



Little Rock School District Board of Education Meeting

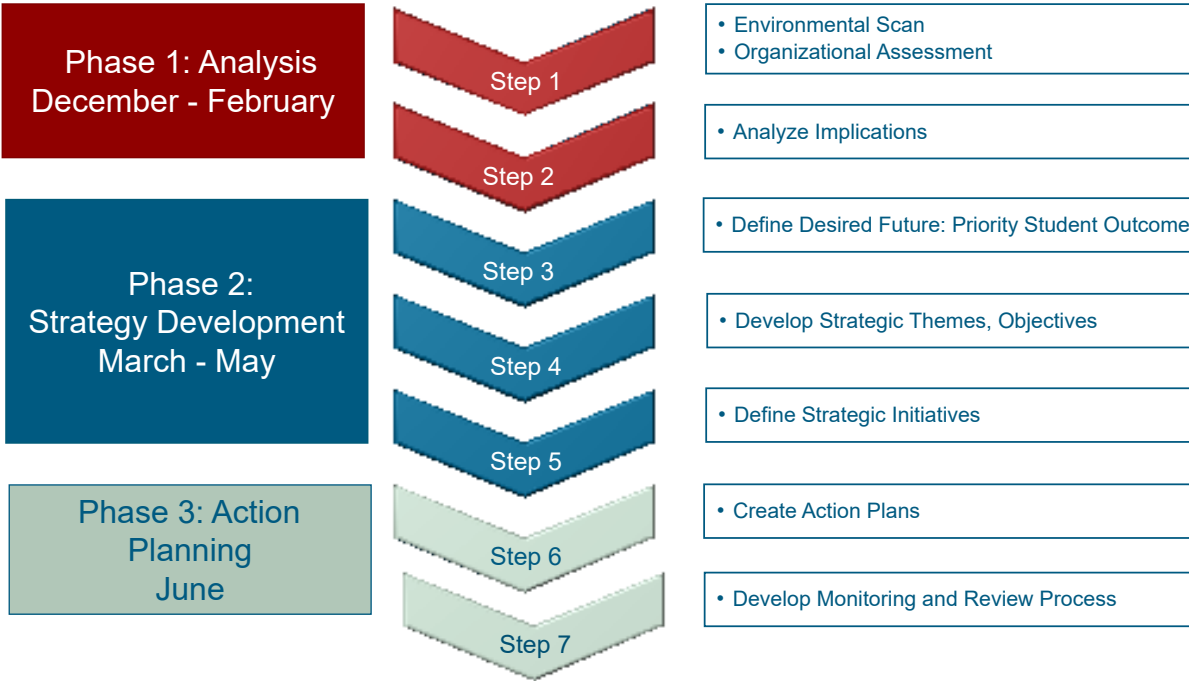
Strategic Plan Framework Community Input and Recommended Adjustments

April 25, 2024



LRSD Strategic Planning Project Overview

LRSD Strategic Planning Project Overview



Source:

Analysis Phase Community Input: January-March 2024

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Student Input Sessions	Community Conversations	Community Survey 380 Respondents
Sessions held at each high school with 18-25 representative students	Chicot Elementary School	Parent or guardian of LRSD student
	Cloverdale Middle School	School-based LRSD employee
Community Leader Focus Groups	Mablevale Middle School	District-level LRSD employee
Advocacy Organizations Engagement Session	McDermott Elementary School	LRSD community member who doesn't fit any other categories
Government and Business Partners Engagement Session	Stephens Elementary School	LRSD student
	Washington Elementary School	Community member outside of the LRSD doesn't fit any other categories
	Design Session	
	Over 80 district and school administrators, teachers, students, family members and community partners	

