



RESOLUTION AGREEMENT
North Little Rock School District
OCR Case Number: 06-16-5001

OCR and the North Little Rock School District (District or recipient) enter into this agreement to resolve the allegations in the above-referenced compliance review. This agreement does not constitute an admission of liability, non-compliance, or wrongdoing by the District. The District assures the U. S. Department of Education, Office for Civil Rights, (OCR), that it will take the following actions to comply with the requirements of Title VI of the Civil Rights Act of 1964 (Title VI), 42 U.S.C. §§ 2000d *et seq.*, and its implementing regulations at 34 C.F.R. Part 100. Title VI prohibits discrimination on the bases of race, color, and national origin in programs and activities receiving Federal financial assistance from the Department and institutions for which OCR has been delegated authority from other Federal agencies.

Prior to the completion of OCR's compliance review, the District agreed to resolve the compliance review pursuant to Section 302 of OCR's *Case Processing Manual*. Accordingly, the District agrees to take the following actions.

A. ACTION ITEMS & REPORTING REQUIREMENTS:

Action Item 1 – Conduct a Review & Assessment of CCF Programs & Courses

1. **By May 31, 2018**, the District will complete a review and assessment of the District's Career, College-Ready, and Foundational (CCF) programs and courses for the 2014–2015, 2015–2016, and 2016–2017 school years. The District's CCF programs and courses during this timeframe consisted of a Kindergarten through 2nd grade Enrichment (K2 Enrichment) Program; Pre-Advanced Placement (Pre-AP) and Advanced Placement (AP) Programs; an International Baccalaureate (IB) Program; and a Gifted and Talented (GT) Program. Through its review and assessment, the District will ensure that, consistent with the Title VI implementing regulation located at 34 C.F.R. § 100.3, no individual is, on the ground of race, color, or national origin, excluded from participation in; denied the benefits of; or otherwise subjected to discrimination with respect to eligibility for, referral to, or selection or placement within, any District CCF programs and courses. As part of the review and assessment of its CCF programs and courses, the District will, at a minimum:
 - a. Review enrollment data, including trend data (i.e., student enrollment data for each course and program offered for each school year and campus, disaggregated by race and grade);
 - b. Review the correlation between enrollment in the K2 Enrichment Program and the GT Program, and later enrollment in the District's remaining CCF programs and courses;

- c. Review the correlation between elementary/intermediate and junior high school performance and subsequent enrollment in CCF high school programs and courses, including the correlation between the courses in which students elect to enroll during high school and their elementary/intermediate and junior high school academic profiles (e.g., grades, previous test scores, other indicators) and any additional support provided for students (such as counseling, peer mentoring groups, or tutoring or rigorous academic preparation) at the elementary/intermediate and junior high school levels to prepare them for CCF courses and programs at the high school level;
- d. Review and assess any potential barriers to increased student referrals to and participation in CCF courses and programs relating to:
 - i. The location, number, and subject matter of such course offerings and programs;
 - ii. Transportation to and from the location where the courses and programs are offered;
 - iii. The role of standardized test scores, prerequisite courses, and teacher recommendation/approval in student enrollment in higher level learning opportunities;
 - iv. Any District policies and procedures related to enrollment in such courses or programs (e.g., referral/recommendation, screening, application, prerequisites, evaluation, selection, enrollment, registration, or other);
 - v. The availability of qualified teachers to teach such courses or programs at each school;
 - vi. Communication and outreach to students and parents/guardians about these courses and programs;
 - vii. Advertisement of such courses and programs in District handbooks, the District website, and/or other means of information dissemination;
 - viii. Whether the District's handbooks and website accurately communicate criteria for eligibility and participation in its CCF programs and courses;
 - ix. Peer pressure;
 - x. Early awareness on the part of parents/guardians/students of the relationship between the curriculums for the elementary/intermediate school level, junior high school level and high school level for college and career readiness;
 - xi. The role of guidance counselor services;
 - xii. Support services for students enrolled in such courses or programs or preparing to enroll in them; and
 - xiii. Any other potential barriers to increased student participation in CCF courses or programs.
- e. Review and assess which methods undertaken by the District, to date, have been effective (or ineffective) for early awareness and in encouraging student participation in CCF programs and courses, starting at the elementary/intermediate school level;
- f. Review and assess how the District disseminates and collects information from staff, students, and parents/guardians, regarding: (1) general information about the CCF

programs and courses, including the criteria for admissions to these programs, and the role of any CCF courses in increasing students' GPAs; (2) any perceived barriers to increased enrollment in CCF programs and courses; and (3) recommendations for improving recruitment, referral, selection, enrollment and/or participation in CCF programs and courses.

Reporting Requirement: Action Item 1

- a. **By May 31, 2018**, the District will submit documentation to OCR showing implementation of the actions required by Action Item 1 above, including but not limited to a copy of the District's assessment, including any trend data; any identified barriers to student enrollment in CCF courses or programs; a detailed description of the effectiveness of any methods undertaken by the District to encourage participation and to consider preparation of students beginning at the elementary/intermediate school level; the date(s), location(s), and time(s) of any meeting(s) held pursuant to Action Item 1, including a copy of the meeting minutes, participant lists, etc.; a copy of any surveys, including the results, a list of the individuals participating by name, title, etc., and a summary of any information gathered pursuant to Action Item 1; and a list of any school districts or other organizations consulted by the District, including notes of such consultations and any related data collected pursuant to Action Item 1.

