeast Education Renewal Zone  
University of Arkansas at Monticello

**The contents of this Annual Report have been approved by:**

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Dr. Peggy Doss  
Dean, School of Education  
University of Arkansas at Monticello

## **EXECUTIVE SUMMARY**

After a series of meetings with the University of Arkansas at Monticello (UAM), the Southeast Arkansas Education Service Cooperative (SEARK CO-OP), and the 14 partnering high schools, the Southeast Education Renewal Zone (Southeast-ERZ) was formed, a Director was hired, and the Strategic Plan was written with input from all partners. The Strategic Plan was collaboratively developed by all partners and includes a vision statement and focused goals related to the legislative purposes and the ERZ logic model. The plan is revised with all partners having the opportunity to address emerging needs. All partners have clear roles and responsibilities which include a decision-making process that allows decision-making authority across all partners. To aid the partnership, the Southeast ERZ formed a local advisory group, representing all partners, that meets quarterly for the purpose of playing an active role in the plans and strategies of the Southeast ERZ. There is a process in place to initiate additional Advisory Group meetings when necessary.

During the first year, many activities were expanded, and some new initiatives were started because of the Southeast ERZ. During the second year, one school was consolidated making the number of partnering high schools 13, and additional initiatives were implemented. During the third year, the Southeast ERZ expanded to include 45 schools, consisting of elementary, middle, and high schools. To assist with this expansion, an Assistant Director was hired. All legislative goals are addressed, but some initiatives have been emphasized because of high needs in the area. In spring 2010, ERZ statewide funding was cut. Assistant ERZ Directors' positions were cut from budgets. In October 2010, Southeast ERZ was refunded to hire an Assistant Director however, due to limited qualified applicants the position was not filled for the 2010-2011 school year.

The Southeast ERZ currently has a higher education partner, UAM; SEARK CO-OP; and 49 partnering schools in 15 school districts-- Cleveland County – Kingsland Elementary School, Rison Elementary School, Rison High School; Crossett – Crossett Elementary School, Crossett Middle School, Crossett High School; Dermott – Dermott High School, Dermott Elementary School; DeWitt – DeWitt Elementary, Gillette Elementary, DeWitt Middle School, DeWitt High School; Drew Central – Drew Central High School, Drew Central Elementary School, Drew Central Middle School; Dumas – Reed Elementary School, Central Elementary, Dumas Junior High School, Dumas High School; Hamburg - Allbritton Elementary School, Noble Elementary, Wilmot Elementary, Portland Elementary, Hamburg Junior High School, Hamburg High School; Hampton – Hampton Elementary School, Hampton High School; Hermitage - Hermitage Elementary School, Hermitage High School; Lakeside – Eudora Elementary School, Lakeside Lower Elementary School, Lakeside Upper Elementary School, Lakeside Middle School, Lakeside High School; McGehee – McGehee Elementary School, McGehee High School; Monticello –Monticello Elementary School, Monticello Intermediate School, Monticello Middle School, Monticello High School; Star City – Jimmy Brown Elementary School, Star City Middle School, Star City High School; Warren – Warren High School, Warren Middle School, Eastside Primary School, Thomas C. Brunson Elementary School; and Woodlawn—Woodlawn High School, and Woodlawn Elementary School.

Much effort has been made by the Southeast ERZ Director to communicate and collaborate with all partners and to ensure that all receive information and have opportunities to be heard. An Advisory Committee composed of representatives from all partnerships meets four times a year. Additional representatives were added this year to ensure representation of all groups. When necessary, additional Advisory Meetings can be initiated. Numerous focus meetings are held on a regular basis, and additional focus groups were added the second year. Progress was made during the second year to expand participation on the University campus beyond the School of Education to include the School of Arts and Humanities. The third year, this expansion extended to the School of Math and Sciences. The High School Redesign Project, initiated the third year and continued through the fourth year, has increased the participation in several areas across the UAM campus. All legislative purposes from Act 106 are addressed, and the Director communicates regularly through e-mails, phone calls, and site visits. The UAM School of Education Dean communicates regularly with Superintendents at the SEARK CO-OP Board Meeting. School administrators and teachers are involved in planning through annual stakeholders' meetings and by serving on several committees to provide input and suggestions on curriculum for pre-service teachers. They provide regular professional development on state initiatives that public schools have implemented as well as serve on interview committees for teacher preparation candidates.

Professional Development is a valuable part of the Southeast ERZ Strategic Plan. The SEARK CO-OP provides extensive professional development for the schools in all state initiatives, and the UAM School of Education professors take advantage of some of these opportunities, as well as offering professional development to the schools. A number of ways to meet the teachers' and administrators' needs have been identified, and surveys are a very important step in this process. Even though the SEARK CO-OP provides a full range of services, the Southeast ERZ Director identified ways in which the UAM faculty and the SEARK CO-OP could coordinate with the schools. This interaction expanded during the second year, but the participation has not continued as much during the third and subsequent years. During the fourth year, a survey was conducted to determine professional development needs of the School of Education staff, and regular professional development has been provided to address these requests.

Even though the Arkansas Early College High School (AECCHS) program had already been initiated, the added facilitation from the Southeast ERZ Director between UAM, SEARK CO-OP, and the schools has helped to expedite the implementation of this program. The support from the ERZ Director statewide has been instrumental in the growth of AECCHS. The AECCHS has also enabled schools that were unable to hire highly qualified teachers in hard to fill positions to offer required classes. The UAM School of Education has two Compressed Interactive Video (CIV) labs that are utilized to provide courses via CIV.

Recruiting and retention of highly qualified teachers became an area of high concern during the 2006-07 year, because of a serious teacher shortage in southeast Arkansas. As a result, a "Grow Your Own Committee" was formed with representatives from all schools invited to attend. Three schools in the Southeast-ERZ took advantage of the "Community-based Recruiting and Retention" opportunities offered through the

Arkansas Department of Education. The Dean of the UAM School of Education and the ERZ Director have taken several steps to increase the visibility of the teacher preparation program and have implemented additional strategies to improve recruitment. These strategies have included writing a recruitment plan and continued involvement with the ADE Office of Recruitment and the Community-based Recruiting and Retention committee.

Because retention is such a large part of the recruiting effort, mentoring of teachers is of high concern. The Southeast ERZ is seeking ways to increase mentoring efforts, and progress has been made as a result of the High School Redesign Project. Several mentoring projects took place during the fourth and fifth years, and additional projects are scheduled for the 2011-2012 year.

There is a great deal of interest in involving families and community members in the work of the school and parents in the academic work of the school, but more specific steps need to be identified to assess the current levels of family/community involvement or to explore ways to do so. One initiative that is being continued that involves the community/business/parents is the Community-based Recruitment/Retention Committee. The UAM SOE continues to make efforts to more fully involve the community and parents in its efforts to strengthen programs and meet NCATE standards. This area will continue to be developed more fully during the 2011-2012 year.

In May 2010, Arkansas Department of Education had budget cuts which affected the statewide ERZ system. Due to this reduction, ERZs statewide wrote for competitive grant to remain funded for the 2010-2011 school year. Following the competitive grant process, Southeast ERZ was funded for \$137,026.00 for the 2010-2011 school year. This funding did not allow the continued employment of the Assistant ERZ Director. In October 2010, the Southeast ERZ was informed we would be able to hire an assistant ERZ Director. An assistant ERZ director was not secured in the 2010-2011 school year. In March 2011, Arkansas Department of Education posted an RFP for ERZ competitive grant process for the 2011-2012 school year. Southeast ERZ was once again funded along with an Assistant ERZ Director. The search process began in June 2011 and is continuing at the time of the writing of this report.

**LEGISLATIVE REQUIREMENT #1: Develop meaningful collaboration between and among the higher education institution partners, education service cooperatives, schools, and communities participating in the education renewal zone, including academic departments within the higher education institution partners.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

The origin of the Southeast ERZ began on December 9, 2004 when a group of southeast Arkansas educators attended a meeting in Jacksonville, AR concerning Arkansas ACT 106 (HB 1056) of the 84<sup>th</sup> General Assembly. This original group formed a team at the meeting, discussed the presented information, the various steps of forming an ERZ, goals of the partnerships, and the implementation process. During the spring 2005, many meetings were held in the southeast area to continue discussions of the creation of the Southeast ERZ. School personnel began to meet to analyze their data during this time. During these data analysis meetings, the consensus of the group was that the vision and goals of the ERZ should be determined by the Arkansas Comprehensive School Improvement Plans (ACSIPs) of the area schools and by data information derived from test scores to improve student achievement.

