



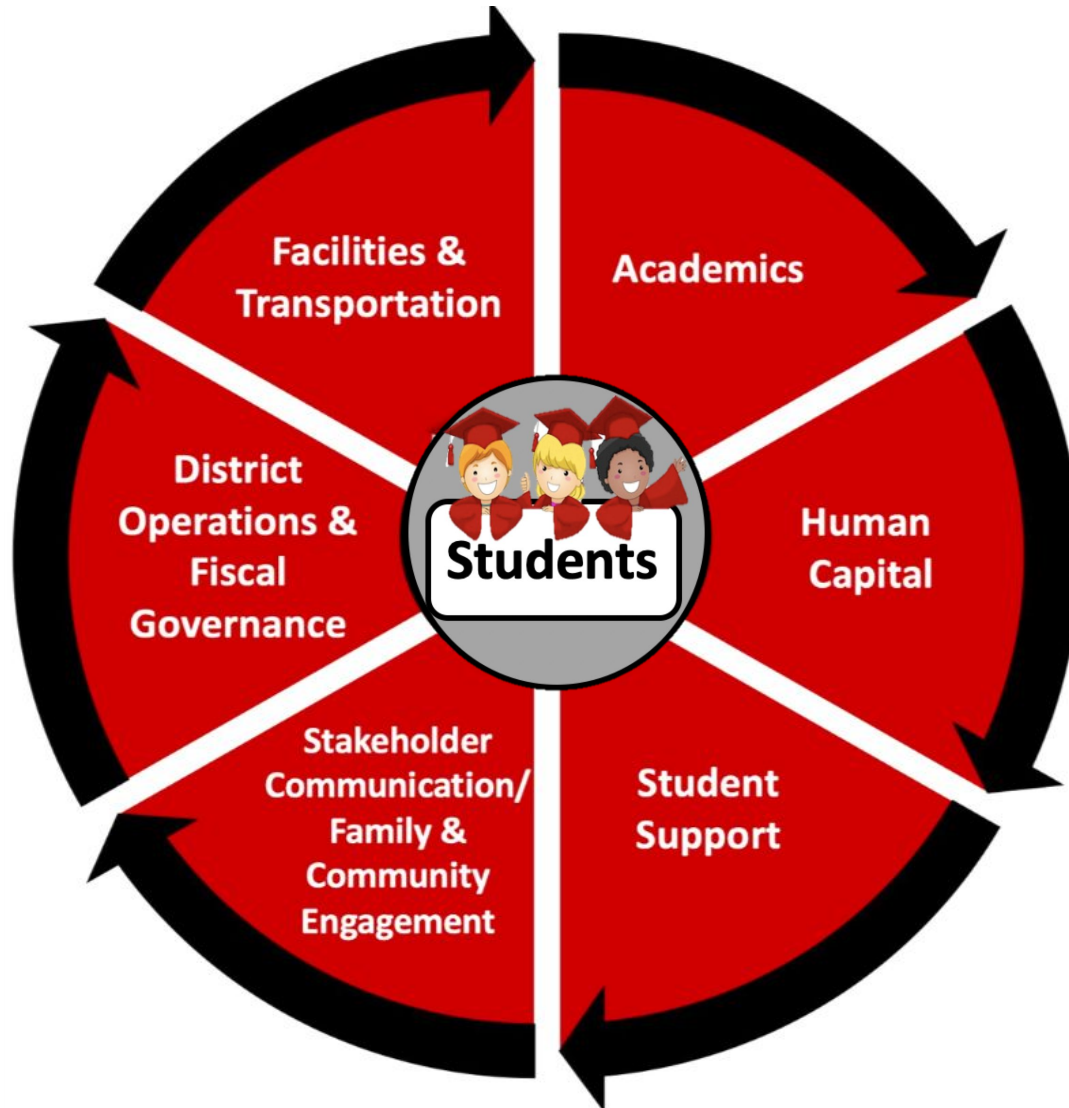
PINE BLUFF
SCHOOL DISTRICT



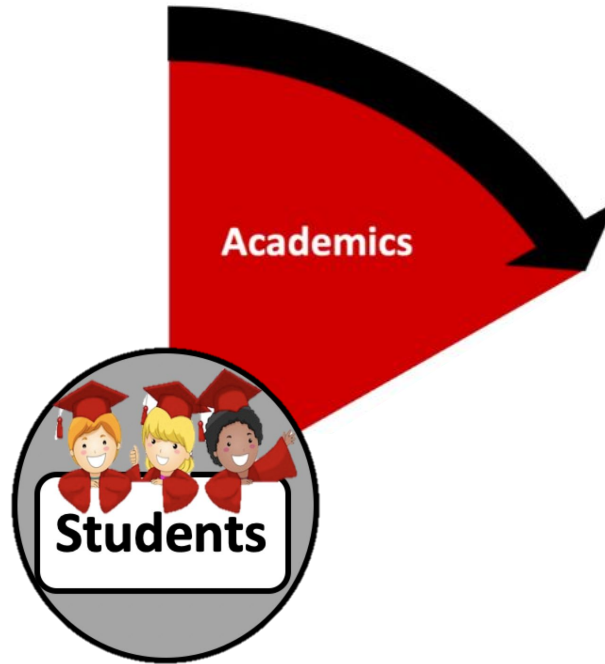
Superintendent Report

March 27, 2023
6:30 PM

Student Centered Focus - Six Systems

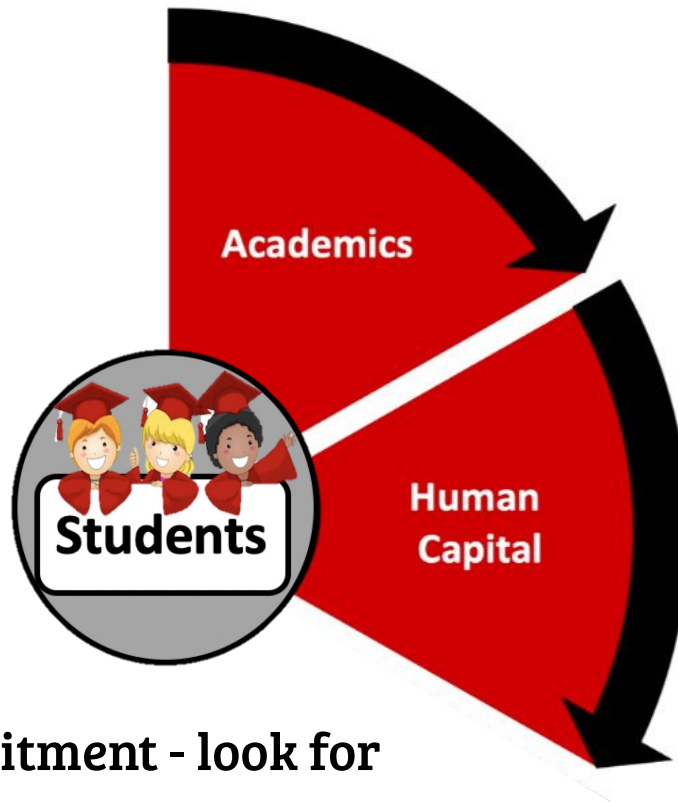


Academic Focus



- **ACT Aspire Testing in April 3rd-10th grade**
- **Focus Walks with the Principals**
- **AR Reads**
- **Five Students attending State Science Fair**

Human Capital

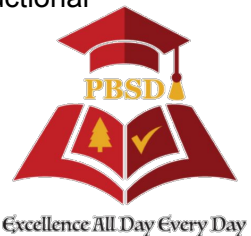


- **Retention and Recruitment - look for more info in April**
- **Met with all campus faculties to discuss non-renewals**
- **Licensure Pathways**
- **Salary Changes - LEARNS**

Licensure Status

Campus	Essential Staff (Total Number)	Number of Non-Licensed Staff	Total Percentage of Non-Licensed Staff
Pine Bluff School District	272	112	41%
Forest Park\Greenville PreK	14	7	50%
34th Ave Elementary	30	13	43%
Broadmoor Elementary	17	4	24%
James Matthews Elementary	33	14	42%
Southwood Elementary	28	11	39%
Robert F. Morehead Middle School	23	12	52%
Jack Robey Jr. High School	47	20	43%
Dollarway High School	29	13	45%
Pine Bluff High School	51	18	35%

**Numbers depicted in the chart above do not include auxiliary staff (i.e., school improvement specialists, instructional coaches, counselors, etc.)



