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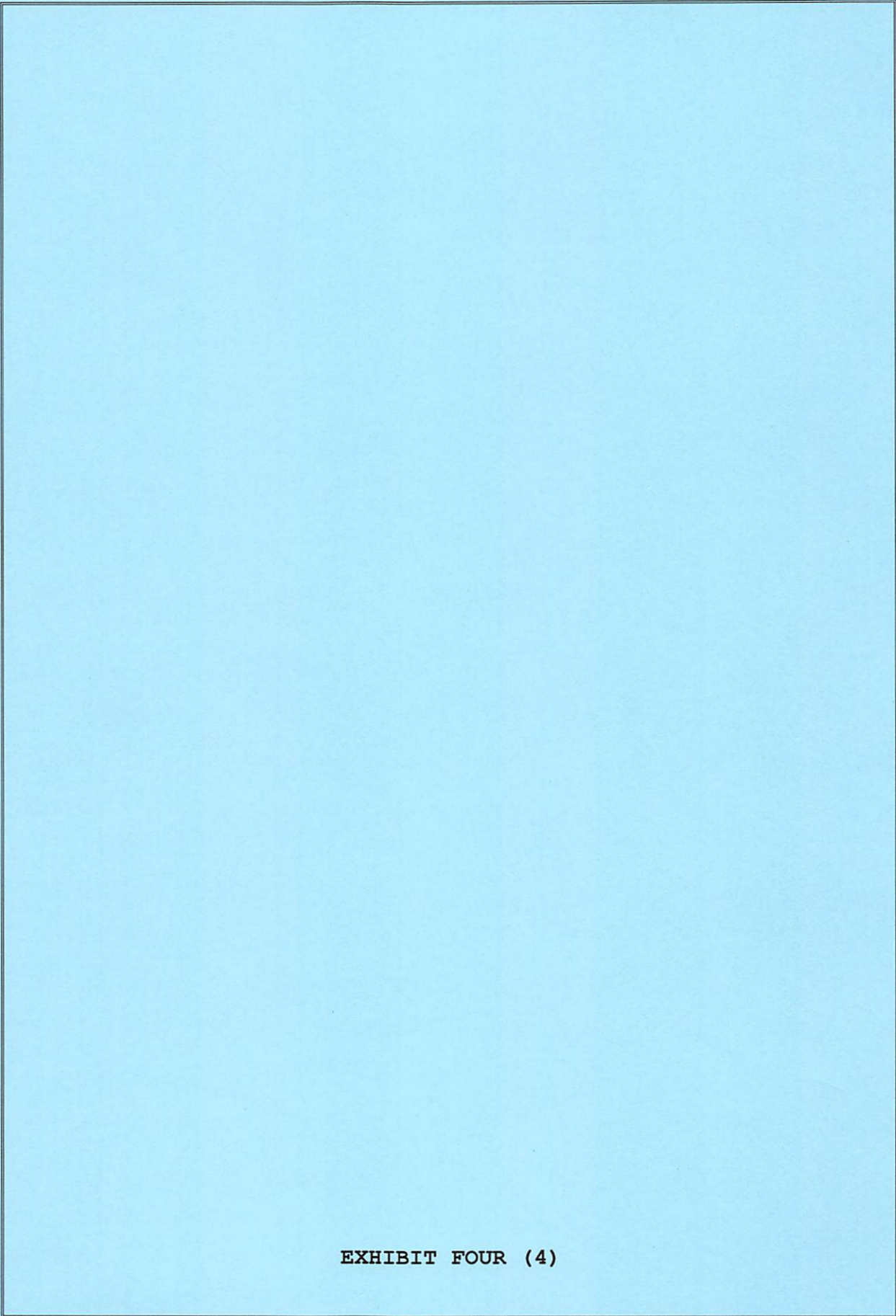
