

2016 Procedure Update (#20) Checklist

District: **Todd County Schools**

To enable KSBA to track and store your District's administrative procedures in our procedure database, please indicate below what decision you have made on the proposed new/revised procedures enclosed for your review. We will forward printed or reproducible copies of the procedures when we receive this form and update your online manual if you belong to that service.

Procedure Number	Adopt as Written	Adopt with Modification*	Date of District/ Board Review	Keep Current Procedure	Delete Procedure
01.61 AP.11	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
03.112 AP.22	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
03.5 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
05.11 AP.11	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
05.11 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
08.133 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.11 AP.23	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.1231 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.14 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.14 AP.11	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.14 AP.111	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.14 AP.12	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.14 AP.24	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.15 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.221 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.4361 AP.21	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
09.438 AP.1	<input checked="" type="checkbox"/>	<input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>
10.5 AP.1	<input type="checkbox"/>	<input checked="" type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>

03.11 AP.1

\*Please attach a copy of the modified policy. DO NOT RETYPE A DRAFT - simply indicate the district-initiated changes by writing in colored ink, circling, highlighting, etc.

\_\_\_\_\_  
Superintendent's Signature

\_\_\_\_\_  
Date

**Please return this completed form to KSBA at your earliest opportunity.  
Please contact your KSBA Consultant IF you need KSBA to completely reprint all policy pages or to order additional new manuals, instead of just getting copies of the updated policies.**

EXPLANATION: HB 5 IN THE 2014 GENERAL ASSEMBLY ESTABLISHED REQUIREMENTS FOR NOTIFICATION OF SECURITY BREACHES. FORMS TO PROVIDE NOTICE HAVE BEEN DEVELOPED AND ARE LOCATED ON THE KENTUCKY FINANCE & ADMINISTRATION CABINET WEBSITE.

FINANCIAL IMPLICATIONS: NONE ANTICIPATED

EXPLANATION: RECENTLY ENACTED 702 KAR 1:170 INCORPORATES THE KDE "DATA SECURITY AND BREACH NOTIFICATION BEST PRACTICE GUIDE." THIS PROCEDURE HAS BEEN UPDATED TO PROVIDE SUGGESTED INVESTIGATIVE STEPS.

FINANCIAL IMPLICATIONS: POSSIBLE COST OF INVESTIGATION

POWERS AND DUTIES OF THE BOARD OF EDUCATION

01.61 AP.11

### **Notice of Security Breach & Investigation Procedures**

#### **PROTECTION AND PREVENTION**

The District will take reasonable security measures in accordance with KRS 61.931 - KRS 61.933, to guard against the foreseeable loss or exposure of personal information that it maintains or possesses.

"Personal information" is defined as an individual's first and last name or first initial and last name; personal mark; or unique biometric or genetic print or image, along with any data element listed below:

- Account number, credit or debit card number, that, in combination with any required security code, access code, or password would permit access to an account;
- Social Security number;
- Taxpayer identification number that incorporates a Social Security number;
- Driver's license number, state identification card number, or other individual identification number issued by any agency;
- Passport number or other identification number issued by the United States government; or
- Individually identifiable health information as defined in 45 C.F.R. sec. 160.103 except for education records covered by the Family Educational Rights and Privacy Act, as amended, 20 U.S.C. sec. 1232g.

Personal information does not include information that is lawfully made available to the general public pursuant to state or federal law or regulation.

A "security breach" refers to:

- an unauthorized acquisition, distribution, disclosure, destruction, manipulation, or release of unencrypted or unredacted records or data that compromises or is reasonably believed to compromise the security, confidentiality, or integrity of personal information and results in the likelihood of harm to one (1) or more individuals; or
- an unauthorized acquisition, distribution, disclosure, destruction, manipulation, or release of encrypted records or data containing personal information along with the confidential process or key to unencrypt the records or data that compromises or is reasonably believed to compromise the security, confidentiality, or integrity of personal information and results in the likelihood of harm to one (1) or more individuals.

**Notice of Security Breach & Investigation Procedures****PROTECTION AND PREVENTION (CONTINUED)**

A security breach does not include the good-faith acquisition of personal information by an employee, agent, or nonaffiliated third party of the agency for the purposes of the agency if the personal information is used for a purpose related to the agency and is not disclosed to others without authorization.

**INITIAL ASSESSMENT/INVESTIGATION OF SECURITY INCIDENT AND NOTICE**

When the District receives information or notice prompting a reasonable belief that an event compromising the security of personal information maintained by the District or nonaffiliated third party on behalf of the District may have occurred, the District shall conduct a reasonable initial assessment or investigation to determine whether the event constitutes a "security breach" under the above definition.

Once it is determined that a security breach relating to personal information has occurred, the District shall within seventy-two (72) hours: 1) notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Kentucky Attorney General and the Education Commissioner and 2) begin a reasonable and prompt investigation to determine whether the security breach has resulted or is likely to result in the misuse of personal information.

**FOLLOW-UP INVESTIGATION/ASSESSMENT IF SECURITY BREACH CONFIRMED**

If it is determined after initial investigation that a security breach has occurred, the District shall complete an investigation and assessment of the incident to determine whether the security breach has resulted or is likely to result in the misuse of personal information, which may include the following:

- Depending on the nature of the breach and sensitivity of information, take reasonable near-term steps to mitigate further unauthorized disclosure of personal information and risk of harm.
- Consider designating a lead investigator and investigative team with expertise keyed to the event (e.g. utilization of available District IT professionals if breach involves electronically maintained information, internet, or web resources).
- Interview relevant individuals to learn about the circumstances surrounding the incident and review logs, tapes or other resources.
- Identify individual(s) affected by the breach.
- Determine what personal information has been compromised and how disclosed.
- If applicable, identify affected machines, devices, and IT resources and preserve backups, images and hardware where possible.
- Estimate the likely impact of the compromised data's exposure.
- Utilize professional assistance and consultation as necessary, analyze the likely cause of the breach.

**Notice of Security Breach & Investigation Procedures**

**FOLLOW-UP INVESTIGATION/ASSESSMENT IF SECURITY BREACH CONFIRMED (CONTINUED)**

- Coordinate internal and external communications related to the incident. Emphasize maintaining confidentiality during investigative stages of response activities.
- Seek involvement of law enforcement if there is reason to believe criminal activity has occurred.

**SECURITY PROCEDURES AND PRACTICES**

~~The District shall implement, maintain, and update security procedures and practices, including taking any appropriate corrective action, to protect and safeguard against security breaches.~~

~~Once it is determined by the District or the District is notified of a security breach relating to personal information the following shall take place as soon as possible, but within seventy-two (72) hours of the determination:~~

- ~~1. Notify the Commissioner of the Kentucky State Police, Auditor of Public Accounts, Attorney General and the Commissioner of Education; and~~
- ~~2. Begin conducting a reasonable and prompt investigation in accordance with the security and breach investigation and practices in accordance with state law.~~

**NOTIFICATION OF BREACH**

Upon conclusion of the investigation, if it is determined that a security breach has occurred and that misuse of personal information has occurred or is likely to occur, the District shall within forty-eight (48) hours notify the Commissioner of the Kentucky State Police, the Auditor of Public Accounts, the Attorney General, the Commissioner of Education, and the Commissioner of the Department of Libraries and Archives. Within thirty-five (35) days of providing these notices, the District shall notify all individuals impacted by the security breach as provided by law.<sup>1</sup>

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These notices shall be delayed upon written request of a law enforcement agency that the notices would impede an investigation. Security Breach Forms are located on the Kentucky Finance & Administration Cabinet website:

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<http://finance.ky.gov/SERVICES/FORMS/Pages/default.aspx>.

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If the investigation determines that misuse of personal information has not occurred or is not likely to occur, the above agency contacts shall be provided notice of the determination. In this case, notice to affected individuals is not required, but the District should maintain records reflecting and supporting the determination.