Licensure Pathways

What steps do you need to take to become a licensed teacher in Arkansas? Click on the following links to learn about pathways to licensure:



[Bachelor's Degree Completion](#)



[Alternative Routes to Licensure](#)



[Required Assessments](#)



[Arkansas Teacher Residency Model](#)



[Teacher Financial Aid](#)

Licensure Pathways

Ways to Become an Arkansas Teacher Through an Alternative Route Program or Pathway

Click on the links below for more information.

[ArPEP](#)

[Arkansas Teacher Corps](#)

[Master of Arts in Teaching](#)

[Teach for America](#)

[ABCTE](#)

[eStem Residency Program](#)

[Provisional Professional Teaching License](#)

[Highly Qualified Professor](#)

Licensure Pathways



Arkansas Teacher Residency Model

Step 1: Offer the Certified Teaching Assistant (CTA) credential to high school students and paraprofessionals.

District Responsibilities

Offer CTA Pathway for high school students
Offer flexibility for paraprofessionals and other classified employees to complete CTA coursework
Establish an [Educators Rising](#) student organization

Shared Responsibilities

"Grow Your Own" Residency Program MOU
District Responsibilities | IHE Responsibilities
Pre-Educator Program of Study MOU
Allows High School Students to receive concurrent credit
Includes flexible admission requirements
Provide a teacher who can teach Courses
District Employee | Highly Qualified Professor from IHE
Shared position from group of districts
Create collaboration opportunities for [Educators Rising](#) high school and collegiate chapters.

