

Fly RIGHT

A VISIONARY LEADERSHIP
PUBLICATION FOR TEACHERS,
STAFF AND PARENTS OF ARROW
ACADEMY

Respect Integrity Growth Honesty Teamwork







Respect **I**ntegrity **G**rowth **H**onesty **T**eamwork

Direction Determines Destination

For 15 years, Arrow Academy has proudly partnered with families, communities, and dedicated stakeholders to provide a high-quality public school education that prepares scholars to soar. Rooted in purpose and driven by excellence, we continue to chart a course where every scholar is equipped to rise, lead, and succeed. Thank you for making Arrow Academy your school of choice. Together we fly higher!

The Arrow Way

Respect **I**ntegrity **G**rowth **H**onesty **T**eamwork

“Be RIGHT so you don’t have to get RIGHT”

-Dr. Sanders

The Fly Right Plan

FLY IN FORMATION – A Lesson in Leadership and Teamwork

Certain birds fly in a V-formation, creating an uplift for those behind them, making the journey easier for the entire flock. The lead bird sets the pace and endures the resistance of the wind. When it becomes tired, it rotates out and another bird takes the lead—ensuring no one bird is overworked and that the responsibility is shared.

As they fly, the birds make noise—not to distract—but to encourage those ahead to keep going strong. This is a powerful lesson in positive reinforcement and unity.

If one bird falls out of formation due to injury or exhaustion, two others follow it down, providing support and care until it is able to rejoin the group. These birds look out for one another. They fly together. They fly with purpose. They fly high. They fly above the naysayers and the negativity.

They fly higher than the **buzzard**, which only circles over things that are dead.

They fly higher than the **crow**, which only makes noise about what’s gone.

They fly higher than the **wild turkey**, which stays grounded, pecking at what has passed.

But we, Arrow Academy? We fly in formation.

We fly with vision, we fly in unity, and we fly in strength.

Arrow Academy—**be the birds of a feather who flock together.**

Arrow Academy—**stay in formation, fly high.**

Go ahead **Eagles**, fly high.

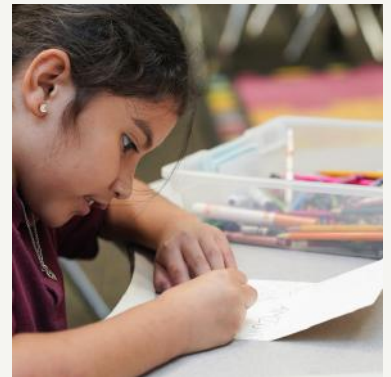
Go ahead **Falcons**, fly high.

Go ahead **Sparrows**, fly high—and **touch the sky.**

—Dr. Audrey N. Sanders, Superintendent of Schools
Celebrating 15 years of service to Arrow Academy



Fly
RIGHT



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SOAR^{WITH} PURPOSE

Direction Determines Destination



VISION STATEMENT

Arrow Academy will be a nationally recognized educational model of success.



THE MISSION

Arrow Academy, a school of choice, exists for scholars to excel academically, socially, and become motivated members of our community.



THE VISION:

EVERYTHING BEGINS WITH THE *HEART*

The History of Arrow Academy

Arrow Academy opened its doors in August 2011, welcoming 571 scholars across four campuses: Bethel Academy, Liberation Academy, and Harvest Academy in Houston, and the Save Our Streets (SOS) Center in Bryan, Texas.

BEGINNINGS

The vision for Arrow Academy was born in 2009 when Dr. Jim Christensen, then Superintendent of a suburban Denver school district, came across a Capturing Kids' Hearts email from The Flippen Group (TFG). Unlike the hundreds of vendor emails that filled his inbox, this one caught his attention—and changed the course of his life. Inspired, Dr. Christensen connected with Flip Flippen, the founder of TFG. Their meeting sparked an instant connection and began a partnership grounded in a shared belief in the power of strong relationships, supportive school environments, and the untapped potential within every student.

Together with Susan Flippen, CEO of TFG, and Curt Mackey, newly hired CFO, the group began shaping a bold new vision: to serve high-need communities by combining academic excellence with social-emotional learning. Drawing from Flip's success leading a nonprofit boys' ranch in Bryan/College Station—one of the state's most effective interventions for gang-involved youth—the team committed to creating school models that would transform lives.

THE CHARTER BATTLE

Although Texas law required open enrollment, Arrow's mission was to serve students who were significantly behind academically—often by one to three years—and underserved by traditional systems. A comprehensive 400-page charter application was submitted to the Texas Education Agency, only to be initially rejected by the Charter Review Committee.

Undeterred, Curt Mackey reached out to the one board member who had voted in favor of the proposal. That member offered to bring the charter application before the full State Board of Education for reconsideration. After a final round of advocacy and heartfelt testimony, the board approved the Arrow Academy charter with an 11–3 vote. Arrow had cleared its first major hurdle—and was officially born.

BUILDING THE FOUNDATION

The name Arrow Academy emerged from a shared phrase often repeated by the founding team: “Let’s get all the arrows pointing in the same direction.” During a car ride to lunch, someone suggested the tagline Direction Determines Destination—and it stuck.

From day one, the Arrow team prioritized partnership, faith, and innovation. They knocked on doors in underserved neighborhoods, held community forums, and even hosted a Juneteenth retreat. By the grace of God and with tireless support from Flip and Susan Flippen, four learning centers opened in a single year.

Trudy Stansbury was Arrow’s first office employee, supporting CFO Curt Mackey. Dr. Audrey Sanders, Arrow’s founding principal, played a key role in shaping the instructional and operational systems that defined the network’s early success. She introduced departmentalization at the elementary level, created customized report cards, designed blended learning models, and—with her team—led Liberation Academy to become Arrow’s first Capturing Kids’ Hearts National Showcase School.

OVERCOMING ADVERSITY

Arrow Academy’s path was never easy. By its third year, the district was placed on the state’s high-priority improvement list, assigned a state monitor, and warned of possible closure. At the time, Texas did not credit student growth in its accountability ratings—only raw proficiency. With 70% of Arrow scholars entering 1–3 years behind and over 90% living in poverty, tremendous progress was made—but not yet recognized.

Through the perseverance of committed school leaders and staff, Arrow met its state targets in year four, avoided closure, and began to rise. Under the leadership of Dr. Sanders and the tireless efforts of the campus staff, Liberation Academy was recognized as a 2018 National Blue Ribbon School, a distinction earned through exceptional student achievement and student academic growth.

Meanwhile, other campuses faced their own uphill battles. Harvest Academy, under the leadership of Ni’Cole Gold, overcame the threat of state closure through strategic school turnaround efforts. Likewise, Becky Tucker took the helm at Save Our Streets (SOS), hiring and developing a passionate, skilled team that led the campus out of school improvement status and into statewide recognition for growth on the STAAR assessment.

Both Harvest and SOS went on to receive the Capturing Kids’ Hearts National Showcase School award, joining Liberation in demonstrating excellence in culture, climate, and achievement.

Years later, Arrow Academy as a district earned an overall “A” rating from the Texas Education Agency—a testament to years of faithful, focused work at each campus.

Arrow also welcomed Brian Roswell, a beloved math teacher and visionary leader, who returned to Liberation Academy as campus principal—bringing his deep commitment and roots full circle.

OUR ENDURING MISSION

From its beginning, Arrow Academy has held fast to one truth: everything begins with the heart. When the heart is right, everything else follows. That conviction is woven into the identity of Arrow Academy and all who serve within it.

Today, Arrow stands as a living testament to resilience, innovation, and unwavering belief in the boundless potential of every child.