**CONTRACTS WITH NONAFFILIATED THIRD PARTIES - INFORMATION SECURITY**

On or after January 1, 2015, agreements calling for the disclosure of "personal information" to nonaffiliated third parties shall require the third party contracting with the District to follow information breach and security standards at least as stringent as those applicable to the District.

Contracts with such third parties shall specify how costs of data breach investigations and notices are to be apportioned.

**Notice of Security Breach & Investigation Procedures****OTHER PRIVATE INFORMATION**

In the case of breach of information made private by law that does not fall within the definition of "personal information", the District may engage in similar investigative, response, or notification activities as provided above. Alternatively, the District may, after reasonable investigation, provide notice to the individual whose restricted personal information has been acquired by an unauthorized person. Notification will be made in the most expedient time frame possible and without unreasonable delay, except when a law enforcement agency advises the District that notification will impede criminal investigation. Notification should be provided to the individual within three (3) working days of discovery of the breach but no later than thirty (30) working days.

Depending on the number of people to be contacted, notification may be in the form of a face-to-face meeting, phone call, posting on a Web site or sending a written notice to each affected person's home. Notice should include the specific information involved and, when known, an estimate of how long it has been exposed, to whom the information has been released and how the breach occurred. In addition, the individual should be advised whether the information remains in the physical possession of an unauthorized person, if it has been downloaded or copied, and/or, if known, whether it was used by an unauthorized person for identify theft or fraud purposes.

**REFERENCES:**

<sup>1</sup>KRS 61.933

KRS 61.931; KRS 61.932

[702 KAR 1:170](#)

[Data Security and Breach Notification Best Practice Guide](#)

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EXPLANATION: UNDER THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)" PARENTS CONTINUE TO HAVE THE RIGHT TO REQUEST INFORMATION ON QUALIFICATIONS OF THEIR CHILD'S TEACHER(S) AND PARAPROFESSIONAL(S). THIS CHANGE COMPORTS WITH THOSE REQUIREMENTS. IN ADDITION, ESSA DOES NOT CURRENTLY REQUIRE PARENT NOTIFICATION WHEN A CHILD IS NOT BEING TAUGHT BY A "HIGHLY QUALIFIED" TEACHER.  
FINANCIAL IMPLICATIONS: COST OF REPRINTING FORMS

PERSONNEL

03.112 AP.22

- CERTIFIED PERSONNEL -

**NCLB Qualification Notifications**  
**Notification Re Highly Qualified Teachers**

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TO: _____	FROM _____	
_____	_____	
Parent's Name	School Name	
DATE _____	RE _____	GRADE _____
_____	_____	_____
	Student's Name	

Dear Parent/Guardian,

Our school is dedicated to providing the best instructional staff we can to teach our students. However, because our school receives Title I federal funds, the federal No Child Left Behind Act (NCLB) requires us to inform you that your child has been assigned to a teacher not considered "highly qualified" under NCLB to teach the subject at your child's grade level. Your child

- has been assigned to \_\_\_\_\_ for \_\_\_\_\_ for this school year.  
Name of Teacher Core Subject
- has been assigned to \_\_\_\_\_ for \_\_\_\_\_ for the \_\_\_\_\_ past four (4) weeks (20 instructional days.)  
Name of Teacher Core Subject

Please let me know if you have questions about this information ( \_\_\_\_\_ ):  
Telephone #

Sincerely, \_\_\_\_\_  
Principal/designee

PERSONNEL

03.112 AP.22  
(CONTINUED)

**NCLBESSA Qualification Notifications**

**ANNUAL NOTIFICATION - OPTION TO REQUEST PROFESSIONAL TEACHER QUALIFICATIONS**

TO: _____	FROM _____
<i>Parent's Name</i>	<i>School Name</i>
DATE _____	GRADE _____
RE _____	<i>Student's Name</i>

Dear Parent/Guardian,

Because our District receives federal funds for Title I programs as a part of the No Child Left Behind Every Student Succeeds Act (NCLBESSA), you may request information regarding the professional qualifications of your child's teacher(s) and paraprofessional(s), if applicable.

If you would like to request this information, please contact \_\_\_\_\_  
by phone at \_\_\_\_\_ or by e-mail at \_\_\_\_\_.

Sincerely, \_\_\_\_\_  
Principal/designee

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EXPLANATION: THIS DIRECTIVE IS RECOMMENDED TO GUIDE THE DISTRICT TO THE NOTIFICATION FORM USED TO NOTIFY PARENTS THAT THEY MAY REQUEST THEIR CHILD'S PARAPROFESSIONAL(S) QUALIFICATIONS.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

PERSONNEL

\$03.5 AP.1

**ESSA Qualification Notification**

See procedure 03.112 AP.22/ESSA Qualification Notification form.

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EXPLANATION: THIS NEW PROCEDURE REFLECTS THE RECENT REVISIONS TO 302 KAR CHAPTER 29 WHICH CHANGE THE REQUIREMENTS FOR NOTIFICATION OF PESTICIDE APPLICATION ON SCHOOL PROPERTY AND DEFINE WHEN CHILDREN ARE PRESENT. THE REVISIONS ALSO SET NOTIFICATION REQUIREMENTS IF/WHEN TREATMENT IS MADE WHILE CHILDREN ARE PRESENT.  
FINANCIAL IMPLICATION: NONE ANTICIPATED

SCHOOL FACILITIES

05.11 AP.11

### **Integrated Pest Management Application and Notification**

"Children are present" means the designated time period between two (2) hours before the start time and forty-five (45) minutes after the dismissal time of the regularly scheduled school day as determined by the school authority under the calendar set by the school Board.

Notification by the school to parents or guardians on the registry shall be required if the school authority, after consultation with the certified applicator, determines that a pesticide application is necessary when children are present in the school.

For pesticide applications made when children are present, the school authority shall provide the notification to persons listed on the registry at least one (1) hour prior to the making of the application.

Pesticides may be applied without notification indoors and to outside areas when children are not present.

The area where the point of application of a pesticide occurred shall be posted by the certified applicator regardless of the absence or presence of children.

EXPLANATION: RECENT REVISIONS TO 302 KAR CHAPTER 29 CHANGE THE REQUIREMENTS FOR NOTIFICATION OF PESTICIDE APPLICATION ON SCHOOL PROPERTY AND DEFINE WHEN CHILDREN ARE PRESENT. THE REVISIONS ALSO SET NOTIFICATION REQUIREMENTS IF/WHEN TREATMENT IS MADE WHILE CHILDREN ARE PRESENT.  
FINANCIAL IMPLICATION: NONE ANTICIPATED

SCHOOL FACILITIES

05.11 AP.21

### Integrated Pest Management Notification

**WRITTEN NOTICE IN THE FOLLOWING FORM SHALL BE SENT OR GIVEN AT THE BEGINNING OF THE SCHOOL YEAR. A COPY OF THE NOTIFICATION SHALL BE MAINTAINED BY THE SCHOOL AUTHORITY FOR TWENTY FOUR (24) MONTHS AFTER THE NOTICE IS ISSUED AND SHALL BE SUBJECT TO INSPECTION UPON REQUEST BY KENTUCKY DEPARTMENT OF AGRICULTURE PERSONNEL.**

\_\_\_\_\_ Date

Dear Parent or Guardian:

Each school district in the Commonwealth is required to implement a program of "integrated pest management" with the primary goal of preventing and controlling pests through strategies that may include judicious use of pesticides. The application of pesticides in the school or on school grounds during times when children are present is limited by state regulation, but there may be occasions when, after consulting with a certified pesticide applicator, the school administration determines that a pesticide application is necessary when children are present in the school. As required by state regulation, we have created a registry for parents or guardians who wish to receive an electronic message or telephone call prior to the application of pesticides in the school when children are present. Please provide the school administration your email address or phone number if you wish to be placed on this registry.

