Continuous Improvement
Fort Smith Public Schools
2022 Annual Report to the Public
Students Save on Higher Ed Costs with Concurrent Associate Degree Pathways

Fort Smith Public School students and their families can save a minimum of $20,000 in direct higher education costs if they earn one of these two concurrent University of Arkansas – Fort Smith associate degrees while they attend Northside or Southside high schools.

Pending Higher Learning Commission approval, FSPS with UAFS will offer an Associate of General Studies that is fully transferable to a Bachelor of Business Administration and an Associate of Applied Science in Electronics Technology that is fully transferable to a Bachelor of Science in Electrical Engineering Technology in 2023-2024. The teams are working to create a pathway for an Associate of General Studies fully transferable to a Bachelor of Elementary Education for 2024-2025. Check the 2023-2024 Course Catalog for detailed information.

| Available in 2023-2024 | Associate of General Studies fully transferable to Bachelor of Business Administration | Associate of Applied Science in Electronics Technology fully transferable to Bachelor of Science in Electrical Engineering Technology |

TutorMe

Fort Smith Public School District students can now access free unlimited tutoring support 24 hours a day, seven days a week with the district’s subscription to TutorMe.

The system, backed by a workforce of more than 15,000 tutors available at any time, provides on-demand expertise in hundreds of subject areas in multiple languages whenever students need it. They can simply click through their district-issued Clever account to access this new resource for academic support.

FSPS used $290,000 in Title 1 funding to purchase this academic support service. Title 1 funds are limited to student achievement, staff professional development or parent involvement expenditures.

On the Cover: The cover photo was made by Northside photography student Mya Chanthavong. Look for other photos throughout this report made by NHS and SHS students in Leigh Ann Hasley’s and Allison Strasser’s classes.
Wow! What a year!

2021-2022 represented our first year as PK-5 elementary schools, 6-8 middle schools and 9-12 high schools. The Peak Innovation Center building opened March 28, 2022, as a result of hard work, planning and investment in Student Success and workforce development by our FSPS team, University of Arkansas – Fort Smith and this incredible community.

Safety and security, technology and capital improvement projects are finished and we have completed the Vision 2023 Strategic Plan.

All of this has positioned FSPS to make even greater strides in ensuring better and safer learning environments for Barling and Fort Smith’s youngest citizens.

As we have completed these high-profile initiatives, we also have turned our attention toward processes that will strengthen our internal education delivery systems. We are emphasizing collaboration, relationships and data that are focused on helping students build knowledge and skills as they identify personal aptitudes and explore career fields and future employment.

We have accomplished a great deal, but there is always the challenge of Continuous Improvement. This is the theme of our new strategic planning process. It is designed to incorporate the accomplishments of Vision 2023 as we build new and fortify existing systems focused on Student Success.

We are visiting all schools in our district to gather staff and student input. We are speaking with community organizations and are hosting public meetings. I hope you will use these QR codes to share your thoughts on four important questions. We will be presenting plans based on this feedback this Spring.

We are grateful for your continuing support as we continue to build a culture of excellence focused on Student Success.

Terry Morawski, Ed.D.  
Superintendent
School-Based Enterprise project

“Southern Grounds” opens at Southside

Students in the Small Business Operations classes are practicing their drink prep and customer service skills in Southside's newly chartered School Based Enterprise (SBE) “Southern Grounds.” Students from the marketing program are responsible for the operation and management of the Southern Grounds cafe and market. SBEs provide realistic and practical learning experiences that reinforce classroom instruction while integrating national curriculum standards in marketing, finance, hospitality and management. There are 28 students involved in the design and development. Teacher Adina Boatright said, “...when you incorporate other students such as Mrs. Thompson's students and other cross-curricular projects, there are countless students who could be involved directly or indirectly!”

Information regarding FSPS teacher qualifications and student and school performance can be found using this QR Code to visit DESE's "My School Info."

Dr. Gary Udouj, Stephanie Freeman and Amye Drackett congratulate Northside High School 2022 graduate Luke Monk on his accomplishment as the first FSPS student to earn an Associate’s Degree in conjunction with his high school diploma. See page 13.

The Peak Innovation Center building opened in March 2022 to support career education and workforce development throughout the region emphasizing ADVANCED MANUFACTURING HEALTH SCIENCES INFORMATION TECHNOLOGY

Peak Scores
in Career and Technology Education
1,989 industry recognized certifications, up from 1,325 in 2020-21

400 students completed three classes in a CTE program of study

3,781 students are enrolled in at least 1 CTE course – up from 3,613 in 2020-21
Community Outreach

Peak Innovation Center organized and hosted the first annual Career First Summit with the Fort Smith Regional Chamber of Commerce, the Guy Fenter Education Cooperative, and UAFS. This summit included events for K-12 educators in FSPS, region, and state. Industry tours for educators, career resource professional development, counselor and administrator collaboration on career focus/student success planning, HAAS Demo day for public and business/industry professionals, and tours of Peak.