*From Launch to Landing.
Your Direction. Your Destination.*

THE INAUGURAL ARROW ACADEMY Leadership Team

Dr. Jim Christensen, Founding Superintendent of Arrow Academy

Curt Mackey, Chief Financial Officer

Darlene Breaux, Founding Director of Bethel Academy

Cassandra Dyson, Founding Director of Harvest Preparatory Academy

Dr. Audrey N. Sanders, Founding Director of Liberation Academy

Brian Lee, Founding Director of Save Our Streets Center

Trudy Stansbury, District PEIMS Coordinator

LEADERSHIP OF EDUCATION FOUNDATION

Arrow Academy Board Members

David Shellenberger, Board President

Carmen Maxwell, Board Secretary

Myrna Lopez, Board Member

Sam Smith, Board Member

Tony Bloom, Board Member

Arrow Academy Management Team

Dr. Jim Christensen, CEO

Curt Mackey, Chief Financial Officer

Jessica Lambert, Accounting Manager

Trudy Stansbury Mendoza, Accounting Specialist

Mindy Douglas, School Data Coordinator & HR Manager

Arrow Academy Leadership Team

Dr. Audrey N. Sanders, Superintendent of Schools

Rico Sedeno, Director of School Operations

Sonja Williams, Director of Special Populations

Andrew Yauw, Math Instructional Coach & District Testing Coordinator

Crystal Warner, Grants Specialist & 504 Coordinator

Kacey Rodney, Program Specialist

Sterling Hall, Instructional Technologist

Ni'Cole Gold, Director Harvest Preparatory Academy

Joseph Roswell, Director Liberation Academy

Becky Tucker, Director Save Our Streets Center



BOARD MEMBERS



DAVID SHELLENBERGER

Board President



CARMEN MAXWELL

Board Secretary



SAM SMITH

Board Member



MYRNA LOPEZ

Board Member



TONY BLOOM

Board Member



MANAGEMENT TEAM



DR. JIM CHRISTENSEN

CEO



CURT MACKEY

Chief Financial Officer



JESSICA LAMBERT

Accounting Manager



TRUDY STANSBERRY

Accounting Specialist



MINDY DOUGLAS

Data Coordinator & HR Manager

DR. JIM CHRISTENSEN



Dr. Jim Christensen is a nationally recognized educational leader with over 30 years of experience as a teacher, principal, and superintendent. With a deep commitment to excellence and equity, Dr. Christensen has transformed school systems across the country—elevating student achievement, empowering educators, and creating pathways for success in historically marginalized communities.

Raised on a farm in Wyoming and inspired by his parents—both lifelong educators—Dr. Christensen has carried forward their legacy with distinction. His leadership journey includes serving as superintendent in three school districts across Wyoming and Colorado, each marked by significant academic gains. In Sheridan, Wyoming, he led the district from mid-level state performance to the second-highest performing district.

In Adams 12, in the Denver metro area, he drove the district to the greatest improvement gains in the region for two consecutive years. In Douglas County, Colorado, 94% of the district's 71 schools achieved "high" or "excellent" ratings under the state's accreditation system, while the dropout rate was reduced to below 1%.

Dr. Christensen's contributions have earned him numerous honors, including the National Reading Recovery Leader of the Year, Distinguished Alumni Award from Northwest College, and recognition as a finalist for Colorado Leader of the Year. Under his leadership, Douglas County was also named one of the nine best places to work in America.

Beyond the districts he has led, Dr. Christensen serves as a trusted advisor to states, districts, and charter organizations on matters of certification and licensure, human capital management, strategic planning, and education policy. His work is informed by a genuine passion for supporting all students—especially those from underserved backgrounds—and by a belief that transformative leadership can unlock the potential in every child.

Dr. Christensen holds a Master's degree from the University of Wyoming, administrator certification from Montana State University, and a Doctorate in Educational Leadership from Nova Southeastern University.

CEO
of Arrow Management

FOUNDER
of Arrow Academy

VISIONARY
Educator

LEADERSHIP
Strategist

WONDER
The House of Dreams

DR. AUDREY N. SANDERS

Superintendent of Schools | Aqua-House of Thoughts

Transforming education—one scholar, one choice, one future at a time.

Dr. Audrey Sanders is a bold and visionary leader in public education, with a career rooted in her unwavering commitment to equity, public school choice, and academic excellence for all scholars.

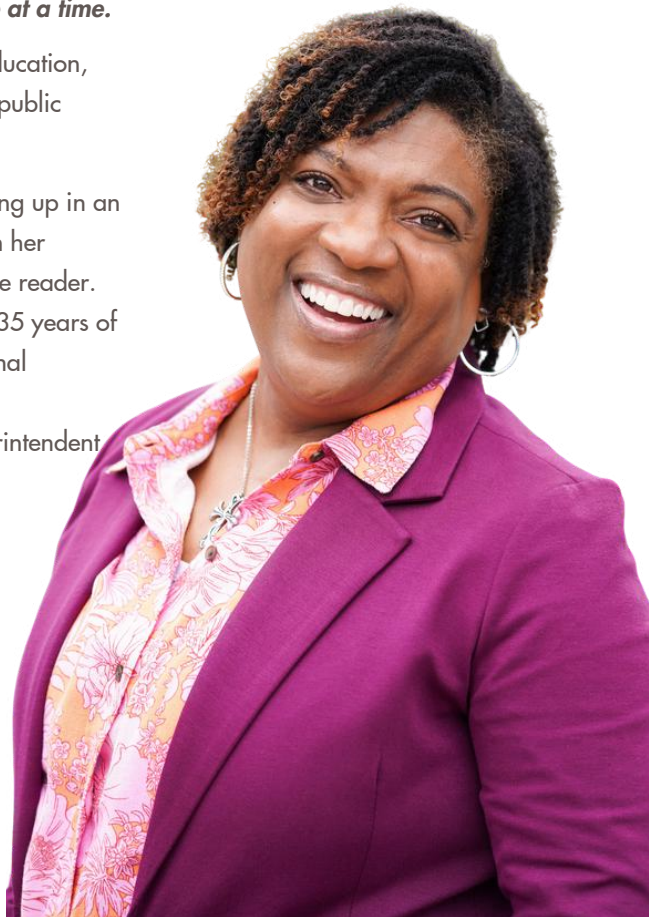
Dr. Sanders' passion for education began as a little girl, growing up in an impoverished neighborhood where her first "classroom" was in her family's front yard, teaching her brothers using a Dick and Jane reader. That early experience ignited a calling that has guided almost 35 years of service in public education—as a classroom teacher, professional development trainer, certification specialist, federal programs administrator, principal, executive director, and currently superintendent.

As the founding principal of Arrow Liberation Academy, Dr. Audrey Sanders led a transformative initiative to expand access to high-quality education for families seeking alternatives to their zoned neighborhood schools. She launched the campus inside a local church, creating a vibrant community learning hub that united mission-driven educators and families around a shared commitment to student success. Under her leadership, Liberation Academy swiftly closed achievement gaps for at-risk scholars, earning both state and national recognition for its academic turnaround—including designation as a National Blue Ribbon School by the U.S. Department of Education and a ranking of 14th out of more than 9,200 campuses in Texas for closing the achievement gap.

Today, as Superintendent of Schools for Arrow Academy, she continues to lead with vision and purpose. Under her leadership, the district earned an "A" rating from the Texas Education Agency and was named a Capturing Kids' Hearts National Showcase District, recognized for its culture of relational excellence and student-centered learning district-wide.

Dr. Sanders earned her Bachelor of Arts degree from Houston Baptist University. She completed her Master of Education degree and her Doctorate of Educational Leadership degree from Texas Southern University. Being a life-long learner, Audrey finished post-graduate Educational Diagnostician certification at the University of Texas—Rio Grande Valley and she holds a superintendent certification. Her expertise has contributed to national conversations in education policy, including serving as a TEA designee at the U.S. Department of Education's Summit on Supplemental Educational Services and School Choice, and as a Board Member for the National Association of Alternative Certification.

Audrey is married to her college sweetheart, Carlos and their greatest joy is spending family time together with their two daughters, Ariana and Caitlyn, and their beloved beagle, Lander.



ARROW ACADEMY
DISTRICT STAFF

RICO SEDEÑO

Director of Operations | Aqua-House of Thoughts

Transforming Educational Systems Through Leadership, Innovation & Heart

With nearly 20 years in education and operations, Rico Sedeno serves as Director of Operations for Arrow Academy, where he oversees technology, safety, logistics, and strategic planning. Known for blending visionary strategy with practical execution, Rico builds systems that drive student success and organizational excellence.

He began his career as a science teacher in 2006 and joined Arrow Academy in 2021 as District 504 Coordinator. His leadership and systems-thinking quickly advanced him to his current role. Rico holds a Master's in Educational Leadership from UT-Permian Basin, a BBA in MIS from Texas A&M-Corpus Christi, and a Principal Certification.

A proud husband and father—his son currently serves in the U.S. Marine Corps—Rico is driven by a core belief: invest in people, lead with integrity, and excellence will follow.