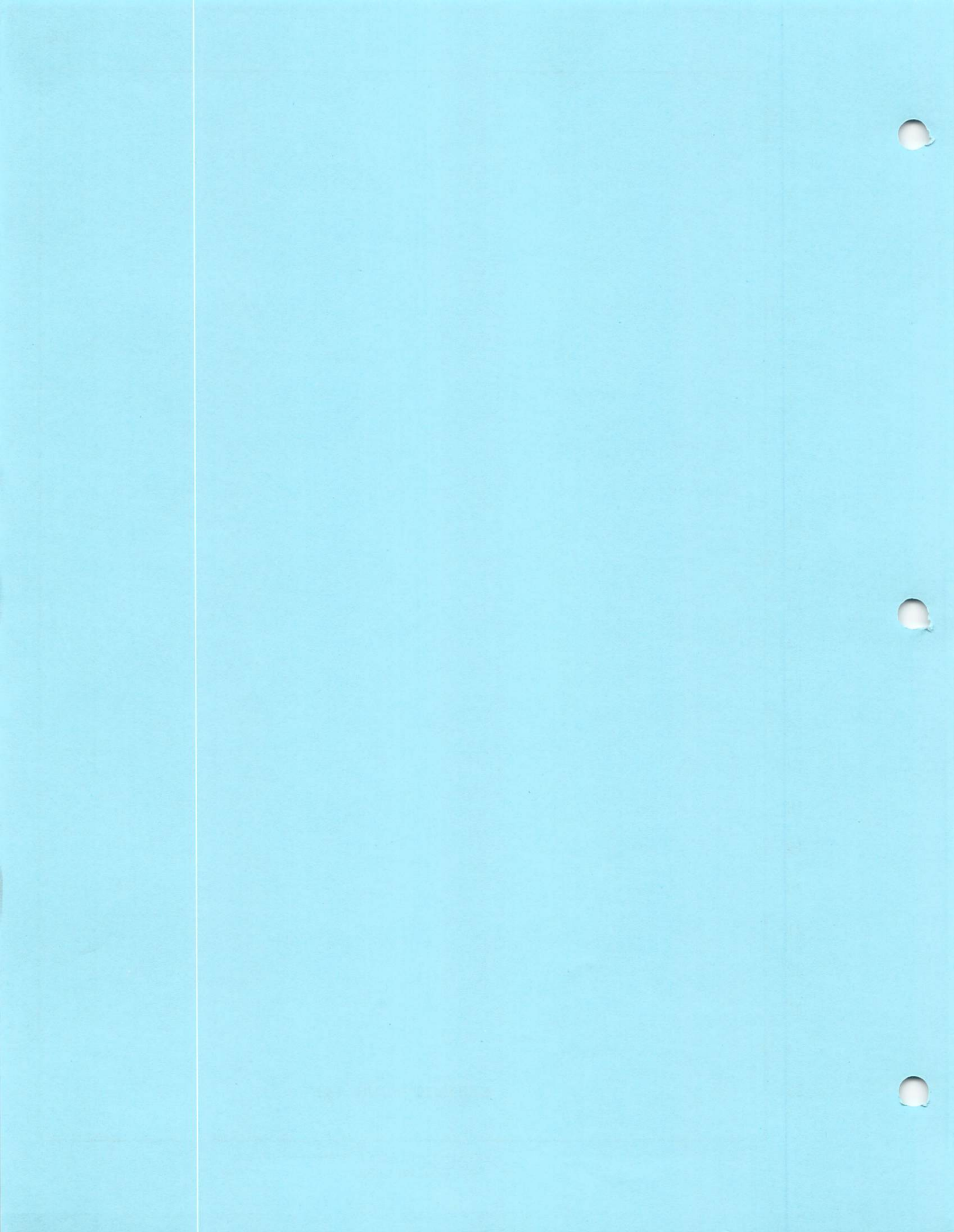
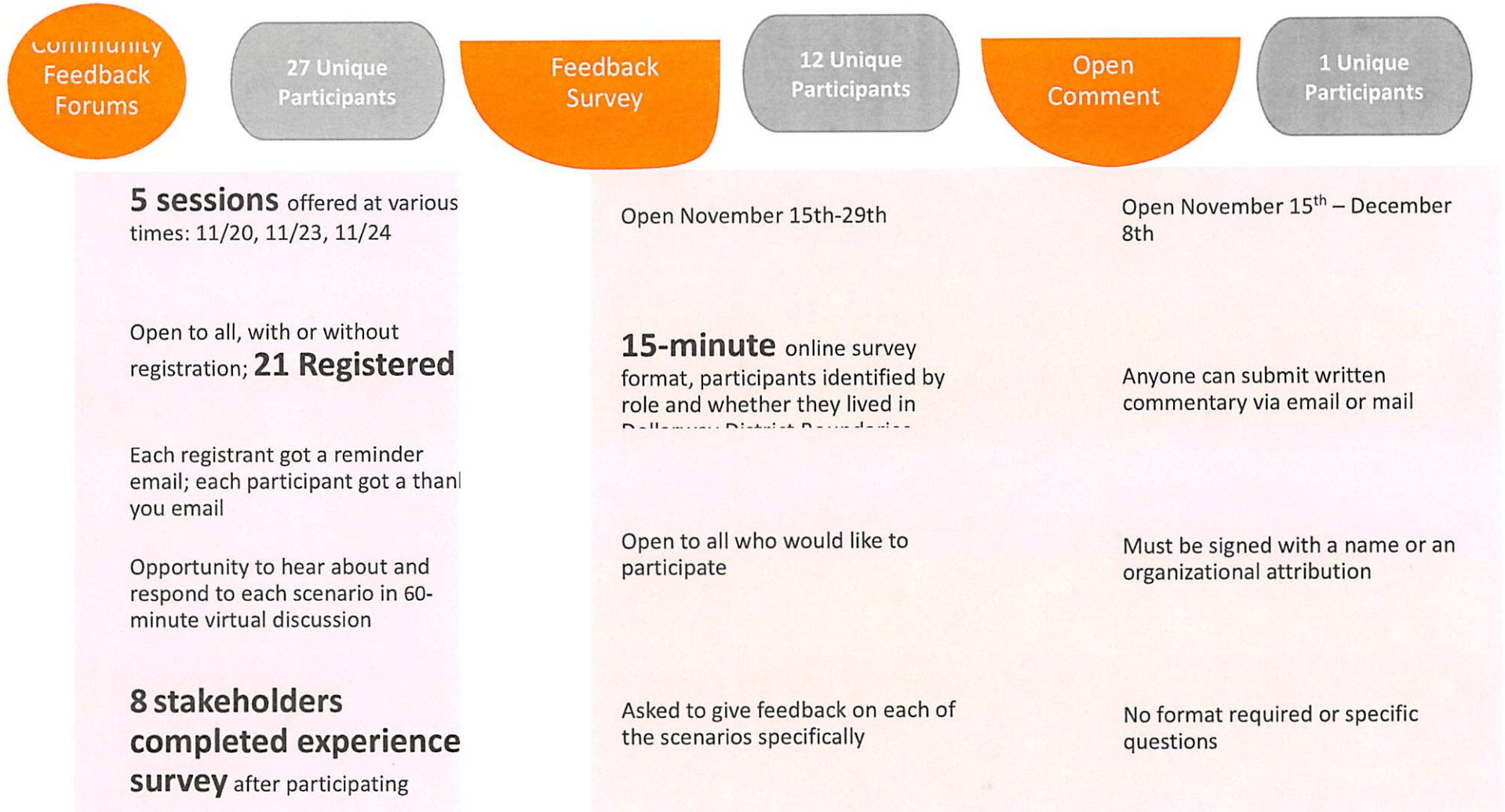


