

Superintendent's Report

May 10, 2016

Chair David Jones, members of the Board, thank you for the opportunity to present the Superintendent's Report.

Let me begin by expressing my appreciation for each stakeholder who provided feedback in the last two weeks. I would also like to thank the teachers, administrators, and parents that I spoke with during my visits to schools. These conversations are what public education is about. I am grateful. I am proud to stand up for the importance of public education.

Someone told me this weekend that I am a "flashlight" — shining light on issues and asking questions about what IS, so that we can work together to improve the current reality and get to what could BE.

It has been said that the first step is to clearly define the problem you are trying to solve. Let me begin by talking about the problems we should be grateful NOT to have to solve. I have identified eight.

First, we have amazing, dedicated, and talented employees who work tirelessly and care about the students of the JCPS. Many are proud alums of JCPS.

We have students who want to have a great life. We have parents who want that for their children.

We have a bold strategic plan — *Vision 2020* that demands more of each of us — expecting deeper learning, personalization, and authentic meaningful assessments. It demands that we develop capacity within each of our employees and that we develop the capacity to work together in teams.

We have a Board that has been clear about their expectations and is demanding that we execute this plan and that this be a plan that guides our work to provide a quality education for EVERY student.

Slide — Project Management Timeline

We have a community that values education and demands it for every child — that is good for the individual, good for the District, and good for Louisville.

We have a community that is willing to step up and invest in our strategic priorities — for example, the Rotary Promise Scholarship for Iroquois and Western High schools removing

\$\$ as a barrier to go to college, K-Camps funded by the C, E, & S Foundation so that students start out ready, the Compassionate Schools Project funded by private donations so that our students can learn to self-regulate and understand the consequences for behavior.

The Board has appropriately set the bar high for every student, for every employee, and for this District. *Vision 2020* is grounded in 10 core values — one of which is EQUITY — that all students receive an education that gives them what they need to thrive through the differentiated supports focused on removing social factors as a predictor of success.

We HAVE competitive salaries. What the independent consultants said was that other Districts that they work with are left with the impossible task of finding dollars to make their salaries competitive.

What they told us at a Board session two weeks ago is we pay teachers a premium compared to other districts — in our state and regionally.

Everyone agrees that this is a good thing and is something we want to continue.

There are three other issues we continue to face and fix.

Moving to a collaborative culture of embracing other ideas and feedback and all voices. Talking directly to the person — not behind the back of the person...or through the media.

Moving to a culture of transparency has been hard. As James Baldwin says, "You cannot fix what you cannot face." Sometimes that data is hard to look at, but it is the beginning of making things better. We WILL tolerate nothing less than complete transparency and a tolerance for the truth.

Connecting central services to our schools — creating coherence. School-based and non-school based employees are essential to moving this District forward. We are all interdependent. We are a school system — not a collection of individual schools. We are not on opposite sides — we are all on the side of students.

There ARE challenges/problems/opportunities that we must work together to fix:

Two are short-term — must be ready for next year.

Creating a system to support having high behavioral expectations for our students that is understood and executed by all. A safe, orderly learning environment is foundational to academic success. The goal is to increase appropriate behaviors and increase time spent on learning.

Step 1 is to pull the pieces into one coherent system and then to create an Advisory Council with internal and external stakeholders who will work with me to monitor how well the system is being executed and the results of that execution. Key stakeholders will receive invitations to a Superintendent's Summit on this system on Monday, May 23, 8:00 a.m.

Slide — Pyramid

Creating a system of assessments that "fuels" teaching and learning rather than takes precious time away from teaching and learning. Authentic assessments can inspire and motivate students.

Two more that are both short-term and long-term.

Finding the resources necessary to "fuel" the execution of *Vision 2020* — providing the extra support and safety nets and enrichment. Remember — the goal is for every student to improve academically.

We also found out from the independent contractors that we have 7,000 non-teaching positions that are above market... and the question is how to move forward as a district to create a pay scale system that brings internal and external equity for those employees.

Figuring out how to long-term sustain competitive salaries for our non-teaching positions by working together to develop a structure that recognizes the hard work and dedication of employees. (A meeting will be held on Monday, May 23, 3:00 p.m., where the independent consultants from the MAG group will give an overview of the compensation review and answer questions.) Any recommendation will be a result of a thorough process that involves all stakeholders.

Some might call these challenges. I see these as opportunities. I am proud to be a part of JCPS stakeholders linking arms to work TOGETHER to continuously improve this system to demonstrate the value and power of public education.

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