Peak Summer Enrichment Opportunities for Middle School Students

Drones  UAS “Drones” Camp
Health Sciences  Bumps, Bruises, and Boo Boos
Advanced Manufacturing  Nuts, Bolts, and Thingamajigs
Photography  Igniting, Capturing, and Creating

Applied CTE Success

12 FSPS students signed letters of employment with eight local companies. All are either full-time employees or paid apprentices.

ABB  ArcBest  Bachoco
Gerber  Hytrol  Rheem
Kopco  SPF America

One Target for 2023: Emerging Art & Design

10th-grade students who have taken Visual Art Foundations I and Media Communications in 9th grade at their local high school can apply to participate in the developing Emerging Art & Design programming at Peak.
EARLY WINS

PROCESS: HRS

Orr earns Level 1 and Level 2 HRS Certification

“Ensuring that we have systems in place to help us guarantee effective teaching in every classroom is key to our students’ success. Effective teaching in every classroom is the focus of High Reliability Schools Level 2. Every member of our Orr Team, including our families and students, has worked together to identify areas of strength and areas for improvement through the gathering and analysis of survey data. For areas that needed improvement, we added systems and collected data to determine if the changes that we made resulted in a positive impact.”

Dr. Dawn Childress, Orr Principal

Spradling Earns Level 1 HRS Certification

“High Reliability Level 1 is all about having a safe, supportive and collaborative culture. As parents ourselves, we understand the importance of sending children to a school where you can trust he/she is safe – physically and emotionally. As colleagues, we understand and recognize that no one person has all the answers or can single-handedly meet the many needs of the students we serve. We value the talents of each other and work together to collaborate and support each other. We are continually striving to improve our practices so that we better serve our students.”

Elizabeth Love, Spradling Principal

High Reliability Schools

The High Reliability School (HRS) program was created by Marzano Resources to help transform schools into organizations that take proactive steps to ensure student success. Educators learn to assess, monitor and confirm the effectiveness of their schools. Schools must collect data and validate their performance. Certification is determined by Marzano Resources analysts in cooperation with school data teams. It encourages educators to concentrate their efforts on five key areas of operation:

1. Safe, Supportive, and Collaborative Culture
2. Effective Teaching in Every Classroom
3. Guaranteed and Viable Curriculum
4. Standards-Referenced Reporting
5. Competency-Based Education

Level 1 certification means that Spradling and Orr Elementary Schools have established a culture that meets the “Safe, Supportive and Collaborative Culture” criteria. This is the foundation for every level that follows.
2022-2023 Goal
All Schools Earn Level 1 Certification

300 FSPS educators participated in National High Reliability Schools Institute in 2022

by Dahlia Ramirez

by Landon Christianberry
Howard Elementary alum and 188th Air Guard LTC Lionel Riley greets students as they arrive at their Partner School, Howard Elementary. Partners in Education began in 1982 at Howard Elementary School with Weldon Williams & Lick as its first Partner. The program has grown to include Partnerships between 100s of businesses, organizations and all schools in the FSPS Family.

Schools are Capturing Kids Hearts

CKH training equips staff with tools and strategies to address the social and emotional needs of students. The process empowers students and their teacher to establish mutually agreed upon standards of good behavior and respect.

“We have seen great results from Capturing Kids Hearts. It has allowed us to build those relationships, to reduce social anxiety, to create a safe environment for all our students and what that does ... it increases learning!”

Gina Mann, Principal
Euper Lane Elementary School

“Congratulations! You have just mastered one of the most important procedures!” exclaimed Ramsey Middle School Principal Dr. Jennifer Prado when her newest class of 6th graders returned her signal and stopped talking. The “time” sign indicates “stop what you are doing and listen” for all students and all adults.

2021-2022 PILOT SCHOOLS
Barling Elementary
Bonneville Elementary
Euper Lane Elementary
Orr Elementary
Ramsey Middle School
Trusty Elementary
Woods Elementary

Information regarding FSPS teacher qualifications and student and school performance can be found using this QR Code to visit DESE’s “My School Info.”
We love them first so that we can lead them.
Donna Jones, Bonneville Elementary School Principal

The FSPS Elementary Tennis Tournament is a culminating activity hosted for third-graders throughout the district. Students develop teamwork and leadership skills that will last a lifetime.
Kimberly Kiehl Soto, Fairview Elementary School Physical Education Teacher
PLCs emphasize the “All Hands On Deck” mindset that brings all adults on an education team together to support each student in their building.

