



# EXHIBIT C

## UAFS Early Childhood Education

October 23, 2023

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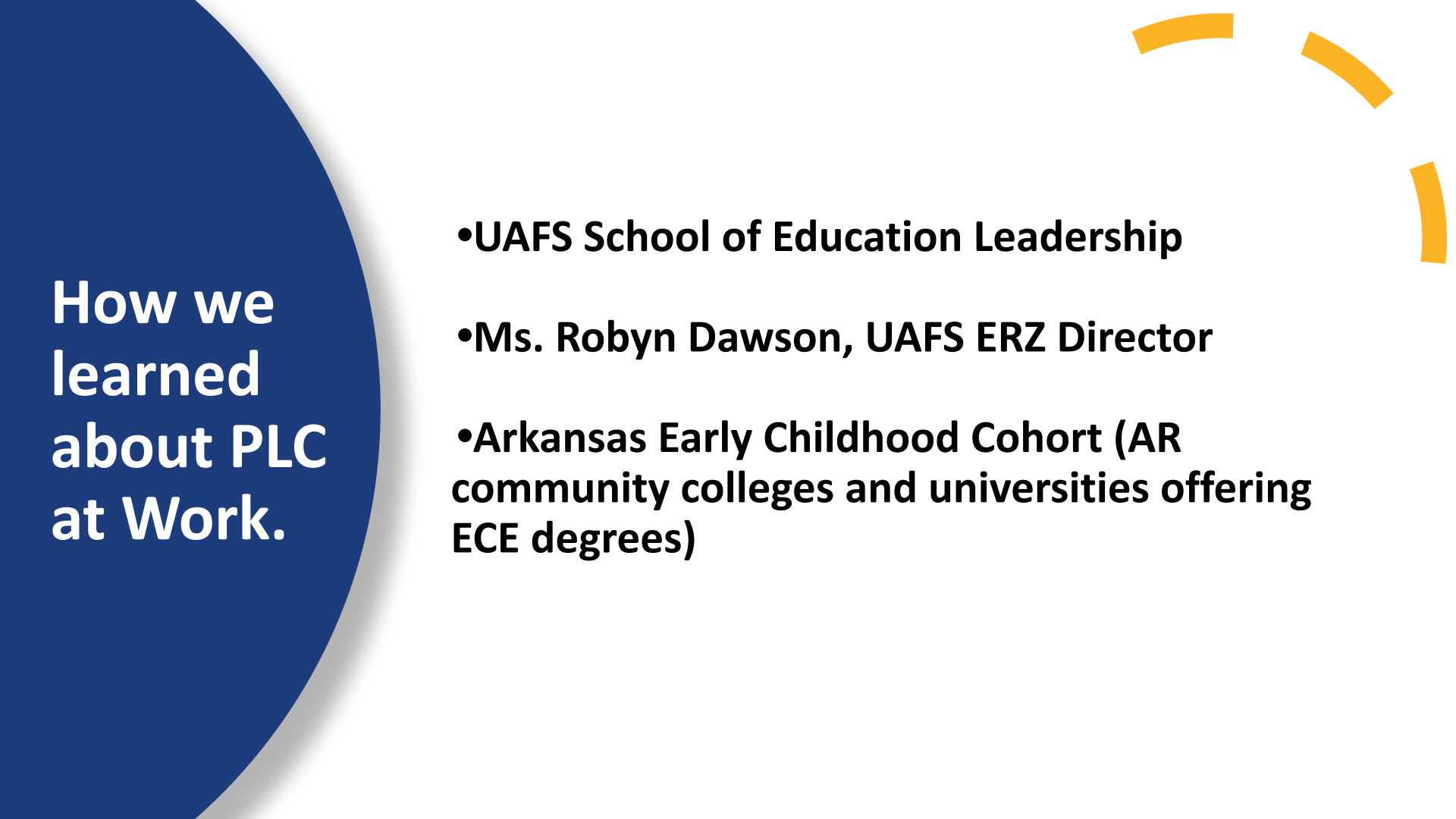
ARKANSAS DIVISION OF  
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DIVISION OF ELEMENTARY  
& SECONDARY EDUCATION