EXHIBIT FOUR (4)

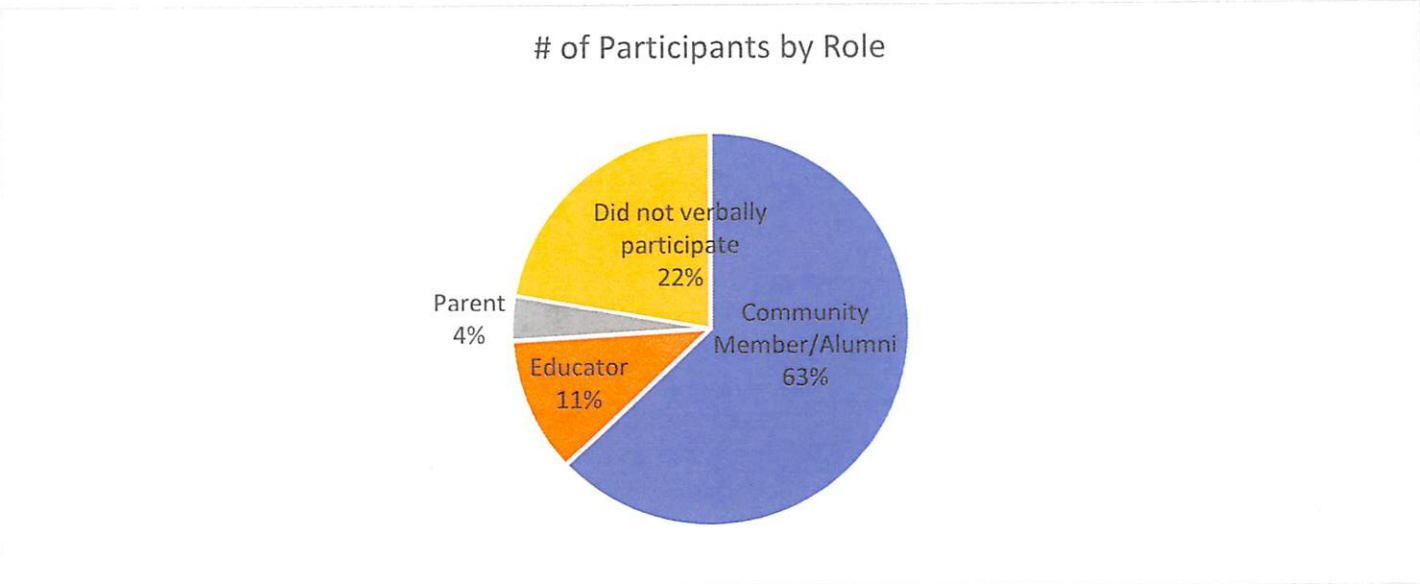


Phase 2 Stakeholder Feedback Summary – Dollarway School District



All opportunities were advertised on DSD website, DESE website, flyers for DSD families, Pine Bluff Commercial article, 110 personal outreach emails, and to participants of discussions

Community Feedback Forum Participant Information (N=27)



Community Feedback Forum Summary

Percentages are based on the 21 participants who contributed to the discussions.

86% of participants expressed strong desires for Dollarway to remain an independent school district with its own name and identity.

- “Losing your identity in Dollarway or Pine Bluff is a significant thing to consider for people who are embedded in this community.”
- “If you can get the right people on the Board, and take out the personal agenda, and focus on what needs to be accomplished as a school district.”
- “It would be better for the Dollarway School District and the community for local control to be reestablished...give us an opportunity.”
- “We’ve been doing a tremendous job, the past three to five years on changing our culture and our climate here in the Dollarway School District. We have some excellent students. We have excellent staff. We have excellent people in place.”

71% of participants are in favor of incentive funds for annexation or consolidation, but few participants provided specific feedback on the progress that might be made under such conditions. Participants who identified as serving in education in Dollarway or a neighboring school district provided further feedback on potential benefits (14%).

- “We could still have a Dollarway High School and a Pine Bluff High School... We can have a magnet school of math and science in Dollarway and have a [school of the arts] in Pine Bluff... We could keep some of our identities and merge.”
- “From a human capital perspective, there could be efficiencies and improved effectiveness with annexation.”

Phase 2 Stakeholder Feedback Summary: State Board of Education Discussion regarding Dollarway School District

62% of participants expressed concern about the current district leadership remaining in position, as they have not been successful in achieving the requirements placed on Dollarway School District. 52% of participants expressed concern about combining Dollarway in some way with Pine Bluff, as both Dollarway and Pine Bluff are districts that are struggling.