Dr. Katie Kreimer Hall, Supervisor of Curriculum and Professional Development

Before he retired, you could see custodian David Burns in classrooms actively participating in the learning process at Woods Elementary School. He is photographed here reading to students in Jeffery Judkins’ class.
What is a Professional Learning Community Guiding Coalition?

Guiding Coalitions are important because they bring exceptional people with varied job roles to the table to share ideas and give feedback in a safe, supportive, and solution-oriented setting.

In order to function fully as a Professional Learning Community as a district, it is important to have people engaged in the decision-making process that represent the systems and student supports throughout the district.

Our FSPS Guiding Coalition has members including representatives from elementary and secondary schools, administrators from different programs, directors, assistant superintendents, our FSPS Deputy Superintendent, Mr. Mahan, and our Superintendent, Dr. Morawski. Each week throughout the school year, we meet to discuss our district curriculum, processes to improve our practices, and innovative ideas to help us propel forward as a district.

Dr. Morawski encourages us to share our opinions and listens to our voices. Through the FSPS Guiding Coalition, he models the expectation of shared leadership that we use as building leaders in our schools through our school Guiding Coalitions.

Dr. Dawn Childress
Orr Elementary School Principal

In PLCs, we come together to work on providing the highest quality education for our students. We look at student data, we look at best practices and do everything that we can to provide the best instruction to every student in our school.

Angela Clark
Darby Middle School Band Director

“Every student belongs to every teacher.”

“Every student belongs to every teacher.”
OUR “WHY” EQUALS
STUDENT SUCCESS

RAMSEY QUIZ BOWL
The Ramsey Middle School Gold Quiz Bowl Team including Vincente Otero, Dipta Patel, Samuel Pritchard, Jackson Austin, Tzideny Romero, Shane Nguyen, Elijah Friery, managed by Natalie Tucker and Minni Khotsphom and sponsored by Amanda Allen won the Junior National Academic Challenge hosted by Questions Unlimited.

BRADENSPRINGS
Northside High School JROTC Cadet Lieutenant Colonel Braden Springs was one of only 43 students worldwide recognized with the Legion of Valor Bronze Cross from the Legion of Valor of the United States of America. The prestigious award recognizes cadets worldwide who have demonstrated excellence in military, scholastic and civic affairs.

GRIZZLY GEAR
Northside's Grizzly Gear, the School-Based Enterprise (SBE), is among 461 school-based enterprises achieving Gold Certification for the 2021-2022 school year. This is the 10th consecutive year that Grizzly Gear has achieved Gold Certification. Ben Maurer, Alexis Register, Braden Springs, Chase Delaney and their Small Business Operations teachers and DECA chapter advisors, Melinda Briscoe and Linda Holland prepared the 21-22 certification documents.

CHAFFIN QUIZ BOWL
The 8th Grade Chaffin Middle School Quiz Bowl Team including Hieu Le, Hugo Yu, Alena Blackburn, Justin Han, Joshua Chung, Eric Fuhrman, Schuyler Henehan, Aercik Galdamez and Erynn Hutson won the 7A State Championship at the Arkansas Governor's Quiz Bowl Association's (AGQBA) State Quiz Bowl Tournament. Schuyler, Henehan and Justin Han were recognized as All Tournament Players. This team is sponsored by Monica Welborn.

Northside High School senior Zaq Qureshi was surprised with the 2022 Positive Energy Scholar scholarship from OG&E Energy Corp. Foundation, Inc. He is photographed here with OG&E’s Lindsay Laird (right) and his counselor Heather Brown. Sean Trauschke, OG&E Energy Corp. Chairman, President and CEO, said, “Zaqariah’s application for the scholarship was impressive. In addition to his academic achievements, Zaqariah gave us insight into his character through his volunteerism and positive outlook on life.”

Information regarding FSPS teacher qualifications and student and school performance can be found using this QR Code to visit DESE’s “My School Info.”
ELLIE BUNNELL
Ellie Bunnell, a senior at Southside High School, was selected as the 2021-22 Arkansas Journalist of the Year by the Journalism Education Association.

NATIONAL MERIT SCHOLARS
Southside High School seniors Emma Paulus and Leen Samman are 2022 National Merit Scholarship Finalists named by the National Merit Scholarship Corp.