# Who We Are

- **Provider of ECE Professional Development**
- **Provider of Stackable Credentials**
  - Courses leading to nationally-recognized CDA credential
  - Certificate of Proficiency in Early Childhood Education
  - Technical Certificate in Early Childhood Education
  - Ages 3-4, Preschool Endorsement
  - Associate of Applied Science in Early Childhood Education
  - Bachelor of Science (NL) in Early Childhood Education
- **T.E.A.C.H. Arkansas Early Childhood Partner**
- **CDA Summer Academy for High School Students**
- **Participant (Little Lions Child Development Center) in Arkansas Early Childhood Pyramid Model Project**



# How we learned about PLC at Work.

- **UAFS School of Education Leadership**
- **Ms. Robyn Dawson, UAFS ERZ Director**
- **Arkansas Early Childhood Cohort (AR community colleges and universities offering ECE degrees)**

What we're  
doing to  
address the  
four critical  
questions.

## What do we want all students to know and be able to do?

- We are guided by our state standards (*AR Child Development and Early Learning Standards and Competencies for Early Childhood Education PreK Endorsement to an Elementary Education*)

## How will we know if they learn it?

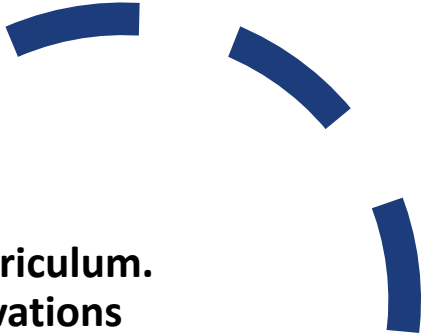
- We train our students in appropriate ECE assessment, in which they document student learning outcomes that have been reached through observations and anecdotal records.

## How will we respond when some students do not learn?

- Try various modes of instruction and reach out to state specialists when needed. ALL children can have successful outcomes.

## How will we extend the learning for students who are already proficient?

- ECE classrooms provide an ideal setting for individualized instruction and accelerated learning!

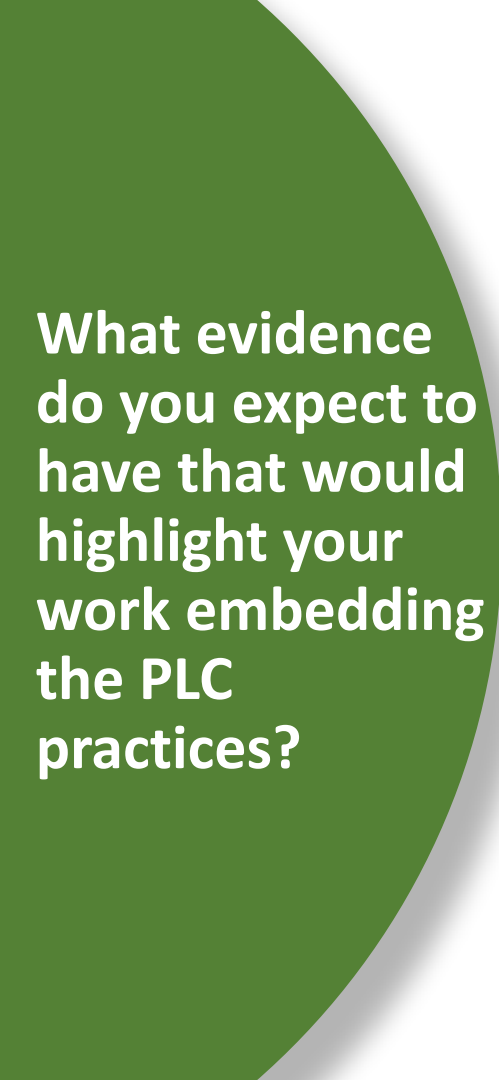


How we're  
aligning  
with the PLC  
education  
system in  
Arkansas.


- **The UAFS School of Education program faculty work as a PLC, vertically and horizontally aligning instruction in the coursework ensuring no gaps of instruction.**
- **The Arkansas Early Childhood Cohort has been an active PLC, since before the state initiative began:**
  - Acted as a Guiding Coalition to create a mission and vision to focus our work.
  - Developed common courses, syllabi and assessments aligned to state and national standards, to encourage seamless articulation throughout the state.
  - Inclusion embedded in all core courses
  - Advocacy for the field of Early Childhood Education
  - Sharing of resources

**What evidence do you have that highlights your work embedding the PLC practices?**

- **Arkansas Child Development Early Learning Standards Task Force (Collaborative statewide effort)**
- **ADE Age 3-4 Competencies Review Panel**
- **CTE course standards in the Pre-Educator program of study**
- **Excel by 8 Arkansas Early Childhood Taskforce**
- **Arkansas Ounce of Prevention Peer Team**
- **Arkansas Early Childhood Cohort**
- **Better Beginnings Curricula and trainings**
- **Stackable ECE credentials moving practitioners up professional ladder**



What evidence do you expect to have that would highlight your work embedding the PLC practices?

