

WESTSIDE CONS. SCHOOL DISTRICT
Arkansas Comprehensive School Improvement Plan
REVIEW COPY ONLY
2011-2012

Westside Schools will provide a learning environment for all children that promotes a love of learning, positive attitudes, successful learning techniques, maximum achievement and successful participation in an ever-changing environment.

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1 **Priority 1:** To support and improve Literacy and Math performance of all students K - 12 with administrative support of federal and state programs

1.1 **Goal:** Administrative Support of Federal and State Programs

Benchmark: Westside School District will demonstrate adequate yearly progress and growth in math and literacy as defined by the Arkansas Department of Education.

Intervention The school district will maintain programs of supplemental instruction designed to improve the performance of students.				
Scientific Based Research Valerie E. Lee, David T. Burkam. Dropping out of High School: The Role of School Organization and Structure. American Educational Research Journal Vol. 40, No. 2 (Summer, 2003), pp. 353-393.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Homeless students are identified using school district registration forms. Upon initial registration, an option is available to indicate if a student is homeless. School counselors are made aware if this selection is made. Counselors will work with the student and family to provide assistance to the student. If counselors are informed that a student's family situation changes, counselors will assist students and offer assistance to families. Funds will be set aside to help defer cost connected with meeting the needs of homeless students. Transportation funds will be allocated to assist all students with after school transportation from tutoring programs. Funds are identified by using the set-aside formula from the past few years. Action Type: Equity	Dr. Bryan Duffie, Superintendent	Start: 09/19/2011 End: 05/30/2012	Central Office Teachers Title Teachers	Title I Materials & Supplies: \$1,500.00 Title I Purchased Services: \$500.00 ACTION BUDGET: \$2,000.00
The district will provide professional development activities for all certified staff members. Funding will be allocated at all levels. Activities will center around essential training for supporting all curriculum areas within the district curriculum. Action Type: Professional Development	Dr. Bryan Duffie, Superintendent	Start: 08/20/2011 End: 05/30/2012		ACTION BUDGET:
The district will support the comprehensive K-12 plan for a safe and drug free environment as described in the building plans. Action Type: Collaboration Action Type: Equity	Tammy Romines, Karen Rickman, Kathy Cravens, Lindsey James, Pat Blake - Counselors	Start: 09/15/2011 End: 05/15/2012	Administrative Staff Teachers	Title IV-A Capital Outlay: \$2,500.00 Title IV-A Materials & Supplies: \$2,698.00 ACTION BUDGET: \$5,198.00

Intervention The school district will maintain programs of supplemental instruction designed to improve the performance of students.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
NSLA funds will be used to provide a wide variety of services for students. NSLA funds were used in the previous school year to fund the following: literacy instructional facilitator, reading teacher, classroom instructional intervention aides, curriculum materials, professional training, junior high school counselor. Action Type: Collaboration Action Type: Equity Action Type: Professional Development Action Type: Technology Inclusion	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012	District Staff Teachers	ACTION BUDGET:
The school district will support the PBIS program (positive behavior intervention and support). Activities will be planned in each school. This program is a partnership between the Westside Consolidated School District and Mid-South Health Systems. Action Type: Parental Engagement	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 08/01/2011 End: 06/01/2012	Administrative Staff Community Leaders Teachers	ACTION BUDGET:
The school district will support training and implementation efforts involving Arkansas Common Core Curriculum. The state's implementation timeline will be followed, and staff will have opportunities for curriculum training. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Teachers	ACTION BUDGET:
The school district will use 20% set-aside funds to facilitate school choice within the district. These funds are for the purpose of improvement of instruction. Note: Westside is not currently large enough to provide school choice within the district; however, funds will be set-aside as district enrollment grows. Action Type: Equity	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012		ACTION BUDGET:
A K-12 literacy specialist (Crystal White - 1 FTE) will be hired to provide professional development opportunities to teachers. Best practices will be one focus for the improvement of instruction in all core areas. Training activities will address issues with student sub-populations. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012	District Staff Performance Assessments	NSLA (State-281) Employee Benefits: \$9,168.00 NSLA (State-281) Employee Salaries: \$39,310.00 NSLA (State-281) Materials & Supplies: \$2,500.00 ACTION BUDGET: \$50,978.00