SONJA WILLIAMS

Director of Special Populations | Lantern -House of Methods

Relationships first. Data always. Excellence for all.

Sonja Williams is the Director of Special Populations at Arrow Academy and brings over 25 years of experience in education. Since joining Arrow in 2018 as Principal of Arrow Academy – Champions, she has led campuses to earn Texas and National Honor Roll distinctions and Capturing Kids' Hearts National Showcase recognition. She has also served as District Coordinator for School Improvement and Program Director.

A former television news producer, Sonja transitioned to education after earning her Communications degree from Baylor University and later completed a master's in Educational Leadership from UH-Victoria. She has held diverse roles from teacher and specialist to principal across Greater Houston-area districts.

In 2013, Sonja was named High School Principal of the Year by Houston ISD and received a Mayoral Proclamation from the City of Houston for school transformation work. Passionate about youth and educational equity, Sonja is committed to helping every student find their unique path to success. Outside of work, she enjoys reading, writing, traveling, and spending quality time with family and friends.



ARROW ACADEMY
DISTRICT STAFF

ANDREW YAUW

District Math Specialist | Aqua-House of Thoughts

Instructional Leader | Teacher Mentor | Student-Centered Educator

Andrew Yauw is a passionate instructional leader with over a decade of K–8 experience. As District Math Specialist for Arrow Academy, he supports teachers in implementing high-impact strategies, leads collaborative planning, and mentors early-career educators—all with a relationship-first mindset rooted in the belief: “If you have a child’s heart, you have a child’s mind.”

Andrew brings deep classroom expertise in math, science, and ESL, and is known for using data-driven, differentiated instruction to serve diverse learners. As a former Lead Math Teacher, he helped shape routines, systems, and team culture that consistently elevated student achievement.

In recognition of his exceptional performance, Andrew earned the Texas Teacher Incentive Allotment (TIA) designation as a Recognized teacher—awarded to educators who achieve outstanding student growth and classroom impact.

He holds a Master’s in Teacher Leadership from Lamar University and a B.S. in Kinesiology from the University of Houston, along with certifications in Generalist 4–8, ESL Supplemental, SIOP, and Capturing Kids’ Hearts. A lifelong learner, Andrew is dedicated to helping both students and teachers reach their full potential.



CRYSTAL WARNER

Grant Specialist & 504 Coordinator | Aqua-House of Thoughts

Compliance Driven | Neurodiverse Advocate | Compassionate Educator

Crystal Warner serves as the Grant Specialist and 504 Coordinator at Arrow Academy, where she manages grant-funded initiatives and advocates for equitable support for scholars with disabilities through individualized accommodation plans. Known for her collaborative and compassionate approach, she works closely with families to ensure all students—especially neurodiverse learners—have access to high-quality education.

Crystal began her journey in 2018 as a Math Interventionist at the SOS campus, using data-driven instruction to boost achievement. She holds a B.S. in Biology, Biochemistry, and Molecular Biology from Houston Baptist University and has passed Texas certification exams for both 4–8 Generalist and 7–12 Life Science.

Beyond her work in schools, Crystal is a passionate financial literacy educator, equipping families—particularly those from underserved backgrounds—with tools for long-term stability. Through every role, she brings a deep commitment to equity, organization, and empowering both scholars and communities to thrive.



ARROW ACADEMY
DISTRICT STAFF

KACEY RODNEY

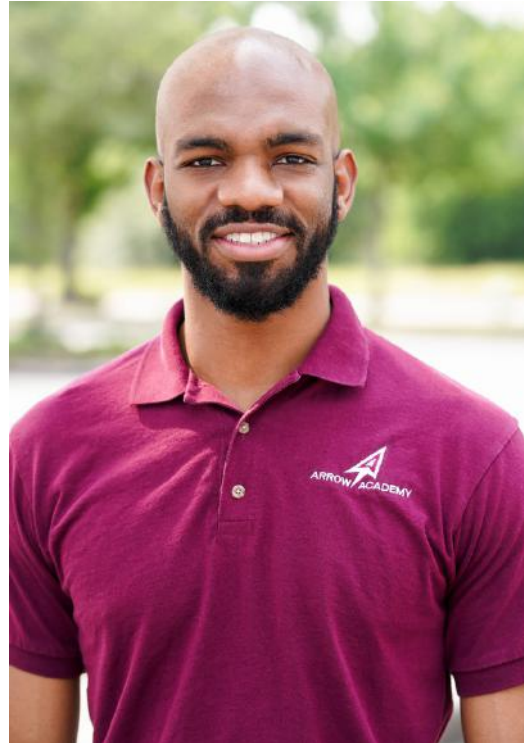
PROGRAM SPECIALIST
Lantern-The House of Methods



Kacey Rodney serves as the Program Specialist for state-level grants at Arrow Academy, where she supports the implementation of Strong Foundations initiatives across the district. A collaborative and detail-oriented team player, Kacey contributes to strategic planning, designs infographics, and manages key deliverables to ensure compliance with grant assurances. In addition to her professional responsibilities, she actively volunteers with the Arrow Cheerleading Squad, supporting school spirit and student engagement. Kacey holds a Bachelor's degree from Texas Southern University and a Master's degree from the University of Florida.

STERLING HALL

INSTRUCTIONAL TECHNOLOGIST
Wonder - The House of Dreams



Sterling Hall serves as the Instructional Technologist for Arrow Academy, playing a vital role in ensuring seamless technology integration across the district. He supports both scholars and educators by troubleshooting digital device issues, enabling teaching and learning to stay on track. In addition, Sterling assists staff with technology setup, account access, and navigating district systems—providing hands-on support for all things Arrow. His expertise and reliability make him an essential pillar of daily operations and instructional success.



NI'COLE GOLD

Principal, Harvest Preparatory

Lantern – The House of Methods

Transformational Leader | Curriculum Strategist

Ni'Cole M. Gold is a seasoned educational leader with over 20 years of experience transforming schools, coaching educators, and raising student achievement. As Director of Arrow Harvest Preparatory Academy, she leads with vision, strategy, and a passion for unlocking student potential through data-driven instruction and high-impact initiatives.

Her career spans roles as teacher, instructional coach, curriculum director, principal, and Chief Academic Officer across California and Texas. Known for aligning curriculum, developing strong PLCs, and driving results, Ni'Cole empowers both educators and students to thrive.

She holds a B.A. in English from UC Riverside and a Master's in Curriculum and Instruction from Azusa Pacific University. Certified in Texas, California, and Nevada, she's currently pursuing her doctorate in education with a focus on organizational change and leadership. Simply put, if it involves equity, excellence, and education, Ni'Cole is in her element.



DR. KOURTNEY HINES

Instructional Coach

Flash – House of Friendship

Culture Ambassador | Equity-Driven Educator

Dr. Kourtney Hines is a dynamic instructional leader with nearly 20 years of experience across multiple states, grade levels, and educational contexts. Currently an Instructional Coach at Arrow Academy, she champions equity, culturally responsive teaching, and data-informed practices to elevate instructional quality and student success.

She holds a Doctorate in Educational Administration with a focus on Curriculum and Instruction from Texas Southern University. Over her career, Dr. Hines has written district curriculum, led high-impact PLCs, secured grants for Title I initiatives, and mentored educators in Pennsylvania, New Jersey, and Texas.

Known for her bold, solutions-oriented leadership, Dr. Hines redefines best practices to drive meaningful change. Her work empowers teachers, uplifts students, and transforms school culture from the inside out.