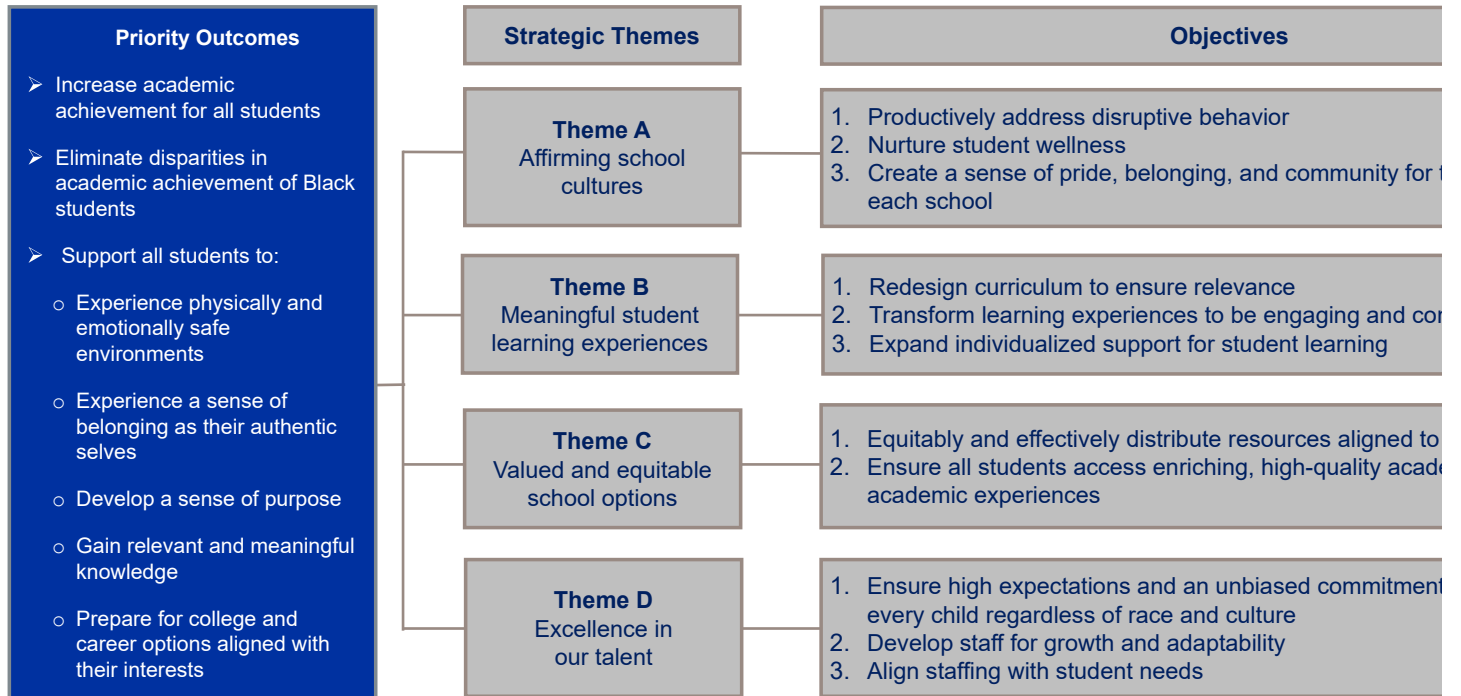


Draft Strategic Plan Framework March 4, 2024

Our strategic plan Will improve these outcomes.

We will attain these outcomes by shifting our practices around these strategic themes...

which will result in measurable progress on these obj



Stakeholder Feedback on Draft Strategic Plan Framework March – April 2024

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Community Conversations
Urban League/ Black Pastors
Chamber of Commerce
Arkansas United

Over 5,000 ratings by 435 Participants in Thought Exchange:
An online idea exchange and prioritization tool

LRSD student
Parent or guardian of an LRSD student
Teacher in LRSD
School administrator in LRSD
Other school-based LRSD employee
District-level LRSD employee
LRSD community member who doesn't fit any other categories

Feedback about Strategic Theme A: Affirming School Cultures

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1. Productively address disruptive behavior
2. Nurture student wellness
3. Create a sense of pride, belonging, and community for the district and each school