Intervention The school district will maintain programs of supplemental instruction designed to improve the performance of students.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Parents will be notified by letter concerning the academic standing of each school as determined by ADE. The deadlines set by ADE will be followed as it pertains to school improvement status. Action Type: Parental Engagement	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 07/01/2011 End: 09/01/2012	Administrative Staff District Staff	ACTION BUDGET:
Technical assistance will be provided to schools in school improvement status. These services will be provided by internal staff, outside providers, ADE, and professional development opportunities. Action Type: Collaboration Action Type: Professional Development Action Type: Technology Inclusion	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Outside Consultants Performance Assessments Teachers	ACTION BUDGET:
Training and collaboration opportunities will be available in the areas of data analysis. A focus will include the use of data in planning instruction. Action Type: Collaboration Action Type: Professional Development	Crystal White, K-12 Literacy Specialist	Start: 07/01/2011 End: 06/30/2012	District Staff Performance Assessments Teachers	ACTION BUDGET:
The school district will support the professional development efforts of the elementary school. Training sessions will be provided by a variety of methods including coop workshops, ASU sessions, peer sessions, ADE training, conference attendance, online delivery, and other appropriate sessions. Improvement of instruction will be the focus for all of the efforts. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Katherine Glover, Principal	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Performance Assessments Teachers	Title I Purchased Services: \$7,650.00 Title I Other Objects: \$5,000.00 Title I Materials & Supplies: \$2,432.75 PD (State-223) Other Objects: \$6,000.00 PD (State-223) Purchased Services: \$22,000.00 PD (State-223) Materials & Supplies: \$2,249.39 ACTION BUDGET: \$45,332.14

Intervention The school district will maintain programs of supplemental instruction designed to improve the performance of students.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The school district will support the professional development efforts of the middle school. Training sessions will be provided by a variety of methods including coop workshops, ASU sessions, peer sessions, ADE training, conference attendance, online delivery, and other appropriate sessions. Improvement of instruction will be the focus for all of the efforts. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Pam Dooley, Principal	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Performance Assessments Teachers	Title I Purchased Services: \$7,650.00 Title I Other Objects: \$5,000.00 Title I Materials & Supplies: \$2,435.00 PD (State-223) Other Objects: \$1,000.00 PD (State-223) Purchased Services: \$16,500.00 PD (State-223) Materials & Supplies: \$207.00 ACTION BUDGET: \$32,792.00
The school district will support the professional development efforts of the high school. Training sessions will be provided by a variety of methods including coop workshops, ASU sessions, peer sessions, ADE training, conference attendance, online delivery, and other appropriate sessions. Improvement of instruction will be the focus for all of the efforts. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development	Freddy Bowen, Principal	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Performance Assessments Teachers	PD (State-223) Materials & Supplies: \$1,000.00 PD (State-223) Purchased Services: \$22,100.00 PD (State-223) Other Objects: \$2,722.00 ACTION BUDGET: \$25,822.00
The school district will notify private schools on the availability of Title I funds used to assist private school students. The students must be residents of the Westside School District and meet Title I qualifications. Private schools will be notified by certified mail of this program. The Jonesboro School District will provide a venue to a county-wide consultation meeting with the private school providers. These providers will be invited to participate. The private schools will be asked to respond on their willingness to participate in the program. If the private school wishes to participate, then further consultation will be held with that school. Action Type: Collaboration Action Type: Title I Target Assistance	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff	ACTION BUDGET:
			Total Budget	\$162,122.14