JROTC PRECISION
Grizzly JROTC Battalion’s Braden Springs, Ashlyn Cancel, Mikayla McCall and Edith Aquino-Valentin finished in first place in the state JROTC Rifle Precision competition. The Northside JROTC program has won either sporter, precision, or both state championships 22 out of the last 25 competitions. Their sponsor and coach is MSG Patrick Hanson.

SOUTHSIDE STATE FBLA WINNERS
Southside High School students earned top honors in three categories in state FBLA competition.
Ella Grannon and Brianna Andrews – 1st Place in International Business
Anaya Tagarsse, Jiaya Shah and Mackenzie Settleage – 1st Place in Business Plan
Emma Paulus – 1st Place in Client Services

These students and their classmates are sponsored by Susan Colyer.

ARKANSAS SCHOLASTIC PRESS ASSOCIATION WINNERS
Mav Media won Arkansas Scholastic Press Association honors in 2022.
Ellie Bunnell
Yearbook Designer of the Year and All State Journalist
Trista Truong
Newspaper Designer of the Year
Caryn Lincks
Yearbook Writer of the Year
Boushra Raache
Photojournalist of the Year
Mailey Woolf and Gabby Woodie
Best of ASPA Honors for Editorial Cartooning and Sports Photography
Cooper Oxford & Kate Bunnell
1st in Advertising & Student Life Design

Their teacher and sponsor was Susan Colyer.

NORTHSIDE HIGH SCHOOL ESPORTS
The Northside High School eSports team ‘Wheelie Good Team’ including Noah Ralston, Captain, JT Beasley, Nathan Fuhrman and Emmanuel Uribe, won their first State Championship in the Arkansas Activities Association High School Esports Mario Kart League. The Northside eSports teams are coached by April Coats and Zack Coats.

NCWIT AWARDS
Southside’s Urvi Sharma, Dipa Patel, Kathryn Wilson, Sydney Tran, Clair Merry, Natalie Tucker, Sarah Emmons, Vivan Apple, Jewell Callahan, Caroline Keck and Northside’s Courtney Nguyen received the 2022 Aspirations in Computing Award from the National Center for Women & Information Technology. The award recognizes computing related achievements and interests based on aptitude, interest, leadership, academic history and plans for post secondary education.

LUKE MONK
Luke Monk, Northside Class of 2022, is the first FSPS student to earn an Associate's degree through the Western Arkansas Technical Center at the University of Arkansas – Fort Smith and his high school diploma at the same time. Additionally, he is the district’s first to earn an Associate of Science in the Unmanned Aerial Systems degree program. Because of the FSPS partnership with UAFS, Luke is the first of many students who will be able to earn concurrent degrees.

SHS QUIZ BOWL
The Southside High School Quiz Bowl team, Jackson Austin, Jordan Kennedy, Isabel Nuno, Andrea Ortega, Vincente Otero, Dipa Patel, Sam Pritchard, Zain Rana and Tzideny Romero, captured first place in the nation at the National Academic Championships Junior Varsity National Tournament. The Mavs defeated a team from Ankeny, Iowa 300-250 in the championship game. The quiz bowl team is coached by Josh Adams and Walter Woodie.
FSPS

EMPLOYEES RECOGNIZED FOR EXCELLENCE

AIMEE BRINKLEY
Aimee Brinkley, Pre-AP and AP Biology teacher at Northside High School, is the Fort Smith Schools Teacher of the Year. Ms. Brinkley has taught at Northside since 2004 and is a National Board Certified Teacher. She serves as the Instructional Chair of the science department and assisted in Northside’s achievement to become the first PLC Model High School in the state.

GINA LEWIS
Gina Lewis, Southside High School Computer Science Teacher, has received the National Center for Women & Information Technology (NCWIT) AiC Arkansas Educator Award. The award identifies exemplary formal and informal educators who play a pivotal role in encouraging 9th-12th grade students to explore their interest in computing and technology.

STACEY GLOVER
Euper Lane Elementary Art Teacher Stacey Glover was named Arkansas Art Educator of the Year by the Arkansas Art Educators. This statewide organization advocates for art education through supporting legislation and providing quality professional development for all art instructors in the state.

DR. KERI RATHBUN
Dr. Keri Rathbun, former Northside Principal and now Director of Coordinated School Health and Career Counseling, received the 2022 Arkansas Secondary School Principal of the Year Award given by the Arkansas Association of Secondary School Principals and the Arkansas Association of Educational Administrators.