Thought	Rating on 1
Disruptive students are being forced to stay in the classroom causing others to lose all opportunity for learning and sometimes safety.	4.5
Building a positive school culture amongst teachers and staff is also critical to achieving a positive school culture.	4.4
Addressing disruptive behavior alone is not sufficient in affirming school culture, mental health resources for schools needs to be a part of this.	4.3
I like the idea of nurturing student wellness.	4.3
I like all three ideas of Theme A. All are important and worth achieving.	4.2
Positive school climate is key to students feeling like they belong.	4.2
Teacher wellbeing needs to be addressed/added.	4.2
This theme talks about community. How does LRSD plan on involving the parents in that community?	4.2
Being able to communicate with all students and parents regardless of native language.	4.1

Feedback about Strategic Theme B: Meaningful student learning experiences

1. Redesign curriculum to ensure relevance
2. Transform learning experiences to be engaging and compelling
3. Expand individualized support for student learning

Thought	Rating on 1
Science should be more hands on.	4.3
Meaningful learning – I would like to see Kindergarten go backwards to be a time of exploration and fun.	4.3
"Expand for individualized support"- and how will this be done without hiring more people. What else do we expect teachers to do now?	4.2
Adaptive; able to change and meet kids and families where there are.	4.0
I like expanding individualized support for student learning.	4.0
Yes, the curriculum needs an overhaul.	4.0
Schools need more flexibility in setting curriculum for their students.	4.0
Equitable; all students are able to have meaningful experiences and enjoy and gain much from their education.	4.0
Don't be rigid; meeting students where they are for the best growth; they need to connect to the material.	3.9

Feedback about Strategic Theme C: Valued and equitable school options

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1. Equitably and effectively distribute resources aligned to student success
2. Ensure all students access enriching, high-quality academic and non-academic experiences

Thought	Rating on 1
How do we know what resources are available to be equitable and effectively distributed?	4.3
Please define "aligned to student success." According to what?	4.0
All students and staff need to feel valued from the second they step on campus. Environment can make a huge difference.	4.0
Students having access to academic and non-academic resources is important. Which schools offer electives and which ones don't?	3.9
Give everybody the NECESSARY resources for a successful education; not the "same", but necessary.	3.9

Feedback about Strategic Theme D: Excellence in our talent

Feedback about Strategic Theme D: Excellence in our talent

1. Ensure high expectations and an unbiased commitment to the success of every child regardless of race and ethnicity
2. Develop staff for growth and adaptability
3. Align staffing with student needs

Thought	Rating on 1
Align staff for student needs: yes! Develop staff for growth and adaptability: yes!	4.2
Align staffing to student needs- Yes. If a student needs an aide as part of IEP then provide one without trying to figure out to get out of it.	4.2
I believe we should be doing more to utilize talent within our district. Additional trainings/certifications should be recognized and respected.	4.2
LRSD needs to work on maintaining competent and passionate staff who enjoy teaching.	4.2
School leadership staff won't deal with conflict.	4.2
LRSD needs to work on maintaining competent and passionate staff who enjoy teaching.	4.2
Can we please stop putting people in 3 boxes. - black/white/other.	4.0
Narrative change- disadvantaged kids; the idea that "you're poor you're dumb". The kids can feel the expectations and narratives that they are being exposed to by building and district administration.	3.9
Students are telling us they have dispassionate teachers, that don't show up - what are we doing on the ground? In the classroom?	3.9
This is easily the most important theme in the plan.	3.9