Name: \_\_\_\_\_ School: \_\_\_\_\_

Phone Number: \_\_\_\_\_ Email Address: \_\_\_\_\_

For more information, please contact \_\_\_\_\_ at \_\_\_\_\_  
Name Phone Number

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**Integrated Pest Management Notification**

**~~This form may be used to implement the District's Integrated Pest Management Program and shall be sent or given at least twenty-four (24) hours prior to a qualifying pesticide application. A master copy of each notification shall be maintained by the school in a file marked IPM for twenty-four (24) months after the notice is issued and shall be subject to inspection upon request by Division of Environmental Services personnel.~~**

\_\_\_\_\_  
Date

Dear Parent/Guardian, District Employee, or Health Professional,

Please be advised that

- A pesticide will be applied in or around the school while school is in session under the calendar set by the Board or when students or others are to be in the building during the application or within twenty-four (24) hours after the application.
- Due to special circumstances, we were unable to provide the required advance notice of a pesticide application because \_\_\_\_\_

\_\_\_\_\_  
(why advance notice was not provided).

Please note the following information:

Date of pesticide application: \_\_\_\_\_

General location of pesticide application: \_\_\_\_\_

Pest(s) treated: \_\_\_\_\_

Pesticide(s) applied (brand name): \_\_\_\_\_

\_\_\_\_\_

Active ingredients of pesticide(s) applied: \_\_\_\_\_

\_\_\_\_\_

Method of pesticide application: \_\_\_\_\_

\_\_\_\_\_

For more information, please contact \_\_\_\_\_ at \_\_\_\_\_  
Name Phone Number

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EXPLANATION: UNDER THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)", THE NCLB ACT WAIVER EXPIRES AUGUST 1, 2016 AND ESSA NO LONGER ADDRESSES SUPPLEMENTAL EDUCATIONAL SERVICES.

FINANCIAL IMPLICATIONS: NONE ANTICIPATED

CURRICULUM AND INSTRUCTION

08.133 AP.1

### Extended School/~~Supplemental Educational~~ Services

Eligible students shall be provided extended school (ESS) ~~and/or supplemental educational services (SES)~~ in accordance with the following procedures.

#### **ELIGIBILITY FOR EXTENDED SCHOOL SERVICES**

One (1) or more of the following methods of documentation shall be used to determine which students shall be eligible for and in the greatest need of extended school services:

1. Teacher recommendation;
2. Academic performance data, including diagnostic, formative, interim, or summative assessments;
3. Student performance on high school, college, and workforce readiness assessments required by KRS 158.6459; or
4. Behavioral and developmental progress as documented in formal and informal assessments and reports.

#### **SELECTION FOR EXTENDED SCHOOL SERVICES**

Selection criteria for the extended school services program shall be in compliance with applicable administrative regulations.

#### **NOTIFICATION TO PARENTS OF EXTENDED SCHOOL SERVICES**

Parents of eligible students shall be notified using Procedure 08.133 AP.2.

The District will inform parents and guardians of the availability of extended school services, the rationale for offering extended school services, and consequences of not obtaining a high school diploma.

#### **STUDENTS ATTENDING PRIVATE, PAROCHIAL, OR HOME SCHOOLS**

Students residing within the District's boundaries who attend private, parochial, or home schools shall not be eligible for the after-school tutorial program. Upon application, they may be considered for enrollment in the summer school program. Their eligibility and selection shall be based on the same criteria as students enrolled in the District schools.

~~Because the Kentucky request to the U. S. Dept. of Education for flexibility was granted, the following provision is waived through the 2018-2019 school year.~~

#### **SUPPLEMENTAL EDUCATIONAL SERVICES**

~~Eligible students shall be provided supplemental educational services (SES). "Eligible students" mean all students from low-income families who attend Title I schools that are in their second year of school improvement, in corrective action, or in restructuring. "Supplemental educational services" means additional academic instruction designed to increase students' academic achievement such as tutoring, remediation, distance learning technologies, or other educational interventions provided by state-approved service providers outside of the regular school day.~~

**Extended School/Supplemental Educational Services****SUPPLEMENTAL EDUCATIONAL SERVICES (CONTINUED)**

In providing supplemental educational services, the District shall:

1. Notify parents of eligible children about the availability of supplemental educational services in a manner that is clear and concise, as well as clearly distinguishable from other school-related information that parents receive.

The District shall post on the District/school web site(s) information about available supplemental educational services to include:

- a. The number of students who were eligible for and who participated in supplemental educational services (SES), beginning with data from the 2007-08 school year and for each subsequent year; and
  - b. A list of SES providers approved to serve the District, as well as the locations where services are provided for the current school year.
2. Help parents, at their request, choose a provider;
  3. Determine which students should receive services, pursuant to criteria set forth in federal law, if not all students can be served;
  4. Enter into agreements with service providers whom the parents select;
  5. Assist the Kentucky Department of Education (KDE) in identifying potential providers within the District;
  6. Provide information KDE needs to monitor the quality and effectiveness of the services that providers offer; and
  7. Protect the privacy of students who receive supplemental educational services.

**REFERENCES:**

KRS 158.6459  
704 KAR 3:390

**RELATED PROCEDURE:**

08.133 AP.2

EXPLANATION: UNDER THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)", THE NCLB ACT WAIVER EXPIRES AUGUST 1, 2016 AND ESSA NO LONGER REQUIRES DISTRICTS TO OFFER A TRANSFER TO STUDENTS ATTENDING A SCHOOL IDENTIFIED FOR SCHOOL IMPROVEMENT. IN ADDITION, ESSA NO LONGER ADDRESSES SUPPLEMENTAL EDUCATIONAL SERVICES. FINANCIAL IMPLICATIONS: NONE ANTICIPATED

STUDENTS

09.11 AP.23

**ESSA Transfer Notification Options**

~~Because the Kentucky waiver request to the U. S. Dept. of Education for flexibility was granted, there will be no need to use school improvement/restructuring notification forms through the 2018-2019 school year.~~

**SCHOOL IMPROVEMENT YEAR 1**

<del>TO: _____</del>	<del>FROM: _____</del>
<del>Parent's Name</del>	<del>School Name</del>
<del>DATE: _____</del>	<del>RE: _____</del>
<del>Student's Name</del>	<del>GRADE: _____</del>

Dear Parent/Guardian,

~~Our school is dedicated to providing the best education possible for your child. We are notifying you because under the federal Every Student Succeeds Act (ESSA), our school has been identified for school improvement. This means the school did not make adequate yearly progress (AYP).~~

~~In terms of our academic achievement, here is how our school compares with other schools in the District and in the state (information may be attached): \_\_\_\_\_~~

~~Our school was identified for these reasons: \_\_\_\_\_~~

~~We are working to improve student achievement by: \_\_\_\_\_~~

~~The District and state of Kentucky will help us by: \_\_\_\_\_~~

~~Parents wanting to get involved in addressing the academic issues that caused the school to be identified for school improvement should refer to the District's Title I Parental Involvement policy.~~

~~Although we are committed to improving our school, as required by law, we are notifying you that you may request your child be transferred, at no expense to you, to the same grade level at another public school selected by the District that has not been identified for school improvement, corrective action, or restructuring. Your child may also be eligible for transportation to or from that school at no cost to you.~~

~~However, no other school option is available at this time for these reasons: \_\_\_\_\_~~

~~The following are District schools available to accept transfers. Attached to this notice is information concerning performance and quality of the school(s). \_\_\_\_\_~~

~~You may also check our District web site ( \_\_\_\_\_ ) for a list of available school transfer options for your child for the upcoming school year.~~

~~Please contact us immediately, but no later than ten (10) school days following the date of this letter by calling \_\_\_\_\_ at \_\_\_\_\_ to request a transfer.~~

~~Contact \_\_\_\_\_ Telephone # \_\_\_\_\_~~

~~Failure to meet this deadline will result in loss of your option to request a transfer. You will be notified of the school assignment.~~

~~Please let me know if you have questions about this information.~~

~~Sincerely, \_\_\_\_\_  
Principal/designee \_\_\_\_\_~~

STUDENTS \_\_\_\_\_

09.11 AP.23

(CONTINUED)

**ESSA Transfer Notification Options**

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**SCHOOL IMPROVEMENT-RESTRUCTURING**

<b>TO:</b> _____	<b>FROM:</b> _____
<i>Parent's Name</i>	<i>School Name</i>
<b>DATE:</b> _____	<b>GRADE:</b> _____
<b>RE:</b> _____	<i>Student's Name</i>

Dear Parent/Guardian,

Our school is dedicated to providing the best education possible for your child. We are notifying you because under the federal Every Student Succeeds Act (ESSA), our school has been identified for

- second-year school improvement
- corrective action year 1
- corrective action year 2
- restructuring year 1
- restructuring year 2 and beyond.

