

MENIFEE COUNTY SCHOOL DISTRICT

APRIL 13, 2016

ACTION PLAN UPDATE

1. Status Update

The Menifee County Board of Education has a current general fund balance of \$889,944.91. The current working budget has a \$347,862.60 contingency.

The Menifee County School District continues to make many improvements. The members of the Menifee County Board of Education continue to develop capacity for leadership and self-governance through a partnership with the Kentucky School Boards Association (KSBA). Daily operations are under the direction of the State Manager, with approval of the Kentucky Commissioner of Education. Creating a streamlined system utilizing linkage training and 30-60-90-day strategic plans continue to drive day-to-day operations with clear and transparent communication to all shareholders. With the addition of the Educational Recovery Staff, all district leadership continue to develop 30-60-90-day plans to set goals and strategies and to provide transparent accountability.

2. Action Strategies - Completion

The Kentucky Department of Education (KDE) Management Audit revealed a number of improvement priorities within the district. Specific 30-60-90-day plans were created utilizing the management report and Plan-Do-Study-Act (PDSA) model provided by KDE to guide the improvement process.

- Finance: The district finance officer continues to present 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. KDE Division of District Support continues on-site training to the district finance officer. The finance officer has provided all School-Based Decision Making Councils (SBDMC) staffing allocations for school year 2016-2017. The local board and state manager have received a draft budget for school year 2016-2017. Also, they have received Fund 400 balances to review, as well as being provided order of treasurer's report listing unpaid bills.
- Governance: The state manager continues to lead the district to fiscal and instructional stability in a systemic way. Central office staff are developing

linkage charts of their department and uploading them to the district webpage. The district has two new buses now in service. Botts Elementary sewer project is expected to begin April 4. Safe School Audits conducted by the Kentucky Center for Safe Schools are underway at Botts and Meniffee Elementary Schools. The district has missed 15 days of instruction due to inclement weather, but has utilized 3 staff work days during this time. Further, the district has operated on Plan B for 4 instructional days with an attendance rate of 92%. This is a great achievement. The state manager has scheduled exit interviews with seniors from Meniffee County High School to discuss what's working in Meniffee County and what can be done to improve our schools.

- Curriculum/Assessment/Instruction: Educational Recovery (ER) Staff continue to support the schools and district. The Professional Learning Community (PLC) process is still in the beginning stages and is closely monitored and supported for continuous improvement. Through PLC work, the district also is creating effective grading practices and policies to ensure student mastery of content. With the assistance of the state manager and the ER Staff, the district completed an informal formative walkthrough utilizing the Effective Learning Environment Observation Tool (eleot™). Results across the district show gains in differentiation, use of exemplars, and making real life connections. Meniffee County High School currently has 50% College and Career Ready Seniors and 58.11% with bonus.
- Attendance: Staff attendance data is being collected daily to study the impact to student achievement. Currently staff attendance is at 92%. Student attendance remains consistent at 94.52%. Plan B attendance sits at 92.65%.

3. Action Strategies - Deficiencies

Although several areas identified in the PDSA models have been completed, there are still deficiencies in all areas. Curriculum work and a fully aligned curriculum continues to be a front burner in all schools. Due to several inclement weather days, all staff are conducting content compression to ensure students will be taught all content before the spring assessment. Common assessments across the district for grade levels K-5 and like courses in grades 6-12 through the use of the Continuous Instructional Improvement Technology System (CIITS) are in the beginning stages. Progress notes for all Comprehensive Improvement Plans have been created in the Grant Management and Application System (GMAP) and are indicative of the streamlined systemic process that is implemented. Instructional decisions based on student data are driving the plan that leads to the development and implementation of

the 30-60-90-day plan and monitoring tool.

4. Action Strategies – Additions

The KDE Management Audit continues to be addressed through the PDSA and 30-60-90-day planning tools. The state manager led a team meeting made up of key KDE and Meniffee County personnel to address the PDSA that was developed in November 2014 to ensure the health service department is on track for implementing the action plan. Continuous improvement through a systematic process continues to drive the day-to-day operations of the district with clear and transparent communications for all shareholder groups.

Plus/Deltas are collected monthly at the central office as well as all schools. Collectively, these pin-point what is working to build sustainable systems and what specifically needs to be addressed to ensure continuous progress is made. The results show an increase in eleot™ ratings across the district during the last district walk through. Staff work days are viewed as successful. Teachers feel empowered through shared leadership. Staffing allocations being shared and discussed provide transparent communication about the district decision making process. Student achievement shows gains in End-of-Course and Think Link data. Deltas include the need for more coaching and support for the PLCs to ensure the fidelity of the process, a general lack of financial resources, and a need to create rigorous lessons and assessments. Assistance continues to be provided by the Educational Recovery support staff to ensure student needs are being met.