- “The superintendent remaining is a drawback if she didn’t get the results she was supposed to”
- “With declining enrollment and declining tax base... with no new funds, this is like setting them up for failure. In order to effect change, it takes funds.”
- “An F [rated school] plus an F [rated school] is still an F.”

42% of participants expressed a desire to better target and meet student, academic, and financial needs rather than pursue structural changes.

- “Structure is not the core problem of academic performance. If you want to get better results, we’ve got to really focus on the issues of why students fail to perform”
- “From all of these years of cutting back, we are to the bone as far as teaching staff.”
- I’m concerned about the services we provide students.”

38% of participants expressed interest pursuing a new way for the district to govern under reconstitution, particularly if this allowed for better incorporation of local input and partnerships. However, 42% of stakeholders expressed a concern that coordination and improvement of student services would be difficult.

- “Retaining the name is a benefit. The students will have a sense of belonging.”
- “It’s beyond structure. Regardless of structure, there are still some fundamental issues to be addressed. I think [reconstitution] would present problems with coordination of services and could impact academic programs.”

Notable Outlier Comments from Community Feedback Forums

- “You’re going to lose those buildings, just like the other districts that consolidated or annexed.”
- “Consolidation never works because the smaller school district never gets a voice.”

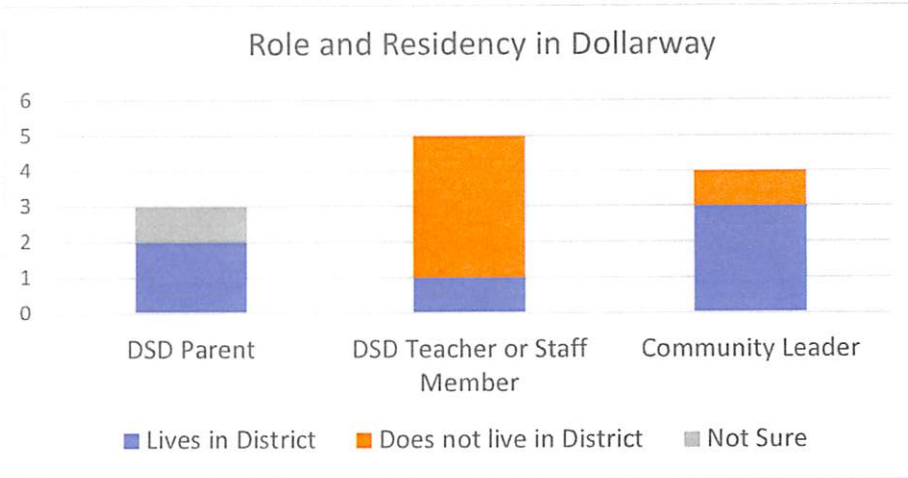
Community Feedback Forum Questions from Stakeholders

- Local Control
 - Pine Bluff and Dollarway are majority African American school districts; how will their needs be met?”
 - Why haven’t the corrections been made over the past five years while under State control?
 - Why did the student population decline?
 - What are the steps to ensure the academic success of the children in the current Dollarway School District? How will students receive the services and interventions they need?
 - How can Dollarway School District cut back on personnel when student needs are so great?
 - Will cuts affect elective courses?
 - Is there any funding from the casino that will support education?
 - Does reducing staff mean reducing administrators? Reducing teachers?
- Reconstitution
 - Will teachers have to be fired and then reapply to their positions?
 - What are the best practices in reconstitution?
 - Which programs and services will be eliminated? How will existing services be improved and enhanced? How will needed services be acquired?
 - Is there a scenario that will result in teachers being fired and having to reapply for their jobs?
 - How would the new board be comprised?
- Annexation
 - If Pine Bluff and Dollarway are both struggling, how will combining the two districts be beneficial?
 - Has annexation already been decided? Is that why Pine Bluff and Dollarway share a superintendent and a music teacher?
 - How will this plan take place by July 1 and who will be making these plans? Is this too short a time period?
 - What happens to the incentive funding after two years?
 - If Dollarway becomes part of Pine Bluff, how will the naming of the district, buildings, and athletic teams work?
 - Could sections of the current Dollarway School District be annexed by the school districts closer to them, rather than have the whole district annexed by Pine Bluff?

Phase 2 Stakeholder Feedback Summary: State Board of Education Discussion regarding Dollarway School District

- How will the district be divided into zones to determine the school board composition?
- Consolidation
 - How would school board zones be determined?
 - Would school choice be prohibited with the new district (due to a concern that school choice fuels declining enrollment)?
 - Why would the State provide for local control through consolidation if the two districts have not yet made adequate progress?
 - Concerning the buildings to be sold, is it true that the many unused buildings are on the same campuses that have buildings which are being used? How will the district go about selling buildings on grounds that have buildings in use?
 - How would the teaching staff be consolidated?
- Miscellaneous
 - The community has issues with internet access; have those issues hurt participation in these sessions and in the survey?
 - How would achievement scores be considered for accountability purposes in each scenario?
 - Why is Pine Bluff the district being considered for a potential change?