In order to continue the planning process for the partnership, it was necessary to bring the participating schools together to assess needs and goals. This became possible when the Arkansas Department of Education provided a grant for providing intensive school support for schools in the SEARK CO-OP area designated to be in school improvement. Because of these meetings, the University of Arkansas at Monticello (UAM), the SEARK CO-OP, and 14 schools formed the Southeast ERZ to be housed at UAM. Mrs. Mary Jo Barnett was hired in August 2005 as the first ERZ Director. Mrs. Barnett had worked with the area schools for 10 years as an ADE School Improvement Supervisor, so relationships were in existence, which have influenced the success of the Southeast ERZ. Dr. Peggy Doss was also hired as the Dean of the UAM School of Education during the same period. Her leadership has also influenced the success of the program. Throughout the 2005-2006 school year, many meetings were held to set goals and write mission statements for the program. Relationships were deepened through these meetings.

Throughout the last six years, the Southeast ERZ has grown and become a vital component of P-20 education in southeast Arkansas. The partnership has grown from

14 to 49 schools in 15 school districts encompassing nine counties in the southeast corner of the Arkansas. Because of the growth and success of the Southeast ERZ, during the summer of 2007, Mrs. Tracie Jones joined the Southeast ERZ as Assistant Director. Through the addition of the Assistant Director, services were expanded to include both elementary and middle schools. The expansion on the UAM campus has grown as well. The ERZ worked with the School of Education faculty at the beginning. By the end of the 2006-2007 school year, the faculty from the School of Arts and Humanities became more involved in the ERZ activities. During the 2007-2008 school year, a new partnership was established with the School of Math and Natural Sciences. Working within these units has made this partnership extremely strong. At this time, additional support and partnerships are being established throughout the UAM campus to communities in southeast Arkansas to strengthen P-20 education. After the retirement of Mrs. Barnett, Mrs. Jones was named the Director of the Southeast ERZ. In January 2010, Ms. Lynn Fox was hired as the Assistant ERZ Director. The ERZ Office also includes a full-time administrative assistant. The Southeast ERZ Office continues to be housed in the UAM School of Education. In May 2010, the Arkansas Department of Education had budget cuts which affected the statewide ERZ system. Following the competitive grant process, Southeast ERZ was funded for \$137,026.00 for the 2010-2011 school year. This funding did not allow the continued employment of the assistant ERZ director. In October 2010, Southeast ERZ was informed we would be able to hire an assistant ERZ Director. An assistant ERZ director was not secured in the 2010-2011 school year. In March 2011, Arkansas Department of Education posted an RFP for ERZ competitive grant process for the 2011-2012 school year. Southeast ERZ was once again funded along with an Assistant ERZ Director. The search process began in June 2011 and is continuing at the time of the writing of this report.

<b>2010-2011 School Improvement Status for Southeast ERZ Partners</b>		<b>Scholastic Audit</b>
<b>Achieving</b>	DREW CENTRAL ELEM. SCHOOL	
	ALLBRITTON UPPER ELEM. SCHOOL	
	PORTLAND ELEMENTARY SCHOOL	
	NOBLE LOWER ELEMENTARY SCHOOL	
	EUDORA ELEMENTARY SCHOOL	
	MONTICELLO MIDDLE SCHOOL	
	STAR CITY MIDDLE SCHOOL	
	THOMAS C. BRUNSON ELEM. SCHOOL	
	WOODLAWN ELEMENTARY SCHOOL	
	DEWITT ELEMENTARY SCHOOL	
	GILLETTE ELEMENTARY SCHOOL	
<b>Alert</b>	KINGSLAND ELEMENTARY SCHOOL	
	RISON HIGH SCHOOL	
	CROSSETT ELEMENTARY SCHOOL	
	DERMOTT ELEMENTARY SCHOOL	
	DREW CENTRAL MIDDLE SCHOOL	
	LAKESIDE MIDDLE SCHOOL	
	MONTICELLO ELEMENTARY SCHOOL	
	MONTICELLO INTERMEDIATE SCHOOL	

	WOODLAWN HIGH SCHOOL	
Targeted Improvement Year 1	CENTRAL ELEMENTARY SCHOOL	
	REED ELEMENTARY SCHOOL	
Targeted Improvement Achieving Year 1	HERMITAGE HIGH SCHOOL	2006-2007
Targeted Improvement Achieving Year 3	RISON ELEMENTARY SCHOOL	
Targeted Improvement Achieving Year 3 Corrective Action	DERMOTT HIGH SCHOOL	2008-2009
Targeted Intensive Improvement Year 4	BROWN ELEMENTARY SCHOOL	
	WARREN MIDDLE SCHOOL	
Whole School Improvement Year 1	DUMAS JUNIOR HIGH SCHOOL	
Whole School Improvement Achieving Year 1	WILMOT ELEMENTARY SCHOOL	
	DEWITT HIGH SCHOOL	
Whole School Improvement Achieving Year 2	CROSSETT MIDDLE SCHOOL	
	HAMBURG HIGH SCHOOL	
Whole School Improvement Year 3 Corrective Action	DUMAS HIGH SCHOOL	
	MCGEHEE ELEMENTARY SCHOOL	2010-2011
	EASTSIDE PRIMARY SCHOOL	
Whole School Improvement Achieving Year 3	LAKESIDE LOWER ELEM. SCHOOL	
	LAKESIDE UPPER ELEM. SCHOOL	
	STAR CITY HIGH SCHOOL	2010-2011
Whole School Intensive Improvement Year 5 Restructuring	DREW CENTRAL HIGH SCHOOL	2008-2009
	HAMPTON ELEMENTARY SCHOOL	
	HERMITAGE ELEMENTARY SCHOOL	
	WARREN HIGH SCHOOL	
	DEWITT MIDDLE SCHOOL	2009-2010
State Directed Year 6	CROSSETT HIGH SCHOOL	2009-2010
	HAMBURG JUNIOR HIGH SCHOOL	2010-2011
	LAKESIDE HIGH SCHOOL	2008-2009
	MCGEHEE HIGH SCHOOL	2008-2009
State Directed Year 7	HAMPTON HIGH SCHOOL	2010-2011
	MONTICELLO HIGH SCHOOL	2008-2009

A focus of the Southeast ERZ partnership is to collaborate among the partnerships to provide the schools with the necessary resources and professional development to improve student achievement. In order for this to happen, a consistent plan of communication for discussing, organizing, and implementing the Strategic Plan has been developed. All partners are kept informed and given an equal opportunity for participation and evaluation. A variety of methods of communication has been established by the Southeast ERZ to accomplish this goal.

Director have been committed to spending 50% of their time in the schools to identify student achievement needs, collect requests, and respond to professional development needs. The Director is continuing to work among units and offices to provide needed support to all partners. Over the last six years, the expansion of resources has grown to

include the UAM School of Education, School of Math and Natural Sciences, School of Arts and Humanities, Admissions, Student Affairs, and Academic Affairs. A Web site has been established and is maintained to provide online help and access to a variety of resources. E-mails, brochures, and phone calls are used extensively. The Southeast ERZ Advisory Committee, composed of representatives from partnering schools, UAM, SEARK CO-OP, community, and parents, meets quarterly, and there is a process in place to initiate additional meetings if necessary. These meetings provide opportunities for reporting information and exchanging of ideas and decision-making for future goals and activities. The Strategic Plan was collaboratively developed by all partners and includes a vision statement that addresses the common needs of the partners and acts as a guide for decision-making.

The Director keeps the Chancellor, the Provost, Dean of the School of Education, the School of Education Faculty, the Dean of the Arts and Humanities, and the Dean of the Math and Sciences informed of activities and involves them in planning and decision making through regular meetings, e-mails, and phone calls. The Dean of the School of Education, the Provost, and/or the Chancellor are present to welcome participants at ERZ meetings and activities. The Deans and the Provost take an active part in planning and participating in events. The ERZ Director attends all state ERZ Director meetings, maintains a balanced ERZ budget, submits all required reports on time, and continues to seek professional development to enhance leadership and instruction to benefit the Southeast ERZ partners.

The UAM Dean of the School of Education, Dr. Peggy Doss, meets with superintendents at SEARK CO-OP board meetings in order to be more sensitive to the needs of schools in teacher preparation and professional development and to share information. She has made site visits to business clubs in southeast Arkansas to communicate information concerning the UAM School of Education programs and the teacher shortage facing southeast Arkansas. The faculty partners, through the Professors Partnering with Professionals, make site visit to schools to gain data and often provide professional development. Faculty from the School of Arts and Humanities, faculty from the School of Math and Sciences, as well as the science specialist and the math specialist from the UAM School of Education Math and Science STEM Center make site visits and provide professional development to the public schools. These groups, along with the ERZ Director made 1,971 site visits to schools from 2005-2011 school years. Specific site visits are detailed on attached tally sheets.

