

Superintendent's Report

May 24, 2016

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

It's an honor to provide this Superintendent report during the last week of our school year. This week, my news feed is full of children, students, and families in their caps and gowns celebrating milestones in the lives of their students...OUR students.

This has been a challenging year – with salary study conversations and code of conduct discussions. This is tough stuff that we adults have to address and tackle as a school system and a community if we are to move forward.

Last night, in an effort to increase communication with our employees, we hosted two forums where employees could ask questions directly to the independent consultants who conducted the salary study. About 50 people attended, and we also streamed the sessions online – which had a combined viewership of 545 people.

The salary study is a tough conversation to have because we respect all employees, and love our teachers, and we want to keep the best employees right here at JCPS. The question is...how we do that — keep our salaries competitive and find money to invest in the resources we need to move this district forward – adding the things we know schools need --- like more teachers, more behavior coaches, new mental health counselors, new buses and building repairs.

In tonight's budget update, you will hear Tom Hudson talk about where we are and where we are going as a district. To date, we've been able to cull \$19 million from operating budgets, the central office budget, savings in utilities and other contracts. As you'll see... we've outlined expenditures that align with the mission and the strategic plan.

This will fuel our execution of *Vision 2020*. Here is our project management time. We are moving on 16 strategies out of 30 total.

Yesterday morning, we held the first of two Superintendent's Summits regarding the creation of a behavioral management system for the district. About 200 people attended and 353 watched the live stream. The next meeting is tomorrow night from 5 – 8 p.m.

During the first meeting, I heard very thoughtful feedback from stakeholders, and participants, and we saw some very real data about the challenges we face as a district. We must address those issues when we revise the Code of Conduct. When these summits are complete, I'll be convening a group of respected colleagues and experts from inside and outside the district to help craft and implement a new behavior system for JCPS that will be responsive to teachers and students, and hold us all accountable. It will be monitored and it will be steeped in best practices on proactive interventions and clear and consistent consequences when appropriate. This afternoon I announced that Dr. Katy Zeitz will be joining that team as an Assistant Superintendent for Academic Achievement. She will oversee our Success Pathways schools and be part of the behavior management design team. We WILL get this right, and with the goal of providing a safe and supportive environment for our students and staff in 2016-17. That is foundational to academic achievement.

I get it! We do need to find a way to communicate better with our employees. Our communications team is already reaching out to stakeholders and will be meeting this summer to develop an internal communications plan that is responsive and proactive for our employees. We'll also be convening similar groups for stakeholders and parents.

At the end of the day – we all are going to have to work together to move JCPS forward. It cannot be central office versus schools...administrators versus teachers...it must be 1 JCPS, united in doing what is right and creating the best opportunities for our children.

Because this week...this is what makes it all worth it. This week, 6,490 students will graduate from JCPS. Three of the seniors have earned more than \$1 million apiece in scholarships. We are graduating more males of color than ever before in our system's history. We have 53 national merit scholars, 123 languages are spoken in our schools, we have the football state champs, the women's basketball state champs, academic team state champs, dozens of Governor's Scholars, men's basketball runner-up state champs, and three of the best public high schools in the country.

WE ARE JCPS – where every child counts...and every child deserves the opportunity to learn. So I hope you'll join me in focusing on the main thing — congratulating the members of the Class of 2016. They are the measure of our success.

Class of 2016, we are proud of you and look forward to celebrating with you this week.

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