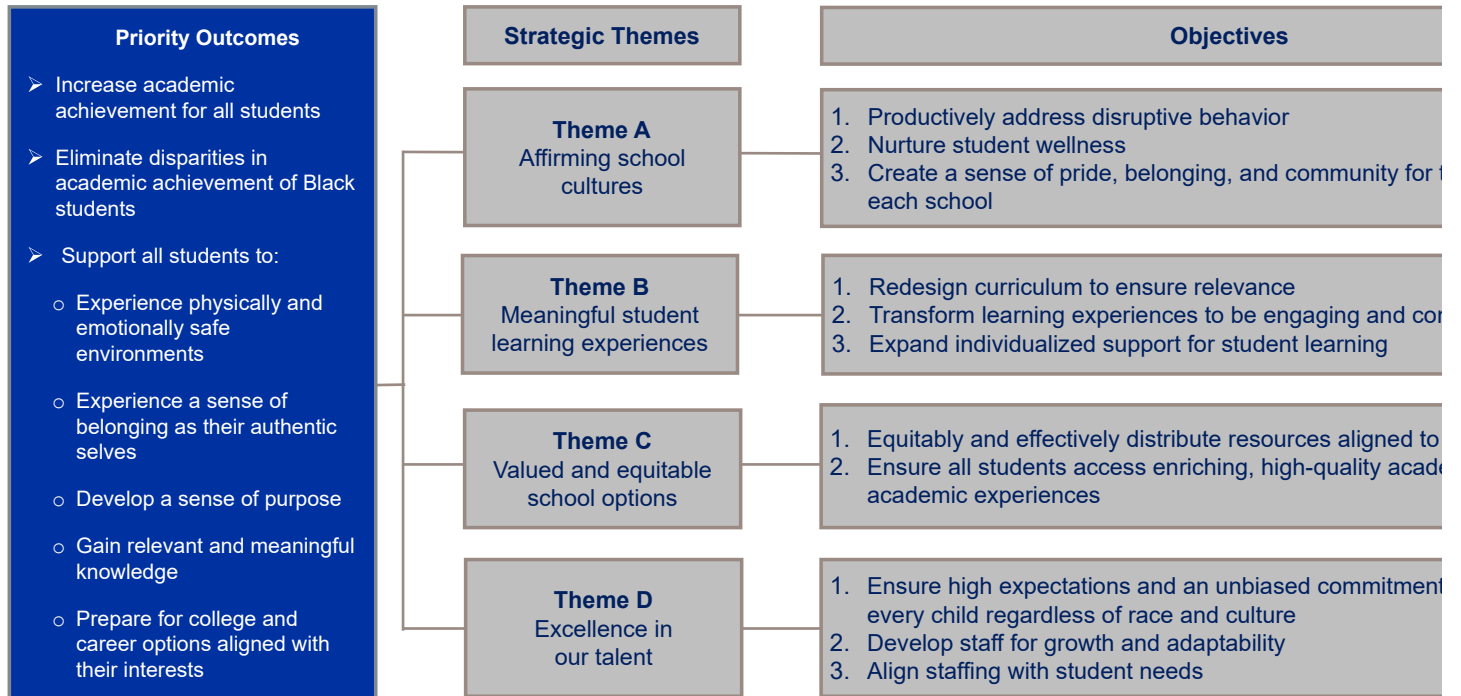
Draft Strategic Plan Framework

March 4, 2024

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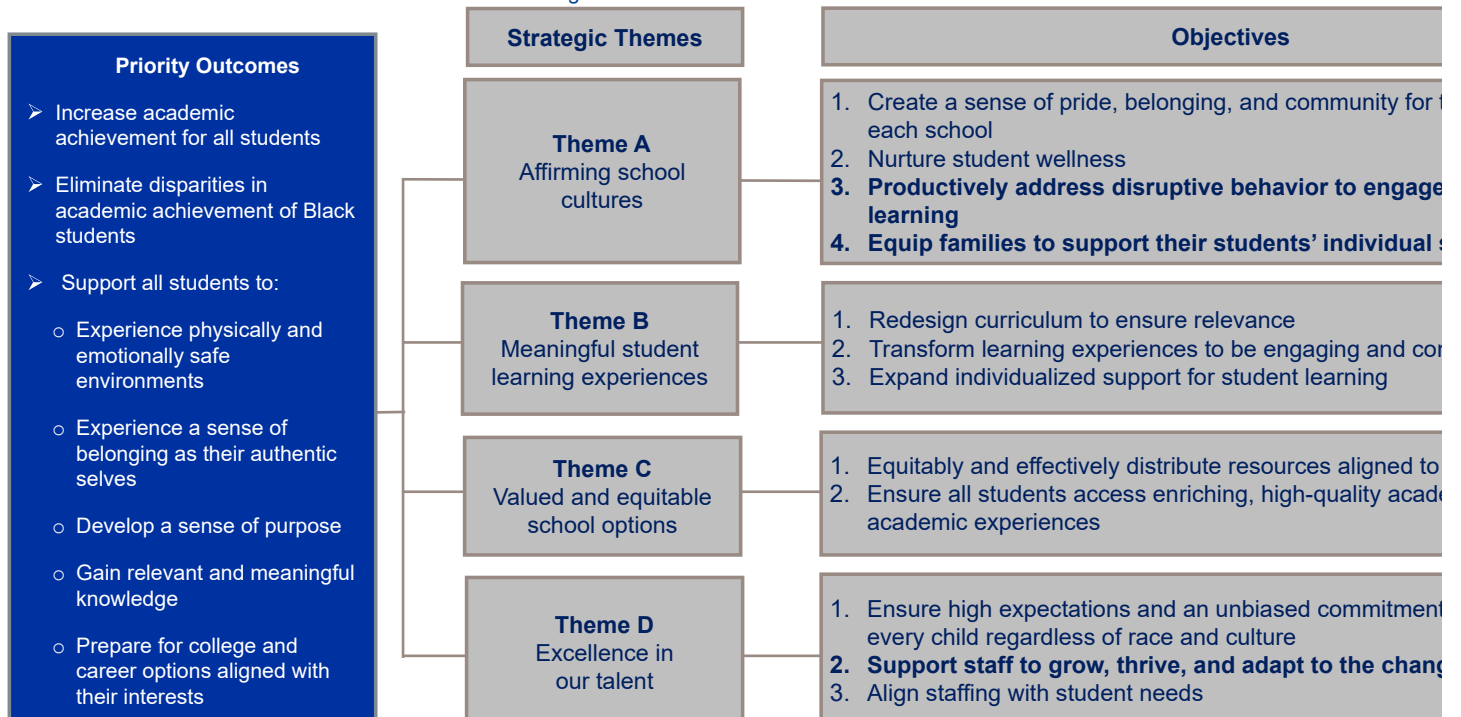
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Implementation ideas

Theme A Affirming school cultures

1. Create a sense of pride, belonging, and community for the district and each school
2. Nurture student wellness
3. Productively address disruptive behavior to engage all students in learning
4. Equip families to support their students' individual success

- Customer service
- Strategic communication to parents in native languages
- Welcoming cultures (look to Springdale)
- Inclusion – Latino community and others, all geographic areas
- Address policies for discipline and avoid disproportionate consequences for groups of students
- Clearly define productive approaches to disruptive behavior
- Address underlying causes of student behavior by providing mental health and other supports such as socialization and mindfulness skills, time to rest and reset
- School-based health centers as partners
- Address chronic absences and tardiness
- Ensure safe campuses

Implementation ideas

Theme B Meaningful student learning experiences

1. Redesign curriculum to ensure relevance
2. Transform learning experiences to be engaging and compelling
3. Expand individualized support for student learning

- Develop and redesign specialty and magnet schools
- Build opportunities as students matriculate
- Include foundational and experiential learning
- Enhance community schools
- Provide learning environments and accommodations to support all students
- Address financial literacy
- Address use of artificial intelligence
- Develop curriculum that is relatable and relevant for today's job market
- Integrate college and career pathways and options
- Variety of options in the Academy Model – not just CTE but additional pathways
- More hands-on learning, especially in science
- Supplement Wit and Wisdom

Implementation ideas

Theme C

Valued and equitable school options

1. Equitably and effectively distribute resources aligned to student success
2. Ensure all students access enriching, high-quality academic and non-academic experiences

- Expand early learning opportunities in areas of greatest need
- Ensure high-quality facilities and facility conditions
- PLC model
- Clarify how alignment to student success will be defined
- Effectively set and manage class sizes
- Align staff allocations and positions to student needs
- Additional field trips and activities students find fun