Intervention To improve student emotional and academic status of students through the use of the services of the alternative learning environment SUCCESS School. Students will identify and understand the behaviors and emotions that need to be changed to meet the standards of the primary learning environments. Credit and grade recovery options are made available through this program.				
Scientific Based Research Behavior Modification in Applied Settings, 6th ed., Kazdin, Alan E., Yale University, 2008.ISBN - 1577665821				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The SUCCESS School therapists will direct small group meetings to address key areas that include anger management, environmental awareness, and emotional awareness. Action Type: Collaboration	Todd Rhodes, ALE Director	Start: 09/12/2011 End: 05/25/2012	Outside Consultants	ACTION BUDGET:
SUCCESS School therapists will direct mental health sessions with individual students to meet the needs addressed by the primary learning environment. Action Type: Collaboration	Todd Rhodes, ALE Director	Start: 09/12/2011 End: 05/25/2012		ACTION BUDGET:
Therapist and counselor will hold weekly meetings with the administration to discuss student behavioral goals. Action Type: Collaboration Action Type: Collaboration	Todd Rhodes, ALE Director	Start: 09/30/2011 End: 05/20/2012		ACTION BUDGET:
Therapists and Case Managers will meet regularly during the week to determine student behavioral goals. Action type: Collaboration Action Type: Collaboration	Todd Rhodes, ALE Director	Start: 09/30/2011 End: 05/20/2012		ACTION BUDGET:
The district will provide an Alternative Learning Environment at Craighead County's SUCCESS School with access to special services such as school counselor, mental health professionals, nurse, support services, highly qualified teachers and aides for students who are "at risk" or who manifest problems as outlined by the ADE. The curriculum will be aligned with Arkansas standards and regular classroom instruction	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff	ALE (State-275) Purchased Services: \$18,570.00 ACTION BUDGET: \$18,570.00
Placement of students at the ALE will be determined by a school placement committee consisting of the school counselor, the ALE director, the principal, a parent or legal guardian, and a regular classroom teacher. The referral for placement will be discussed with the committee, and all issues relevant to the student's situation will be considered. The decision to place a student in the ALE will be a committee decision. Action Type: Parental Engagement	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 07/01/2011 End: 06/30/2012	Administrative Staff District Staff Teachers	ACTION BUDGET:

Intervention To improve student emotional and academic status of students through the use of the services of the alternative learning environment SUCCESS School. Students will identify and understand the behaviors and emotions that need to be changed to meet the standards of the primary learning environments. Credit and grade recovery options are made available through this program.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The school ALE placement committee will create a transition strategy for each student returning to campus from SUCCESS School. The parent will be invited to participate. The goal is to create a successful transition to the learning environment Action Type: Collaboration Action Type: Parental Engagement	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants Teachers	ACTION BUDGET:
			Total Budget	\$18,570.00

Intervention The school district leadership will support the building leadership in order to improve teaching and learning in each school.				
Scientific Based Research Lambert, L. (2003). Leadership Capacity for Lasting School Improvement. Association for Supervision and Curriculum Development. Alexandria, VA.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The district will facilitate leadership training activities using services from outside providers as well as opportunities to attend training conferences. Activities will include a wide variety of topics affecting Arkansas school leaders. Instructional leadership will be the focus. Action Type: Collaboration Action Type: Professional Development	Dr. Bryan Duffie, Superintendent	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Central Office District Staff Outside Consultants	ACTION BUDGET:
Regular administrative meetings will be held with building leadership in order to review instructional data including classroom walk-through data. Analysis of data will be conducted and discussed in the meetings. Strategic planning will occur in order to improve instructional practice within the district. Action Type: Alignment Action Type: Collaboration Action Type: Professional Development Action Type: Program Evaluation	Dr. Bryan Duffie, Superintendent	Start: 07/01/2011 End: 06/30/2012	Administrative Staff Performance Assessments	ACTION BUDGET:
The school district will utilize the services of the Arkansas Public School Resource Center. The center will be able to provide an array of services to assist each school including professional development, legal, finance, school improvement planning, and technology. Action Type: Collaboration Action Type: Professional Development	Dr. Bryan Duffie, Superintendent	Start: 08/01/2011 End: 06/30/2012	Administrative Staff Outside Consultants	Local Revenue : \$2,500.00 ACTION BUDGET: \$2,500.00
The district leadership team will periodically meet with building leadership teams to collaborate on various aspects of student achievement, curriculum development, professional development, and school improvement efforts.	Dr. Bryan Duffie, Superintendent	Start: 09/01/2011 End: 05/30/2012	Administrative Staff District Staff Performance Assessments Teachers	ACTION BUDGET:
			Total Budget	\$2,500.00

