

## Superintendent's Report

April 27, 2015

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

3

During spring break, third- and fourth-grade students participated in literacy and chess activities at Rangeland Elementary School and the California Community Center. Chess helps students develop skills in planning ahead, reasoning, and strategy all while helping to improve math and reading skills.

1

In updating the TELL Kentucky Survey participation, JCPS had a response rate of 76.45 percent. Thanks to the 5,738 JCPS educators who responded. The response was down from 80.91 percent in 2013 and 86.48 percent in 2011.

3

U.S. Department of Education Secretary Arne Duncan came back to JCPS during his visit to Louisville on Thursday, April 23, 2015. His first stop was Fern Creek High School to see the model turnaround efforts by Principal Nate Meyer, their former Principal Houston Barber, and the school's great teaching staff. Secretary Duncan invited the Fern Creek High School staff and students for a roundtable discussion including Board Chair David Jones, Jr., Commissioner Terry Holliday, Mayor Greg Fischer, and our Chief Academic Officer Dewey Hensley. Chair Jones talked about what school boards can do on the governance side to build good learning environments. Dr. Hensley was acknowledged by Secretary Duncan and Commissioner Holliday for groundbreaking work on school-based professional supports for teachers, specifically, Professional Learning Communities and Goal Clarity Coaches.

Secretary Duncan spent time in the center of our universe — a classroom.

Secretary Duncan ended his day in Louisville at duPont Manual High School for a meeting with teachers from all over the state in the YPAS Auditorium.

1

And, speaking of Dr. Hensley, he was cited in the New York Times in an Op Ed titled, "Want Change? Principals Matter."

The opinion piece, written by Wallace Foundation President Will Miller, praises principals who make a difference at high-poverty schools, like Dr. Hensley did at Atkinson Elementary School. Congratulations, Dewey!

1

On Friday, April 24, 2015, we held a Superintendent's Summit on a top priority for Jefferson County Public Schools — Minority Recruiting. JCPS staff were joined by community members and professional partners, including Humana, Big Brothers Big Sisters, Louisville Metro Government, University of Louisville, and 55,000 Degrees. Discussion groups were asked to think outside the box about how to attract diverse college graduates to teach at JCPS. Dr. Aimee Green and her team got excellent feedback as they continue to develop a new strategy for the district.

3

JCPS staff, 14 people from 7 schools, representing Portland, Roosevelt-Perry, Wellington elementary schools and Olmsted Academy North, Olmsted Academy South, Academy @ Shawnee, and Thomas Jefferson Middle School, attended the **Magnet Schools of America Conference** in Raleigh, NC, April 22-26, 2015. Feedback from attendees: "Conference was incredible. It offered information on marketing our magnet, adding rigor to our instructional program, as well as using data to drive instruction and how to make advisory a valuable part of school climate." "Conference was very informative and thought-provoking. It caused me to contemplate ways we could make our magnet more instructionally focused; thus having more of an impact on academic achievement."

Per the Board Resolution, staff members from Finance and Data Management are collaborating regarding the analysis and presentation of non-school-based spending. The tentative budget work session is May 11. That analysis will be presented on May 11 and will include benchmarking against large districts. The final presentation and approval is May 26.

We will ask the Board Finance Working Group to review the presentation. We are also vetting the presentation with community experts and higher education finance professors. Through this process, I came to the realization that, as we move forward, this is not a one-time project. This type of analysis and thinking needs to happen continuously. We have had a small contract with a financial analyst. It required a lot of staff time. I contacted financial experts from major universities. It would take months and cost \$50,000 — not cost effective or timely. We are grateful to the community experts who helped our staff over four Saturday sessions.

In your resolution, you said to specify and request such additional funding or personnel resources required to deliver the analysis. It became clear that we need to search for a CBO, Chief Business Officer, who has and can develop the capacity to analyze and forecast, and to oversee HR — which accounts for our human capital, our greatest asset and our greatest

expenditure. On the consent agenda, I am asking for your approval for establishing the CBO position. If approved, we will launch a national search.

I would be remiss if I didn't acknowledge the excellent work and integrity of CFO Hardin. The organizational review found finance to be effective. Ms. Hardin effectively watches every dollar and regularly disputes expenditures. The State Auditor found no fraud or mismanagement of funds. Ms. Hardin is a servant leader. She is an invaluable member of the team.

Dean Dorton is auditing the warehouse functions and has been in contact with the State Auditor's office. They will be providing specific recommendations. I am meeting with Jim Tencza in the morning.

Tonight on the consent agenda, you will see that Supply Services and Printing Services will be moving to Operations.

As a District of Innovation, we have revised our waiver request, with feedback from the Kentucky Department of Education. Dr. Rodosky will briefly walk us through those.

In response to Board Members' requests, CFO Cordelia Hardin will be proposing for Board approval a format for the Monthly Financial Report.

It is important to be clear in this agenda that there will be a NEW alternative school model at the Buechel site on Bashford Lane. Again, this is part of a broader system redesign of our alternative schools. There will be a planning/oversight committee that includes external stakeholders to ensure that the implementation is on track. There will also be a centralized placement committee to ensure appropriate and consistent placement and exiting. Consent Item VIII.X asks Board approval to clarify that this is a NEW school under a NEW design and philosophy. JCTA has agreed to a staffing plan that will be communicated face-to-face to staff members by a team (including Michael Raisor, Dewey Hensley, and Brent McKim).

The Cradle-to-Career Pipeline can only be successful with a clear end in mind. Michael Gritton of *KentuckianaWorks* will talk about labor market intelligence and our collaboration to ensure that that information reaches the desks of our students.

Also, for information, is the presentation of the Board Technology and Performance Working Group charter.

I will propose that we pull down the Job Descriptions and Organizational Charts (which are related and must match) to go over them. I know that there are a lot of details. Every

Central Office position has a job description and must be reflected on an organizational chart.

Please know that Cabinet and I are continuously looking at ways to align and create a coherent organizational structure that best supports our schools. My priority is to spend MORE OF MY TIME on the MAIN THING — the achievement of our students which is the result of students' hard work and the amazing work of our employees.

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