<b>School Year</b>	<b>Number of Visits Recorded</b>
2005-2006	57
2006-2007	244
2007-2008	336
2008-2009	328
2009-2010	472
2010-2011	534

<b>July 2010 - June 2011</b>	
<b>Names</b>	<b>Site Totals</b>
Tracie Jones - ERZ	123
Tracie UAM Visits	94
Dr. Sue Martin - SOE	21
Gail Snider - Math Specialist	103
Dr. Morris Bramlett - Math & Science	13
Dr. C. Morrell Jones - SOE	29
Dr. Kathy King - SOE	1
Barbie Johnson - SOE	3
Dr. Alayne Zimmerly - SOE	13
Kim Level - SOE	1
Gina Richard - Science Specialist	83
Ranelle Eubanks - UAM Academic Affairs	1
Mary Whiting - UAM Admissions	1
Crystal Ratliff - UAM Academic Affairs	1
Debbie Givhan - SOE	7
Dr. Peggy Doss - SOE	10
Dr. Kay Walter - Arts & Humanities	30
<b>GRAND TOTALS 2010-2011</b>	<b>534</b>

The School of Education faculty meet often in faculty meetings and in NCATE committee meetings to share information, updates, and data. The Southeast ERZ Director attends and participates in meetings and serve on NCATE committees. An NCATE Advisory committee composed of UAM content faculty, SEARK CO-OP staff, partnering school staff, the Southeast ERZ Director, community leaders, and parents was established for assisting the faculty of the UAM School of Education as they prepared for the NCATE visit. The NCATE visit held March of 2009 resulted in a very positive report for the UAM School of Education, and accreditation was maintained. The advisory committee has stayed in place as the School of Education continues its collection of data and the ongoing preparation for the next NCATE visit fall 2015. Public school administrators/faculty serves on interview committees of candidates for admission to teacher education, internship, and Education Leadership.

The University of Arkansas at Monticello administration have provided outstanding support of the Southeast ERZ and have been instrumental in involving many UAM faculty and public faculty in communication and collaboration. Dr. Jack Lassiter, Chancellor; Mr. David Ray, Provost; and Dr. Peggy Doss, Dean of the School of Education have fully embraced the Southeast ERZ and given their full support. All three administrators have stated repeatedly to faculty that this collaboration between the public schools and the university faculty is what we should be doing even if the Southeast ERZ was not present. They have encouraged and supported all of the planning, meetings, and projects of the ERZ.

In 2010-2011, Dr. Morris Bramlett, UAM Math and Natural Science Dean, and the Southeast ERZ Director partnered to support AAIMS grant schools in the Southeast partnership. Through this endeavor, UAM hosted one Science Study Saturday and three Math Study Saturdays. Saturday Study Sessions are required components of the AAIMS grant for students and teachers to attend. Dr. Bramlett provided Chemistry instruction on the Science Study Saturday. These four Saturdays were coordinated through the AAIMS Math and Science Coordinators and the ERZ Director along with the assistance of Dr. Bramlett. The Academic Affairs office provided lunch for the Science Saturday in the UAM Cafeteria. This was a great experience for many of these students who had never been to a college campus. During the Math Study Saturdays, lunch was provided by the districts and the ERZ provided drinks and snacks on the last Saturday. Door prizes from Admissions were given away. Students had opportunities on each of the Saturdays to speak with a UAM Admissions Representative about admissions, scholarships, and general college questions. Details of these Saturday sessions are in the table below. Dates for 2011-2012, AAIMS Saturday Study Sessions have been arranged to again be hosted on the UAM campus. During 2011-2012, Star City School District will join the AAIMS Grant Program and will be included in these Saturday Study Sessions.

<b>Date &amp; Content</b>	<b>School Participating</b>	<b>Attendees</b>
December 4, 2010 (AP Chemistry & AP Biology)	Crossett, Dumas, Hamburg, and Rison	95
January 15, 2011 (AP Calculus & AP Statistics)	Dumas and Rison	46
March 12, 2011 (AP Calculus & AP Statistics)	Dumas and Rison	51
April 2, 2011 (AP Calculus & AP Statistics)	Crossett, Dumas, Hamburg, and Rison	76

During the last three years, the ERZ and UAM Math/Science Dean have partnered to support public school chemistry teachers. The first year, he provided a hands-on Chemistry Lab workshop, and four area chemistry teachers attended. During the 2009-2010 school year, Dr. Bramlett mentored two area Chemistry teachers and their students. He served as a guest teacher to Hamburg AP Chemistry classes over seven times that year. The particular class came to UAM on two different Fridays for Dr. Bramlett to work with them in the university lab facilities. Because of this relationship, eight out of 13 students are now attending UAM. Out of those eight, six of these students are registered as science majors. Towards the end of the 2009-2010 school year, Dr. Bramlett started the same process with a teacher at Rison High School. During the 2010-2011 school year, Dr. Bramlett provided support to four AP Chemistry teachers with multiple visits. The schools involved were Crossett High School, Hamburg High School, Monticello High School, and Rison High School. He also provided support at Star City High School by speaking to students about careers in math and science. He also served as a Science Fair judge along with three other UAM faculty members. He will continue to provide this support in the upcoming school year and would like to provide assistance to other schools either in person or through technology support.

The UAM Arts and Humanities Dean and faculty have provided support to public schools over the last six years. The support initially began through Literacy Best Practice Days and visiting classrooms. Throughout the last four years, there has been a focus on aligning English course curriculum between professors through professional development meetings. These professional development meetings over the last three years have focused on Fundamentals of English curriculum to instructional strategies used in the Composition I course to research projects in the Composition II curriculum and the assessment in World Literature I and II. Providing time and resources to focus on curriculum, strategies, and assessment have been invaluable for the UAM Arts and Humanities English faculty.

<b>English Curriculum Meetings Facilitated by ERZ</b>	<b>Dates</b>	<b># of faculty and guests attending</b>
Fundamentals of English Professional Development Curriculum Meetings	9/25/2008	16
	10/23/2008	15
	3/26/2009	8
	4/2/2009	10
	4/23/2009	8
Composition I Professional Development Curriculum Meetings	9/22/2009	8
	10/6/2009	8
	10/20/2009	8
	11/13/2009	8
	11/17/2009	8
Composition II Professional Development Curriculum Meetings	12/1/2009	8
	2/9/2010	10
	2/25/2010	7
	3/9/2010	12
	4/6/2010	9
	4/20/2010	7
World Literature I and II Curriculum and Assessment Meetings	4/29/2010	8
	9/6/2010	9
	9/30/2010	11
	11/11/2010	7
	12/9/2010	8

The communication between the Southeast ERZ Director and the partners is one of the strengths of this ERZ. Partners in past evaluations have commented that the contact is frequent and informative, as well as responsive to their needs. Communication has been a systematic process since the inception of the Southeast ERZ. The advisory boards, site visits, emails, telephone calls, and Connecting Academic Partners are part of this process. These events and projects serve as the guide for communication and feedback from the partners. The advisory committee has representation from classroom teachers, instructional facilitators, public school administrators, cooperative administrators, and UAM administrators. The variety of the committee allows for voices to be heard and also information to then be disseminated back to the partners. From 2005-2011, as seen below, partnerships and collaborations have grown exponentially.