Intervention The district will use strategies to promote parental involvement in the district's schools to assist with instructional programs.				
Scientific Based Research Domina, T. (2005). Leveling the Home Advantage: Assessing the Effectiveness of Parental Involvement in Elementary School. Sociology of Education. Vol. 78, No. 3, pp. 233-249.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
Opportunities will be provided for parents and other community members to be engaged in the school improvement process. The parent advisory committee will assist in this process. Action Type: Collaboration Action Type: Parental Engagement	Dr. Bryan Duffie, Superintendent & Karan Upton Parent Facilitator	Start: 08/01/2011 End: 06/01/2012	Community Leaders District Staff	ACTION BUDGET:
Parents will be invited to provide input in the development of school policies through student handbook committees and other public forums Action Type: Collaboration Action Type: Parental Engagement	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 08/01/2011 End: 06/01/2012	Community Leaders District Staff Teachers	ACTION BUDGET:
Preschool staff will be provided opportunities to learn about parent involvement strategies to improve program effectiveness. Private preschool providers will be invited to participate. Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development	Connie Hicks, PreK Lead Teacher	Start: 08/01/2011 End: 06/01/2012	District Staff Teachers	ACTION BUDGET:
The Westside Parent Center will conduct an evaluation which assesses the effectiveness of the district's parent involvement programming. The assessment will include evaluating academic and non-academic programs. Action Type: Collaboration Action Type: Parental Engagement Action Type: Program Evaluation	Karan Upton, Parent Facilitator	Start: 03/01/2011 End: 06/01/2012	Community Leaders District Staff Teachers	ACTION BUDGET:
Information will be disseminated to parents regarding the following items: Edline grade reports, benchmark and end-of-course score reports, academic standards, improvement of academic achievement. Parents will be provided opportunities to have access to school personnel who will facilitate discussions about these topics. The information will be written in "parent-friendly" language, and presentations will help parents understand the content of the topics discussed. Action Type: Collaboration Action Type: Parental Engagement	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 08/01/2011 End: 06/01/2012	Administrative Staff District Staff Performance Assessments Teachers	ACTION BUDGET:

Intervention The district will use strategies to promote parental involvement in the district's schools to assist with instructional programs.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Westside Parent Center will coordinate parent involvement activities for the school district. The center will support parent requests for assistance for all schools in the district. Note: The funding for the parent center is integrated in the building ACSIP plans. Action Type: Collaboration Action Type: Parental Engagement	Karan Upton, Parent Facilitator	Start: 08/01/2011 End: 06/01/2012	Administrative Staff District Staff Teachers	ACTION BUDGET:
Teachers will receive a minimum of 2 hours of parent involvement training each year, and administrators will receive a minimum of 3 hours of parent involvement training each year. Moreover, volunteers who assist in instructional programs for parents will offered the opportunity to receive training. Topics during the training include: effective communication between the school and parents, contributions of parents to schools, strategies to use to involve parents in schools. Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development	Karan Upton, Parent Facilitator	Start: 08/01/2011 End: 03/01/2012	Administrative Staff District Staff Outside Consultants Teachers	ACTION BUDGET:
Annual surveys to assess the effectiveness of the parent program will be administered each year. The Westside Parent Center will coordinate this activity Action Type: Collaboration Action Type: Parental Engagement	Karan Upton, Parent Facilitator	Start: 08/01/2011 End: 06/01/2012	District Staff	ACTION BUDGET:
The Westside Parent Center will provide materials that will assist parents in helping their children succeed in school. The parent center will provide other support services as needed by parents throughout the school year. Action Type: Collaboration Action Type: Parental Engagement	Karan Upton, Parent Facilitator	Start: 08/01/2011 End: 06/01/2012	District Staff	ACTION BUDGET:
			Total Budget	\$0.00

2 Priority 2: To promote health and wellness for all students

2.1 Goal: The District will provide support for students in making Healthy Lifestyle Choices by implementing systems to aid in decreasing the average BMI on routine annual student screening and increasing collaboration between segments of the school community in support of positive lifestyle choices.