Being identified at any of these levels means the school did not make adequate yearly progress (AYP).

In terms of our academic achievement, here is how our school compares with other schools in the District and in the state (information may be attached): \_\_\_\_\_

Our school was identified for these reasons: \_\_\_\_\_

We are working to improve student achievement by: \_\_\_\_\_

The District and state of Kentucky will help us by: \_\_\_\_\_

Parents wanting to get involved in addressing the academic issues that caused the school to be identified for school improvement should refer to the District's Title I Parental Involvement policy.

Although we are committed to improving our school, as required by law, we are notifying you that you may request your child be transferred, at no expense to you, to the same grade level at another public school selected by the District that has not been identified for school improvement, corrective action, or restructuring. Your child may also be eligible for transportation to and from that school at no cost to you.

However, no other school option is available at this time for these reasons: \_\_\_\_\_

The following are District schools available to accept transfers. Attached to this notice is information concerning performance and quality of the school(s). \_\_\_\_\_

If you are a parent who falls under the designation "low income" and you choose not to transfer your child to another school, your child may receive supplemental educational services (SES) before or after school. You may choose from a state approved list of providers. The District shall pay the providers but you must provide transportation. The providers available to you are: \_\_\_\_\_

Included with this notification is a description of the services, qualifications and effectiveness for each available provider. Should the demand for supplemental education services exceed available funds, the amount of tutoring your child may receive will depend on the cost of the service selected. Should the number of students signing up for tutoring services exceed the ability of the District to fund the service, the District will give priority to students based on the following: \_\_\_\_\_

Please contact us immediately, but no later than ten (10) school days following the date of this letter by calling \_\_\_\_\_ (Contact) at \_\_\_\_\_ (Telephone #) to request a transfer or supplemental educational services. Failure to meet this deadline will result in the loss of your option to request a transfer or receive supplemental educational services (SES).

Please let me know if you have questions about this information.

Sincerely, \_\_\_\_\_

Principal/designee \_\_\_\_\_

**RELATED PROCEDURE: 08.133 AP.1**



STUDENTS

09.11 AP.23  
(CONTINUED)

**ESSA Transfer Notification Options**

<b>TO:</b> _____ <i>Parent's Name</i>	<b>FROM:</b> _____ <i>School Name</i>	
<b>DATE:</b> _____	<b>RE:</b> _____ <i>Student's Name</i>	<b>GRADE:</b> _____

Our school is dedicated to providing the safest educational experience possible for your child. We are notifying you because under ESSA and state law, our school has been designated as "persistently dangerous." A Kentucky public school is considered persistently dangerous if conditions exist over a period of time that expose students to injury due to violent criminal acts.

Although we are committed to improving our school, as required by law, we are notifying you that you may request your child be transferred to the same grade level at a District school ~~that is making adequate yearly progress and~~ that has not been identified as being persistently dangerous, ~~or in school improvement, corrective action, or restructuring.~~ Your child would be entitled to free transportation services.

- However, no other school option is available at this time.
- The following are schools available to accept transfers: \_\_\_\_\_

Please contact us immediately, but no later than ten (10) school days following the date of this letter by calling \_\_\_\_\_ at \_\_\_\_\_ to request  
Contact Telephone #

a transfer. Failure to meet this deadline will result in loss of your option to request a transfer.

You will be notified of the school assignment.

Please let me know if you have questions about this information.

Sincerely, \_\_\_\_\_  
Principal/designee

STUDENTS

09.11 AP.23  
(CONTINUED)

**ESSA Transfer Notification Options**

<b>TO:</b> _____ <i>Parent's Name</i>	<b>FROM:</b> _____ <i>School Name</i>
<b>DATE:</b> _____	<b>RE:</b> _____ <i>Student's Name</i>
	<b>GRADE:</b> _____

Our school is dedicated to providing the safest educational experience possible for your child. We are notifying you because the Superintendent has determined that your child has been a victim of a violent criminal offense as defined under state law.

Although we are committed to improving our school as required by law, we are notifying you that you may request your child be transferred to the same grade level at a District school ~~that is making adequate yearly progress and~~ that has not been identified as being persistently dangerous, ~~or in school improvement, corrective action, or restructuring~~, if such a school is available within the District.

- However, no other school option is available at this time.
- The following are schools available to accept transfers: \_\_\_\_\_

Please contact us immediately, but no later than ten (10) school days following the date of this letter by calling \_\_\_\_\_ at \_\_\_\_\_ to request a transfer. Failure to meet this deadline will result in loss of your option to request a transfer.

You will be notified of the school assignment.

Please let me know if you have questions about this information.

Sincerely, \_\_\_\_\_  
Principal/designee

NOTE: This parent was contacted by telephone by \_\_\_\_\_ on \_\_\_\_\_  
Staff Member

\_\_\_\_\_  
Date

### ESSA Transfer Notification Options

Because the Kentucky ESSA waiver request was granted through the 2018-2019 school year, only those sections addressing persistently dangerous schools, victims of a violent criminal offense, and related deadlines will apply.

#### **TIMELINE INFORMATION**

##### **ESSA IMPROVEMENT SCHOOL:**

- ◆ When a school is identified for “school improvement, corrective action, or restructuring,” the District shall notify parents of students attending the designated school of the option to transfer their child to another public school not identified for improvement and provide details about the available options as far in advance as possible, but no later than fourteen (14) days before the start of the school year.
- ◆ As required by federal regulations, the District shall post on the District/school web site(s) information about available public school choice options to include the number of students who were eligible for and who participated in public school choice, beginning with data from the 2007-08 school year and for each subsequent year, and a list of available schools to which students eligible for public school choice may transfer for the current school year.

##### **SUPPLEMENTAL EDUCATIONAL SERVICES:**

- ◆ To assist parents of eligible students in requesting and selecting an SES provider, the District shall provide at least two (2) enrollment windows at separate points in the school year.

##### **PERSISTENTLY DANGEROUS SCHOOL:**

- ◆ Within ten (10) days of receiving notification of a school being designated as a “persistently dangerous school” (as defined by the Kentucky Board of Education), the District shall notify parents of students attending the designated school.
- ◆ Within twenty (20) school days from the date the District receives notice of being designated as “persistently dangerous,” the District must notify students attending the school and their parents of the opportunity to transfer to a safe District school with transportation provided.

##### **VICTIM OF VIOLENT CRIMINAL OFFENSE:**

- ◆ The District shall notify parents within twenty-four (24) hours, both in writing and by telephone, of a final determination that their child has been a victim of a violent criminal offense.
- ◆ The District shall offer the parent/guardian of the student the opportunity to transfer to a safe District school within ten (10) calendar days of such a determination.

##### **DEADLINE:**

- ◆ Transfers resulting from any of these designations must be completed within thirty (30) school days from the date the District receives notice of the designation. The District will make every effort to arrange for a requested transfer prior to the beginning of a school year.