#### 2005-2006

- Established Advisory Committee
- Mission Statement and ERZ Goals created
- Collaborating in Current Practices and Strategies to Assist with School Improvement – January 2006
- Recruitment of Partners
- Creation of Professors Partnering with Professionals (Tally Sheets)
- Curriculum Coordinator’s Job Alike Meetings (organized and held at SEARK CO-OP)
- ERZ Newsletters

#### 2006-2007

- Professors Partnering with Professionals (Tally Sheets)
- High School Principals Job Alike
- Best Practice Literacy Day
- Curriculum Coordinator’s Job Alike Meeting (organized and held at SEARK CO-OP)
- “Grow Your Own” Teacher Recruitment Collaborative Initiative with UAM School of Education, Drew Central School District, Monticello School District, and Arkansas Department of Education
- High School Principal’s Job Alike Meetings
- ERZ Advisory Meetings
- ERZ Website

#### 2007-2008

- Professors Partnering with Professionals (Tally Sheets)
- Best Practice Literacy Day
- Best Practice Math Day
- Best Practice Science Day
- UAM Science Camp (Students and Teachers)
- UAM Writing Camp (Students and Teachers)
- High School Principal’s Job Alike Meetings
- ERZ Newsletters
- ERZ Website
- ERZ Advisory Meetings
- UAM School of Education Annual Stakeholder’s Meeting

#### 2008-2009

- Professors Partnering with Professionals (Tally Sheet)
- Elementary Principal’s Job Alike Meetings
- High School Principal’s Job Alike Meetings
- Best Practice Literacy Day
- “Say Go College” grant application with Star City High School
- College Experience Day with Star City High School 11<sup>th</sup> graders
- Recruitment to UAM and Teaching as a Career in collaboration with UAM School of Education and Office of Admissions
- Hampton High School
- Star City High School
- Collaboration with UAM Office of Counseling and Testing Services
- ERZ Newsletters

- ERZ Website
- ERZ Advisory Meetings
- UAM School of Education Annual Stakeholder's Meeting

#### 2009-2010

- Professors Partnering with Professionals (Tally Sheet)
- Best Practice Literacy Day
- "Say Go College" grant application with Star City High School
- College Experience Day with Star City High School 11<sup>th</sup> graders
- College Experience Day with Monticello Middle School 7<sup>th</sup> graders
- Recruitment to UAM and Teaching as a career in collaboration with UAM School of Education and Office of Admissions
  - Crossett High School
  - Rison High School
  - Drew Central High School
  - Warren High School
  - Hampton High School
- Future Educators of Tomorrow interest meeting in collaboration with UAM School of Education
  - Hamburg Middle School
  - Hampton High School
  - Drew Central High School
  - Warren High School
- UAM Methods Partnership Project with Monticello Intermediate School
- UAM Academic Advising and Mentoring collaborative project
- ERZ Newsletters
- ERZ Website
- ERZ Advisory Meetings
- UAM School of Education Annual Stakeholder's Meeting

#### 2010-2011

- Connecting Academic Partners [formally Professors Partnering with Professionals] (Tally Sheet)
- Recruitment to UAM and Teaching as a Career in collaboration with UAM School of Education and Office of Admissions
  - Drew Central High School
  - Hamburg High School
  - Star City High School
  - Woodlawn High School
- Teachers of Tomorrow Clubs attended the UAM School of Education Hot Dog Recruitment Picnic
  - Drew Central High School
  - Monticello High School
- UAM Methods Partnership Project with Monticello Elementary, Intermediate, and Middle Schools
- UAM Academic Advising and Mentoring collaborative project
- ERZ Website
- ERZ Advisory Meetings
- UAM School of Education Teacher Education Committee Meetings

- Star City Jimmy Brown Elementary 3-5 Literacy Teacher Team Meetings with Literacy Coach – Cindy Griffin
- DeWitt School District joined the Southeast ERZ
  - DeWitt Elementary
  - Gillette Elementary
  - DeWitt Middle School
  - DeWitt High School
- Assisted with distributing information about UAM activities to area schools
  - Jeff Corwin – Rockefeller Lectures
  - 1<sup>st</sup> Annual UAM French Cinema Festival
  - Arkansas Economics Workshops
  - Upward Bound Recruiting with new Director Tawana Greene
  - UAM/ERZ Resource Guide
- Smart Accountability District Leadership Team Meetings organized for the Southeast Specialty Team and Ms. LaDonna Spain (all 15 districts participated) and held in September, December, February, and late May

Scholastic Audits have been conducted in twelve partner schools over the last five years. During the upcoming 2011-2012 school year, eight additional schools will participate in the audit process. Assistance has been offered to all schools who have either gone through an audit or will be going through an audit. Partner schools have utilized ERZ resources as they prepare for the audit, such as conducting workshops about Scholastic Audit Overview. Crossett High School received an audit in November 2009. They invited the ERZ Director to be a part of the audit report delivery process. It was stated by the ADE representative it was the first time a school had included an ERZ Director and they were to be commended. During the 2010-2011 school year, support was given to all four schools participating in an Scholastic Audit. This has been an on-going support now and in the future. Support included reviewing portfolio documents, professional development about the Scholastic Audit process, support when the Scholastic Audit Report was delivered, and then following as the report is being reviewed and recommendations implemented.

Mrs. Debbie Givhan, UAM School of Education Special Education faculty, has provided continued support through a collaborative partnership with school districts to support Autism. She is committed to supporting teachers, parents, para-professionals, and administrators of autistic children. The support was provided through a partnership of the Southeast ERZ, the university, and the schools.

During the 2011-2012 school year, Southeast ERZ partnered with the Southeast Specialty Team and Ms. LaDonna Spain to provide support to the Southeast ERZ partners through District Leadership Team Meetings. These meetings were coordinated by Ms. Spain and attended by the ERZ Director. These meetings were held quarterly in September, December, February, and late May. These meetings were part of the Arkansas Smart Accountability plan. The Southeast Specialty Team created a Wiki site to host all documentation from meetings and support provided to each district. The ERZ Director has access to any information posted.

### Detail the future direction of this ERZ as it relates to this goal:

Communication and collaboration is one of the most important endeavors of the Southeast ERZ. This ongoing process requires continual attention and expansion with all partners. The Southeast ERZ will continue all initiatives implemented in past years as well as the following:

- **Expand College Experience Day** – Provide opportunities to more partner schools and include more middle/high schools in school visits for recruitment to UAM and Teaching as a career. .
- **AAIMES Grants** – The support to AAIMES Grant Schools during 2011-2012 is being expanded. The need to provide mentors to teachers and students is a vital part of the AAIMES grant program. Through faculty sharing, mentoring, support, and campus visits, the UAM faculty will assist these schools with their Advanced Placement courses. College instructors will be partnered with high school instructors by content. Through this partnering, college professors will be mentors, guest speakers, and content resources to enhance the rigorous curriculum. Schools will also be invited to bring the high school students to campus to attend classes, utilize laboratories, and the utilize UAM library services. The result of this project will be that Advanced Placement instructors will have mentoring and curriculum content support from UAM faculty to assist with teaching a rigorous Advanced Placement curriculum.
- **Increase and deepen ERZ partnerships** – To increase and strengthen the ERZ partnerships, communication and collaboration will continue to be a key component of those partnerships. Through partnerships, all legislative requirements will be implemented and completed. The goal of increasing the number of active public schools in each of the partnership projects will run throughout the Southeast ERZ efforts for 2011-2012. The ERZ will establish deeper relationships with offices, units, and organizations on each of the three campuses of the University of Arkansas at Monticello while strengthening the partnership alliance with the SEARK CO-OP.
- **Connecting Academic Partners** – Through Connecting Academic Partners, there will be an increased emphasis on and additional initiatives for UAM faculty to partner with public school teachers to strengthen content, instructional strategies, and assessments that will bring rigor to classroom instruction. The outcome expected from these increased opportunities will be more site visits, increased faculty sharing opportunities, mentoring, and relationships. Providing opportunities for public school and university faculty to share classroom experiences at the university and public schools sites will assist in breaking down the barriers that separate them and in providing a seamless P-20 partnership. This is also a natural recruitment and retention connection.
- **Focus Groups** – Different focus groups will be utilized to provide expertise for guiding and focused/meaningful professional development for pre-service and in-service teachers and assist in gathering information in preparation for NCATE visits Fall 2015. Focus groups will review multiple forms of data to identify professional development needs, to plan curriculum alignment and content seminar topics, to determine ACT college readiness standards, and to plan support services. The result of these efforts will be guidance to strengthen instructional capacity through program modification changes, professional

development offerings, curriculum alignment, and support of services that create improved instruction and positive impact on student learning.

- **District Leadership Team Meetings** – The ERZ Director will continue in 2011-2012 to provide support to the Southeast ERZ partners and the Southeast Specialty Team and Ms. LaDonna Spain in the District Leadership Team Meetings.
- **Needs Assessment** – A formal needs assessment will be administered at the beginning of 2011-2012 school year to assist in planning for Southeast ERZ and UAM School of Education support to the classrooms and buildings in the partnership.
- **Induction/Mentoring Project** - The Southeast ERZ will implement a new teacher induction and mentoring project in coordination with the UAM School of Education Masters of Arts in Teaching Degree. This will be a comprehensive induction project that combines mentoring, prescriptive professional development, and instructional support and will assess current and future needs for new teachers and their mentors. Data will be gathered through need assessments, Praxis III assessments, Teacher Candidate Rating Instrument, and student achievement data. This is intended to be a two to three year induction process beginning with the first year of teaching and enrollment in the Masters of Arts in Teaching program.