- 
- **Pre-K Alternate Route to Licensure**
    - Pre-k academy?
    - Other route?
  - **Continued collaborations with local, regional and state partners**
  - **Growth in ECE programs**
  - **Evidence-based practices in LLCDC**



# Ouachita Baptist University and Arkadelphia School District

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**Who  
We  
Are**

**Dr. Jeff Root, Dean  
Michael D. Huckabee School of Education  
Ouachita Baptist University**

**Nikki Thomas, Superintendent  
Arkadelphia Public Schools**




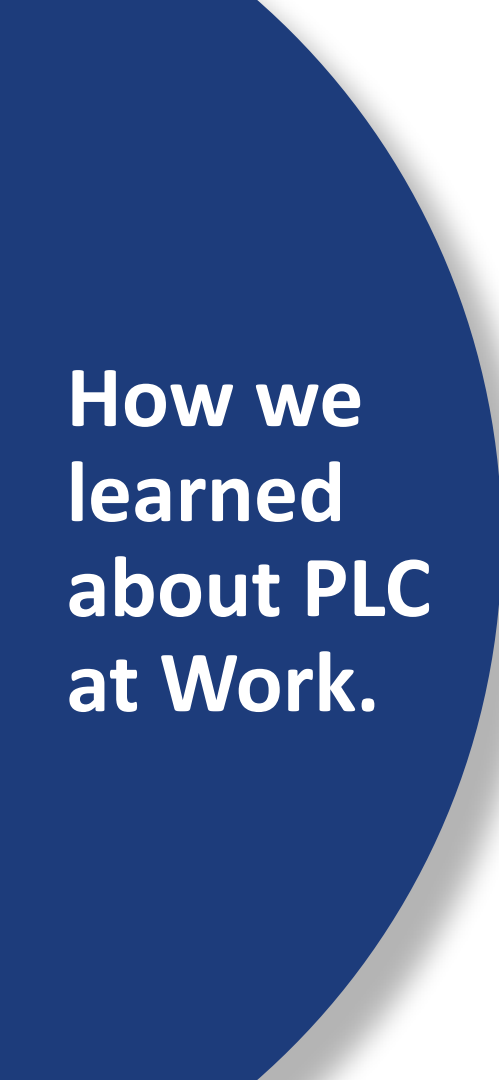
**How we  
learned  
about PLC  
at Work.**

**OBU Department of Education – A Winning Team**

**2018 – PLC at Work Institute, Salt Lake City**

**Arkansas Department of Education (DESE)**



**Early Discussions with Arkadelphia Public Schools**



**How we  
learned  
about PLC  
at Work.**

**Nikki Thomas, Superintendent  
Arkadelphia Public Schools**

**Arkansas System of Support**



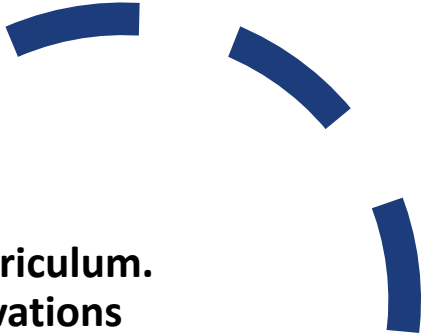
**What we're  
doing to  
address the  
four critical  
questions.**