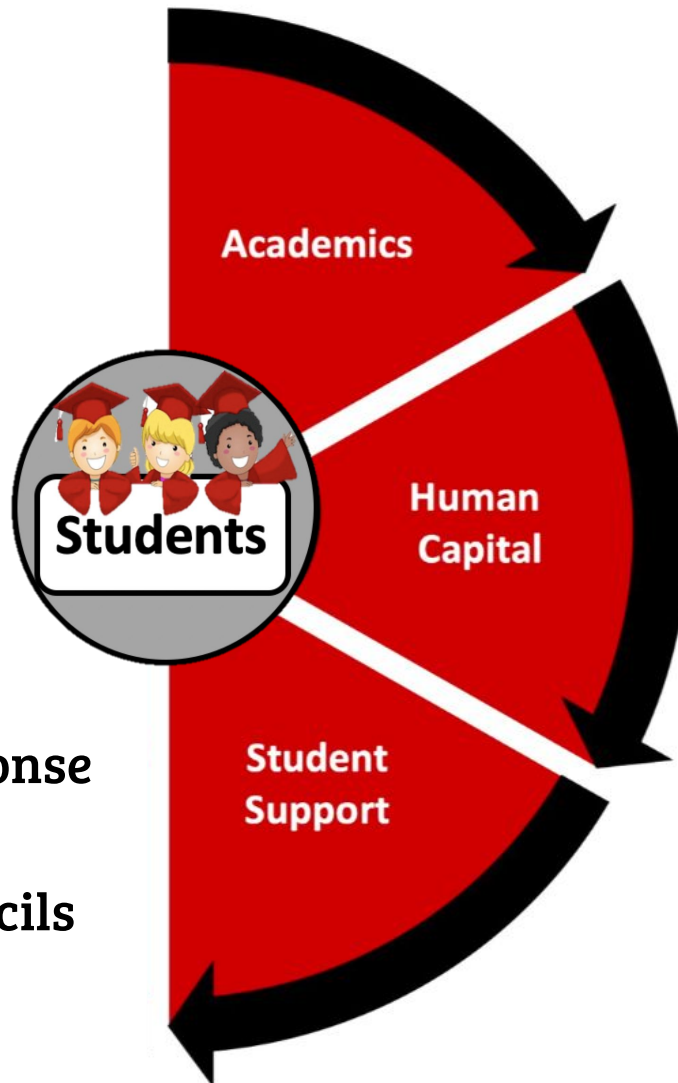
IHE Partner Responsibilities

Offer Certificate of Proficiency in Teaching - 9 Credit hours
Introduction to Education | Education Technology Elective
General Education Course
Provide Work-based Flexible Options for Coursework
Experiential credit | Evening/online/Summer Coursework
Establish an [Educators Rising](#) Collegiate Chapter

Arkansas LEARNS

- **Employees receiving certified pay will have a salary increase next school year due to Arkansas LEARNS**
 - **The base salary will be \$50,000**
 - **Those under \$50,000 will be increased to \$50,000**
 - **Those currently above the \$50,000 base will receive a \$2,000 increase**
 - **Arkansas LEARNS will provide 1.8 million dollars to PBSB to cover the increase to the base salary and the additional \$2,000**
- **District administration will be working with the personnel policy committee to discuss the 2023-2024 salary schedule to present for board approval in the April meeting**