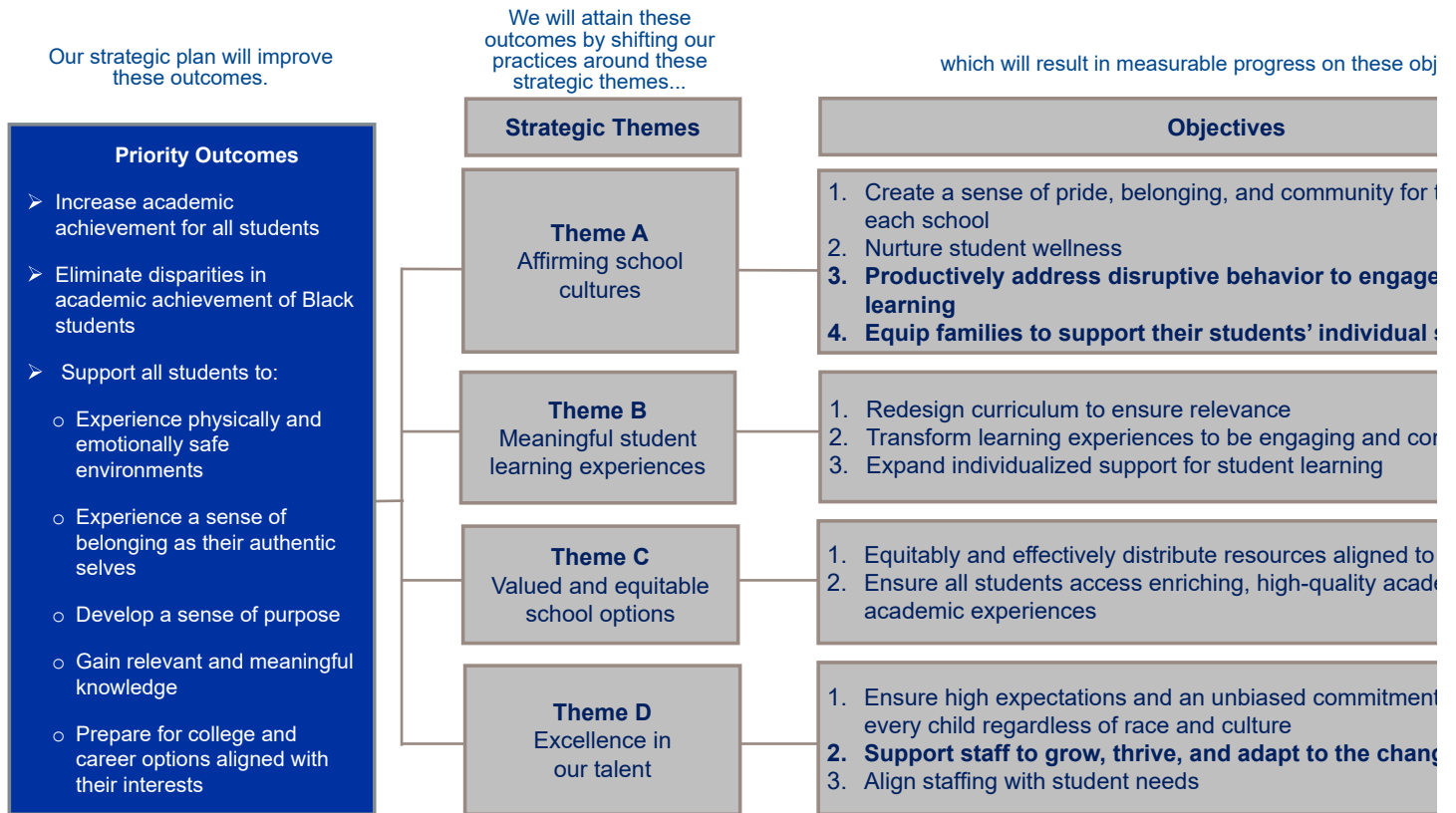
Implementation ideas

Theme D

Excellence in our talent

1. Ensure high expectations and an unbiased commitment to the success of every child regardless of race and culture
- 2. Support staff to grow, thrive, and adapt to the changing landscape**
3. Align staffing with student needs

- Include administrators
- Provide stability and support for educators



Next Steps

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1. Strategy Teams will be created for each Strategic Theme (in progress)
2. Teams and leaders will be trained in an approach to developing strategic (May 3)
3. Teams will work with coaching from the Greenway Strategy Group
4. Team will present recommendations to executive leadership (early June)
5. Implementation cadence will be created (early June)
6. Action plans will be developed for Stage 1 initiatives to roll out in the 202 school year (June)