Action Item 2 – Develop an Action Plan based on the Review & Assessment

2. **By August 31, 2018**, the District will review the results of its assessment; including the results, if applicable, of its surveys, interviews, and any consultations; of past CCF programs and courses conducted in accordance with Action Item 1. Further, based on its review of the assessment results, the District will consider and identify what actions it will take, in addition to those Action Items required by this Agreement, with respect to its CCF programs and courses. The District will submit its Action Plan to OCR. Through its Action Plan, the District will ensure that, consistent with the Title VI implementing regulation located at 34 C.F.R. § 100.3, no individual is, on the ground of race, color, or national origin, excluded from participation in; denied the benefits of; or otherwise subjected to discrimination with respect to eligibility for, referral to, or selection or placement within, any District CCF programs and courses.

Reporting Requirements: Action Item 2

- a. **By August 31, 2018**, the District will provide to OCR, *for review and approval*, a copy of its Action Plan outlining the actions it will take based on the District's review and assessment of its past CCF courses and programs pursuant to Action Item 2.
- b. **Within ninety (90) days** of OCR's approval of its Action Plan, and by the same date annually thereafter until no longer than the conclusion of the 2019–2020 school year, the District will submit documentation to OCR showing implementation of the approved Action Plan.

Action Item 3 – Maintain Data related to CCF Programs & Courses

3. Beginning with the **fall 2018 semester**, and annually thereafter, the District will maintain documentation of the final course schedules for all CCF programs and courses. Further, the District will record and maintain; by student name, student identification number, race/ethnicity, school, and grade; the following documentation for each student enrolled in the District:
 - a. Whether the student is eligible for each CCF program and course;
 - b. Whether the student was recruited for any CCF program or course;
 - c. Whether the student received academic counseling as to the District’s CCF programs and courses;
 - d. For those CCF programs and courses with a self-selection or self-enrollment component, whether the student self-selected to enroll in each CCF program and course;
 - e. For those CCF programs and courses with an application component, whether the student applied to enroll in each CCF program and course;
 - f. Whether the student was referred to each CCF program and course, and the basis for such referral;
 - g. Whether the student was screened, evaluated, or tested for each CCF program and course, and the results of all screenings, evaluations, and tests administered;
 - h. Whether the student was placed or enrolled in each CCF program and course, and the basis for such placement or enrollment;
 - i. Whether the student was rescreened, reevaluated, or retested for each CCF program and course, and the results of all re-screenings, reevaluations, and retests administered; and
 - j. Whether any appeal was made to reconsider a decision as to the student’s placement or enrollment in any CCF program or course.

Reporting Requirement: Action Item 3

- a. **By November 30, 2018**, the District will provide to OCR the data referenced in Action Item 3. The District will provide this information in such a manner that students are not double-counted (e.g., the data may be provided in an Excel spreadsheet that contains one line per student enrolled).

Action Item 4 – Provide Training to Staff regarding CCF Programs & Courses

4. **By February 28, 2019**, after receiving approval from OCR as to its Action Plan described in Action Item 2 of this Agreement, the District will determine what changes are needed to its current training plan for relevant District and school site administrators, counselors, and teaching staff regarding its CCF programs and courses. If not already included in the Action Plan, the District will develop a Training Plan for such District staff that will include, at a minimum:
 - a. An assessment that ensures that counselors (and/or as applicable, teachers) are provided accurate information about the District’s CCF programs and courses;
 - b. A review of the enrollment demographics for students enrolled in the District’s CCF programs and courses, including such enrollment by race at each school site, with comparisons to the overall District enrollment rate;
 - c. Instruction on encouraging student participation in CCF programs and courses;
 - d. An overview of the criteria for eligibility, referral/recommendation, screening, application, evaluation, and selection/placement for CCF programs and courses, as applicable for staff at each respective campus;
 - e. An overview of parent/guardian and student outreach efforts regarding CCF programs and courses; and
 - f. Information or instruction regarding other actions the District may be taking in an effort to increase minority student participation in CCF programs and courses.

Reporting Requirement: Action Item 4

- a. **By May 31, 2019**, the District will provide to OCR documentation demonstrating that it has provided training to District personnel no later than **April 2019** in accordance with Action Item 4 above, including: (a) the name(s) and title(s) of the individuals who conducted the training; (b) a list of the individuals who attended the training and their positions; (c) the date(s) the training was conducted; and (d) copies of any training materials disseminated.

B. GENERAL TERMS & EXECUTION:

The District understands that, by signing this Agreement, it agrees to provide the foregoing information in a timely manner in accordance with the reporting requirements of this Agreement. Further, the District understands that during the monitoring of this Agreement, if necessary, OCR may visit the District, interview staff and students, and request such additional reports or data as are necessary for OCR to determine whether the District has fulfilled the terms of this Agreement and is in compliance with Title VI and its implementing regulation at 34 C.F.R. §

100.3. Upon completion of the obligations under this Agreement, OCR shall close the monitoring of this case.

The District understands and acknowledges that OCR may initiate administrative enforcement or judicial proceedings to enforce the specific terms and obligations of this Agreement. Before initiating administrative enforcement (34 C.F.R. §§ 100.9, 100.10), or judicial proceedings to enforce this Agreement, OCR shall give the District written notice of the alleged breach and sixty (60) calendar days to cure the alleged breach.

This Agreement will become effective immediately upon the signature of the District's representative below.

Printed Title & Name of Authorized District Official

Date

Signature of District Official