

MENIFEE COUNTY SCHOOL DISTRICT TIM SPENCER, STATE MANAGER DECEMBER KDE MEETING ACTION PLAN UPDATE

ACTION PLAN UPDATE

1. Status Update

The Menifee County School District has continued to make many improvements over the past two months. The district continues to have improved transparency in communication as well as culture and climate. Staff are in the implementation phase with policies and procedures and continue to monitor for fidelity. PDSA work and 30/60/90-day plans continue with all 13 current PDSA action plans in place. Staff are developing 30/60/90-day plans for each school which center on identified Improvement Priorities of the Standard 3 Audit.

2. Action Strategies - Completion

The KDE Management Audit found a number of improvement priorities within the district. The following describes the efforts to address deficiencies in the areas of finance, governance, attendance, and curriculum/instruction/assessment.

- Finance: The district finance officer is presenting a cash flow projection that informs board members of an accurate picture of what the district financial position will be at the end of the school year. District facility updates, based on previous prioritized needs, include: roof project at Menifee Elementary slated to begin the middle of November, weather permitting; surveyor is in place to start the process of securing excess property for bus garage; two new buses have been ordered (first bus purchase in three years); Menifee Elementary range hood purchase – bond sale was completed 10/21/2015 at 3.03% interest rate – zero bonding capacity; currently in the process of seeking reimbursement from FEMA for Menifee Elementary floor tile, playground mulch and cost of decontamination due to flooding.
- Governance: A communication plan has been developed and will be presented to the Menifee County Advisory Board of Education during the November meeting. Menifee County has developed a new mission and vision statement that better addresses the goals and desires for increased student achievement in the schools. The new mission and vision will be presented to the Menifee County Advisory Board of Education during the

November meeting. The draft vision to be presented is: *We are MENIFEE: Where Students Become College and Career Ready*. The draft mission to be presented is: *Empowering future generations to be productive and successful in a global economy through: community collaboration, creative thinking, instructional rigor and relevance.....in order to improve the quality of life for ALL*. KSBA has conducted a retreat for the Meniffee County Advisory Board members which included training for their work as they become a more efficient, effective board and return to local governance. This retreat also included board member self-evaluations which were used to determine the focus of the retreat. KSBA E-meeting training is scheduled for November 9, 2015. As a result of the November election, two new board members will be sworn-in on November 9, 2015. An interim principal has been named for Meniffee County High School as a result of the principal's extended sick leave.

- Meniffee County daily e-mails on attendance continue to be sent out; however, district attendance rates have slightly decreased from 95.33% to 95.17% compared to the same time last year. Decreased attendance rates could partially be attributed to outbreaks of illness and an incident of bed bugs in two classrooms within one building.
- Curriculum/Assessment/Instruction: Educational Recovery (ER) Staff have been assigned to all three schools and the district office to provide support and guidance in all aspects of the educational process. The Meniffee County School District has signed an agreement with KDE to pilot Novice Reduction work in all schools and the district. The state manager has conducted site visits at all three schools as part of the Principal Professional Growth and Effectiveness System and provided feedback on established Professional Growth Goals. Curriculum work is a monthly focus for each grade level through the established PLC process. This curriculum work includes deconstruction of standards and the development of student-friendly learning targets which will lead directly to a mapped curriculum for each grade level. Meniffee County High School has begun implementing the College and Career Readiness PDSA. The current CCR rate for Meniffee County High School is 39%. District walkthroughs continue monthly with a snapshot of the learning environment of each school being captured. The district walkthrough team uses this snapshot to identify strengths (pluses) and weaknesses (deltas) which are shared with staff after each walkthrough. Meniffee County has administered ThinkLink Assessments in grades K-8. ER staff has conducted training for all K-8 teachers in the analysis of ThinkLink data. Teachers are using this analysis to inform instructional practice, address individual student needs and implement response to intervention. As a result of this data analysis, buildings have begun to modify their bell schedules to include dedicated response to intervention times to meet the needs of all students based on current data. The state manager, district improvement plan coordinator and building principals attended

training for GMAP (new technology platform) pilot work for the Comprehensive District Improvement Plan (CDIP) and Comprehensive School Improvement Plans (CSIP). All new improvement plans will be created using the GMAP technology platform instead of the ASSIST platform. All building principals provide monthly implementation and impact checks on current CSIPs at District Leadership Team meetings.

3. Action Strategies - Deficiencies

Although many areas of curriculum/assessment/instruction have been completed, there are still many deficiencies in this area. At the current pace of curriculum work within the school level PLCs, the goal of a fully-aligned curriculum will not be completed this year. During the last round of district walkthroughs, there have been no improvements in the effectiveness of the learning environments in each building. The lowest areas in the district walkthroughs include rigorous instruction, differentiation, high level questioning, high expectations for student achievement, students' knowledge of how they are assessed and the use of exemplars and rubrics. There are currently no aligned common assessments across the district for grade levels K-5 and like courses 6-12. Disaggregation of student level data does not always result in adjustments in instruction and intentional planning to meet the individual needs of all students. Current grading practices are not reflective of true student performance and mastery of the standards.

4. Action Strategies – Additions

While all components of the KDE Management Audit will continue to be addressed through the PDSA and 30/60/90-day work, a laser-like focus will be placed on curriculum/assessment/instruction with the assistance of ER staff assigned to Menifee County to ensure that student achievement is a top priority.