**What do we expect students to learn?**

**How will we know if they learn it?**

**How will we respond when students experience  
difficulty in learning?**

**How will we respond when students do learn?**



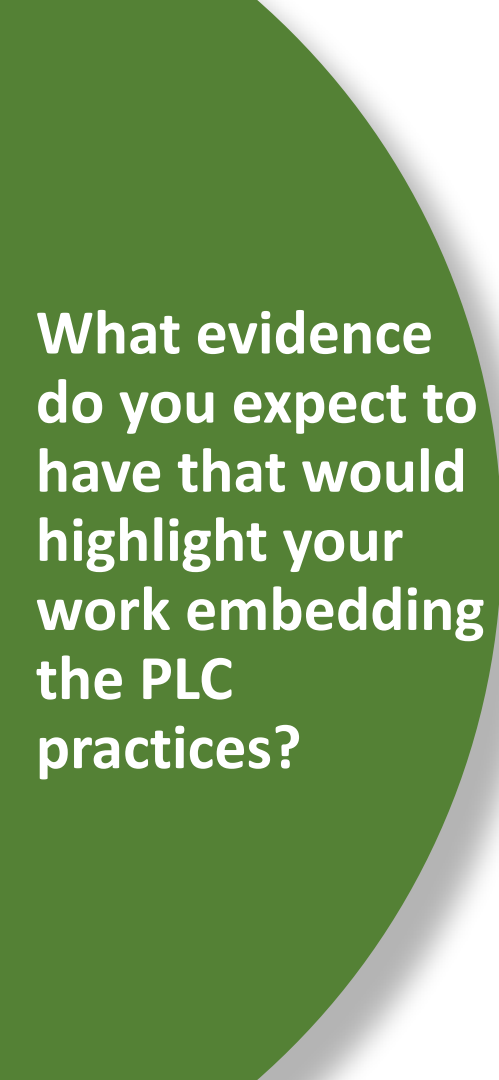
# How we're aligning with the PLC education system in Arkansas.

**A state-approved plan to embed PLCs in our curriculum.**

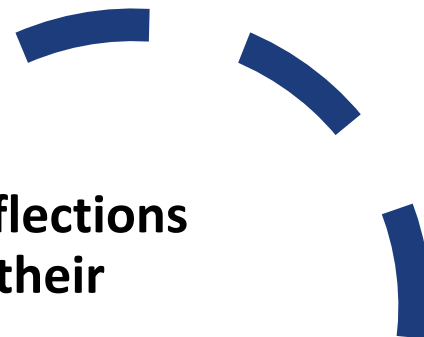
- **Intro & Foundations – terminology & observations**
- **Early Childhood Practicum – class is a PLC**
- **Elementary Curriculum – create a unit on PLC**
- **Middle and Secondary – methods classes**
- **Student Teachers – attend, participate in PLC**

**Joining the Arkansas System of Support**

- **Leadership Coaching Academy**
- **English Language Arts**
- **Math**
- **Focusing on our partner districts, i.e. Arkadelphia Public Schools**



**What evidence do you expect to have that would highlight your work embedding the PLC practices?**

- 
- **Student teacher observations and reflections indicating their involvement in PLC at their assigned school.**
  - **Feedback from cooperating teachers/supervisors**
  - **Pre- and post-portfolio interviews include PLC discussions as a final step before graduation.**
  - **Improved teacher retention – Day 1 Ready to veteran teacher aided by PLC**



# Dr. Keith McGee, Superintendent

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**Who we are:  
Helena-West Helena  
School District**

**PreK-6: J.F. Wahl Elementary**

**7-12: Central High School**

**Priority Schools Partnership with Solution Tree at each campus**

**Inclusive Practices Grant (DESE and Solution Tree) at J.F. Wahl**

**Leading Professional Learning Communities Districtwide: From the Boardroom to Classroom with Dr. Janel Keating Cohort 1 (22-23 SY) and Cohort 2 (23-24 SY)**





# District Goals

- By the end of the 2025-26 school year, **ALL 3rd graders will be reading on grade level as determined by the state screeners and summative assessment.**
- By the end of 2023-24 school year, there will be **100% academic growth among ALL students.**

“Creating conditions *district wide* where the systems will provide the opportunity and access for ALL scholars to become independent thinkers and successful citizens.”



# How we learned about PLC at Work

## **Division of Elementary and Secondary Education**

- **Professional Development**
- **Regional Networking**
- **PLC Project**
- **Inclusive Practices Project**

## **District Core Team Work Experiences with PLC Process at Previous Districts**

## **Professional Learning Communities at Work Institutes, Solution Tree**



# What we're doing to address the four critical questions

- All teachers organized into collaborative teams with teams meeting twice/week to address Tier 1 Core Instruction (Questions 1-4)
- Identified essential ELA standards (Question 1)
- Developing learning targets (Question 1)
- Creating learning progressions and proficiency scales (Questions 1 & 2)
- Providing Tier 2 interventions (Question 3)
- Partnership w/ University of Arkansas for Medical Sciences (UAMS) - STEM Activities, Healthcare Career Pathways, etc... (Question 4)



