

KRS 158.780 158.785 Management Audit Report		
School District	Monticello Independent School District	
Superintendent	Gary Abbott	
Board Chair	Jerry Lair	
Date of On Site Visit	10/30-11/4/11; 11/1-11/5/11; Since August ER team daily	
Management Team	<div> <div> Hiren Desai, ONGAS Kevin Brown, ONGSS Lisa Lang, ONGSS Susan Allred, ONGSD Kay Kennedy, ONGAS </div> <div> Steve Justice, ONGAS Colby Wagoner, ONGAS Laurie Cape, ONGSD </div> </div> <p>Leadership Assessment Team 10/2011 Janet Hurt; Marilyn King, Carol Ann Higdon; Wayne Puckett; Sharon Knight; Jill Crowe; Kelly foster, Cynthia Williams, Gayle Mills, Joy Waldrop; Deborah Mapp-Embry</p> <p>Belinda Bowling: Wilderness Trail special education cooperative</p> <p>Gail Binder: Financial Consultant</p> <p>Education Recovery Team: Jim Hamm, ; Paula Gordon; Samantha Thomas</p> <p>Ann Burns (ERL) Carolyn Spangler: leadership consultant for processes</p>	
Area of Review	Findings	Evidence
Governance, policies, procedures	Lack of efficiency and effectiveness	Interviews and documents summarized, p. 1-3
School Based Decision Making	Some evidence of processes built to be effective; early stages of deployment	Interviews and documents summarized, p. 4-5
Curriculum and Instruction	Some evidence of interventions beginning to build processes to be effective; early stages of deployment	Interviews and documents summarized, p. 6-8
Financial Management	Lack of efficiency and effectiveness	Interviews and documents summarized, p. 9-12
Personnel Management	Lack of efficiency and effectiveness	Interviews and documents summarized, p. 13-14
School Food Services	Lack of efficiency and effectiveness; suggestions provided in 2011-12 have not been improved upon	Interviews and documents summarized, p. 15-16
Conclusions: <ul style="list-style-type: none"> • Governance, policies and procedures must be addressed. Superintendent is retiring December 31. Board procedures need to be clearly defined as well as job responsibilities • Financial Management and Personnel are in critical need of clear processes, clear understanding by the Board of relationship of budget and financing to personnel decisions made in the district • Leadership Assessment, Special Education Report, Child Nutrition Report have provided guidance that should be implemented and monitored • Board should be provided close guidance in selection of interim and permanent superintendent to help determine the Board's capacity to move the district forward Comments: <p>A KDE education recovery team is assigned to Monticello High School. Education Recovery Leadership is present in support of implementation and can assist the district in developing plans based on recommendations already given as well as helping to build a monitoring system to ensure improvement processes are deployed.</p>		

The leadership in the district is supportive of improvement and wants to get better, but feel they must have outside help to do that.

Recommendation:

Thus, pursuant to 158.785 the management audit team recommends Monticello Independent School District become a state assisted district as a result of the existence of a pattern of inefficiency and ineffectiveness primarily in the areas of governance, finance and personnel. State management should only be considered if the superintendent selection process exemplifies the Board's inability to lead.