◆ = time requirement designated by federal law

EXPLANATION: THIS CLARIFIES THAT PERSONS WITH LAWFUL AUTHORITY SUCH AS POLICE OFFICERS WITH A WARRANT OR THE PERSON AUTHORIZED BY THE CABINET FOR FAMILIES AND CHILDREN WHEN THE STUDENT IS COMMITTED TO THE CABINET BY A COURT ORDER MAY SIGN OUT STUDENTS.  
 FINANCIAL IMPLICATIONS: NONE ANTICIPATED

STUDENTS 09.1231 AP.21

**Student Entry and Exit Log**

SCHOOL: \_\_\_\_\_ DATE \_\_\_\_\_

STUDENTS WHO ARE LATE IN ARRIVING AT SCHOOL OR WHO ARE DEPARTING EARLY SHALL SIGN THIS LOG.

- When recognized by the Principal/designee or by presenting verification of identity, the following persons may sign out students<sup>1</sup>:
  - Custodial parent/guardian
  - Noncustodial parent, unless the school has been provided with evidence that there is a state law or court order which provides instruction to the contrary
  - Persons designated in writing by the custodial parent/guardian (must be an adult designee if an elementary student is involved)
  - Persons designated by the Principal in the event of an emergency
  - Persons with lawful authority to take custody of the student

<sup>1</sup> Those students who are not on record as being under the care or control of a parent/guardian may sign for their own dismissal.

NAME OF STUDENT	GRADE/ HOMEROO M	TIME OF SIGN-IN	TIME OF SIGN- OUT	REASON	SIGNATURE OF AUTHORIZED PERSON/ELIGIBL E STUDENT	INITIALS OF EMPLOYEE VERIFYING IDENTITY

DAILY LOG SHEETS SHALL BE KEPT ON FILE FOR TWO (2) FULL SCHOOL YEARS.

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EXPLANATION: THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)" ONLY ALLOWS PARENTS/GUARDIANS OF STUDENTS OR STUDENTS WHO HAVE REACHED AGE 18 TO OPT-OUT OF RELEASE OF INFORMATION TO MILITARY RECRUITERS AND INSTITUTIONS OF HIGHER EDUCATION.

FINANCIAL IMPLICATIONS: POSSIBLE COSTS OF REPRINTING OF FORMS

STUDENTS

09.14 AP.1

### **Family Educational Rights and Privacy Act Definitions**

Although this listing is not intended to take the place of the complete FERPA law and regulations, the following definitions shall apply when implementing Policy 09.14 and the procedures that follow.

**EDUCATION RECORDS** – Refers to records directly related to a student that are maintained by the District or by a party acting for the District.

A "record" shall include any information recorded in any way, including, but not limited to, handwriting, print, computer media, video or audiotape, film, microfilm, and microfiche. Student records shall include disciplinary records with regard to suspension and expulsion.

Staff should refer to federal regulations for examples of documents that are not considered education records.

**PERSONALLY IDENTIFIABLE INFORMATION** – Includes, but is not limited to, the following:

1. Student's name;
2. Name of the student's parent or other family member;
3. Address of the student or student's family;
4. Any personal identifier, such as the student's social security or student number;
5. Personal characteristics that would make the student's identity easily traceable, including biometric records (measurable biological or behavioral characteristics that can be used for automated recognition of an individual, such as fingerprints, retina and iris patterns, voiceprints, DNA sequence, facial characteristics, and handwriting); or
6. Other information that, alone or in combination, is linked or linkable to a specific student that would allow a reasonable person in the school community, who does not have personal knowledge of the relevant circumstances, to identify the student with reasonable certainty.

**NOTE:** Unless the parent/guardian or ~~secondary school~~ student who has reached age 18, requests in writing that the District not release information, the student's name, address, and telephone number (if listed) shall be released to Armed Forces recruiters and institutions of higher education upon their request.

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**STUDENT** - Except as otherwise specifically designated by law, "student" shall mean any individual who is or has been in attendance in the District and for whom the District maintains education records.

**ATTENDANCE** – District "attendance" includes, but is not limited to, attendance in person or by paper correspondence, videoconference, satellite, Internet, or other electronic information and telecommunication technologies for students who are not physically present in the classroom; and the period during which a person is working under a work-study program.

STUDENTS

09.14 AP.1  
(CONTINUED)

**Family Educational Rights and Privacy Act Definitions**

**DISCLOSURE** - Refers to permitting access to, or release or transfer of, personally identifiable information contained in a student's education record to any party, except the party identified as the provider or creator of the record, by any means, including oral, written, or electronic.

**EDUCATION PROGRAM** - Programs principally engaged in the provision of education, including, but not limited to, early childhood education, elementary and secondary education, postsecondary education, special education, job training, career and technical education and adult education, and any program that is administered by an educational agency or institution.

**EARLY CHILDHOOD EDUCATION PROGRAM** - A Head Start program, a state licensed or regulated child care program, or a program that serves children from birth through age six (6) that addresses the children's cognitive, social, emotional and physical development and is a (a) state prekindergarten program; (b) a program authorized under the Individuals with Disabilities Education Act; or (c) a program operated by a local education agency.

**REFERENCES:**

34 C.F.R. Part 99, 20 U.S.C. 1232g  
P. L. 114-95, (Every Student Succeeds Act of 2015)

EXPLANATION: THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)" ONLY ALLOWS PARENTS/GUARDIANS OF STUDENTS OR STUDENTS WHO HAVE REACHED AGE 18 TO OPT-OUT OF RELEASE OF INFORMATION TO MILITARY RECRUITERS AND INSTITUTIONS OF HIGHER EDUCATION.

FINANCIAL IMPLICATIONS: POSSIBLE COSTS OF REPRINTING OF FORMS

STUDENTS

09.14 AP.11

### **Family Educational Rights and Privacy Act**

The following rules and procedures shall be complied with relative to disclosure of student records:

1. The District shall annually notify parents of students currently in attendance, or eligible students currently in attendance, of their rights under the Family Educational Rights and Privacy Act (FERPA).

The notification also shall be furnished to parents of all new students and to all new eligible students by the Principal at the time of enrollment.

2. Unless the parent or ~~secondary school~~ student who has reached age 18 requests in writing that the District not release information, the student's name, address, and telephone number (if listed) shall be released to Armed Forces recruiters and institutions of higher education upon their request.

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Subject to federal opt-out rights, directory information shall be made available to Armed Forces recruiters and institutions of higher education on the same basis as it is provided to the public.

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3. Parents or eligible students who wish to review educational records may make a request on the appropriate form. Forms are available at the school and in the Central Office. Access shall be provided within a reasonable time frame, not to exceed forty-five (45) calendar days of District receipt of the request. Because, a shorter timeline is required in certain situations involving IDEA students, staff shall adhere to the District's special education procedures for responding to such requests.

If circumstances effectively prevent a parent or eligible student from exercising inspection rights, copies of the requested records shall be provided within the above stated time frame.

Until any questions are resolved, no student record held by the District shall be discarded when the record is under an outstanding request to inspect or review.

4. School authorities shall make a documented effort to notify the parent or eligible student prior to complying with a court order or subpoena that directs the disclosure of information concerning the student. In compliance with FERPA, notice to the parent is not required when a court order directs that the parent/eligible student is not to be notified, or when the order is issued in the context of a dependency, neglect, or abuse proceeding in which the parent is a party.

As noted in the District's annual FERPA notice, parent consent/notification is not required to release student records to another school district or post-secondary institution in which a student seeks or intends to enroll or is already enrolled.

5. The District shall disclose personally identifiable student information to an organization designated to conduct a study for or on behalf of the District only when a written agreement has been established with the organization. Such disclosure does not require parent/eligible student consent.