JEFFREY RICE
Southside High School AP Chemistry teacher Jeffrey Rice is the state winner of the Presidential Awards for Excellence in Science Teaching. The National Science Foundation oversees the program that recognizes outstanding STEM teachers who demonstrate a commitment to professional development, innovative teaching techniques, and technology use in their classrooms.

JUAN VELASQUEZ
Juan Velasquez, Sunnymede Elementary School first grade teacher, won recognition as the 2022 Outstanding TESOL (Teaching English to Speakers of Other Languages) Student in the University of Arkansas at Fayetteville M.Ed. program.

NATIONAL BOARD CERTIFIED TEACHERS
Five FSPS teachers joined more than 90,000 teachers across the United States who have achieved national board certification by the National Board of Professional Teaching Standards.

Kristin Been, Northside High School
Angie Clark, Darby Middle School
Christina Cusick, Barling Elementary
Brittney Jackson, Sutton Elementary
Michael Johnson, Northside High School

Currently, 84 FSPS educators hold the National Board Certification.
2022 State and National Pinnacle of Excellence Award

Charles Warren, CPA, SFO and Chief Financial Officer of Fort Smith Public Schools, has received the 2022 Pinnacle of Excellence Award from the American Institute of Certified Public Accountants. The Association of School Business Officials International (ASBOI) created the Pinnacle Awards to celebrate the work of outstanding individuals whose original solutions maximize resources and enhance student achievement. He received this award at the ASBOI Annual Conference & Expo in Portland, Oregon.

“I am honored to accept this national award on behalf of the outstanding teams in financial services and child nutrition. The brilliance of the Pinnacle Award is to showcase the everyday creativity of our industry. So often, school business officials face ‘out of the box’ issues that are resolved efficiently and thoughtfully. The Pinnacle Award recognizes the importance of sharing our problem-solving ideas that might otherwise feel like an answer to ‘just another ordinary everyday crisis.’ I completed an application for the Pinnacle Award because of this simple fact: The more one shares, the more tools we all have for the day we face a similar challenge. It’s a great validation for what, we at the District, all believe - Fort Smith Public Schools is a leader in school business innovation.” – Charles Warren, CFO

Project Summary

Grade reconfiguration and accompanying renovations at Northside and Southside high schools, including freshmen centers and expanded cafeterias, meant there would be no food service kitchens at either campus for the 2020-2021 school year. The goal of this winning project was to prepare meals off-site to provide school breakfasts and lunches throughout 2020-2021. The solution was called “Temporary Offsite Kitchen” (TOK).

Leigh Christian, Director of Child Nutrition, scoured the city for a commercial size kitchen that could prepare the meals delivered to the two campuses to feed almost 3,000 students combined. The staff from the two rival high schools came together in the central kitchen to prepare hot meals.

Grand Avenue Baptist Church is centrally located and became the new kitchen site. The district made equipment upgrades and repairs to the church’s kitchen. The church considered the project to be a community partnership and charged minimal rent to cover utility costs for the full school year.

The district purchased two cargo vans to deliver the hot meals from the off-campus kitchen to the high schools. Cold meals were prepared in temporary buildings on campus. These temporary buildings also provided safe space needed for efficient meal service and even some student dining.

The schedule for meal preparation, delivery and serving was tight, but manageable, and there was no real disruption to high school meals in 2020-2021.
HUMAN RESOURCES OVERVIEW 2021-22

Reconfigration
The 2021-22 school year marked the beginning of a new grade configuration for the Fort Smith Public Schools. Transitioning 6th-grade students to Middle School and 9th-grade students to High School meant we needed to assist staff in making the transition, as well. There were more than 200 staff transfers that took place last school year and we are excited that nearly everyone had some form of choice in what their new position would be. Not only did we transition core subjects, we also transitioned middle school athletics and activities programs to meet the needs of our students in this new configuration.

What HR does
The Human Resources department is dedicated to ensuring that every classroom and campus has highly qualified, highly skilled staff to meet the needs of our students, teachers, and stakeholders. Some of the HR office key responsibilities:

District Compliance
- Employee Background Checks and Licensure
- Local, State and Federal Reporting Requirements
- Applicant Recruitment
- Employee Onboarding
- Staff Retention

Number of certified and non-certified staff hired
2021-22 Full-Time Staff Hiring Totals
Certified: 104  Classified: 257

Substitutes
420 Total Substitute Teachers employed
105 substitutes hired in 2021-22
Two substitute attendance bonuses in 2021-22 totaling $750

Work Ahead in 22-23
Whether it is a paraprofessional educator working to become a teacher or providing opportunities for staff to learn about becoming an administrator, employees want to know they are valued and that there are opportunities for growth within our organization. We are ready to meet these challenges.