HARVEST PREP CAMPUS TEACHERS & STAFF

The Falcons' Nest Where Scholars Land!
Award winning campus
Capturing Kids' Hearts National Showcase School



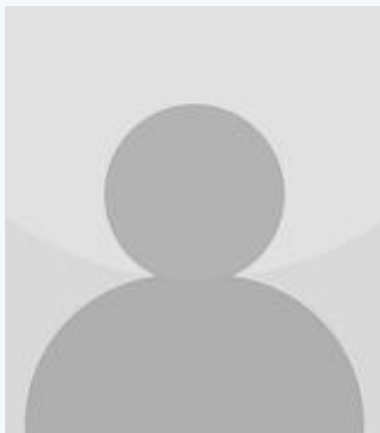
Emiliy Arzola
1st & 2nd Grade RLA



LeVern Arnold
Special Education



Sharon Boyd
Special Education Aide



Tyshamera Bryant
Administrative Assistant



Maria Cortez
Custodian



Ericka Cunningham
Kindergarten



Michael Douglas
K-6 Science



Mary Garza
Special Education Aide



Roberto Gonzalez
3rd & 4th Grade Math



Bianca Hampton
5th & 6th Grade RLA



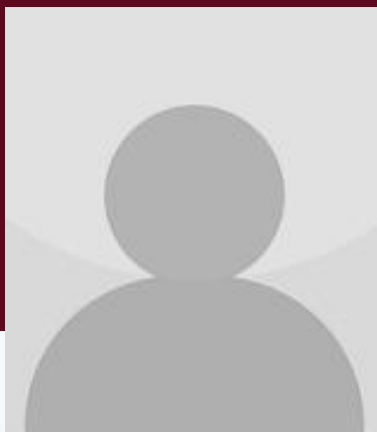
Ashley Johnson
Literacy Specialist



Craig Jones Jr.
K-6 Physical Education



Jessica Montes
5th & 6th Grade Math



Juanita Ortega
Bilingual Coordinator



Brookilyn Pope
K-6 Fine Arts



Tamicka Spears
3rd & 4th Grade RLA



Alonzo Valenzuela
1st & 2nd Grade Math



JOSEPH ROSWELL

Principal, Liberation Academy

Aqua-House of Thoughts

Instructional Leader | Student-Centered Advocate

Joseph Roswell proudly serves as Principal of Arrow Liberation Academy, a role that reflects his 15-year journey with Arrow Academy and unwavering commitment to educational excellence. Starting in 2010 as a founding math teacher, Joseph has held several key leadership positions—including Testing Coordinator and Instructional Data Director—shaping his student- and teacher-centered approach.

With a BBA in Marketing from Texas A&M and a Master's in Educational Technology Leadership from Lamar University, Joseph leads with focus, empathy, and purpose. He believes in equipping teachers with the resources and coaching they need, fostering a culture of trust, and ensuring every child has access to high-quality education.

Celebrating 15 years at Arrow is a milestone that reflects the strength of the entire school community. Joseph lives in Katy with his wife, Jane, and their three children, and enjoys family time, golf, and gardening. His guiding belief remains: **the best is yet to come.**



TASKAWANA COMO

Instructional Coach

Flash – House of Friendship

Equity Advocate | Growth-Mindset Educator

Taskawana Como is an experienced educator and instructional leader with over seven years of service in both public and charter school systems. As Instructional Coach at Arrow Liberation Academy, she supports teachers in delivering high-quality instruction and driving student achievement.

She began her career teaching middle school English Language Arts and has since held leadership roles including Academic Dean in Beaumont, Texas, where she led instructional planning with a focus on equity and sustainable results. Taskawana holds two Master's degrees—from Lamar University in Digital Leading and Learning and in Educational Administration—and earned her Principal Certification in 2022.

Currently pursuing a Doctorate in Education at Tennessee State University, Taskawana is passionate about culturally responsive teaching and inclusive learning environments. She is a proud mother and active member of Alpha Kappa Alpha Sorority, Incorporated.



LIBERATION CAMPUS TEACHERS & STAFF

The Eagles' Nest Where Scholars Land!

Award winning campus
National Blue Ribbon School of Excellence



Mysty Alexander
4th Grade Math/Science



Angela Alva
3rd Grade ELA/Social Studies



Virginia Callins
Kindergarten



Clarissa Kelley
1st Grade ELA/Social Studies



Altanya Hall
2nd Grade ELA/Social Studies



Patty Hernandez
Administrative Assistant

Emergenetics National School of the Year
Capturing Kids' Hearts National Showcase School



Dr. Sylvia Hill
5th & 6th Grade Science/Social Studies



Shawanna Holden
3rd Grade Math/Science



Jaida Johnson
Special Education



Audrey Kenley
5th & 6th ELA/Social Studies



Aneesah Kuntz
4th Grade ELA/Social Studies



Linda Pearl
2nd Grade Math/Science



Regina Prevost
K-2 SPED/Intervention/PT



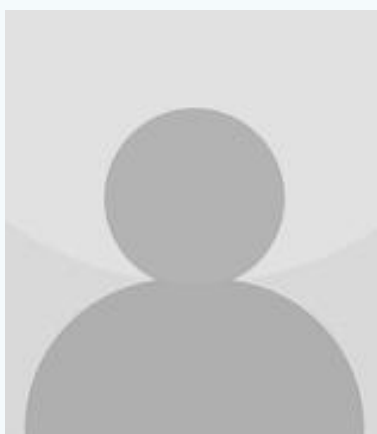
June Shelton
1st Grade Math/Science



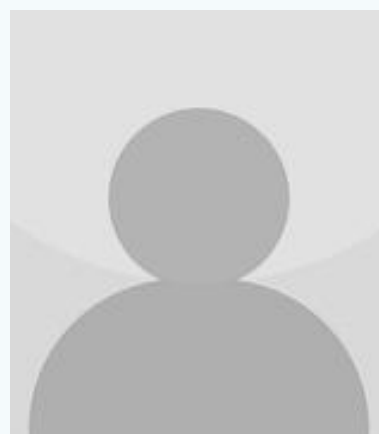
Tina Townsend
Physical Education



Roxie West
Special Education



Shameeka Choice
Fine Arts



Kayla Peters
Nutritionist



BECKY BRACEWELL TUCKER

Principal, Save Our Streets Center

Wonder – The House of Dreams

Passionate Leader | Champion of the Learning Community

Becky Bracewell Tucker is a passionate educator and Principal of Save Our Streets (SOS) Center, where she leads with joy, love, and a deep commitment to equity. With over 37 years in education—including 29 as a principal—she is dedicated to creating energized, rigorous classrooms where every scholar is seen, supported, and challenged to thrive.

Becky believes every child deserves an excellent education led by caring, motivated educators. At SOS, she fosters a culture where differences are valued, learning is engaging, and relationships with teachers, students, and families are foundational.

She holds a Bachelor's in Education and a Master's in Curriculum and Instruction from Sam Houston State University, as well as a Master's in Educational Administration from Prairie View A&M University, where she was inducted into the Educational Leadership Hall of Honor in 2004. Becky leads by example—fully invested in loving, coaching, and uplifting every scholar and staff member she serves.



SOS CAMPUS TEACHERS & STAFF

The Sparrows' Nest Where Scholars Land
Award winning campus
Capturing Kids' Hearts National Showcase School



Desiree Alderete
Administrative Assistant



Richard Bradford
Fine Arts



DeLorian Carter
1st & 2nd Grade RLA & Social Studies



Natosha Collins
1st & 2nd Grade Math & Science



Vanesa Cortes
3rd & 4th Grade Math & Science



Day'Za Espree
Special Education



Reuben Gomez
Custodian & Maintenance



Salina Gomez
Paraprofessional



Kelviaun Johnson
3rd & 4th Grade RLA & Social Studies



Matthew Kocian
Physical Education



Shelley Malone
Reading & Math Intervention



Karlisa Petroski
Kindergarten



Derrick Scott
Nutritional Aide



Bailey Weathersby
5th & 6th Grade Math & Science



Christina Williams
5th & 6th Grade RLA & Social Studies



FLIP FLIPPEN

Founder and Chairman



Flip Flippen is a New York Times best-selling author, serial entrepreneur, psychotherapist, and the founder and chairman of the Flippen Group, one of the largest educator training, corporate talent, and team development companies in North America. Mr. Flippen is one of the world's top thought leaders in building culture and overcoming constraints, but he is known most for his heart to serve others. Flip and his wife Susan, who is CEO, were named Ernst & Young Entrepreneurs of the Year, the first couple to ever receive this prestigious award. Their company was chosen by Texas Monthly magazine as #2 in the listing of Best Companies to Work for in Texas.