**Family Educational Rights and Privacy Act**

6. The parent or eligible student must sign a request and consent form before a student's records are to be transferred to an agency or individual not authorized under law to receive them.
7. A log shall be maintained of student records requests and disclosures, including emergency disclosures in response to an actual, impending, or imminent articulable and significant health/safety threat. The log requirement does not apply to the following:
  - a. Disclosures made to parents or eligible students,
  - b. Records released pursuant to written consent,
  - c. Access by school officials and others having a legitimate educational interest under FERPA,
  - d. Disclosure to a party with written consent from a parent or eligible student,
  - e. Disclosures of directory information, or
  - f. Disclosures of records made pursuant to a subpoena or court order where a court order or other law provides that the parent or student are not to be notified.
8. A challenge to the records may take the form of an informal discussion among the parents, student, and school officials. Any agreement between these parties shall be reduced in writing, signed by all parties, and placed in the student's records.
9. Upon request, the Superintendent/designee shall, arrange for a record amendment hearing in compliance with 702 KAR 1:140.

**RELATED PROCEDURES:**

All 09.14 procedures



EXPLANATION: THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)" ONLY ALLOWS PARENTS/GUARDIANS OF STUDENTS OR STUDENTS WHO HAVE REACHED AGE 18 TO OPT-OUT OF RELEASE OF INFORMATION TO MILITARY RECRUITERS AND INSTITUTIONS OF HIGHER EDUCATION.  
FINANCIAL IMPLICATIONS: POSSIBLE COSTS OF REPRINTING OF FORMS

STUDENTS

09.14 AP.111

### **Notification of FERPA Rights**

Distribute this notice annually to parents and students.

The Family Educational Rights and Privacy Act (FERPA) affords parents and "eligible students" (students 18 years of age or older or students who are attending a postsecondary institution) certain rights with respect to the student's education records. They are:

1. ***The right to inspect and review the student's education records within forty-five (45) days of the day the District receives a request for access.***

Parents or eligible students should submit to the school Principal/designee a written request that identifies the record(s) they wish to inspect. The Principal will make arrangements for access and notify the parent or eligible student of the time and place where the record(s) may be inspected.

2. ***The right to inspect and review logs documenting disclosures of the student's education records.***

Except for disclosure to school officials, disclosures related to some judicial orders or lawfully issued subpoenas, disclosures of directory information, and disclosure to the parent or eligible student, FERPA regulations require the District to record the disclosure.

3. ***The right to request the amendment of the student's education records that the parent or eligible student believes are inaccurate, misleading, or in violation of the student's privacy or other rights.***

Parents or eligible students may ask the District to amend a record that they believe is inaccurate, misleading, or in violation of privacy or other rights. They should write the school Principal, clearly identify the part of the record they want changed, and specify why it is inaccurate, misleading, or in violation of their privacy or other rights.

If the District decides not to amend the record as requested by the parent or eligible student, the District will notify the parent or eligible student of the decision and advise him/her of the right to a hearing regarding the request for amendment. Additional information regarding the hearing procedures will be provided to the parent or eligible student when notified of the right to a hearing.

**Notification of FERPA Rights**

4. ***The right to provide written consent prior to disclosure of personally identifiable information contained in the student's education records, except to the extent that FERPA authorizes disclosure without consent.***

Exceptions that permit disclosure without consent include:

- a. Disclosure to school officials with legitimate educational interests. A "school official" is a person employed by the District as an administrator, supervisor, instructor, or support staff member (including health or medical staff and law enforcement unit personnel); a person serving on the school Board; a volunteer, or an outside person or company with whom the District has contracted to perform a special task (such as an attorney, auditor, medical consultant, or therapist); or a parent or student serving on an official committee, such as a disciplinary or grievance committee, or assisting another school official in performing his/her tasks.

A school official has a legitimate educational interest if the official needs to review an education record in order to fulfill his/her professional responsibility to the District.

This may include contractors, consultants, volunteers, and other parties to whom the District has outsourced services or functions.

- b. Upon request, disclosure of education records without parent/eligible student notice or consent to officials of another school district or post-secondary institution in which a student seeks or intends to enroll or is already enrolled or to other entities authorized by law so long as the disclosure is for purposes related to the student's enrollment or transfer.
- c. Disclosure of information to those whose knowledge of such information is necessary to respond to an actual, impending, or imminent articulable and significant health/safety threat.
- d. Disclosure to state and local educational authorities and accrediting organizations, subject to requirements of FERPA regulations.

Designated Kentucky State agencies may be permitted access to student record information, which will depend on the authority granted to their particular agency.

5. ***The right to notify the District in writing to withhold information the Board has designated as directory information as listed in the annual directory information notice the District provides to parents/eligible students.***

To exercise this right, parents/eligible students shall notify the District by the deadline designated by the District.

**Notification of FERPA Rights**

6. *The right to prohibit the disclosure of personally identifiable information concerning the student to recruiting representatives of the U. S. Armed Forces and its service academies, the Kentucky Air National Guard, ~~and~~ the Kentucky Army National Guard and institutions of higher education.*

Unless the parent or ~~secondary school~~ student who has reached age 18 requests in writing that the District not release information, the student's name, address, and telephone number (if listed) shall be released to Armed Forces recruiters and institutions of higher education upon their request.

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7. *The right to file a complaint with the U.S. Department of Education concerning alleged failures by the District to comply with the requirements of FERPA.* The name and address of the Office that administers FERPA is:

Family Policy Compliance Office  
U.S. Department of Education  
400 Maryland Avenue, SW  
Washington, DC 20202-4605

EXPLANATION: THE "EVERY STUDENT SUCCEEDS ACT OF 2015 (P. L. 114-95)" ONLY ALLOWS PARENTS/GUARDIANS OF STUDENTS OR STUDENTS WHO HAVE REACHED AGE 18 TO OPT-OUT OF RELEASE OF INFORMATION TO MILITARY RECRUITERS AND INSTITUTIONS OF HIGHER EDUCATION.  
 FINANCIAL IMPLICATIONS: POSSIBLE COSTS OF REPRINTING OF FORMS

STUDENTS

09.14 AP.12

**Student Directory Information Notification**

Consistent with the Family Educational Rights and Privacy Act (FERPA), parents (or students 18 or older) may direct the District not to disclose directory information listed below. We are required to disclose a student's name, address, and telephone listing at the request of Armed Forces recruiters or institutions of higher education, unless a parent or secondary-school student who has reached age 18 regardless of age, requests that this information not be disclosed.

*Date*

Dear Parent/Eligible Student,

This letter informs you of your right to direct the District to withhold release of student directory information for \_\_\_\_\_ . Following is a list of items that the District considers

*Student's Name*

student directory information. If you wish information to be withheld, please choose one (1) of the two (2) options below in both Sections I and II. Choose Option 1 if the District may not release any item of directory information; Option 2, if the District may release only selected items of information. Then check those items that may be released. Please be advised that parents cannot prevent the school from using directory information on District-issued ID cards or badges.

*If we receive no response within thirty (30) days of the date of this letter, all student directory information will be subject to release without your consent.* If you return this signed form on time, we will withhold the directory information consistent with your written directions, unless disclosure is otherwise required or permitted by law. Once there has been an opt-out of directory information disclosure, the District will continue to honor that opt-out until the parent or the eligible student rescinds it, even after the student is no longer in attendance.