Employee Data

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<tr>
<th></th>
<th>Full time Staff</th>
<th>Full time Certified Staff</th>
<th>Percentage of Certified Staff with Advanced Degrees</th>
<th>Full time Classified Staff</th>
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<tbody>
<tr>
<td>National Board Certified Teachers</td>
<td>84</td>
<td>1,148*</td>
<td>55.32%*</td>
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<td>Average Teacher Salary</td>
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<td>First Year Teacher Salary</td>
<td>$44,000</td>
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*2021-22 Data

Culture of Excellence

Recruitment & Retention

The FSPS Human Resources mission is to Recruit, Support, and Retain highly qualified, high skilled staff to ensure student success.

Recruit
We are working with DESE as well as our higher education partners to provide more authentic experiences for students participating in traditional educator preparatory programs. Students in the UAFS education program are eligible to be hired as substitutes in our district to provide classroom support when a teacher is out and provide relevant experience for students about to enter the profession.

Support
We have reimagined our teacher orientation to provide point in time and ongoing support to our teachers new to the profession, as well as our district. All new staff were introduced to our district with a 4 day orientation that included all departments. Ongoing support is provided through follow up visits, as well as quarterly sessions to meet and provide feedback and assistance on the issues that arise throughout the school year.

Retain
Now, more than ever, we are focused on efforts to ensure our staff has opportunities to grow and continue their careers with the Fort Smith Public Schools. Through personal feedback and staff surveys, we will work to provide the resources our staff desires to continue growth and development.

Thank you FSPS Teachers and Staff!
In compliance with federal nondiscrimination laws, the Fort Smith Public School District does not discriminate on the basis of race, color, national origin, sex, age, religion, genetic information or disability in its employment and educational practices. If you have questions regarding the professional qualifications of your child’s teachers or paraprofessionals, you are encouraged to ask Dr. Christopher Davis, Assistant Superintendent of Human Resources and Campus Support. Le invitamos a que hable con el Dr. Christopher Davis si usted tiene alguna pregunta sobre las capacitaciones profesionales de los maestros o asistentes de maestros de sus hijos.
Safety Enhanced by Several 2021-22 Accomplishments

**Training**
All officers have completed the Trauma Medics course and Stop the Bleed training. The department has the ability to deploy Automated External Defibrillators, giving them the advanced lifesaving first aid skills to treat students and staff in the event of a mass casualty event. We have created and established a back-to-school in service training week. During this spin up, all officers train in active shooter solo engagement tactics and response, medical first aid refresher, de-escalation tactics, firearm qualifications, ethics and community and cultural awareness, youth mental health first aid and suicide prevention.

All FSPS Police and the Fort Smith Police Departments completed an Advanced Law Enforcement Rapid Response Training (A.L.E.R.R.T) course. The training consisted of data driven tactically – sound, standardized active shooter response training from across the country. This enables law responders from different agencies to work together safely and effectively in stopping the active shooter.

Social Worker Becca Sparks and Chief Bill Hollenbeck completed a Behavior Threat Assessment Course. This course is designed to give staff the skill set to conduct behavior threat assessments and follow up with strategies to prevent the pathway to violence.

**Communication**
Sheri Fuhrman manages the newly developed dispatch center and screens all calls regarding crisis situations. This center can dispatch our campus police or any other needed emergency services, and has NCIC, ACIC and Computer Aided Dispatch capabilities.

We have completed the installation and implementation of a Mass Notification System for FSPS.

We have started the Police and Student Advisory Council. Officers who are assigned to all middle schools and high schools meet with their student advisor council quarterly to discuss current affairs and/or any concerns.

**Tools to Enhance Safety**
FSPS PD uses a Behavioral Threat Assessment System that tracks all reported threats. The system and staff now can track behavioral threats and assessments, has analytics, email alerting and intervention management. This system is managed by Social Worker Becca Sparks who is assigned to the FSPS PD.

**Culture of Excellence**
**PD Social Worker Assists Families and Educators**

Becca Sparks is a social worker assigned to the Fort Smith Public Schools Police Department. She aids school personnel in conducting Behavioral Threat Assessment interviews and maintains the system used to record threats and provide critical tracking data to ensure recommended or necessary mental health services are provided to a student in a timely manner. Sparks also provides crisis counseling to students, families and educators and works closely with the administration to create safety plans for at risk students.