**LEGISLATIVE REQUIREMENT #2: Develop a comprehensive program of professional development (PD) to assure the practical knowledge base of pre-service and in-service teachers with respect to pedagogical practice, content knowledge, and competent use of distance learning technology.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

The Southeast ERZ has administered needs assessments, collected data, and coordinated requests for professional development. The School of Education has developed a systematic data collection process for continuous analysis of pre-service and in-service teachers' needs, and the Southeast ERZ assists in this data collection. Data analysis is used to determine professional development requests as well as to assist the UAM School of Education in determining course needs of schools and in syllabi changes in curriculum to better prepare pre-service and in-service teachers. This process provides opportunities to develop data-driven, systemic change in how pre-service and in-service teachers are developed.

As a result of the competitive grant process during the spring 2010 for both the ERZs and the STEM Centers, it was decided to do a combined effort to visit with partnership superintendents and principals from May-August 2010. At the time these visits allowed Dr. Peggy Doss, SOE Dean; Ms. Pam Beard, STEM Science Instructional Facilitator; Ms. Deanna Duncan, STEM Math Instructional Facilitator; Ms. Tracie Jones, ERZ Director; Dr. Donna Hunnicutt, Graduate and NCATE Coordinator; and Ms. Kim Level, Partnership and Licensure Coordinator to visit with districts about needs and university education programs, STEM Center resources, and ERZ resources available for the area. Information has been gathered from the visits conducted thus far relating to UAM graduate programs, support for professional development and mentoring for administrators, and hiring needs for the partners. After August 15, 2010, Ms. Pam Beard, who served as the STEM Science Instructional Facilitator moved to a full-time faculty position and continues to serve as the UAM Math and Science STEM Center Director. Ms. Gina Richards took Ms. Beard's position as the STEM Science Instructional Specialist. Ms. Deanna Duncan resigned from the STEM Math Instructional Specialist, and Ms. Gail Snider was hired as her replacement.

A directory of resources and professional development is available to all partners. This directory is posted on the Southeast ERZ Web site, and resources guides were

delivered to the partner schools through Quarterly District Leadership Team meetings. In addition, all schools are aware of the professional development opportunities on the ESC Web site of the SEARK CO-OP. E-mails to the schools concerning professional development opportunities through UAM are sent. Brochures from the School of Education, Southeast ERZ, and UAM School of Education Math and Science Center were also included in the Quarterly District Leadership Team Meeting packets.

Southeast ERZ supports the UAM School of Education in its commitment to develop highly effective teachers and school leaders. The ERZ and School of Education use data collaboratively to develop programs, partnership projects, and ERZ/School of Education initiatives to assist in maintaining high expectations for the pre-service and in-service programs of study. The UAM School of Education and Southeast ERZ utilize multiple strategies and various assessments to measure the effectiveness of the unit operations and quality of the programs and to ensure that pre-service instruction has been tailored to meet the needs of schools and state and national standards for teachers.

The higher education faculty receives updates regularly on Arkansas education initiatives that are relevant to their content areas. They can attend professional development initiatives at the SEARK CO-OP. The ERZ Director regularly reviews the SEARK CO-OP professional development calendar and keeps School of Education Dean abreast of upcoming trainings. School of Education faculty regularly invites administrators and practitioners to share information with their students during class time. A survey was administered at the beginning of the 2008-2009 school year to determine professional development needs of the faculty. The ERZ Director assists the Dean of the School of Education with coordinating professional development for the SOE faculty to keep abreast of current Arkansas initiatives.

The UAM Math and Science Specialist in the School of Education are available to assist partnering schools in professional development in math and science to meet the goals and state standards established by the ADE. The UAM Math and Science STEM Center Science and Math Instructional Specialists provide professional development and school support through school site classroom visits, site staff development, and workshops at UAM and the SEARK CO-OP.

The UAM Math and Science Alliance (UAM math and science faculty and area math and science teachers) meet monthly. This is to provide staff development for surrounding schools as well as teachers from UAM for three hours of professional development in math and science. Technology is always a strong component of these meetings. The math and the science specialists of the UAM Math and Science STEM Center, which is part of the School of Education at UAM, offer extensive math and science professional development to the public schools. Their visits are also recorded on the school tally sheets.

UAM School of Education along with community college partners in Helena and El Dorado, AR offer a 2 + 2 Program for P-4 Education and Middle Level Majors to complete their degree through Compressed Interactive Video Distance Learning. The participants in this program are able to stay in their local community while attending classes and Interning through UAM School of Education. Training is provided for these

pre-service teacher candidates in electronic portfolio development through a joint effort of ERZ and School of Education faculty.

As the Southeast ERZ has grown and developed, so has the offering of professional development and support to the partners. Those offerings are detailed below and in the attached documentation.

#### 2005-2006

- ERZ Advisory Meetings
- UAM School of Education Book Study

#### 2006-2007

- ERZ Advisory Meetings
- Pathwise Training for UAM Faculty – September 2006
- English Faculty and Dean Guest Speakers and Teachers in the Public Schools
- Mr. Mark Spencer, Dean
- Dr. Kay Walter, Professor
- Dr. Marla Ramirez, UAM School of Education Faculty, presentation on ESL to parents, community, and public schools
- GeoLeg CIV Workshop – June 2007
- ESL Endorsement Grant Training
- High-Yield Instructional Strategies Workshops (held at SEARK CO-OP)
- Curriculum Coordinators Job Alike Meetings (coordinated and held at SEARK CO-OP)
- UAM NCLB Grant: Dealing with Data in High School Mathematics and Science, Grades 9-12, Using the TI-84 Calculator
- UAM Teaching Mathematics with Manipulatives Grades 5-8
- UAM Connecting Science to Literacy
- Barbara Brown Content Area Consortium Training (held at the SEARK CO-OP)

#### 2007-2008

- Co-Teach Training – September 2007
- Literacy Best Practice Day – October 2007
- Science Best Practice Day – February 2008
- Math Best Practice Day – February 2008
- Parental Involvement Workshop – March 2008
- UAM/ERZ Writing Camp – June 2008 (Students and Teachers)
- UAM/ERZ Science Camp – June 2008 (Students and Teachers)
- InterWrite Pad and Technology Integration – March 2008
- Southeast Math and Science Alliance monthly workshops
- ERZ Advisory Meetings

#### 2008-2009

- Technology Training for UAM School of Education Faculty
- Interwrite pad and boards
- Wii in Education
- PowerPoint games in the classroom
- Classroom Walkthrough for UAM School of Education Faculty – September 2008
- Pathwise Training for UAM Faculty – September 2008

- Cognitively Guided Instruction for UAM School of Education Faculty and Pre-Service Candidates
- Co-Teaching for UAM School of Education Faculty and pre-service Candidates
- AETN Portal for UAM School of Education Faculty
- Curriculum Development and Alignment for UAM School of Education and pre-service Candidates – November 2008
- Overview of TRIAND for the UAM School of Education and pre-service Candidates
- Fundamentals of English job-embedded, ongoing seminars for UAM Arts and Humanities Fundamentals of English faculty
- Reading Strategies
- Book Studies
- Public School and Cooperative Literacy Specialist Panel
- Writing Strategies
- Mechanically Inclined Overview – October 2008
- Result was a new “Fundamentals of English Curriculum Guide”
- Scholastic Audit Overview Training
- Literacy Best Practice Day – December 2008
- UAM Arts and Humanities Faculty presenting model lessons and mentors to school districts
- Dr. Alayne Zimmerly shadowing a middle school student and administrator
- Creative Writing Workshop – June 2009 offered by Mr. Mark Spencer, Dean of Arts and Humanities
- Chemistry Lab Workshop – June 2009 offered by Dr. Morris Bramlett, Dean of Math and Natural Sciences
- Data Analysis: ACTAAP and ACT – February 2009
- Regional High School Redesign Continuum – February 2009
- ERZ Exemplary Programs – October 2008
- Southeast Math and Science Alliance monthly workshops
- ERZ Advisory Meetings

#### 2009-2010

- UAM Composition I job-embedded, ongoing seminars for UAM Arts and Humanities Composition I English Faculty – Fall 2009
- UAM Composition II job-embedded, ongoing seminars for UAM Arts and Humanities Composition II English Faculty – Spring 2010
- Literacy Best Practice Day – February 2010
- ERZ Advisory Meetings
- Literacy Instruction in the K-12 Curriculum for UAM School of Education Faculty – August 2009
- The ACL Epidemic in Sports: What coaches and physical educators need to know to minimize an athlete’s injury risk for UAM School of Education and Athletic Coaches – August 2009
- Scholastic Audit Overview – August 2009
- Pathwise Training for UAM Faculty – July 2009
- UAM Immersion of Methods courses in the Public School – Spring 2010
- Crucial Conversations (Parent Involvement and School Culture) – Spring 2010
- Smart Accountability Trainings – Spring 2010