Flip's first book, *The Flip Side*, is available in nine languages and became an instant New York Times bestseller; and his second book, *Your Third Story*, hit #3 in its category on Amazon. He has contributed to hundreds of publications, including Oprah Magazine, The Wall Street Journal, and SUCCESS magazine; and he is regularly interviewed on national television, including segments on the Today Show and the Super Bowl Pre-Game special. Flip and Susan reside in College Station, Texas, where their greatest joy is spending time with their adult children and beloved grandchildren



ESSENTIAL SKILLS

Engage

- Meet/greet every scholar at the door every day with a handshake.
- Meet/greet every guest and make them feel welcomed to Arrow Academy.
- Make eye contact as you meet/greet and talk to people.
- Scholars should initiate the handshake with guests and introduce themselves.
- Scholars should repeat the visitor's name as they share the social contract.
- Use a welcoming tone of voice when greeting scholars and staff.
- Make sure body language and facial expressions are welcoming to all.
- Use activities to help build safety and security in the group and/or in the classroom.

X-plore

- Begin every class by asking for "Good Things"- Tell Me Something Good!
- Model genuine interest in the "Good Things" by asking a question or affirming the person.
- Use a journal question to explore personal and academic needs.
- Scholars should respond to questions using complete sentences when speaking and writing.
- Review the previous days' learning to begin the lesson with relevant connections.

Communicate

- Have established expectations for scholars concerning the procedures in the classroom.
- Affirm scholars and staff members on a regular basis publicly, privately and in writing.
Intentionally ask scholars and staff to affirm each other.
- Model active listening, make eye contact.
- Model active listening with open-ended questions.
- Model active listening by responding using complete sentences.
- Model active listening by leaning in.
- Appropriately address "issues" with scholars and staff; don't ignore, address as needed.
- Share appropriate details about yourself in order to encourage scholars and staff to open up about themselves.
- Eliminate sarcasm and moodiness from your interactions with scholars, staff, and parents.

Empower

- Develop a Social Contract through prescribed questions and processing key words.
- Social Contract is prominently posted with the signature of scholars, teachers, and campus leaders.
- Every guest that visits a classroom has an opportunity to sign the social contract.
- Use the “Fs” regularly to keep the Social Contract alive: Feedback, Focus, and Frontloading.
- Use non-verbal signals to help manage scholars’ learning and behavior.
- Use the 5 Questions when addressing scholars’ behavior.
- Use scholars to model CKH processes when appropriate.
- Use opportunities to grow leadership capacity among scholars and staff.

Launch

- End every class and/or meeting with a strong, passionate launch such as, a summary, a commitment or pledge, a read a-loud, or a quote.

• Adapted from the CKH ExCEL Model

MANTRA

“Bring NO
SHAME to the
ARROW NAME!”

Dr. Audrey Sanders
-Arrow Superintendent



Capturing
Kids' Hearts
Powered by Flippen Group

FOUNDING PRINCIPLES

*These founding principles are the foundation of Arrow Academy and will be sustained for future generations as the core of our motto:
Direction Determines Destination.*

- ✓ **Deliver High-Quality Education**
Provide a high-quality public education for scholars of varied academic backgrounds and abilities.
- ✓ **Expand Opportunity Beyond Zip Codes**
Serve scholars and families by providing access to quality education, ensuring that no one is limited or defined by the zip code in which they live.
- ✓ **Honor Morning Engagement Traditions**
Uphold our tradition of Morning Engagement through motivational chants, cheers, and dancing to ensure a joyful and energized start to the school day for both scholars and staff.
- ✓ **Build Relationships Through Capturing Kids' Hearts**
Implement the Capturing Kids' Hearts processes with fidelity to foster a culture of mutual respect, relationship-building, and self-managed classrooms with high behavioral expectations.
- ✓ **Empower Through Departmentalized Instruction**
Utilize a departmentalized model in the elementary setting to leverage teachers' expertise, passions, and specialized interests for deeper scholar learning.
- ✓ **Personalize Learning Through Blended Models**
Incorporate blended learning strategies to personalize instruction and meet the individual needs of every scholar with the use of technology.
- ✓ **Maximize Learning with Engaging, Rigorous Instruction**
Deliver rigorous and engaging direct instruction that captivates scholars and drives academic achievement.
- ✓ **Differentiate Through Small Group Instruction**
Use small group instruction to address individual learning needs and ensure equitable academic growth for every scholar.
- ✓ **Focus on Student Growth and Equity**
Prioritize student growth data to close achievement gaps and ensure all scholars reach their fullest potential.
- ✓ **Recruit and Retain Passionate Leadership**
Seek out and retain competent, passionate, and visionary leaders committed to our mission and values.
- ✓ **Reward Excellence in Teaching**
Implement a performance-based compensation model to attract, support, and retain highly effective and qualified educators.

"May these core principles of Arrow Academy serve as a pathway for those who follow the Arrow Way, ensuring that our legacy endures for the benefit of educators, scholars, families, and the communities we serve."

Dartene Breaux

Dr. Jim Christensen

Brian Lee

Cassandra Dyson

Dr. Audrey Sanders



In the Beginning...There Was Us.

ARROW DAY ONES!

1's

Pessi



Reuben



Joseph

Angela



Aneesaah

Andrey

Roxie



Trudy

CHEERS to 15 YEARS!



The Fly Right Plan

A FLIGHT PLAN FOR LEADERSHIP, LEARNING AND LEGACY

At Arrow Academy, we believe that direction determines destination—and our Flight Plan ensures every scholar is prepared to soar. The Fly RIGHT Plan is built on four essential flight paths:

- **Meaningful Relationships** form the foundation of trust and belonging.
- **Climate and Culture** create a safe, joyful, and supportive learning environment.
- **Student Engagement** drives active participation and purposeful learning.
- **Academic Excellence** sets high expectations and equips scholars to think critically and achieve at their highest levels.

Together, these paths guide our journey—ensuring that every scholar, every day, is equipped to fly high and reach their full potential.

Meaningful Relationships



“I don’t care how much you know until I know how much you care.” – John C. Maxwell

At Arrow Academy, meaningful relationships are the runway from which all success takes off. We believe that connection precedes content—and when scholars feel known, seen, heard and valued, the sky is the limit. We foster a sense of belonging through a small, structured, learning environment and intentional daily interactions. As Flip Flippen reminds us: “If you have a child’s heart, you have their mind.”

We intentionally build relationships the Arrow Way:

- **Morning Engagement:** Daily pep rally to start the day in a positive way. Our scholars ask the question? “Turn down for what?”
- **Good Things:** Sharing moments of celebration to say, I see you. I hear you.
- **House System:** Strengthening bonds with scholars, staff, and families.
- **Social Contract:** A shared agreement of behavior and mutual respect.

Climate & Culture



At Arrow Academy, our climate feels like family—rooted in support, trust, and joy. Scholars are surrounded by adults who lead with heart and passion. We affirm and celebrate one another often, because at Arrow, when one clap, we all clap.

Our culture reflects a deep commitment to:

- **Strong relationships**
- **High behavioral expectations**
- **Excellence in teaching**
- **Academic excellence**
- **Family engagement as the heartbeat of scholar success**

Arrow Traditions That Strengthen Culture:

- **Annual Thanksgiving Luncheon**
- **Scholar Academic Showcases**
- **Arrow ‘Acting Up’ Fine Arts Programs**
- **Family Game Night**
- **Fitness Fun with Family**
- **Basketball Game Days**
- **Monthly Coffee & Conversations with Principal**
- **Arrow House Hype Events**
- **The Showcase Shake Tournament**

The Fly Right Plan

A FLIGHT PLAN FOR LEADERSHIP, LEARNING AND LEGACY

The
Arrow
WAY

Student Engagement



Authentic, joyful learning requires more than compliance—it requires **active engagement**. At Arrow Academy, classrooms are **relational, intentional, and transformational**. "Scholars aren't perched in the nest—they're flapping their wings, ready to soar on the winds of their learning."

How We Engage Scholars—The Arrow Way:

- AA Teachers **work the room** with eye contact, breaking the plane, active
- AA Teachers **teach on their feet** during Tier 1 instruction
- AA Teachers **set the pace**. Scholars move as fast as their teacher leads. So goes the teacher, so goes the class. **T**: Class, class **S**: Yes, yes
- AA Teachers **use movement** to support brain development: Hand signals, choral responses, are used to aid learning in a fun, relevant way.
- AA Teachers **use music** to welcome scholars to class and begin their morning routines.
- AA Teachers use music to help scholars line up and exit the classroom quickly.
- AA Teachers **infuse joy** in the classroom with chants, cheers, and songs to keep scholars engaged in a relevant way.
- AA Teachers **systematically teach processes** for movement and nonverbal signals and gestures in the classroom.
- AA Teachers teach scholars to be a **shining STAAR**: **S**it up straight, **T**rack the speaker, **A**sk and **A**nsWER questions like a scholar, **R**espect those around you (Sanders, 2011).
- AA Scholars learn the prescribed process to **Stand to Be Seen & Heard**, a confident posture for communication.
- AA Teachers use **games & group work** to promote collaboration and cooperative learning.
- AA Teachers **celebrate success** using recognition systems that reinforce effort and achievement.