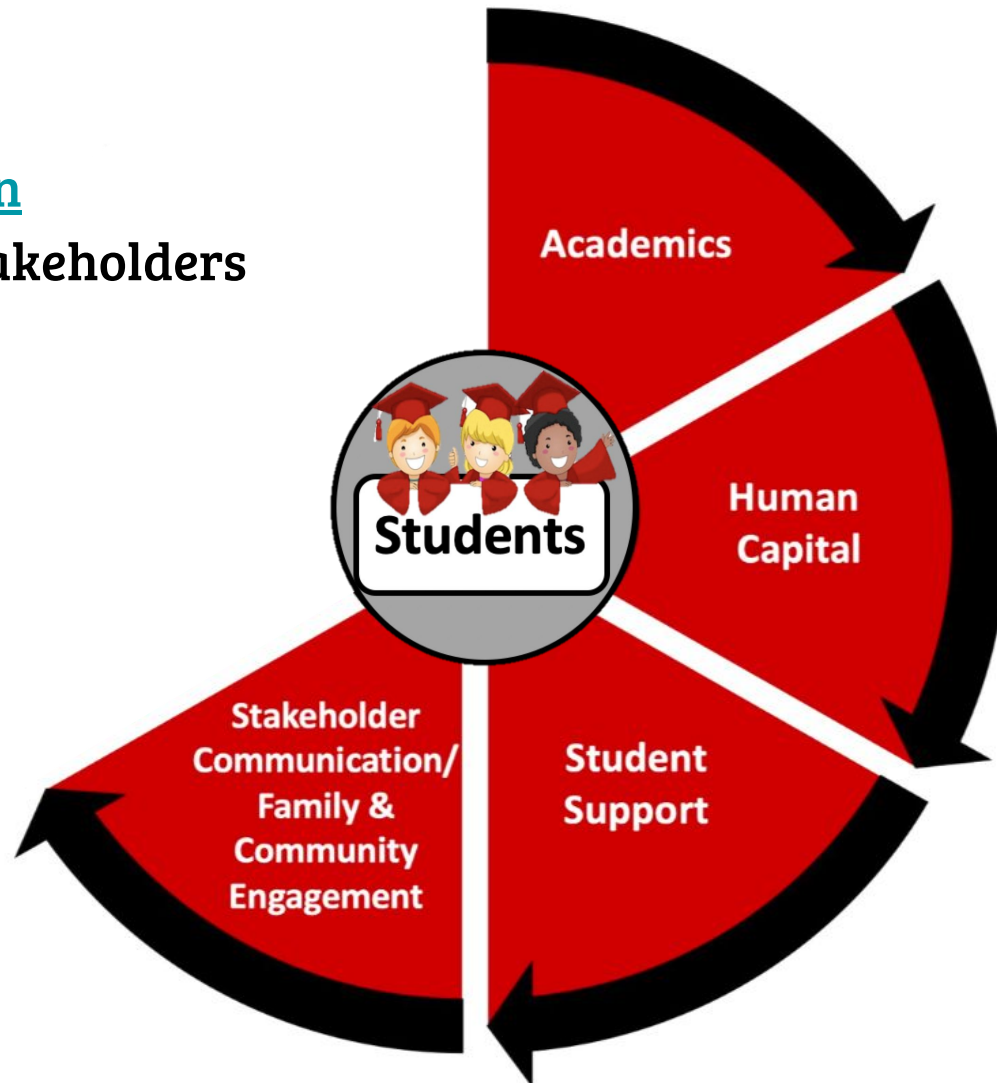
Student Support



- Draft of district crisis response plan
- Meeting with Student Councils from all secondary schools

Stakeholder Communication / Family & Community Engagement

- [Strategic Plan](#)
- Setting up stakeholders meetings



Strategic Plan

The following statements represent the collective input of the Pine Bluff community and map a way forward that we believe will be powered by pride and possibility.

Vision

What we strive to accomplish

This community-designed vision represents the ideal for PBSB. The strategies described within this strategic plan will build towards this vision.

All PBSB schools offer a **safe and supportive home for learning** in which every child gets the resources and opportunities they need and the respect they deserve to **explore, grow, and achieve** their biggest dreams. District leaders, staff, parents, and the community **proudly work together** within this successful, organized, innovative, and stable institution to ensure the well-being and achievement of scholars – making PBSB the **district of choice** among the region’s families and highest-quality educators.

Strategic Plan

Values

What we will maintain and uphold

These values illuminate what the community believes to be true of PBSD now and would like to maintain in the future. Strategies highlighted in this strategic plan will build upon these foundational values and enable progress toward the vision for the district.

PBSD **cares deeply about every student**, for all that they are now and all the ways they will succeed in college, career, and community in the future.

PBSD schools are powered by staff, families, and the community **working together** on behalf of scholars.

PBSD schools offer scholars, families, staff, alumni, and community members **a place to belong** – in the past, now, and forever.

PBSD is a **center of excellence** for the Pine Bluff community. PBSD success brings about the opportunity for all members of the community – and the community as a whole – to realize its fullest and rightful potential.

Strategic Plan

Goals

What changes we most need to realize our vision

These goals represent the critical changes that must be achieved before we can fully realize our vision for success. The goals are informed by the most pressing needs identified by our community.

Paths for Student Success

Strengthen and expand learning pathways for every student to succeed after graduation.

Safe and Supportive Schools

Improve the social, emotional, and psychological conditions in all schools to ensure that all scholars and staff feel safe while on school property.

Improved Facilities

Enhance the operational systems to support improved facilities in all schools.

Prepared Educators

Increase the percentage of highly qualified leaders, educators, and staff in the district.

Community Confidence

Cultivate community trust in PBSB's commitment to student success and stakeholder engagement in continuous improvement.

Strategic Plan

Strategies

What investments we will make to accomplish our goals

These five strategies represent the priority initiatives we will take on together to achieve our goals. They address community-identified needs and aspirations for scholars and schools in Pine Bluff and have been selected for their feasibility and match to existing community assets.