Student Directory Information Listing	
<b>Section I</b> <b>Third Parties, Limited to Institutions of Higher Education &amp; Potential Employers</b> <b>Release to Third Parties other than Armed Forces Recruiters and Institutions of Higher Education</b> (Parent or student 18 or older who has reached age 18 may sign below to direct the District to withhold information in this section.)	<b>Section II</b> <b>Armed Forces Recruiters &amp; Institutions of Higher Education</b> (Parent or secondary-school student who has reached age 18, regardless of age, may sign below to direct the District to withhold information in this section.)
<b>CHOOSE ONE OF THE OPTIONS BELOW:</b> <input type="checkbox"/> <b>Option 1:</b> The District MAY NOT RELEASE ANY information listed below. <input type="checkbox"/> <b>Option 2:</b> The District MAY RELEASE ONLY the information checked below.	
<i>If you choose Option 2, check the item(s) of information listed below that the District may release.</i>	
<input type="checkbox"/> Student's name <input type="checkbox"/> Student's address <input type="checkbox"/> Student's school email address <input type="checkbox"/> Student's telephone number <input type="checkbox"/> Student's date and place of birth <input type="checkbox"/> Student's major field of study <input type="checkbox"/> Information about the student's participation in officially recognized activities and sports	<input type="checkbox"/> Student's weight and height (if a member of an athletic team) <input type="checkbox"/> Student's dates of attendance <input type="checkbox"/> Degrees, honors and awards the student has received <input type="checkbox"/> Student's photograph/picture <input type="checkbox"/> Most recent educational institution attended by the student <input type="checkbox"/> Grade level
<b>NOTE: IF DIRECTED TO WITHHOLD A STUDENT'S NAME, GRADE LEVEL, OR PHOTOGRAPH, THAT INFORMATION WILL NOT BE INCLUDED IN ANY SCHOOL OR DISTRICT PUBLICATION RELEASED TO THE PUBLIC. A PARENT WISHING TO PERMIT SUCH INFORMATION ABOUT HIS/HER CHILD (NAME, PICTURE, ETC.) TO BE INCLUDED IN A SCHOOL OR DISTRICT PUBLICATION (YEARBOOK, SPORTS PROGRAM, ETC.) THAT IS SOLD FOR FUND-RAISING PURPOSES MUST PROVIDE WRITTEN CONSENT FOR SUCH PURPOSES.</b>	

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*Parent/Student Signature*

*Date*

EXPLANATION: EFFECTIVE WITH THE 2015 SCHOOL YEAR, THE ONLY MEDICAID CONSENT FORMS ACCEPTED FOR MONITORING ARE LOCATED ON KDE'S WEBSITE.  
 FINANCIAL IMPLICATIONS: NONE ANTICIPATED  
 EXPLANATION: STUDENT RECORDS ARE OFTEN REQUESTED ELECTRONICALLY. THIS ADDRESSES SUCH.  
 FINANCIAL IMPLICATIONS: NONE ANTICIPATED

STUDENTS

09.14 AP.24

**Release/Inspection of Student Records/Medicaid Consent**  
**TO THIRD PARTY**

Date: \_\_\_\_\_

Name of School: \_\_\_\_\_

The \_\_\_\_\_ Schools are hereby authorized to:

- Release or copy                       Permit the inspection of

the records listed below for \_\_\_\_\_, who was born on

*Student's Name*

\_\_\_\_\_. The individual or agency to whom this information is to be released is \_\_\_\_\_.

I understand that the records affected are checked below, along with the reason(s) for the requested release or authorization to inspect.

<b>RECORDS (including electronic)</b>	<b>PURPOSE</b>
<input type="checkbox"/> All cumulative records	
<input type="checkbox"/> Attendance record only	
<input type="checkbox"/> Grade records only	
<input type="checkbox"/> Standardized test data only	
<input type="checkbox"/> Special education records only	
<input type="checkbox"/> Other: _____	

This release is effective only for the specified records or types of records (including electronic) on hand as of the date you sign below UNLESS you specifically authorize further release of the specified records or types of records as follows. (Check and initial ONE of the following.)

- I authorize **on-going release** of the specified records or types of records to the entity/individual specified until student reaches age of 18 unless earlier revoked in writing. (Initials \_\_\_\_\_)
- I authorize release of the specified records or types of records until the end of the present school year (June 30th) unless earlier revoked in writing. (Initials \_\_\_\_\_)

\_\_\_\_\_  
*Signature of Parent/Guardian or Individual Acting as Parent under FERPA\**

\_\_\_\_\_  
*Date*

\_\_\_\_\_  
*Signature of Student, 18 or Older or Attending Post-secondary Institution*

\_\_\_\_\_  
*Date*

\*Living in the student's home in the absence of the parent on a day-to-day basis

**MEDICAID CONSENT**  
 I have received my Annual Notification of Parent Rights regarding Medicaid billing, and I understand and agree that the District may access my child's or my public benefits or insurance to pay for services under the Individuals with Disabilities Education Act. (This also authorizes release of education records as specified above.)

\_\_\_\_\_  
*Signature of Parent/Guardian*

\_\_\_\_\_  
*Date*

EXPLANATION: 702 KAR 3:220 PROVIDES GUIDELINES FOR WAIVER (NOT REDUCTION) OF SCHOOL FEES FOR INSTRUCTIONAL MATERIALS.  
 FINANCIAL IMPLICATIONS: POSSIBLE INCREASED COSTS OF PROVIDING FULL PORTION OF INSTRUCTIONAL MATERIALS

STUDENTS

09.15 AP.21

**Application for Waiver of Fees**

Student's Name _____			
Last Name	First Name	Middle Initial	
Student's Address _____			
City	State	ZIP Code	
Student's Age _____	Date of Birth _____	Sex _____	Student's Phone Number _____
School _____	Grade _____	Homeroom/Classroom _____	

Name of Parent/Guardian \_\_\_\_\_  
 Address of Parent/Guardian \_\_\_\_\_  
 Home Telephone \_\_\_\_\_ If none, number of nearest neighbor \_\_\_\_\_

In the chart below, list the Name, Birthdate, School, and Grade for **all other** children in the home:

NAME	BIRTHDATE	GRADE	SCHOOL ATTENDING

**Employment Status of Parent/Guardian:**

**Mother:**     Employed     Unemployed  
 Employer's Name \_\_\_\_\_ Address \_\_\_\_\_  
**Father:**     Employed     Unemployed  
 Employer's Name \_\_\_\_\_ Address \_\_\_\_\_

Gross Family Income from last Income Tax Return \_\_\_\_\_

1. Is the family presently receiving or eligible to receive any type of financial aid from the Kentucky Cabinet for Health & Family Services?     YES     NO
- ~~2. Are you financially able to partially pay the instructional resources fee now and continue to make payments until fully paid?     YES     NO~~
- 3.2. If your child is granted free/reduced price meal status, do you grant permission for school food service personnel to disclose that information to the following District personnel for the sole purpose of determining if your child is eligible for a fee waiver for such activities as textbook rental and school athletic and field trip fees, etc.?
  - School administrators

STUDENTS

09.15 AP.21  
(CONTINUED)

**Application for Waiver of Fees**

- Other District personnel, such as activity sponsors, who do not otherwise have access to information in connection with the School Nutrition program.

YES     NO

4.3. If your child is eligible under the Community Eligibility Provision (CEP), do you grant permission for the FRAM coordinator to disclose that information to the following District personnel for the sole purpose of determining if your child is eligible for a fee waiver for such activities as textbook rental and school athletic and field trip fees, etc.?

- School administrators
- Other District personnel, such as activity sponsors, who do not otherwise have access to information in connection with the Community Eligibility Provision.

YES     NO

- Failure to sign this consent statement will not affect your child's eligibility or participation for the program.
- The recipient will be required to maintain confidentiality of the information.

Comments: \_\_\_\_\_

\_\_\_\_\_  
*Parent/Guardian's Signature*

\_\_\_\_\_  
*Date*

APPLICATION  APPROVED     DENIED

\_\_\_\_\_  
*Central Office Designee's Signature*

\_\_\_\_\_  
*Date*

EXPLANATION: THIS PROCEDURE MAY BE UTILIZED FOR SUPERVISION WHEN A REQUEST FOR SPECIAL TREATMENT IS MADE DUE TO TRANSGENDER IDENTITY OR OTHER ISSUES WHICH MIGHT REQUIRE SPECIAL SUPERVISION CONSIDERATIONS.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED.

STUDENTS

09.221 AP.1

### Supervision of Students

#### **RESPONSIBILITY**

Principals shall develop and implement a plan of supervision for their schools to address the following areas:

1. Bus loading and unloading;
2. Meals;
3. Halls, restrooms, and playgrounds;
4. Time before and after the school day; **and**
5. Field trips and other school activities; **and**
- 5-6. Other Issues.

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Prior to the opening of school each year, the Principal shall submit the plan to the Superintendent/designee for review and to the Board for its approval.