Academic Excellence



At Arrow Academy, we take flight toward academic excellence through high expectations, access to challenging instructional materials. Every scholar is expected to engage in rigorous content, critical thinking, collaborate effectively, and use academic vocabulary with confidence. High academic expectations include research-based instructional strategies and exemplars of learning to provide scholars with clear expectations for academic excellence.

Academic Excellence—The Arrow Way:

- **Engaging Discourse**: Use higher-order questions and require evidence-based responses.
- **Productive Struggle**: Support scholars in persevering through challenges to achieve mastery.
- **Teach How to Think**: Avoid inserting personal ideologies—nurture independent, critical thought.
- **Honor Learning Preferences**: Address analytical, structural, conceptual, and social learning to effectively meet scholars needs.
- **Monitor Progress**: Systems of continuous academic growth tracking and timely data use.

Together, these flight paths form the **Fly RIGHT Plan**—a guide for ensuring that **every** Arrow scholar has the direction, support, and inspiration to soar.

At Arrow Academy, we don't just take flight—we **fly RIGHT**.



The Fly Right Plan

FOR SCHOLARS, PARENTS, EDUCATORS AND STAFF



STAFF FLIGHT PLAN FOR SUCCESS

1. Use the ExCEL Model with all stakeholders and guests every day, every time.
2. Uplift your co-worker(s).
3. Use common sense and a respectful demeanor when interacting with scholars and their parents.
4. Smile and be happy. Are you happy? Notify your face.
5. Realize you are part of a transformative process. Be all about it and contribute to its impact.
6. Be intentional and innovative in your plans and actions.
7. Do everything with excellence or don't do it all.
8. See the potential in every scholar and speak positive of all scholars and their families.
9. Foster positive relationships with parents, scholars, and your coworkers.
10. Listen to and seek advice for ways to get better and grow. You are not perfect.
11. Be intentional in creating moments and sparks of joy.
12. Keep all spaces clean and neat.
13. Do not eat at your desk. Do not eat in the main office.
14. Go right to the source of a problem when there's an issue. Don't spread drama or negativity around the school.
15. Choose not to complain or gossip.
16. Do not listen to those who complain or gossip. Don't give them an audience.
17. Be productive, not a busy body.
18. Get to know all of the scholars and establish a bond with them.
19. You are a professional. Act professionally. Dress professional. Be professional.
20. Be ready for unhappy parents. When they come be calm, let them vent, don't take it personally, and love them for caring for their scholar, regardless of the inappropriate way they may be showing it.
21. Accept feedback, learn from it and move on. Don't have a defensive or negative attitude. Feedback is the breakfast of champions.
22. Do not interrupt the instructional day from 8:00 AM -3:30 PM with unnecessary disruptions.
23. Show respect in meetings by not using your phone for any reason. We should track the speaker in the same way we ask our scholars to do.
25. Realize you have the power to make a difference in others' lives each and every day. Make it happen.





EDUCATORS FLIGHT PLAN FOR SUCCESS

1. Use the ExCEL Model with all stakeholders and guests every day, every time.
2. Greet every scholar by their name, with a smile and handshake as they enter the classroom.
3. As scholars enter the classroom, ensure there is work ready to go.
4. Teach on your feet and work the classroom.
5. Maintain eye contact.
6. Smile and be happy. Are you happy? Notify your face.
7. Insert scholars' names in your communications, say their names at least 10 times during class discussions and interactions.
8. Have daily urgency and pick up the instructional pace.
9. Teach at grade level or higher every day.
10. Infuse joy and passion in your classroom daily. It should be obvious to everyone that you love what you do.
11. If a scholar learns differently, don't lower expectations. Teach them differently.
12. Be passionate about what you are teaching and love those you are teaching.
13. Expect your scholars to be a shining STAAR at all times.
14. You are a professional. Act professionally. Dress professionally. Be professional.
15. Expect scholars to track you when you are speaking or giving directions.
16. Use bell to bell instruction for learning and academic activities. No free time.
17. Over plan your activities so that you can increase pace and learning expectations daily.
18. Teach scholars when walking in the hallways, voice level is on 0 to not disturb learning in nearby classrooms.
19. Close your door when you are animated and loud to not disturb learning in nearby classrooms.
20. Use music and movement in every lesson, every day in class in some way.
21. Use technology to teach well and incorporate technology for scholars' learning.
22. Expect scholars to speak in complete sentences, using correct grammar, and using eye contact.
23. Use a rubric to assess projects with clear guidelines. Show scholars exemplars of what high achievement looks like; the more familiar they are with high expectations, the closer they will come to success on assignments, projects, and other learning tasks.
24. Education is your profession. Stay informed on current research, trends and topics in education.
25. Use research-based instructional strategies (RBIS) to leverage instruction daily.
26. Use the 4 learning preferences when planning activities to meet the needs of all scholars.
27. Use the CKH Questions to redirect behavior and to address disrespect.





PARENTS FLIGHT PLAN FOR SUCCESS

1. Trust the Arrow Way processes, it works!
2. Let kid business be the business of kids. Stay out of it.
3. Read your emails and the Around Arrow E-News to stay informed.
4. Do not email or call the school when you are angry and not in control of your emotions.
5. School safety is our number one priority. Don't start nothing, won't be nothing. Do not come to the school angry or not in control of your emotions.
6. Avoid gossiping or being a "negative Nancy", your scholar is receiving a free, quality public education. We want to help but let's keep the vibe positive.
7. Empower your scholar to try to resolve problems on their own before you helicopter in. Let your scholar learn how to advocate for themselves.
8. Monitor Attendance and tardies. Every instructional day matters.
9. Emphasize the importance of appropriate behavior at school with your scholar.
10. Ensure your scholar is in school, in uniform, and on time every day.
11. Contact the classroom teacher to discuss any problems your scholar is having concerning the school rules.
12. Work with teachers and administrators to implement corrective measures at school and reinforced at home to ensure high behavioral expectations at all times for your scholar.
13. Attend Parent Conferences at least twice a year about your scholar's performance.
14. Grades are earned, not given.
15. Focus on your scholars' academic growth over time and receiving a quality education.
16. Every scholar will not make the honor roll; but every scholar can be recognized for outstanding citizenship and honorable conduct.
17. Encourage and support your scholar to complete all school assignments and homework.
18. Treat every scholar, staff member with respect, kindness, and courtesy.
19. Honor Arrow Academy's core values through your character.
20. Be a role-model and respect your child's teachers' professional decisions.
21. Be on time for school in the morning and picking up your scholar.
22. Handle disagreements and complaints according to school policy and practice.
23. Abide by the policies and guidelines in the Arrow Academy Student/Parent Handbook.
24. Notify the school of any family dynamics that we need to be aware of to best support your scholar.
25. It is our purpose and heart to teach your scholar and to be an amazing educator. We are not perfect. This is our life's work. We will love, support, challenge, correct, teach, nurture and hug your scholar. We will praise your scholar. But we will also challenge your scholar to do hard things. We will be transparent about your scholar's performance and a way forward to meet their full potential academically and behaviorally.