Benchmark: By the school year 2011-2012 there will be a decrease of the average Body Mass Index for students by 1% as evaluated by the annual Body Mass Index Screening.

Intervention Administrative Support for Wellness				
Scientific Based Research "Journal of the American Dietetic Association," 103(7): 887-93. 2003.NAL Call Number: 389.8 Am34 Position of the American Dietetic Association: Child and adolescent food and nutrition programs. J. Stang, C.T. Bayerl.Food and Nutrition Information Center's (FNIC) web site at http://www.nal.usda.gov/fnic/pubs_and_db.html . "Clinical Pediatrics," 40(2): 63-70. 2001. NAL Call Number: RJ1-C55, Behavioral and cognitive status in school-aged children with a history of failure to thrive during early childhood. R.A. Dykman, et al.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Westside Consolidated School District has developed District wellness policies in collaboration with the district Nutrition and Physical Activity Committee. Policies have been approved by the district school board. Policies include the five (5) federal requirements: Goal for nutrition education, physical activity and other school-based activities, Nutrition guidelines, Guidelines for reimbursable school meals, a plan for measuring implementation of the local wellness policy, and Community Involvement. Action Type: Collaboration Action Type: Wellness	Amy Norwood, Food Service Director	Start: 10/01/2011 End: 05/15/2012	Administrative Staff	ACTION BUDGET:
The Westside Consolidated School District will (1) provide support to schools to ensure successful implementation of the Wellness Policies; (2) provide resources and professional development to the District and School staff to improve the overall school nutrition environment; and (3) will promote health and physical activity curriculum and student health. Action Type: Professional Development Action Type: Wellness	Dr. Bryan Duffie, Superintendent	Start: 08/15/2011 End: 06/15/2012	Administrative Staff Community Leaders	ACTION BUDGET:

Intervention Administrative Support for Wellness				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Westside Consolidated School District will ensure each school provides a pleasant environment and monitors schedules and other factors which may interfere with students' access to health information, resources, and a healthy environment. The School Health Index (SHI) Modules will be used to evaluate district and school effectiveness. Action Type: Equity Action Type: Program Evaluation Action Type: Wellness	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 08/15/2011 End: 06/15/2012	Administrative Staff Central Office Community Leaders District Staff Teachers	ACTION BUDGET:
The Nutrition and Physical Activity Committee as part of the ACSIP Committee will monitor goals and will evaluate the effectiveness of the interventions by reviewing data results and other assessments related to Wellness (School Health Index Modules) ACSIP will be modified as needed. Action Type: Collaboration Action Type: Program Evaluation Action Type: Wellness	Dr. Bryan Duffie, Superintendent	Start: 08/15/2011 End: 06/15/2012	Administrative Staff Central Office Community Leaders District Staff Outside Consultants Teachers	ACTION BUDGET:
			Total Budget	\$0.00

