

## **Superintendent's Report**

**February 9, 2015**

Chair David Jones, members of the Board; it is my pleasure to call your attention to a few items of special interest.

Congratulations to all the 2015 Gold Key, Silver Key, and Honorable Mention winners that were showcased at the February 6 Gold Key and American Visions Winners Exhibition at the Kentucky Museum of Art and Craft. The talent in JCPS is amazing.

Learning is the constant. Time and support are the variables. Amounts of time and support are what need to be different for each student. On January 30, there were 704,452 intervention hours recorded on the Infinite Campus intervention tab and 21,672 students had at least one hour recorded.

The foundation of *Vision 2015* is values. Value #1 is "Our students are cared for and treated as our own." And Value #9 is: "Adults model integrity, respect, creativity, and accountability". Educational researcher Dr. Doug Reeves teaches us two things -- 1. 'An effective strategic plan should be able to fit on one page' and 2. 'Every adult in the system should be as accountable as every student in the system is'. It is a privilege to serve our students. We hold positions of a sacred trust — ensuring the well-being of the students in our care. I'm sure you have seen news reports that three adults trusted to serve our students and our school district have been charged with breaking the law — a custodian, a School Resource Officer, and a Principal. The separate incidents are under investigation and review. At this point, I do not know what will result from the charges. Here is what I do know as the Superintendent of Jefferson County Public Schools! Our students are why we exist! Each student matters!

Every day we hold our students accountable for their actions. Every adult must be held accountable as well.

Speaking of accountability,

We are working diligently to implement the recommendations in the State Audit.

**Internal Audit Findings 25-27:**

The audit found that the "Internal Audit's current practice of reporting directly to the superintendent does not provide the independence needed within our organization and our policies did not govern the internal audit activities to include a risk analysis and audit plan."

You approved the contract award with Dean Dorton Allen Ford, PLLC on December 15, 2014. They are in the process of addressing each of the three Internal Audit findings 25-27.

An Internal Audit Charter was provided to you in draft form last Friday. The Charter addresses these findings. The intent is to bring it to the Board for approval on February 23.

**Finding 3 found that:**

Salaries of our central office employees were significantly higher on average than three peer districts.

As recommended by the state audit, we have contracted with Management Advisory Group International to conduct a compensation study which will compare JCPS to our peer districts and private industry, where applicable. Members of the firm presented to every administrator in the District an overview of the process that will be used. We are on Step 2 of an 8-step process.

**Transparency:**

Throughout the audit, transparency was an important recommendation. In response, we contracted with Tyler Technologies to implement the Citizens Transparency website. At this point, the reconciliation of expenditures is not complete, but we are making progress. Out of a total expenditure of \$1.4 billion in fiscal year 2014, General Fund expenditures are within \$4 million and the total expenditures are within \$32 million.

Let me highlight in our meeting powerful examples of community partnerships:

- The Mayor and I will be reviewing the progress from the joint commitment of JCPS and Metro Government to work together to improve educational outcomes. (VII.A)

Three of those items are on the consent agenda:

- Through an agreement, JCPS students are able to earn college credit from the University of Louisville. (VIII.N.2). Earning college credit in high school gives students a head start to college.

For example: In 2012-13 (Summer 2012, Fall 2012, & Spring 2013), 231 students took a total of 336 courses earning a total of 1036 credit hours.

- The collaboration between U of L and Cochran Elementary will provide for professional growth for Cochran teachers as they "mentor" student teachers. Our students will benefit from JCPS teachers growing and student teachers providing their hands, hearts, and enthusiasm. (VIII.M.3)
- Item VIII.R is about the elementary school that you approved to be built in Norton Commons. This is about JCPS and the YMCA collaborating to provide aligned opportunities for our students. This is more than a facility!! This is a partnership. Thanks to the YMCA President/CEO Steve Tarver, Chief Operations Officer Dr. Michael Raisor, Director of Facilities Mike Mulheirn, and Board member Debbie Wesslund and now Stephanie Horne for working on this important project.

**Chair Jones, this concludes my report and my recommendation for approval of the consent agenda later in the meeting.**