# How we are aligning with the PLC education system in Arkansas

- ❖ **Participation: “Leading PLCs Districtwide” with DESE and Dr. Janel Keating: Cohorts 1 & 2**
- ❖ **Solution Tree coaches for district and each campus including an embedded leadership coach, an ELA coach, and a math coach**
- ❖ **Networking with other districts both regionally and across the state**



What evidence we have that highlights the work of embedding the PLC practices

## **Leading PLCs Districtwide: From Boardroom to Classroom, Dr. Janel Keating**

### **Collaborative Team Meetings**

- **Developing a Guaranteed & Viable Curriculum**

### **School Board Training - PLCs Districtwide**



**What evidence we expect to have that will highlight the work of embedding the PLC practices**

- **Completion of identifying essential standards K-12 for ELA, Math, and Science**
- **Student growth/progress as documented with Tier 2 interventions, CFAs, and interim assessments**
- **Increased student achievement according to state summative assessment**
- **Data driving decisions at both schools and in the district**
  - **Cougar Connections - all schools–Tier 2**
  - **Data analysis w/ school board, district & building teams, etc.**
- **Districtwide Focus Walks - drive decisions during the District Academic Team's collaborative meetings**



# Next Steps

**Identifying math & science essential standards**

**Creating proficiency scales, common formative assessments, & learning progressions for ELA**

**Continuing professional training on effective CTMs, instructional practices, content, teaching at the grade level standards**

**Continuing the journey of becoming a true professional learning community**

**Deepening the understanding of the local board regarding the role of the board in the PLC process**





# Henderson State University/ Dawson ESC and ERZ



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STATE UNIVERSITY

ARKANSAS STATE  
UNIVERSITY SYSTEM

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# Who We Are

- We are a university that is comprised of four learning communities that offers degrees that lead to careers and continues to create mega-major degrees that span all four learning communities.


<https://www.hsu.edu/future-students/academic-programs/>


- The Education Program is within the Health, Education, & Social Sustainability Learning Community.
- Dawson ESC serves 22 school districts in 5 counties providing services, resources, and professional development to schools. Dawson partners with our two local universities to provide support and resources.

## How we learned about PLC at Work.

- **2018- 2019 – The ERZ sponsored HSU Faculty to be trained in PLCs.**
- **HSU faculty embedded terminologies and practices in course curricula.**
- **Students become teachers who are DAY 1 REDDIE.**
- **Dawson Co-op provides training facilities for teachers, administrators, and EPP faculty in PLC processes.**

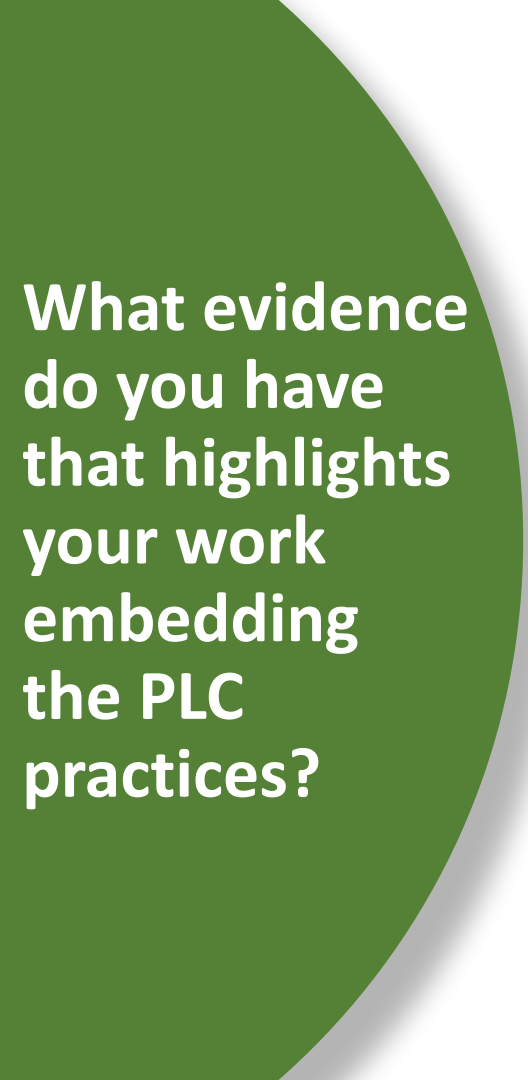
What we're  
doing to  
address the  
four critical  
questions.