SCHOLARS FLIGHT PLAN FOR SUCCESS

1. Proudly follow the Social Contract, an agreement for your behavior.
2. Approach guests and welcome them with a firm handshake, eye contact, and enthusiasm.
3. Give your Put-Ups with sincerity and mean it.
4. Don't hate, congratulate! Cheer for your classmates and celebrate their success.
5. Learn to affirm your classmates, teachers, and staff.
6. Participate in Sparkle Duty and show pride in keeping your school clean.
7. Give 100% effort on your daily work, homework, and tests.
8. Be curious, ask questions when you are not sure about a lesson or an assignment.
9. Do your part to help create a disruption-free, positive learning environment.
10. Walk in the hallways on Level 0 so you do not disturb other scholars who are learning.
11. Stand against bullying. Never tolerate bullying at your school.
12. Accept the consequences for your actions.
13. Be friendly to all of your classmates. No cliques.
14. Show good character and make good choices even when no one is looking.
15. Find solutions; don't make excuses.
16. Use proper etiquette at breakfast and lunch time: use your utensils, use your napkin, close your mouth while chewing, and voice level is on 1.
17. Be considerate concerning nutrition and food allergies and not share food or drinks with other scholars.
18. Love your house and represent it with pride.
19. Take pride in looking your best: brush your teeth, shower daily and use deodorant.
20. Represent the Arrow principles of respect and good behavior at play, when learning, and where ever you go.
21. Be honorable outside of school when using social media. Nothing is ever really gone once it has been posted.
22. Don't expect to have a girlfriend or boyfriend at school. Your only date is with EDUCATION and your love is for learning!
23. Do not whine or complain. Do what the adult has asked of you the very first time.
24. Show appreciation and affirm your teachers for great lessons at the end of class.
25. Do not feel entitled. Everything is not all about you.
26. Everybody can be great because everybody can serve others, their school, and their community.





Teacher Tip Sheets: Strategies for Effective Implementation and Student Engagement



WHAT IS MASTERY LEARNING?

A proven approach that ensures every scholar learns deeply and progresses only after demonstrating true understanding of a concept or skill.

CORE PRINCIPLES:



High Expectations for All

Every learner can succeed with time and support.



Clear Learning Targets

Standards and goals are explicit and measurable.



Flexible Pacing

Students move forward as **mastery is achieved**.



Timely Feedback

Frequent, specific, and actionable.



Targeted Interventions

Reteaching and enrichment for personalized growth.

MASTERY LEARNING MATTERS

- Builds student **confidence and independence**
- Closes learning gaps through **personalized support**
- Strengthens **long-term retention and critical thinking**
- Encourages a growth mindset in scholars **AND** teachers

Let's Commit to Learning That Lasts

*Because when scholars truly master the content, they don't just pass the class — they **thrive** and are **prepared for the challenges of the next grade, college, career, and beyond**.*

YOUR ROLE AS THE EDUCATOR



DESIGN CLEAR
LEARNING GOALS



MONITOR PROGRESS AND
GIVE FREQUENT FEEDBACK



PROVIDE VARIED PATHS
TO MASTERY



CELEBRATE STUDENT GROWTH
AND PERSEVERANCE

EMPOWERED
TEACHING + SUCCESSFUL
SCHOLARS = MASTERY
LEARNING

Standards-Based Grading

A Clear Picture of What Students Know and Can Do

Standards-Based Grading: A Hybrid Approach

Standards-based grading at Arrow Academy measures scholars' proficiency of grade level standards by prioritizing the Texas Essential Skills (TEKS) in defined increments of 9 weeks cycle. SBG is a reflection of progress based on mastery of specific learning standards, rather than averaging scores over time or assigning points for behavior or extra credit

STANDARDS-BASED GRADING FEATURES:

Focus on Learning Outcomes

Grades reflect what students know and can do relative to standards.

Separation of Academic Achievement & Behavior

*Work habits, effort, and participation are **reported separately**.*

Emphasis on Most Recent Evidence

Grades reflect what students know and can do relative to standards.

Opportunity for Relearning & Reassessment

Students can demonstrate growth over time through targeted feedback and multiple opportunities

STANDARDS-BASED GRADING MATTERS

- **Clarity for Students & Families** – They know exactly what's been mastered and what needs improvement.
- **Improved Instruction** – Helps teachers adjust lessons based on real-time learning evidence.
- **Equity-Focused** – Reduces the impact of non-academic factors on scholars' grades.

WHAT IT'S NOT...

- It's not about perfection
- It's not a system that inflates grades
- It's not a loss of teacher autonomy — it's a shift in clarity and purpose

TEACHER TIPS FOR IMPLEMENTATION:

- Design clear, observable learning targets
- Use proficiency scales or rubrics to guide feedback
- Communicate expectations early and often
- Track growth over time, not just one-time performance
- Allow retakes or revisions to reflect mastery

**WHEN GRADES
REFLECT LEARNING,
EVERYONE WINS.**

SBG → FAIR, ACCURATE, AND MOTIVATING FOR ALL LEARNERS

WHAT IS BLENDED LEARNING?

Blended learning is an instructional model that integrates traditional classroom teaching with online learning experiences, giving students more control over time, place, pace, and path of their learning.

CORE COMPONENTS:

Tier I Strong Instruction

Direct interaction between teacher and scholars for discussions, modeling, and timely feedback.

Online Learning

Digital tools and platforms provide flexible, self-paced opportunities to build skills and apply knowledge.

Scholars' Agency

Learners engage more actively through choice, voice, and ownership of their learning path.

Opportunities for Advanced Work

Scholars who demonstrate mastery can move ahead with enrichment and advanced tasks, rather than waiting for the class to catch up.

Adaptive Lessons with Real-Time Feedback

Instructional technology provides instant data and feedback, allowing scholars to refine their thinking and teachers to personalize support.

Flexible Pacing

Learning pathways adjust to meet scholars where they are — accelerating, revisiting, or deepening content based on need.

Ongoing Progress Monitoring

Frequent checks for understanding and performance data ensure that scholars stay on track toward mastery.

THE ARROW WAY BLENDED LEARNING CLASSROOM

Our classrooms are a blended learning environment supported with carefully, structured Tier I instruction from the teacher using animated videos clips, engaging activities, questions for deeper understanding, and discussions to support critical thinking. Scholars are afforded an opportunity to engage in the rotation station blended learning model daily with their own personal digital device.

WHY USE BLENDED LEARNING?

- **Personalizes learning** to meet diverse student needs
- **Boosts engagement** through multimedia, interactivity, and student choice
- **Increases access** to quality content anytime, anywhere
- **Supports data-driven instruction** with real-time data

ARROW ACADEMY BLENDED LEARNING MODELS:



Station Rotation

Scholars rotate between online learning, small-group instruction, and independent work.



Flex Model

Online learning is the primary mode, but teachers provide face-to-face support to aid the scholar to work above grade level consistently.

Small Group Instruction

SMALL GROUP INSTRUCTION (SGI)

WIN TIME:

“What I Need”

At Arrow Academy, Small Group Instruction is known as WIN Time. Small Group Instruction is a powerful, research-based approach that allows educators to deliver focused, differentiated instruction to small groups of scholars based on their specific strengths, needs, and learning goals. By creating intentional groupings and providing real-time feedback, teachers can accelerate learning and close gaps, as well as, extend learning for deeper understanding. We WIN when every scholar gets what they need to grow.

THE PURPOSE OF SGI

- Reinforce **foundational skills**
- Extend and **enrich learning**
- Provide **intervention or reteach** opportunities
- Build **confidence and engagement** in a safe setting

THE BENEFITS OF SGI

- More **individualized instruction**
- Immediate, **targeted feedback**
- Opportunity to monitor student **thinking and misconceptions**
- Increased student **voice and participation**
- Encourages **peer learning and collaboration**

PRO TIP:

Small Group Instruction is not just for remediation! Use it to stretch advanced learners, scaffold learning activities for Emergent Bilingual learners, or deepen conceptual understanding.

HOW TO MAKE SGI WORK

1. Group Strategically

- Use data (formative assessments, exit tickets, benchmarks)
- Create fluid, flexible groups that can change as needed

2. Plan with Intention

- Set clear objectives
- Prepare short, high-impact lessons (10–15 min)
- Use engaging, leveled materials

3. Maximize Independent Work Time

- Ensure the rest of the class is meaningfully engaged in stations or independent learning tasks
- Establish clear routines and expectations

4. Track Progress

- Use anecdotal notes, rubrics, or checklists
- Adjust instruction based on scholars' responses

SAMPLE
SMALL GROUP
INSTRUCTION
TOPICS



READING COMPREHENSION STRATEGIES

PHONICS OR VOCABULARY

SCIENCE/SS CONCEPT REVIEW

MATH PROBLEM-SOLVING

WRITING CONFERENCES

**SMALL GROUP INSTRUCTION
= BIG RESULTS**

WHEN STUDENTS GET WHAT THEY NEED, EVERY LEARNER GROWS

WHAT IS PERSONALIZED LEARNING?