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**Behavioral Threat Assessment Goals**

1. **Student Mental Health Services**
   
   A Behavioral Threat Assessment may be the first clue a student may benefit from receiving mental health services or it could be that we partner with services already in place to aid the student in coping skills, emotional regulation and violence prevention.

2. **Support Administration and Teachers**
   
   Documenting and following up on a threat can be an extensive process. It is our hope that the BTA can bring together collaboration from different areas of expertise in the building to ensure the student does not succeed in being violent.

3. **Prevention Education/ Services**
   
   Deterring the path to violence starts with educating students on how they can report threats, resources available if they feel like they want to harm someone, as well as supporting parents and families after their student has made a threat.

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**“Transportant” New to Bus Safety Features**

“Transportant” will be fully active on the 74 buses in the Fort Smith Public Schools bus fleet later this fall. Currently, the safety-focused app purchased by the FSPS Transportation Department allows the district and parents to track buses. Students can also access WiFi provided through this system. Parents and transportation and security personnel can view camera feeds from the buses their children ride. When the ID scanners are fully activated, students will “scan on” and “scan off” giving parents access to the bus number and data about the time and location of pick up and drop off, as well as the time of arrival.

This will be especially useful in situations where a parent calls about a student who is missing or hasn’t made it home yet. The app will tell us the student’s identity and include all pertinent information regarding their bus ride.

– Stacy Sangster, Supervisor of Transportation

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**Information regarding FSPS teacher qualifications and student and school performance can be found using this QR Code to visit DESE’s “My School Info.”**

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**Culture of Excellence**
STUDENT SERVICES & SCHOOL COUNSELING

All Schools and District Earn National Purple Star Designation

In January 2022, the Fort Smith Board of Education passed a resolution honoring military children to express collective support for military children and their families. Within a few months of this resolution, all district schools and the district had earned the designation of Purple Star. This national military support program is designed to help schools respond to challenges military-connected children face during their transition to a new school so that we may help to ensure all are college, workforce, and life-ready.

All of our schools have a school military liaison who is trained by the Military and Veterans Liaison at the Arkansas Department of Education. These liaisons make sure that families have the resources they need to be successful. They help students become a part of the school community, and they help students and families make connections with one another through special social events, and they coordinate professional learning for educators about the needs of military children.

Looking Forward 2022-2023

Counseling Programs Align to National Best Practices

Darby Middle School, Barling Elementary School, Fairview Elementary School, and Woods Elementary School have qualified to apply for the Recognized ASCA (American School Counseling Association) Model Program or RAMP designation.

RAMP recognizes schools committed to delivering comprehensive, data-informed school counseling programs aligned with the ASCA National Model framework. The application process is the culmination of successfully implementing the framework and showing evidence of direct and indirect services to students, program planning and improved student outcomes in the school counseling program.

RAMP is a voluntary process that is similar to National Board Certification by the National Board of Professional Teaching Standards.

FSPS’ Comprehensive Counseling Top 2 Percent

Dr. Michael Farrell, Executive Director of Student Services, with Cherri Byford, Jane Stewart and all FSPS counselors, developed and completed a comprehensive school counseling program for the district that was then evaluated by the state. Fort Smith Public Schools’ program received a designation of “well developed.” Only 2 percent of the state’s school counseling programs received this ranking.
FINANCIAL SERVICES

Certified Salary Base Increased to $44,000

The Board of Education approved a Financial Services recommendation to restructure the salary schedule for certified employees beginning in 2022-2023. The restructure removed inequities and mathematical issues embedded in the previous structure that has limited the District’s ability to increase the base salary of certified staff.

Using fixed-years-of-service “Step” increases and fixed increases for higher education attainment, the restructure and increase in pay for all teachers is estimated to cost the District approximately $4.6 million that is funded by local and state revenue growth and targeted debt service cash flow management.

The certified base salary increased from $38,500 to $44,000. This increase of 14.29% is expected to move the District from 49th place in the state to 8th place. An additional “Step 22” was added with a commitment to research ways to add “Steps” in the years to come.

Charles Warren, CFO, told the school board, “Utilizing all new revenue sources, the restructured Certified Salary Schedule makes an innovative impact to recruiting and retention by closing the significant gap of the District’s new teacher pay while maintaining a competitive edge for our experienced teachers in the River Valley.”