Feedback Survey Participant Information (N=12)



Feedback Survey Summary

50% of participants believed the “return to local control” scenario was desirable for themselves or their families, while 50% believed the scenario to be undesirable

More participants believed that “return to local control” would have a *positive* impact on the culture/atmosphere, academic outcomes, community/family connection, and momentum toward improvement in Dollarway than participants who believed that the other scenarios would have a positive impact on these same elements.

More participants found “reconstitution”, “annexation”, or “consolidation” undesirable than desirable

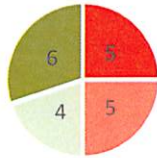
More participants believed that “consolidation” would have a *negative* impact on the culture/atmosphere, academic and non-academic opportunities, and momentum toward improvement in Dollarway than participants who believed that the other scenarios would have a positive impact on these same elements.

On average, participants agreed to strongly agreed that they were able to share their perspective, that the forums were well organized, that they understood the scenarios, and that they believed their input would have an impact on SBE’s decision.

How desirable is each scenario for you and/or your family?

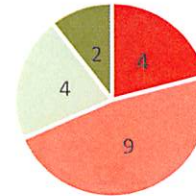
(Combined Survey and Discussion Participants, N=20)

Given the information provided, how desirable would the return to local control scenario be for you and/or your family?



- Not at all desirable
- Not so desirable
- Very desirable
- Extremely desirable

Given the information provided, how desirable would the reconstitution scenario be for you and/or your family?



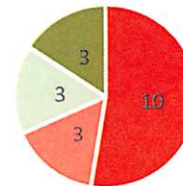
- Not at all desirable
- Not so desirable
- Very desirable
- Extremely desirable

Given the information provided, how desirable would the annexation scenario be for you and/or your family?



- Not at all desirable
- Not so desirable
- Very desirable
- Extremely desirable

Given the information provided, how desirable would the consolidation scenario be for you and/or your family?

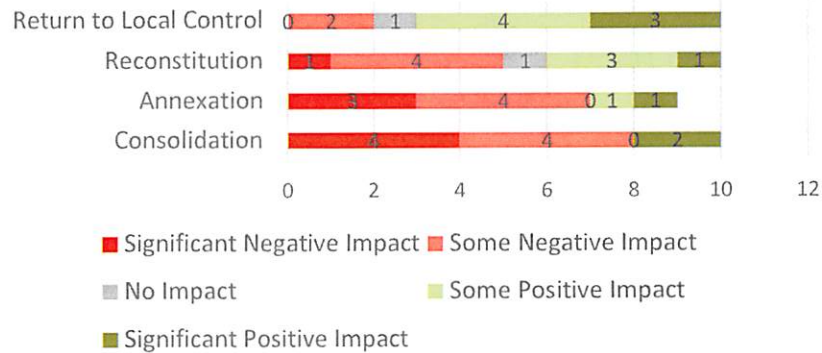


- Not at all desirable
- Not so desirable
- Very desirable
- Extremely desirable

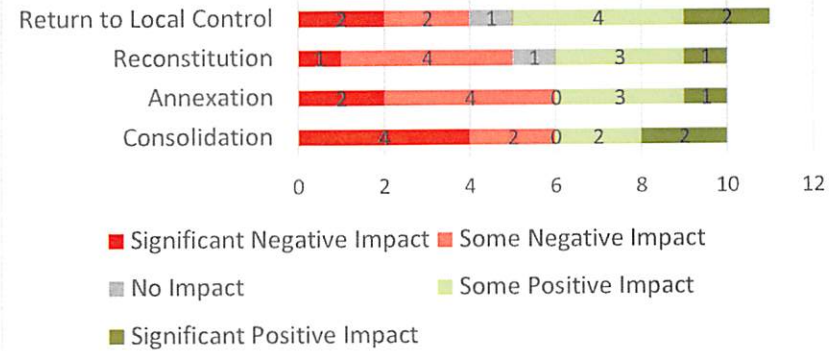
If the scenario was carried out as described, what would the impact be on various outcomes?

(Survey participants, N=12)

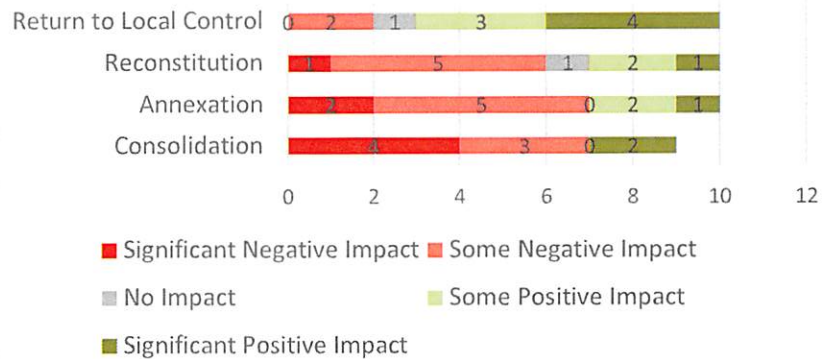
Impact on culture and atmosphere in Dollarway schools