Allies for Achievement

Forming partnerships to expand student services and opportunities

Elevate Educators

Recognizing PBSB staff and offering leadership opportunities

Grow-our-own Great Staff

Getting all staff certified for their roles

Inform to Fix it Faster

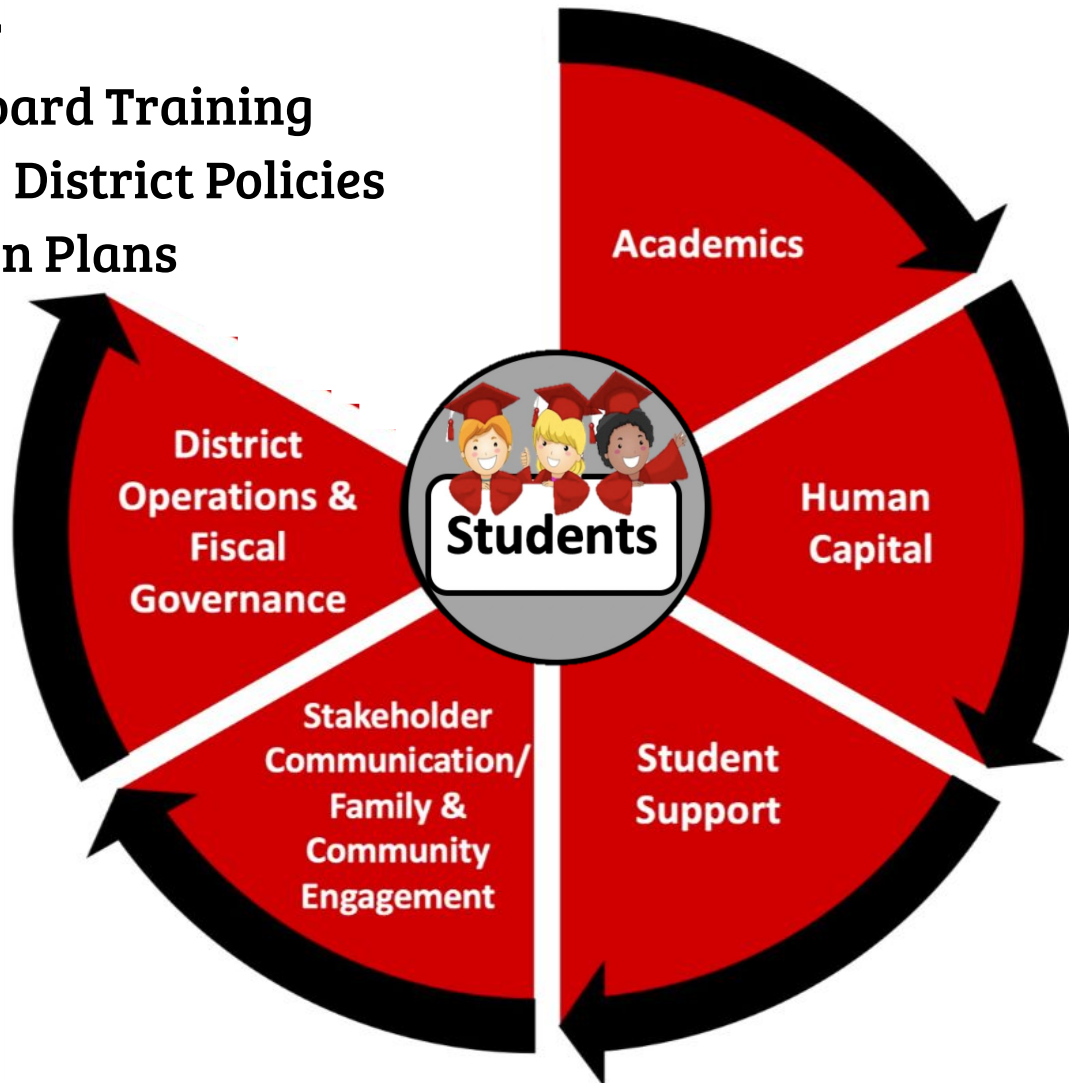
Building a transparent system to understand, prioritize, and address concerns