- **Exposure HQIM materials with Tier I and II interventions**
  - **Embed strategies into courses**
  - **Socratic Seminar**
  - [Student evidence](#)
  - [Question 1 and 2](#)
  - [Question 4](#)
  - [Question 3](#)
- 





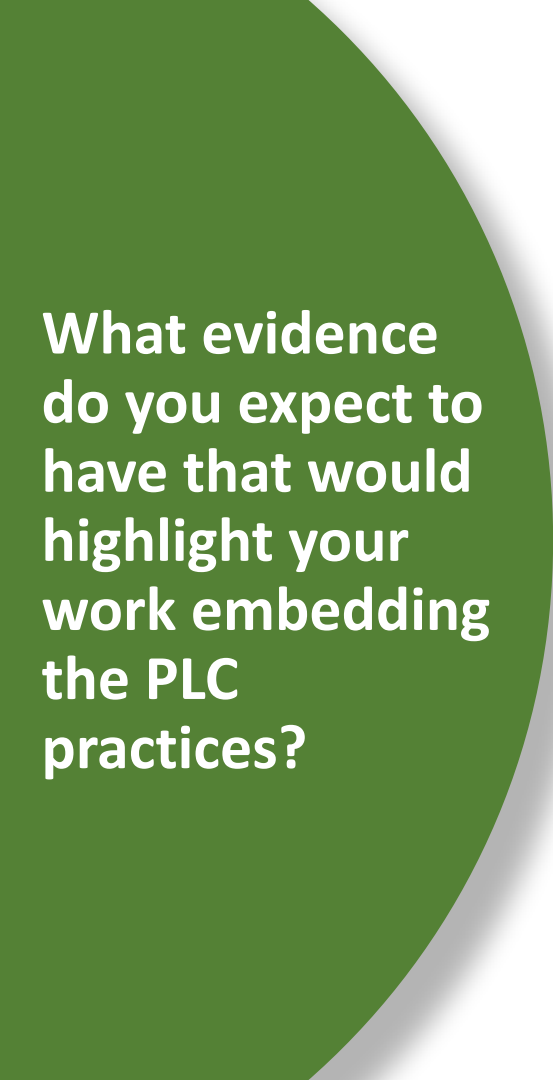
**How we're  
aligning  
with the PLC  
education  
system in  
Arkansas.**

- **Provide training for pre-service teachers**
- **Function as a PLC as an EPP faculty reviewing data and curriculum**
- **Attend training this year alongside K-12 practitioners at Dawson Coop**
- **Dawson ESC, HSU/OBU, ERZ, and 8 Dawson school districts are part of the 23-24 PLC System of Support collaboration. Dawson ESC hosts and participates in the system of support trainings to guide the PLC work.**



**What evidence do you have that highlights your work embedding the PLC practices?**

- 
- **Video clips from the Socratic Seminar**
  - **Key assessment in School and Community Relations course that requires a school PLC audit**
  - **Newly created pre-training and post-training surveys based on the EPP Framework for PLC**



**What evidence do you expect to have that would highlight your work embedding the PLC practices?**

- **Survey data**
- **State Review data**
- **Key assessment data**
- **EPP students Day 1 ready and fully immersed in state initiatives**
- **Teacher retention in the field**

**We look forward to continuing to grow the alignment with DESE alongside K-12 districts, the Coops, and the ERZs.**



**Ouachita Baptist**

**Dr. Gail Hughes**

**Henderson State**

**Dr. Holly Cothren**

**ERZ**

**Robyn Dawson**

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**MSERA Conference**



**Our  
Mission**




**The Arkansas Department of  
Education is transforming  
Arkansas to lead the nation  
in student-focused  
education.**





**Mid-South  
Educational  
Research  
Association  
(MSERA)**



**The Annual Conference in  
November is focused on  
Strengthening Educator  
Preparation Through  
Collaborative Partnerships.**



# Southern Arkansas University

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**Dr. John Jones**, Dean

**Dr. Roger Guevara**,  
Assistant Professor Educational  
Leadership/ERZ Director

# Who We Are

- SAU offers Educational Leadership in Administration & Supervision (EDAS) licensure for building-level and district-level program administration in our Advanced Program
- SAU generates teacher candidates in our Initial Program
- SAU has experienced growth in its EDAS program over the past several years

# How we learned about PLC at Work.

- SAU CEHP lead faculty attended a PLC Institute in Georgia in Fall 2018
- SAU among the first IHEs in state to formally learn about PLCs as a College with Solution Tree Associate Dr. Richard Dewey in Fall 2019
- SAU has received continuous PLC professional development through the Education Renewal Zones
- SAU utilizes *Learning by Doing* concepts in multiple courses

What we're  
doing to  
address the  
four critical  
questions.