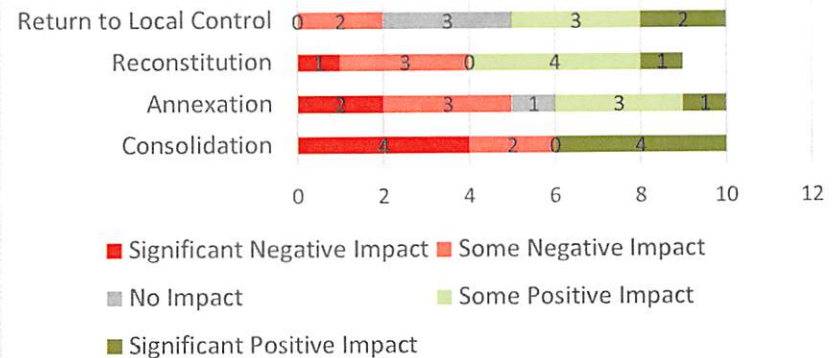
Impact on academic outcomes of Dollarway students



Impact on community and family connection to Dollarway schools

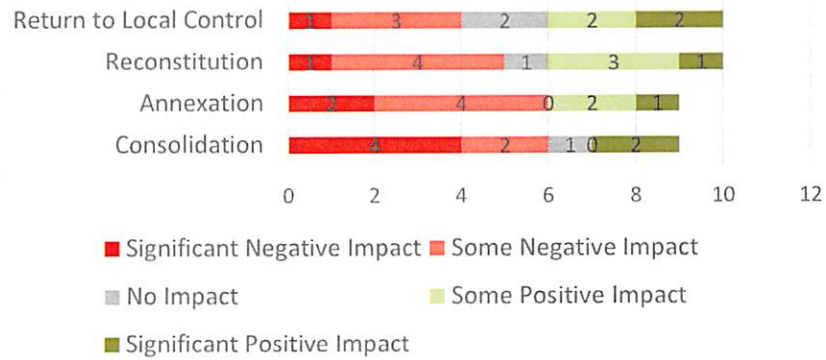


Impact on academic and non-academic opportunities for Dollarway students

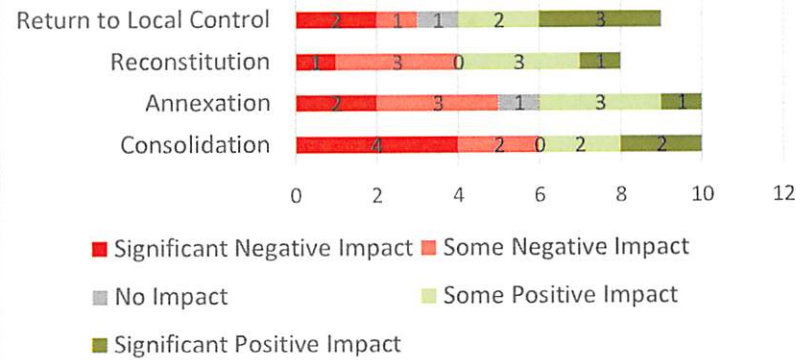


Phase 2 Stakeholder Feedback Summary: State Board of Education Discussion regarding Dollarway School District