Personalized Learning is an instructional approach that tailors learning experiences to individual scholars' strengths, needs, interests, and pace. It shifts the focus from a "one-size-fits-all" model to a learner-centered experience.

Key Elements of Personalized Learning:

1. **Learner Profiles**
 - Understanding each scholar's academic background, goals, and learning preferences.
2. **Customized Learning Paths**
 - Adjusting instruction, content, and supports to meet learners where they are.
3. **Flexible Pacing**
 - Allowing scholars to move ahead or revisit concepts based on mastery.
4. **Student Agency**
 - Giving scholars choice, voice, and ownership in their learning journey.

WHY PERSONALIZED LEARNING WORKS:

- Increases **scholar motivation and engagement**
- Builds **self-directed learning skills**
- Improves outcomes for **diverse learners**
- Strengthens teacher-student relationships through individual support

STRATEGIES FOR TEACHERS

Use **data** to inform grouping, interventions, and enrichment

Offer **multiple ways to access content** (video clips, texts, manipulatives)

Design **choice boards or playlists** for flexible learning options

Conference regularly with scholars to set and review goals

Incorporate **technology** to support individual learning paths

PERSONALIZED  **INDIVIDUALIZED**
FOR EVERY TASK

It's not about creating 25 separate lesson plans — it's about building a system that adapts and responds to learner needs over time.

EVERY CHILD DESERVES A
LEARNING PATH THAT
HONORS **WHO THEY ARE**
AND HOW THEY LEARN
BEST.

 **START SMALL:** 

- Personalize one subject or one task at a time
- Build scholars' independence with clear routines
- Reflect and adjust based on outcomes and feedback

PERSONALIZED LEARNING  PURPOSEFUL, STUDENT-CENTERED TEACHING

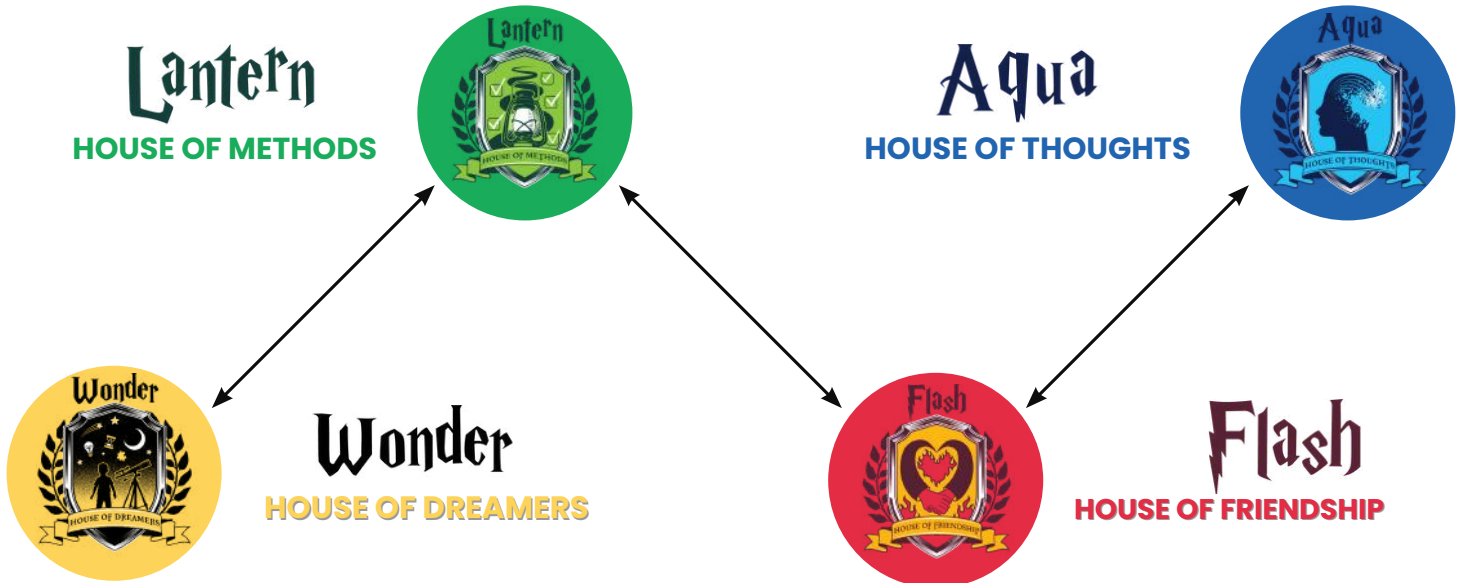
Notes:



Arrow IS IN THE HOUSE!

Four Houses, One Family

The Arrow House System is a proven process to support the Social Emotional Learning (SEL) of scholars and staff alike, reinforcing the concepts from the Social Contract that every scholar and staff helps to create in their classrooms and/or their teams.



Our house system is effective in building community and teaching cooperation. The Arrow House System helps to:

- **develop life-long character traits, such as teamwork, leadership skills, cooperation and responsibility.**
- **deepen meaningful, appropriate relationships**
- **drive school spirit and a fun environment for all**
- **develop self-managing, high-performing classrooms and teams**
- **provide camaraderie that helps foster positive competition**

The House concept gives every stakeholder a place and space of belonging to something that is greater than oneself. The Arrow House System will support our nurturing, safe, small learning environment at every campus.

House systems have been implemented in schools worldwide in various formats. At Arrow Academy, the Arrow House System is designed to build and strengthen a positive school culture and climate for both scholars and staff. Scholars are placed into Houses based on their responses to the Arrow Scholar Profile Questionnaire. Within these multi-age, multi-grade teams, scholars earn points, support one another, and demonstrate positive behaviors as they compete for recognition and school-wide rewards.

Being part of a House helps scholars form a strong connection to their school and peers. Older scholars grow as leaders and mentors, while younger ones benefit from their guidance and encouragement.

The Arrow House System ensures that all scholars are recognized—not just for academic achievement, but for embodying positive behaviors, following the Social Contract, and contributing to a healthy and respectful school environment in classrooms, the cafeteria, the playground, and beyond.



Staff members are also assigned to Houses based on their profiles, making the Arrow House System a unified, school-wide community where every scholar and adult plays a meaningful role.

THE SHOWCASE



TOURNAMENT

"The Handshake That Gets You the Job"

The Showcase Shake Tournament is an interactive, skills-based competition designed to help scholars develop **professional presence**, **networking abilities**, and **confident communication** — all essential tools for success in college, career, and life. Through a series of engaging, progressive rounds, scholars will learn and practice the **art of the professional handshake**, while mastering verbal and nonverbal communication.

Tournament Structure

Round 1 *The Introduction*

Goal: Make a strong first impression.

Scholars practice introducing themselves confidently, making eye contact, offering a firm handshake, and engaging in two-way conversation. Each scholar must learn one fact about the person they're meeting to demonstrate active listening.

Round 2 *Work the Room*

Goal: Build rapport through conversation.

Scholars move throughout the room to connect with multiple peers or judges, refining the art of small talk, continuing two-way communication, and learning to initiate and gracefully exit conversations — simulating real-world networking.

Round 3 *The Interview*

Goal: Sharpen interview skills.

Scholars participate in a brief mock interview for a dream job. They are evaluated on their handshake, communication, confidence, and clarity of answers. This round emphasizes professionalism, self-awareness, and the ability to speak to one's strengths.

Round 4 *The Elevator Pitch*

Goal: Communicate value quickly and clearly.

Each scholar presents a 60-second elevator pitch summarizing who they are, what they bring to the table, and their career or academic aspirations. This round develops poise, persuasion, and the ability to "sell yourself" in brief but meaningful interactions.

Championship Round 🏆

The Impromptu Speech

Finalists are given a random professional or character-based prompt and have 2 minutes to deliver a speech. This tests their ability to stay composed, structure ideas quickly, and speak with impact — the ultimate test of communication under pressure.

Skills Developed Throughout the Tournament:

- Professional greeting & body language
- Listening and verbal communication
- Confidence and poise under pressure
- Interview and networking techniques

Persuasive self-presentation

The Showcase Shake Tournament is not just a competition — it's a confidence-building experience that prepares students for real-life success. Because the right handshake is more than a greeting... it's the beginning of opportunity.



THE SHOWCASE
Shake
TOURNAMENT



THANK YOU
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Fly
RIGHT