Intervention Schools will implement practices to provide opportunities for students to practice healthy behaviors at school and encourage them to make healthy food and physical activity choices resulting in increased academic performance.				
Scientific Based Research Guidelines for School Health Programs to Promote Lifelong Healthy Eating (June 14, 1996/Vol. 45/No. RR-9); Guidelines for School Health Programs to Promote Lifelong Physical Activity (March 7, 1997/Vol. 46/No. RR-6).				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Westside Consolidated School District will support the schools in making physical activity and healthy foods widely available in all areas of the school campus and encourage students to make healthy behavior choices outside the school. Action Type: Wellness	Amy Norwood, Food Service Director	Start: 08/15/2011 End: 05/15/2012	Administrative Staff Teachers	ACTION BUDGET:
The Westside Consolidated School District will support school staff exhibiting qualities of positive role models for healthy eating and physical activity. The district will support schools offering the students choices of two (2) entrees offered daily at lunch; two (2) choices of fruit or 100% fruit juice offered daily at lunch; two (2) choices of vegetables offered daily at lunch; and five (5) foods containing whole grain offered weekly. Action Type: Collaboration Action Type: Wellness	Amy Norwood, Food Service Director	Start: 08/15/2011 End: 05/15/2012	Administrative Staff District Staff Teachers	ACTION BUDGET:
The Westside Consolidated School District will involve parents in physical activity and nutrition education through homework, national school lunch program menus, and parent-teacher organization meeting presentations and professional development activities. Professional development will focus on physical activity and nutrition education, and health risk indicators that comprise students ability to perform academically, etc. Action Type: Collaboration Action Type: Parental Engagement Action Type: Professional Development Action Type: Wellness	Karan Upton, Parent Facilitator	Start: 08/15/2011 End: 05/15/2012	Administrative Staff Community Leaders District Staff Teachers Teaching Aids	ACTION BUDGET:
The Westside Consolidated School District will support implementing a health promotion and physical activity curriculum to support healthy lifestyle choices and that aligns with the Arkansas Frameworks. Action Type: Alignment Action Type: Collaboration	Katherine Glover, Pam Dooley, Freddy Bowen - Principals	Start: 08/15/2011 End: 05/15/2012	Administrative Staff Community Leaders District Staff Outside Consultants Teachers	ACTION BUDGET:

Intervention Schools will implement practices to provide opportunities for students to practice healthy behaviors at school and encourage them to make healthy food and physical activity choices resulting in increased academic performance.				
Actions	Person Responsible	Timeline	Resources	Source of Funds
The Westside Consolidated School District will ensure that the Wellness Committee will evaluate the effectiveness of the Health Program by conducting pre and post assessment of School Health Index Module results and surveys given to students and teachers. Results of evaluation will be shared with staff and modifications will be addressed per survey results. Action Type: Program Evaluation Action Type: Wellness	Dr. Bryan Duffie, Superintendent	Start: 08/15/2011 End: 06/15/2012	Administrative Staff Central Office Community Leaders District Staff Outside Consultants	ACTION BUDGET:
			Total Budget	\$0.00

A School Improvement Planning Team

SCHOOL IMPROVEMENT PLANNING TEAM MEMBERS			
Classification	Name	Position	Committee
Community Representative	Alan Oldman	School Board Member	District Steering
Community Representative	Jamey Carter	Craighead County Sheriff's Dept.; SRO	District Steering
District-Level Professional	Dr. Bryan Duffie	Superintendent	District Steering
District-Level Professional	USAF Lt. Col. (ret) Edward Tanner	Commander, Westside High School Air Force JROTC	District Steering
Non-Classroom Professional Staff	Amy Norwood	Food Service Director	District Steering
Non-Classroom Professional Staff	Arin Parks	High School ACSIP Chairperson	District Steering
Non-Classroom Professional Staff	Karan Upton	District Parent Center Coordinator	District Steering
Non-Classroom Professional Staff	Karen Rickman	Elementary Building Co-Chairperson	District Steering
Non-Classroom Professional Staff	Mary Jo Clark	High School Special Education Designee	District Steering
Non-Classroom Professional Staff	Tammy Romines	Elementary Building Co-Chairperson	District Steering
Non-Classroom Professional Staff	Verna Shrable	Middle School Building Chairperson	District Steering
Parent	Bridget Guntharp		Parent Advisory
Parent	Candace Dunham		Parent Advisory
Parent	Cheryl Stewart		Parent Advisory
Parent	Sherry Slavin		Parent Advisory
Principal	Freddy Bowen	High School Principal	District Steering
Principal	Katherine Glover	Elementary School Principal	District Steering
Principal	Pam Dooley	Middle School Principal	District Steering