Impact on student enrollment in Dollarway schools

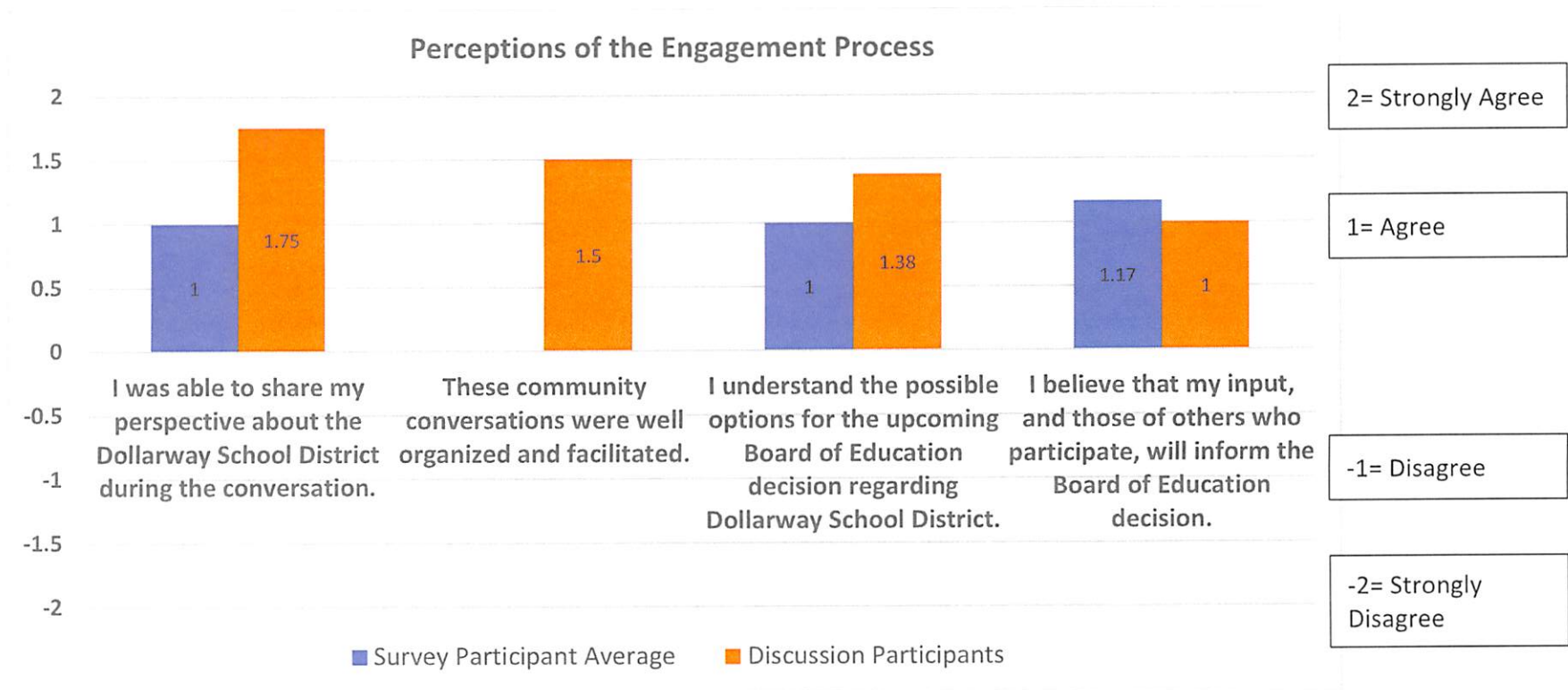


Impact on momentum toward overall improvement of Dollarway schools



To what extent do you agree about these statements describing your experience with the engagement process?

(Survey participants N=12, Discussion participants N=8)



Open-Ended Question Responses

Presented in alphabetical order by the first word. Parenthetical text is for clarity and was not part of the original comment.

Comments from Discussion Experience Survey Respondents (optional additional comments) [sic]

- “I need more understanding about funding if you say additional funding in for two years - where is this funding now and what happens after two years - Publicity Campaign for spreading the word of these webinars - I know or feel without a doubt there are more interested in this decision for our community and pride in school districts - #1 (Return to Local Control) would be what is best for our students if explained in layman terms to show where all benefit in decision made no matter what scenario. It’s all in presentation. “
- “The focus of this conversation does not address the academic distress of either district--and not much related to the causes of fiscal distress. The economic base of both districts is in a state of decline. So, fiscal distress is a possibility in the future despite the actions being considered to resolved the current crisis. When will issues related to academic distress become the focus of the state Board of Education? Also, I do not think it was necessary or professional to mention the current superintendent's name in the options presented for governing structure. The leadership issue should be determined after a long-term strategic plan has been developed. Of the options presented, consolidation would enable the community to pool its resources to provide an educational experience to current and future students that will prepare them for careers and personal growth. Thank you,”

Comments from Survey Participants re: Return to Local Control [sic]

- “Barbara Warren”
- “Create after high school graduate curriculum. Work with tech companies like Google or Microsoft to create programs to instruct Dollarway students on future software. Create programs where kids can get a certificate in other trades not college degree required. Create How to study programs from middle school to 12th. Most kids have no clue how to study. I didn't until my friend who was a straight "A" student showed my how to study. I think this would be the cheapest and most effective method on getting Dollarway back on the right path.”
- “I would continue to do my part in our PLC to continue to help grow children, myself as an educator, and help colleagues when possible for the grow of children.”
- “Listen to the students. This is a new generation of kids. To ensure their learning, try what they offer”
- “Make sure all students are meeting scores needed for state exams.”
- “The selection of individuals that care about the success of the children and the district is a must.”
- “We can ensure that our students receive the same education and choices as other school in the local areas. I really feel like our kids can be successful if we all can band together to ensure the future of our children at Dollarway.”

Comments from Survey Participants re: Reconstitution [sic]

- “Centralize District Staff. Offer incentives to attract highly qualified teachers.”
- “Ensuring the superintendent has the capacity to effectively oversee both districts; evaluating building leadership and support for leaders; developing and implementing a comprehensive novice teacher support program, including the development and immediate implementation of on-boarding new teachers; creating structures to allow instructional coaches to coach teachers through regular and ongoing observation and debrief cycles separate from Solution Tree”
- “Everyone must work together to ensure the success of the children and the district.”
- “I hope this (reconstitution scenario) isn’t chosen. These are rival schools and it would lead to many disruptive behavior.”
- “I think we should pick members for the school board that are willingly to take a stand for our children here at Dollarway. I really feel if we have more parental support we can turn everything around at Dollarway for our children and their future at Dollarway.”
- “Superintendent Warren has not been able to effect change in Dollarway District in 5 years why should she remain. New leadership should be placed.”
- “The two districts are very different. I can only pray that all will go well.”

Comments from Survey Participants re: Annexation [sic]

- “Dollarway need time for the hard work to continue to show that the children are growing and are college ready. The PLC in Dollarway should be mimicked not pushed into a district where the mindset of a true PLC is not functional yet.”
- “Ensuring the superintendent has the capacity to effectively oversee both districts; evaluating building leadership and support for leaders; developing and implementing a comprehensive novice teacher support program, including the development and immediate implementation of on-boarding new teachers; creating structures to allow instructional coaches to coach teachers through regular and ongoing observation and debrief cycles separate from Solution Tree”
- “Everyone must work together for the success of the children and the district”
- “I really feel like Dollarway should remain Dollarway because for one our children know it has home if they combine the schools it’ll cause a big conflict of interest. I feel like the enrollments will drop because the children are all on different levels of learning and it’ll cause a very high impact on their education.”
- “Remove Barbara Warren as Superintendent.”
- “They only want to merge with Dollarway to make Pine Bluff Schools look good and get from under state control”
- “This (annexation scenario) is the worst possible scenario for Dollarway.”
- “WE NEED A Strong Reduction In Force! TOO MANY BODY GETTING PAID IN EACH DISTRICT TO DO NOTHING! IT’S TIME TO Remove ALL Barriers! Enforce Staff that has the STUDENTS Best Interest At Heart! IT’S Time Out for the Good Ole Boy System! OUR STUDENTS DESIRES THE BEST STAFF DOLLARWAY AND PINE BLUFF HAVE! UNDERSTAND This IS NOT DETERMINE BY TENURE BUT BY