Summary of Expenditures by Function minus Capital Projects Funds 2021-2022

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<thead>
<tr>
<th>FUNCTION</th>
<th>2021-22</th>
<th>2021-22</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$</td>
<td>%</td>
</tr>
<tr>
<td>Classroom Instruction</td>
<td>93,648,095.02</td>
<td>48.78</td>
</tr>
<tr>
<td>Instruction/Support Services</td>
<td>31,541,759.13</td>
<td>16.43</td>
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<tr>
<td>Administration</td>
<td>11,017,123.87</td>
<td>5.74</td>
</tr>
<tr>
<td>Utilities, Maint &amp; Central Support</td>
<td>22,427,828.90</td>
<td>11.68</td>
</tr>
<tr>
<td>Transportation</td>
<td>4,486,967.20</td>
<td>2.34</td>
</tr>
<tr>
<td>School Meal Services</td>
<td>9,789,474.79</td>
<td>5.10</td>
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<tr>
<td>Debt Services</td>
<td>16,245,723.22</td>
<td>8.46</td>
</tr>
<tr>
<td>Capital Outlay</td>
<td>2,836,907.70</td>
<td>1.48</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>191,993,879.83</td>
<td>100.01%</td>
</tr>
</tbody>
</table>

Vision 2023
Capital Improvement Program Completed in 2022

The Vision 2023 Capital Improvement Program was completed in 2022. The “Use of Funds” reflects a total cost of $133,949,272.26, which includes bond issue costs of $1,537,977.58 listed on the “High School Renovations” line. The “Source of Funds” lists all sources of funds, including the additional funds utilized by the District above the bond issuance of $121 million. Investment opportunities and cash flow management provided $2,839,000.17 in interest income listed on the "Bond Issuance of $121M" line.

<table>
<thead>
<tr>
<th>Source of Funds</th>
<th>Use of Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bond Issues $121M</td>
<td>High School Renovations $42,918,674.41</td>
</tr>
<tr>
<td>Partnership Funds</td>
<td>High School Arenas $31,728,510.53</td>
</tr>
<tr>
<td>Grants (Haas, et al)</td>
<td>High School Tornado Shelters $10,944,278.69</td>
</tr>
<tr>
<td>Bond Refinance Savings to date</td>
<td>Middle School Renovations $12,966,592.54</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>Classroom Wall Renovations $11,059,466.27</td>
</tr>
<tr>
<td>$134,339,731.58</td>
<td>Secure Entry Renovations $3,968,281.65</td>
</tr>
<tr>
<td></td>
<td>Peak Innovation Center $20,363,468.17</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong> $133,949,272.26</td>
</tr>
</tbody>
</table>
FINANCIAL SERVICES:

**Financing Our Culture of Excellence**

Chief Financial Officer Charles Warren oversees the District’s financial services including:

**Payroll**
Providing excellent customer service for the FSPS family is among their primary goals. Angie Davis, Director of Financial Services and payroll team leader notes, “We are there when you first come to the district and when you are contemplating retirement. We continue to work hard to make sure your pay and benefits are correct in the years between.”

**Purchasing**
The mission of the Purchasing Department for FSPS is to provide the timely delivery of high-quality goods and services following fiscally responsible procurement practices and policy. Craig Tecmire, Supervisor of Purchasing, states, “Purchasing directly enriches our schools for student success. From keeping our copiers in service, deliveries buzzing, and paperwork flowing, the purchasing department is a leverage multiplier for our district.”

**Business**
The Business Office sends money out and records money coming in. We balance the books. We set up accounting procedures and processes to protect the integrity of our financial records. Bryan Hewitt, Supervisor of Accounting, oversees the FSPS budget and works diligently to keep the books in compliance with state and federal regulations.

“Because our accounting systems are built on a foundation of strong internal controls, oversight, and principles, I don’t fear the term creative accounting. Creativity is needed to maximize the financial efficiency and effectiveness of the local, state and federal funds we work with every day. Good financial stewardship supports staff and student success.” – Charles Warren, CFO
FSPS Mission Statement
Fort Smith Public Schools, a premier district where innovation creates excellence, is dedicated to providing an equitable, challenging educational experience by engaging families and community partners as we prepare students to embrace their roles in our culturally diverse community and rapidly changing world.

School Board Fact
Fort Smith Public Schools Board members documented 61.5 hours in Arkansas School Board training in 2021-2022. Arkansas ACA 6-13-629 requires that each member attend at least six hours per year. All seven board members have completed this requirement.

The FSPS Board of Education reviewed, modified and approved the updated Governance Policies during the 2021-2022 school year.

FSPS Board Meetings
Fort Smith Public Schools is governed by a seven-member Board of Education. Five members are elected by zone while two are elected in at-large positions. School board meetings are held on the fourth Monday of each month at 5:30 p.m. in the Service Center Auditorium, located in Building B or the Service Center Complex, 3205 Jenny Lind Road.