Soft Skills at School

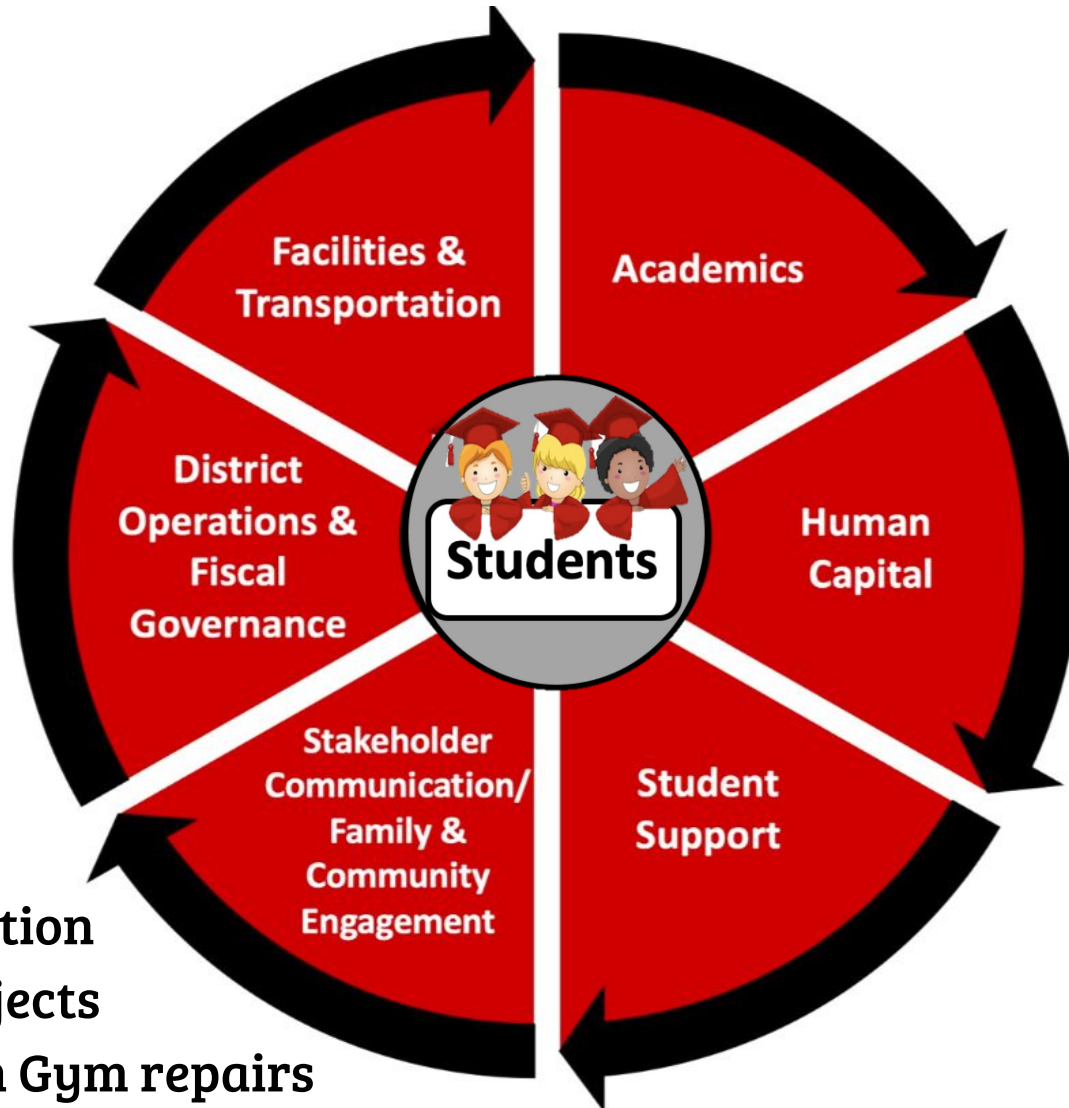
Teaching skills needed for college and career throughout the curriculum

District Operations & Fiscal Governance

- Calendar
- School Board Training
- Updating District Policies
- Transition Plans



Facilities & Transportation



- PBHS location
- HVAC Projects
- McFadden Gym repairs
- Architect Interviews



PINE BLUFF
SCHOOL DISTRICT



**Student Focused System Updates
Provided Each Month
During Regular School Board Meetings**