Phase 2 Stakeholder Feedback Summary: State Board of Education Discussion regarding Dollarway School District

JOB PERFORMANCE! IT'S TIME NOW TO HAVE TEAM PLAYER WITH A DRIVING FORCE TO HELP MOVE BOTH DISTRICT FORWARD AND NOT BACKWARD!"

Comments from Survey Participants re: Consolidation [sic]

- "Everyone must work together for the success of the children and the district"
- "It'll (Consolidation Scenario will) be a really big issue I don't feel like it'll be successful at all. The children at Dollarway have always thought of Dollarway as home so this change will be very difficult especially when the children are all on different way of learning. I'll like to see Dollarway continue to grow as a district."
- "Remove Barbara Warren replace with Dr. Kirk Freeman a seasoned Administrator/ Educator with experienced across the state of Arkansas. He is an Alumnus of the Pine Bluff School District and has affected change in Arkansas school districts. He has passion and the skills and expertise that Dollarway and Pine Bluff needs to be successful."
- "Strategic staffing - developing a marketing and scouting team to increase teacher talent pool, evaluating current interview process and refining to ensure the highest quality applicants are selected; redistributing funds to make budget for hiring bonus or relocation stipend Developing and implementing differentiated onboarding processes for new hires and returning teachers who will need to learn new district systems and structures Developing and implementing district-level novice teacher support Developing and implementing instructional and emotional resilience coaching Redistributing funds to create a bank of stipends to incentivize teachers to work over the summer to develop interdisciplinary units Developing and implementing community voice forums for community leaders Developing and implementing student voice forums Survey teachers to determine their most desired professional development, resources, etc and follow through with providing them"
- "The Dollarway School District has a wonderful PLC. The Pine Buff School District is working towards the PLC process. I can only hope and pray that Dollarway will be left alone. Let Dollarway have more time to grow and the people heal from the hurt over the years. I believe the Annexation would be a better choice. All I can do is continue to pray."
- "This (consolidation scenario) most definitely would be a waste of time"

Comments from Survey Participants: Open-ended (optional) [sic]

- "I am a former Dollarway High School student. I am currently studying at the University of Arkansas at Pine Bluff. Dollarway may have decreased in number but overall I have most definitely gain more academically than at any other school. Not only do they teach you book sense but also they teach life skills that you use forever. Please, do not consolidate or annex the two districts. Give it to local control that way I can run for board and ensure that our kids are being taught."
- "It has not been my experience as an educator to feel valued or as though my perspectives and opinions will be considered by the SBE."

Open Comment Submission [sic]

To those who would decide the fate of my beloved Dollarway Schools

I only went to dollarway for 4 years, sixth grade to the 10th grade.

This was from 1982 to 1986. It was most certainly a different time in Pine Bluff. I do believe the population was about 70,000 there was a decent middle-class and just like the demographic realities of most places this comprised of majority white people.

Before I speak further I must inform you that I myself and a white person who was born in 1969 in Newark New Jersey. My mom was a Jersey girl who grew up in New York City. I knew of The Marvelous diversity of the city but at a young age I moved away and spent several years in the Midwest before moving to Arkansas in 1980

Up until that time as God is my witness I had never even seen a black person before.

Luckily, I was imbued with the spirit of my mother's religious perspectives and that each person had a place on God's Earth.

I needed this veneer because the presence of racism and economic disparity and poverty that I witnessed was incredible. Of course I wasn't truly able to recognize this until I grew up and, by the value of experience came to understand this to be the fact. To this day I owe my dollaway family with my life. And I do not say that lightly and I say it very literally in that I cannot imagine living with the skewed perspective of having NOT come from dollarway high school, being surrounded by espoused racism and black folk who just expressed love charity and a spiritual clarity that leads me to have the convictions I have today. And I say that ironically as a secularist who has studied government politics economics and history.

The ultimate forging of this perspective happened when I moved from dollarway to a place called Pekin Illinois. And I say this with all respect..... it was 40000 white people one black family who's patriarch was a doctor.

Why this was so important to me was that the amenities that came along with the tax base which created the school systems in Pekin Illinois was funded by money derived from Caterpillar Incorporated. We literally drove into town and when I asked my father what college that was he said son that's the high school. It rivaled uapb at the time hands down.

I bring this up very specifically because it engendered me in the belief of the segregation that exists within the funding of public schools. Even in 1985 you take that ten mile drive from dollarway to Whitehall and you see two different worlds as far as funding for school is concerned.

You taking consideration the rest of the white flight that has happened in Pine Bluff in the last 35 years and the tax base has been decimated.

So do I think that dollarway should fall victim to a funding scheme which reeks of segregation and my answer is hell no.

Dollarway informs my existence daily. It educated me as to the realities of the paternalistic effects of racism, poverty, and a lack of access.

~ Matthew Wood, 11/23/2020