- Co-Teaching Trainer Program – Spring 2010
- UAM Special Education Faculty
- SEARK Education Service Cooperative Special Education
- Drew Central Middle School Administration and faculty
- UAM Autism Project – Spring 2010
  - Crossett Elementary
  - Hamburg Nobel Elementary
  - Drew Central Elementary
- Southeast Math and Science Alliance monthly workshops
- AAIMES Grant support in Advanced Placement Chemistry – Dr. Bramlett
  - Hamburg High School
  - Crossett High School
  - Rison High School
  - Sheridan High School
- Roller Coaster Project – Dr. Juan Serna and Monticello Middle School
- Civil War Workshops for students and teachers – Dr. Max Terrell
  - Drew Central Elementary School
  - Lakeside Upper Elementary School (Lake Village)
- NCLB “Fostering Algebraic Thinking” year-long, job-embedded professional development
- Monticello Math and Literacy Alignment Project (coordinated and hosted by Monticello School District and attended by UAM English, Math, and School of Education faculty)

#### 2010-2011

- UAM World Literature I & II job-embedded, ongoing seminars for UAM Arts and Humanities World Literature I & II English Faculty – Fall 2010
- ERZ Advisory Meetings
- Scholastic Audit Overview
  - Star City High School
  - McGehee Elementary
  - Hampton High School
  - Hamburg Middle School Leadership Team
- UAM Immersion of Methods courses in the Public School
- Crucial Conversations (Parent Involvement and School Culture) for Public Schools and Intern I and II fall and spring seminars
- UAM Special Education Faculty
- SEARK Education Service Cooperative Special Education
- Southeast Math and Science Alliance monthly workshops
- AAIMS Grant support in Advanced Placement Chemistry – Dr. Bramlett
  - Hamburg High School
  - Crossett High School
  - Rison High School
  - Dumas High School
- Advanced Placement Chemistry for Monticello High School – Dr. Bramlett
- Monticello Math and Literacy Alignment Project (coordinated and hosted by Monticello School District and attended by UAM English, Math, and School of Education faculty)

- Jimmy Brown Elementary School (Star City) Grades 3-5 Literacy Team Meeting Professional Learning Communities
- McGehee Elementary Leadership Professional Learning Community Meetings
- Intern I and II Fall Seminar with Dr. Bob Burns covering “Healthy Skin”
- Intern I and II Spring Seminar with Dr. Bob Burns covering “Healthy Heart”
- Hampton High School Leadership Team Meeting focusing on Scholastic Audit Report
- Common Core Secondary Math Workshop with Mr. Javier Taylor hosted by ERZ and STEM Center
- Drew Central Faculty Meeting on Co-Teaching Methods
- Star City Middle and High School Rubric Workshop
- Deconstructing Common Core Math Workshops hosted by ERZ and STEM Center
  - Kindergarten (June 9, 2011)
  - First Grade (June 10, 2011)
  - Second Grade (June 13, 2011)
  - Third Grade (June 14, 2011)
  - Fourth Grade (June 15, 2011)
  - Fifth Grade (June 16, 2011)
  - Sixth and Seventh Grade (June 27, 2011)
- Crossett School District Administrators “Navigating the Path to Effective Leadership” provided by Dr. Peggy Doss
- AAIMS Math and Science Study Saturdays
  - Science – December 4, 2010 (Crossett, Dumas, Hamburg, and Rison)
  - Math – January 15, 2011 (Dumas and Rison)
  - Math – March 12, 2011 (Dumas and Rison)
  - Math – April 2, 2011 (Crossett, Dumas, Hamburg, and Rison)
- Common Core Math Overview for UAM Math and School of Education Faculties
- Smart Accountability District Leadership Team Meetings organized for the Southeast Specialty Team and Ms. LaDonna Spain (all 15 districts participated) and held in September, December, February, and late May

**Detail the future direction of this ERZ as it relates to this goal:**

Focusing on facilitating targeted, data-driven professional development to partners will continue to be a vital part of the Southeast ERZ. This will include focused offerings on pedagogical practice, content knowledge, Common Core Standards, and implementing new strategies to incorporate distance learning technology. With the support of the ADE and the UAM School of Education, the Southeast ERZ will continue all initiatives implemented in past years as well as the following:

- Provide Common Core Math and Literacy Content and Strategy Workshop in coordination with UAM Math and Science STEM Center, UAM School of Education, UAM School of Math and Natural Sciences, and UAM School of Arts and Humanities
- Professional development workshops on targeted, data-driven topics established from ACSIP, surveys, needs assessments, etc.

- Continue Scholastic Audit support
- Incorporate technology in professional development, support, and mentoring through video conferences, podcasting, etc.
- Expand Co-teach initiative to partners
- Continue to support and expand AAIMES grants in southeast Arkansas through mentoring, support, guest speaking, and faculty sharing
- Crucial Conversations for the Teacher/Parent Conference professional development
- Expand services offered by School of Education for Autism support and special education
- The ERZ Director will continue in 2011-2012 to provide support to the Southeast ERZ partners and the Southeast Specialty Team and Ms. LaDonna Spain in the District Leadership Team Meetings.
- A formal needs assessment will be administered at the beginning of 2011-2012 school year to assist in planning for Southeast ERZ and UAM School of Education support to the classrooms and buildings in the partnership.
- The Southeast ERZ will implement a new teacher induction and mentoring project in coordination with the UAM School of Education Masters of Arts in Teaching Degree. This will be a comprehensive induction project that combines mentoring, prescriptive professional development, and instructional support and will assess current and future needs for new teachers and their mentors. Data will be gathered through need assessments, Praxis III assessments, Teacher Candidate Rating Instrument, and student achievement data. This is intended to be a two to three year induction process beginning with the first year of teaching and enrollment in the Masters of Arts in Teaching program.

**LEGISLATIVE REQUIREMENT #3: Enhance and expand local school curricula offerings through the use of two-way interactive television to include advanced placement, dual-credit, and advanced high school courses.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

A grant was enacted pursuant to the State Board of Education’s authority under Arkansas Code 6-11-105 and Act 34 of 2003 2<sup>nd</sup> Extraordinary Session of the 84<sup>th</sup> General Assembly for the purpose of providing funds for the school districts to acquire the equipment necessary for distance learning. Because of this funding, all 15 of the partnering high schools and two of the elementary schools have CIV equipment for distance learning. This is a very important factor for the schools in southeast Arkansas, because most are small, rural schools with high poverty rates. The districts’ distance learning programs are designed to provide advanced high school courses, advanced placement courses, enriched course content, or other academic courses to expand or enhance curriculum not otherwise available in the school districts. Partners are directed to the Arkansas Distance Learning website at <http://ardl.k12.ar.us> .

The expansion of curricular is seen at its best through The Arkansas Early College High School Program (AECHS) which is a collaborative effort involving the University of Arkansas at Monticello, the Southeast Arkansas Education Service Cooperative, the Arkansas Department of Education, and the Arkansas Department of Higher Education. Highly qualified high school licensed teachers teach these classes. In fall 2008, UAM received accreditation in 2008 from National Alliance of Concurrent Enrollment Partnerships.

Enrollment Term	Number of Students Enrolled
Fall 2005	210
Spring 2006	414
Fall 2006	617
Spring 2007	626
Fall 2007	422
Spring 2008	467
Fall 2008	579
Spring 2009	571
Fall 2009	442
Spring 2010	444
Fall 2010	459
Spring 2011	547
TOTAL	5,798

The CIV labs also enhance the professional development opportunities for local schools. The IDEAS portal through AETN addresses the online professional development needs. Many opportunities for training in the use of the portal have been offered to area schools and universities.

UAM School of Education utilizes the Compressed Interactive Video units as part of the 2+2 Partnership Programs with Phillips County Community College in DeWitt, AR and SouthArk Community College in El Dorado, AR. Through the 2+2 Partnership, candidates attend the first two years of college at community college receiving an associate's degree. Then through CIV and Blackboard technology, the remaining two years of their education degree are held through distance learning. All courses taught through the UAM School of Education utilize Blackboard as a technology tool to support classroom instruction, also. All courses in the SOE utilize technology as a support for classroom instruction. UAM School of Education instruction is conducted through face-to-face, online, and hybrid formats. This allows for a variety of instructional options for those wishing to pursue continuing education or college credit courses.