## SAU builds capacity using the 4 PLC Questions:

1. What do we want all students to know and be able to do?
  - Demonstrate PLC capacity
  - Learn how to become instructional leaders and function within PLC process
2. How will we know if they learn it?
  - Coordinate Internships and other field experiences
  - Apply Continuous formative assessments
  - Plan for PLC implementation school and district-wide

What we're  
doing to  
address the  
four critical  
questions.


SAU builds capacity using the 4 PLC Questions:

**3. How will we respond when some students do not learn?**

- Provide various options for demonstrating success through classroom presentations and student presentations on how they would cultivate PLCs in their respective schools
- Collaborate and examine relevant performance data and make modifications
- Articulate the goal of the PLC and explain the teacher and leader roles in student achievement with multiple opportunities to master PLC constructs

**4. How will we extend the learning for students who are already proficient?**

- Provide multiple opportunities for implementing and modeling the PLC process
- Assess PLC data results work with others in designing and implementing effective instruction
- Design learning opportunities for practical skills like instructional design, Response to Intervention, and/or master schedule, etc.



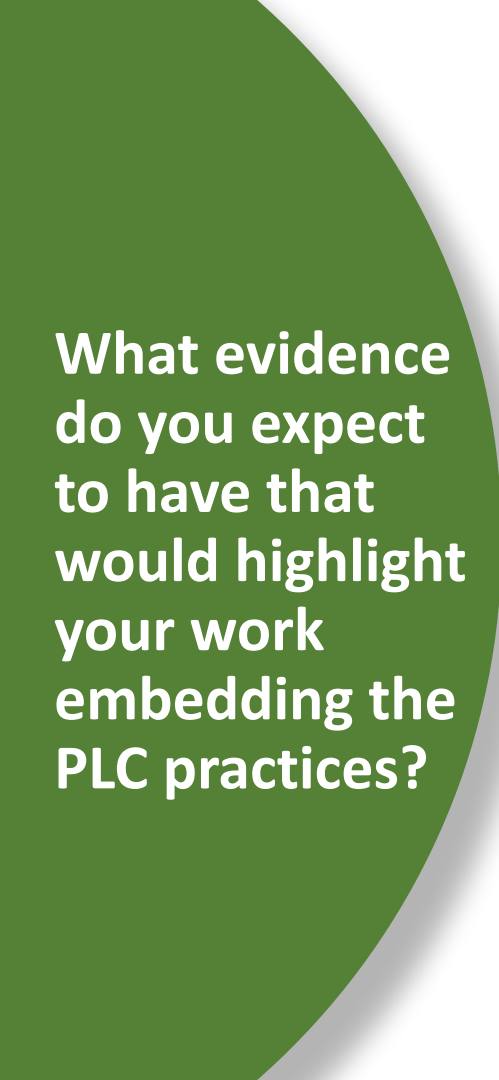
**How we're  
aligning  
with the PLC  
education  
system in  
Arkansas.**

- **Engineer the PLC Vision: Embed the PLC process in all things associated with enhancing teaching & learning**
- **Collaborate among various CEHP departments**
- **Envision articulating with other IHEs, coops, PK-12 for a coordinated systematic approach**
- **Prepare all graduates to be ready to lead PLCs Day One**
- **Lead PK-12 in identifying essential standards, determining learning targets, developing common formative assessments, and applying proficiency scales**

**What evidence do you have that highlights your work embedding the PLC practices?**

- **Established a functional PLC model for higher education**
- **Embedded the PLC process and common terminology in multiple course syllabi**
- **Collaborated with current PK-12 leaders during internships to support Day One PLC readiness**
- **Utilized our action research project in the internship as a possible venue to focus on academic achievement and PLC implementation**





**What evidence do you expect to have that would highlight your work embedding the PLC practices?**



**All candidates will contribute to a PLC process that improves instruction and generates greater depths of student achievement. Evidence can include:**

- **Classroom observations**
- **Document review**
- **Teacher interviews**
- **PLC Efficacy Rubric survey data**