

Evidence of Excellence



An all-in
approach
drives
significant
growth in
reading
and behavior



LEADERSHIP MAGNET SCHOOL • JONESBORO, ARKANSAS



Solution Tree



LET'S SEE WHAT WE CAN DO TOGETHER



495 STUDENTS / 12% ENGLISH LEARNERS / 94% FREE OR REDUCED LUNCH / 19% SPECIAL NEEDS

67.7% BLACK / 15.4% HISPANIC OR LATINO / 12.9% WHITE / 3.8% MULTIRACIAL / 0.2% AMERICAN INDIAN

After implementing the PLC at Work[®] and RTI at Work[™] processes, office referrals dropped by

CHALLENGE

Leadership Magnet School in Jonesboro, Arkansas, knew it needed a cultural and instructional shift. While the staff was passionate, data showed student behavior issues and inconsistent academic growth. Teachers were working hard, but not always collaboratively, and the school lacked consistent systems for analyzing student data and responding effectively.

"We took a slow step to it. We knew that we had a lot of work to do. We wanted to start holistically, and it was more about changing the mindsets of our school," said Kimberly Newcomb, assistant principal of school improvement.

The school needed more than surface-level changes. They needed a shift from compliance to commitment—an all-in approach that centered on shared ownership, clarity, and continuous learning.

IMPLEMENTATION

Leadership Magnet began its partnership with Solution Tree in the summer of 2019 by sending its entire staff

of 33 educators to the PLC at Work[®] Institute in San Antonio. That initial momentum continued through a multiyear journey marked by sustained professional learning, data-driven systems, and a strong belief in every student's ability to learn.

A key early focus was shifting the mindset of staff. "We're a learning institution," said Principal Amanda Turner-Sanders. "We had to hold ourselves and our students to high expectations and start focusing more on learning—not just behavior or character education."

After the first semester, teachers realized they didn't need to spend time discussing students who were already progressing. Instead, they redirected their energy to students who weren't making adequate gains. "That changed everything," Turner-Sanders said. "The conversations became more focused and actionable. We started asking, 'What are we going to do for this student, right now?'" This mindset shift led to more strategic planning and prescriptive data use. Teachers embraced the idea that love for students also meant expecting them to succeed, and building systems to ensure they do.

*‘You enter as a team, you leave with a plan’
became our mantra. This simple quote
changed the way teachers approach data.*

KIMBERLY NEWCOMB / ASSISTANT PRINCIPAL OF SCHOOL IMPROVEMENT,
LEADERSHIP MAGNET SCHOOL, JONESBORO, ARKANSAS

KEY MILESTONES FOR COLLABORATION:

- Attended a PLC at Work® Institute
- Developed a needs assessment with Cheryl O’Leary
- *School Improvement for All* book study with Sharon V. Kramer
- *Behavior Solutions* book study
- Built collective teacher efficacy with William M. Ferriter

RESULTS

Over time, the changes became visible in classrooms, conversations, and data.

Office referrals dropped by 60% after utilizing the PLC at Work® and RTI at Work™ processes to increase student awareness and develop targeted behavioral intervention plans. The school built Tier 2 systems to support student behavior and used data to drive the process. Teachers now view discipline through the same four PLC questions used for academic learning.

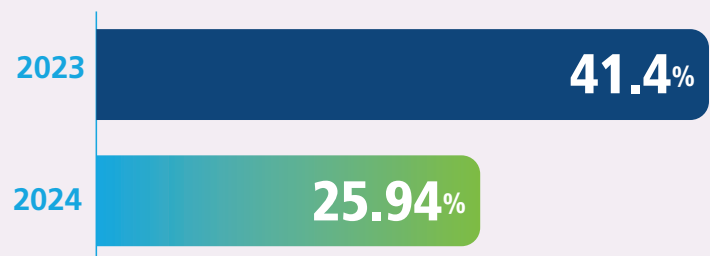
In 2021, 205 students received Tier 1 foundational phonics support. By the next year, that number had dropped to 160, reflecting improved decoding and

phonemic awareness skills. With seven interventionists and a revised master schedule, every student receives the time and support they need within the school day.

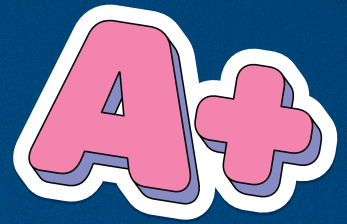
Most importantly, the culture at Leadership Magnet School has transformed. Teachers lead data conversations. Students understand their learning goals. And the school’s commitment to “all means all” is more than a slogan—it’s a system.

“‘You enter as a team, you leave with a plan’ became our mantra. This simple quote changed the way teachers approach data. It helped them look at the students who didn’t understand, and ask, ‘*What can we do to enhance their learning?*’” said Kimberly.

DECREASE IN STUDENTS NEEDING READING SUPPORT 2023–2024



Start your success story



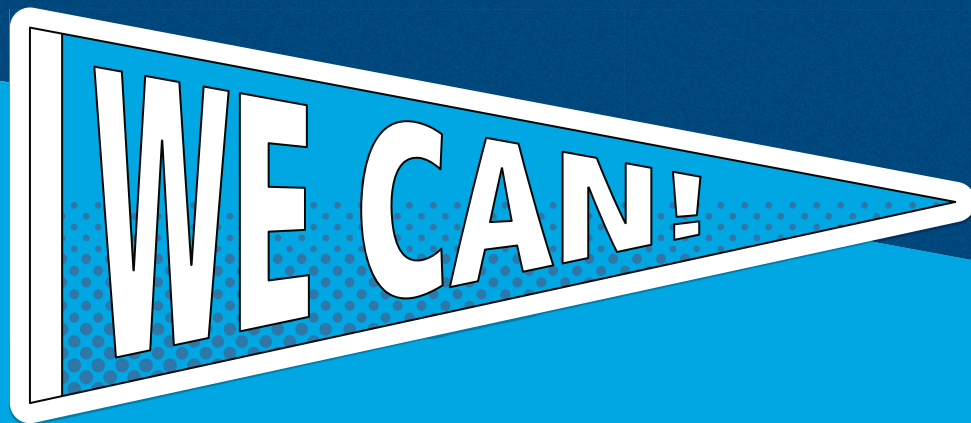
You have a vision for change and improvement in your school or district. You want to see results in the classroom for the lifelong betterment of your students.

At Solution Tree, we share your vision to transform education to ensure learning for all, and we can help you make this vision a reality.

OUR PROMISE: No other professional learning company provides our unique blend of research-based, results-driven services that improve learning outcomes for students.



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