During June 2011, Dr. Edson, Dr. Hunt, and Dr. Shea collaborate each summer for a Summer Field Trip for both undergraduate and graduate students. This summer the trip was a week-long exploration of the Big Island of Hawaii. They visited Hawaii Volcanoes National Park, Mauna Kea Mountain to probe the cosmos at the Onizuka visitor Center for International Astronomy, explore ancient ruins at Pu'ukohola Helau and Kaoko Honokahu National Historical Parks, and learn Hawaii Culture. Twenty-five participants from multiple states participated. There were five teachers from Monticello Intermediate School (MIS) who participated. They created a blog and Facebook page to keep a journal and communication with students and other teachers. They also utilized Skype to communicate with those back in Monticello. On Wednesday, June 20, 2011, the MIS Teachers skyped with Dr. Jeff Longing's Instructional Technology class along with UAM administrators. This gave the teacher education candidates an opportunity to learn how to use Skype in an educational setting. Later that evening the MIS Teachers skyped with Zach Jones, incoming third grade student who had followed the blog and posted questions to the teachers, from the Hawaii Volcanoes National Park. Zach was able to

see the volcano in the background with the sulfur rising. It was a great experience for this student. They also skyped with two more students before the week was out. The MIS Teachers are integrating the experiences and information learned from this trip into their curriculum for 2011-2012. They will be collaborating with Dr. Edson, Dr. Shea, Dr. Hunt, and Dr. Bramlett to provide classroom support this upcoming year.

**Detail the future direction of this ERZ as it relates to this goal:**

Distance learning will continue to be a needed resource for ERZ partners in southeast Arkansas. The ERZ will continue to support and share information about the Arkansas Distance Learning providers in the state. The Southeast ERZ will continue to share information about the portal website and information about all providers' courses. UAM has plans to expand course for the area, and the Southeast ERZ will assist in the implementation of the expansion.

- Continue to support distance learning initiatives in the public schools and on the UAM campuses
- Create more technology-based delivery of professional development
- Partner with Arkansas Early College High School instructors to expand collaborative content support

**LEGISLATIVE REQUIREMENT #4: Develop a means of sharing of faculty for core course offerings when schools are unable to hire highly-qualified teachers in core subject areas required for college entrance or teachers necessary to meet state accreditation standards.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

Through site visits, needs assessments, and past collaboration with the SEARK CO-OP, the Southeast ERZ has determined the schools and content areas where providing instruction by highly qualified teachers is a problem. Since all schools are equipped with CIV technology, distance learning has been utilized to alleviate the problem. Foreign language, math, and Advanced Placement classes represent the most difficult areas in which to provide highly qualified teachers. These needs have been met through the AECHS and other CIV instructional providers across the State of Arkansas.

All ERZ partner schools have Compressed Interactive Video equipment accessible within the district. Compressed Interactive Video was utilized in 2010-2011 in twelve out of fifteen districts served by the Southeast ERZ. There are a total of eighty-four total courses being received in the partner schools. The providers of these courses are approved Distance Learning providers in the State of Arkansas. The ERZ Director has discussed the Distance Learning opportunities available in Arkansas with district and school leadership in the partner schools through site visits, phone calls, e-mails, and Quarterly ERZ Advisory Committee meetings. The ERZ Director has communicated this past year with the SEARK CO-OP Distance Learning Director about the course opportunities as well as referring interested parties to the Arkansas Distance Learning Web site. In order to expand the Distance Learning opportunities for 2011-2012, the ERZ Director will discuss course needs with district administration, school leadership, and counselors to let them know of concurrent credit, and course offerings for their students.

During the 2009-2010 school year, Hamburg High School became a part of the AAIMS Grant for the state. Mrs. Lonnie Davis, UAM graduate, was scheduled to teach Advanced Placement (AP) Chemistry. Although she had previously taught regular high school Chemistry, the AP Chemistry included lab instruction she was not comfortable instructing. Dr. Morris Bramlett, UAM Dean of Math and Natural Sciences, volunteered to both mentor and co-teach topics throughout the year to her AP Chemistry class. This

partnership has created not only a faculty-sharing situation with Hamburg but also a recruitment opportunity for UAM as well. Through word of the partnership with Hamburg, other AAIMS schools were contacting UAM for support for the 2010-2011 school year. During the 2010-2011 school year, the Southeast ERZ and UAM School of Math and Science began a more collaborative project with the AAIMS grant for the four partnership schools included in the AAIMS grant (Crossett, Dumas, Hamburg, and Rison). Through this collaborative partnership, Dr. Bramlett provided AP Chemistry mentoring to each of the four high schools. These four high schools also brought students to campus in December for an AAIMS Science Study Saturday. In 2011-2012, Star City High School will also be joining the AAIMS grant and will be provided support in the process.

**Detail the future direction of this ERZ as it relates to this goal:**

The Southeast ERZ will continue to encourage and support the sharing of faculty among partners to assist with staffing needs.

- Increase support for AP courses and schools with AAIMS grants by increasing the number of UAM faculty, from all units, that serve as guest speakers and mentors.
- Increase the number of reciprocal visits between UAM campus and public school partners.
- Expand concurrent and dual enrollment opportunities between partner schools and UAM.
- Dr. Mary Stewart, UAM Biology Instructor, will be attending Advanced Placement Biology Summer Institute in July 2011 to provide better support to area classrooms in the Southeast ERZ similar to Dr. Bramlett's support to the classrooms.

**LEGISLATIVE REQUIREMENT #5: Develop a strategy to recruit and retain highly-qualified teachers with particular focus on hard-to-staff schools.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

Recruiting and retaining highly effective teachers is often difficult for schools in southeast Arkansas where the salaries are lower and the poverty rate is higher than other parts of the state. Added to this problem, many schools are isolated and small, requiring multiple preparations and responsibilities for teachers.

The Southeast ERZ Director has worked with the UAM School of Education Dean, the SEARK CO-OP, and the ADE Office of Recruitment and Retention to explore ways to aid schools in recruiting and retaining highly qualified teachers. The stateside “Grow Your Own” initiative fell to the wayside in 2007-2008 because of funding. The UAM School of Education and the ERZ piggy backed on this initiative locally to start a “Southeast Grow Your Own” Initiative as part of the UAM School of Education Recruitment/Retention plan. The Initiative is working with area school districts to strengthen existing Future Educators of America or Teachers of Tomorrow programs. For those schools interested in starting a program, support will be given from the School of Education faculty and existing program sponsors in other schools. Some schools are including an “Orientation to Teaching” class as part of a career cluster in their curriculum. One faculty member from the UAM School Education partnered with an area school “Orientation to Teaching” class for team teaching. She visited other schools to encourage the expanding of the “Teachers for Tomorrow” organizations. Because of the teacher shortage in southeast Arkansas, this area has become high priority.

The UAM School of Education offers an alternative licensure route for individuals that have a Bachelor’s degree in something other than education. The Master of Arts in Teaching (M.A.T.) program partners with the ERZ to provide a list of M.A.T. candidates seeking employment to public schools. During the 2010-2011 school year, Southeast ERZ has become more of an active partner with the M.A.T. candidates. During the two weeks of face-to-face instruction, the ERZ Director worked hand-in-hand with identifying school vacancies not only in the Southeast ERZ partners but also in other areas of the state for those who would not consider relocating.

Program Year	Number of M.A.T. Candidates
2004-2005	30
2005-2006	17
2006-2007	28
2007-2008	50
2008-2009	44
2009-2010	33
2010-2011	32

A passing score on the Praxis I is required for entrance to the teacher education program, and many students need additional preparation in this area. To better serve the students with greater results, one-hour Praxis Supplemental Instruction special topics courses in math, writing, and reading have been developed to assist pre-candidacy students to pass the Praxis I test for admission to teacher education. They are offered every semester.

The Southeast ERZ and UAM School of Education have collaborated with the UAM Admissions Office to coordinate recruiting activities. Tables have been assembled during Parent and Family Day by the School of Education and ERZ with recruitment materials. On “Weevil Welcome Days,” students have toured the School of Education and visited with faculty members. Individualized letters have been sent to interested students offering additional information or assistance as a follow-up to this recruiting effort. Elementary groups have made field trips to UAM. The UAM School of Education and ERZ have collaborated with the UAM Admissions Office to present programs to these students to make them more aware of educational opportunities and especially to encourage them to consider teaching as a career.

The Dean of the UAM School of Education and the ERZ Director have made presentations to civic and community groups to explain the teacher shortage, hand out brochures about a teaching career, and show the ERZ video, “Teach Me.” The ERZ Director and the School of Education faculty have visited several middle and high school classes to encourage the selection of teaching as a career.

**Detail the future direction of this ERZ as it relates to this goal:**

Recruitment and retention of teachers is a high priority of the Southeast ERZ and its partners. The expansion of current initiatives and the introduction of new initiatives in this area will continue to be a priority.

- Partner with the UAM School of Education on the Recruitment and Retention Plan.
- Expand the school visits to recruit for teacher education at each middle and high school.
- Develop partnership between UAM faculty and public school students to increase recruitment efforts.
- Continue to work in collaboration with the UAM School of Mathematics and Natural Science to encourage public school and UAM students to consider a career in public education.

- The Southeast ERZ will implement a new teacher induction and mentoring project in coordination with the UAM School of Education Masters of Arts in Teaching Degree. This will be a comprehensive induction project that combines mentoring, prescriptive professional development, and instructional support and will assess current and future needs for new teachers and their mentors. Data will be gathered through need assessments, Praxis III assessments, Teacher Candidate Rating Instrument, and student achievement data. This is intended to be a two to three year induction process beginning with the first year of teaching and enrollment in the Masters of Arts in Teaching program.

**LEGISLATIVE REQUIREMENT #6: Develop a system for mentoring teachers with three (3) or fewer years of professional service.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

All UAM School of Education faculty are trained in the Pathwise Model and incorporate these domains in their pre-service training of candidates. Clinical interns have university supervisors as well as Pathwise trained cooperating teachers in the public schools. The M.A.T. candidates are employed as public teachers utilizing a provisional licensure. The candidates are still considered interns by the UAM School of Education; therefore, they receive a Pathwise trained mentor from their school district as well as a supervising teacher from the School of Education.

Since special education is one of the shortage areas for teachers, often teachers in this area are working on Alternative Licensure Plans. The Special Education specialist at UAM provides mentoring for these beginning special education teachers. During the spring 2009 semester, a UAM Autism Grant was acquired to work with an elementary teacher, special education teacher, paraprofessional, and parents of an Autistic child. Three elementary schools are participating in this four-month grant training led by the UAM Special Education specialist. In 2010-2011, additional support was provided by the UAM Special Education faculty not only for Autism support but with other Special Education areas.

The mentoring needs of veteran teachers are also being addressed. A strong mentoring program in the partnering schools is a goal of the Southeast ERZ and one that should promote improved student performance and enriched academic experiences. The Science and Math Instructional Specialists from the UAM Math and Science STEM Center make site visits to assist schools in the delivery of math and science lessons. They provide mentoring by providing support through model lessons, follow up observations, and conferencing. Since mentoring has a high correlation with retention of teachers, it is important that veteran, as well as beginning teachers, have mentors to assist them and help them grow professionally.

During the 2009-2010 school year additional mentoring support was expanded. Hamburg High School became a part of the AAIMS Grant for the state. Mrs. Lonnie Davis, UAM graduate, was scheduled to teach Advanced Placement (AP) Chemistry.

Although she had previously taught regular high school Chemistry, the AP Chemistry included lab instruction she was not comfortable instructing. Dr. Morris Bramlett, UAM Dean of Math and Natural Sciences, volunteered to both mentor and co-teach topics throughout the year to her AP Chemistry class. This partnership has created not only a faculty-sharing situation with Hamburg but also a recruitment opportunity for UAM as well. Through the partnership with Hamburg High School, other AAIMS schools are interested in creating a similar partnership with UAM in 2010-2011. During the 2010-2011 School year, Dr. Bramlett provided classroom instructional support to not only the four AAIMS grant schools (Crossett, Dumas, Hamburg, and Rison) but also to Monticello High School. This has been a strong interest of Dr. Bramlett's to provide support for classroom instruction.

**Detail the future direction of this ERZ as it relates to this goal:**

Mentoring teachers in the public school continues to be a focus of the Southeast ERZ partners. Past mentoring initiatives will be continued and expanded. In the future the Southeast ERZ partners will discuss, plan, and implement a formal mentoring/induction program.

- Expand current initiatives with UAM faculty and AAIMS schools for mentoring support for teachers and students.
- Implement the ERZ Induction Project with the M.A.T. Candidates.

**LEGISLATIVE REQUIREMENTS #7 & 8: Develop active participation of the community in the work of the school and parents in the academic work of the school.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

All partners of the Southeast ERZ realize the importance of community and parental involvement in the educational process. This involvement must be an opportunity for the community members and parents to have a voice in setting goals and making decisions. Activities should not consist of just informational meetings. UAM is committed to seeking ways to achieve even greater involvement of the community to the extent that the UAM Chancellor always expresses his desire to create a “Communiversity.”

All schools within the ERZ must comply with Act 307 and 397 involving parents and community. These activities are included in the schools’ ACSIPs. Through the focus groups of Job Alikes, Advisory meetings, and site visits, ideas are shared that can be replicated in other locations.

Area schools are utilizing Career Action Planning programs to support high school students in setting goals, making course choices, and preparing for the future. Senior projects and EAST programs are also utilized to build service-learning opportunities. This has strengthened the community support for education in southeast Arkansas and across the state. Many elementary schools utilize “Family Night” as community outreach to share information to parents and community members. UAM faculty in Arts and Humanities, School of Education, and Math and Natural Sciences participate and bring expertise to these programs.

Involving parents in education has always been a component of the classroom. The Southeast ERZ has worked with area schools to provide opportunities to share success stories of Parental Involvement. Parents are members of the Advisory Board. The ERZ Director has attended area Principals Parent Advisory Board meetings to share information about opportunities to support education initiatives in southeast Arkansas. In March 2008, a Parental Involvement Workshop was held on the UAM campus to share ideas with one another. During this two-hour workshop, teachers and administrators presented information to others on how to strengthen the existing

parental involvement activities. The evaluation reflected a need for more information relating to this topic.

During the 2009-2010 school year, Dr. Peggy Doss (UAM) and Ms. Mary Lindsey (UAMS) have created a partnership and are developing ongoing “Crucial Conversation” workshops to assist pre-service and in-service educators with the “Challenges of the Teacher/Parent Conference”. These workshops have been very successful with the Warren Eastside Elementary faculty, who has served in this pilot project during the spring. The workshops are now being introduced to the UAM School of Education faculty to become a part of pre-service instruction to assist future educators with more tools to utilize in the Teacher/Parent Conferences. During 2010-2011, this workshop was expanded and deepened. Dr. Doss and Ms. Lindsey provided this workshop to one area school together. Dr. Doss provided the overview of the workshop to several schools. The expansion with the workshops focused with the UAM School of Education Intern I and II’s. In the fall and spring semesters, students participated in special seminars with Dr. Doss and Ms. Lindsey. These seminars will continue to be planned each semester and provide more depth of knowledge for the Interns as they prepare for their own classrooms in the public schools.

**Detail the future direction of this ERZ as it relates to this goal:**

The Southeast ERZ will continue to collaborate with its current partners in the southeast Arkansas communities. In order to continue to support P-20 education in southeast Arkansas, the ERZ will reach out to additional community support groups in the region.

- Expand partnerships between the Southeast ERZ and the chamber of commerce offices in the region.
- Develop additional partnerships with education foundations, UAM Alumni Affairs, and community organizations.
- Develop partnerships with UAM campus organizations.
- Expand teacher recruitment and retention efforts with community partners.
- Partner with public schools to enhance parental awareness for first generation college students.
- Partner with parent organizations in the public schools.

**LEGISLATIVE REQUIREMENT #9: Outline short-term and long-term evaluation strategies, including a means of collecting data necessary to evaluate the progress of each participating public school and the ERZ in its entirety.**

**Indicate the current level of implementation of this goal within the ERZ:**

<b>Fully functioning and operational level of development and implementation</b>	<b>Limited development or partial implementation</b>	<b>Little or no development or implementation</b>
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**Please provide detailed evidence to support the level of implementation indicated:**

There are many activities and strategies in place in the Southeast ERZ for improving teaching and learning, and all areas of the legislative purposes are addressed. In order to collect valuable data to assess the impact of the Southeast ERZ initiative upon the partnering schools, quantitative and qualitative research is being used to accurately document the process of change. The assessments are cumulative and summative. These involve assessments, perceptive surveys, and feedback from site visits. Each project, meeting, and professional development offered by the Southeast ERZ is followed with an evaluation to allow participants to provide input. The Southeast ERZ office also collects data on each of the projects under each legislative requirement. The annual report is composed with documentation from partnership projects and day-to-day ERZ operations. The annual report will be shared on the ERZ website and also at the first 2011-2012 Southeast ERZ Advisory Meeting so all will have access upon completion and approval.

**Detail the future direction of this ERZ as it relates to this goal:**

Evaluation is a key component to each of the legislative requirements. The Southeast ERZ will continue to strengthen the evaluation component to ensure continued success. The Southeast ERZ will collaborate with the School of Education and with the public schools to develop a data-sharing project to enable the School of Education and Southeast ERZ to make specific data driven decisions with regard to changes.