EXPLANATION: SCHOOL OFFICIALS SHALL FOLLOW DIRECTIONS PROVIDED BY THE INVESTIGATING OFFICER OR CABINET FOR HEALTH AND FAMILY SERVICES AS TO WHETHER TO CONTACT A PARENT REGARDLESS OF WHOM THE ALLEGED PERPETRATOR IS.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

STUDENTS

09.4361 AP.21

**Record of Student Arrest at School**

*This form shall be kept in the school office, and a duplicate copy shall be forwarded to the Central Office.*

<b>Student's Name</b> _____ <i>Last Name</i> <i>First Name</i> <i>Middle Initial</i>
<b>Student's Address</b> _____ <i>City</i> <i>State</i> <i>ZIP Code</i>
<b>Student's Age</b> _____ <b>Date of Birth</b> _____ <b>Student's Phone Number</b> _____
<b>School</b> _____ <b>Grade</b> _____ <b>Teacher/Classroom</b> _____ <b>Date of Arrest</b> _____

**LAW ENFORCEMENT AGENCY:** (Check one)

City Police     County Sheriff     Kentucky State Police     Other: \_\_\_\_\_

**ARRESTING OFFICER:** \_\_\_\_\_

**NATURE OF THE OFFENSE CHARGED:** \_\_\_\_\_

**ISSUING AUTHORITY OF ARREST WARRANT:** \_\_\_\_\_

**PLACE OF CUSTODY:** \_\_\_\_\_

**PARENTS NOTIFIED BY:** \_\_\_\_\_ at: \_\_\_\_\_ on \_\_\_\_\_  
*Employee*                                      *Time*                                      *Date*

NOTE: If a student is an alleged victim of abuse or neglect ~~by a parent~~, school officials shall follow directions provided by the investigating officer or Cabinet for Health and Family Services~~Families and Children~~ representative as to whether to contact a parent.

**PARENT/GUARDIAN NOTIFIED:** \_\_\_\_\_

\_\_\_\_\_  
*Principal/Designee's Signature*

\_\_\_\_\_  
*Date*

EXPLANATION: SB 228 AMENDED KRS 158.148 TO REQUIRE THE STUDENT DISCIPLINE CODE TO SPECIFICALLY PROHIBIT BULLYING.

FINANCIAL IMPLICATIONS: REPRINTING DISTRICT CODE OF ACCEPTABLE BEHAVIOR AND DISCIPLINE

STUDENTS

09.438 AP.1

### **Reporting of Code Violations**

Students wishing to report bullying or other violation of the Code of Acceptable Behavior and Discipline may report it to a classroom teacher, who shall take appropriate action as defined by the code. The teacher shall refer the report to the Principal/designee for further action when the report involves an offense that may warrant suspension or expulsion of a student, any felony offense, or a report that may be required by law, including reports to law enforcement.

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#### **RETALIATION PROHIBITED**

Employees and other students shall not retaliate against a student because s/he reports a bullying or other violation of the code or assists or participates in any investigation, proceeding, or hearing regarding the violation. The Superintendent/designee shall take measures needed to protect students from such retaliation.

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EXPLANATION: THIS RECOMMENDATION DIRECTS SCHOOL STAFF THAT OUTSIDE SERVICE PROVIDERS ARE ALLOWED INTO THE SCHOOLS ONLY TO PROVIDE THERAPY OR DESIGNATED SERVICES TO STUDENTS IF THE OUTSIDE SERVICE PROVIDER HAS BEEN SOUGHT OUT AND CONTRACTED BY THE SCHOOL DISTRICT FOR SERVICES. OUTSIDE SERVICE PROVIDERS NOT SOUGHT OUT AND CONTRACTED BY THE DISTRICT WHO MEET SPECIFIED REQUIREMENTS MAY BE ALLOWED INTO SCHOOLS FOR OBSERVATION ONLY.  
FINANCIAL IMPLICATIONS: NONE ANTICIPATED

COMMUNITY RELATIONS

10.5 AP.1

### Visitors to the Schools

#### **CLASSROOM VISITATION**

Requests for classroom observation by parents, educators, or other local citizens with legitimate educational interests pertaining to the District's public school program shall be made to the Principal with reasonable notification. The Principal may grant the request if:

1. The teacher involved is notified in advance of the arrangement.
2. The number in the group is small enough to be accommodated in the classroom without interfering with the class.
3. The frequency of the visits does not interfere with the scheduled instructional program in the classroom.

#### **LUNCH WITH FAMILY MEMBER**

Parents, guardians, grandparents, ~~or other immediate~~ family members as approved by the Principal/designee may request to have lunch with their child/grandchild. ~~Otherwise, except for authorized District personnel, each school shall observe a closed campus at lunch.~~

*or other*

*within the school.*

#### **SPECIAL INVITATION**

A special invitation for parents and other interested persons to visit the schools may be extended during appropriate school programs or activities and special occasions.

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#### **OBSERVATION BY OUTSIDE AGENCIES**

~~These procedures are established for the purposes of observation only.~~

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~~NOTE: Unless an outside provider has been sought out and contracted for a needed service by the District, no private therapy or service shall be provided to a student during the school day, within a District School.~~ *unless specifically granted approval by central office*

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~~The following information/documentation is required by the District before a private, outside therapist/service provider can observe its private client within a District School. Information must be sent to the Director of Special Education (special education students) or to the Director of Health and Family Resource Youth Service Center (FRYSC) Services (regular education students):~~

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- ~~Background check clearance on file with District Schools Central Office;~~
- ~~Individual liability insurance certificate or worker's compensation insurance certificate;~~
- ~~A copy of credentials in the form of certification/license for the purpose of the observation; and~~

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**Visitors to the Schools**

**OBSERVATION BY OUTSIDE AGENCIES (CONTINUED)**

- A signed release (form can be requested from the school) by the parent/guardian noting that the therapist/outside service provider has been given permission to observe/their child during the school day.

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Once this information is received, the therapist/service provider may be allowed to come and observe/the identified student as follows:

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- At a time/day designated and assigned by the Principal/designee (to cause as little disruption to the class or school/learning environment as possible);
- The therapist is to observe only during these designated times, in an education setting (or activity such as lunch or social gathering) and only if confidentiality of other students/parents and disruption of the educational process in these settings can be adequately addressed by the Principal/designee;
- At any time the school or District needs to cancel an appointment or not allow an outside agency/therapist/service provider to return to the school setting, the outside agency will be notified; and
- The outside service providers MUST provide a photo I.D. as well as sign in and out at the school office any time they are on school property during a school day.

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*provide service to*  
*provide service to*  
*(prior services)*

### **Hiring and Employment Procedures**

No person shall be subjected to discrimination in regard to employment, retention, promotion, demotion, transfer or dismissal because of race, color, religion, sex, national or ethnic origin, political affiliation, age or disabling condition.

No qualified person with a disability, as defined by law, shall, on the basis of the disability, be subject to discrimination in employment.

District employment practices shall be in accordance with the Board-approved procedures addressing requirements of the Americans with Disabilities Act of 1990 and Section 504 of the Rehabilitation Act of 1973.

#### **EMPLOYMENT PROCEDURE**

The Board, acting through the Superintendent and staff, is committed to providing the best possible educational opportunity for the students of the Todd County School System and in furtherance of this commitment, the SBDM schools have and will seek to employ the best qualified staff available.

#### **DISSEMINATION OF EMPLOYMENT PLAN**

The Board will publicize and furnish copies of its plan of employment.

#### **PURPOSE**

The document has been developed to facilitate the analysis and review of the District's employment procedures and to assess its effectiveness in adhering to standards of equal employment and affirmative action.

#### **RESPONSIBILITY FOR EMPLOYMENT PLAN**

Principals and District Administration staff and school councils shall be responsible for implementation and adherence to Todd County Board of Education hiring practices.

##### **A. Superintendent**

As chief executive officer, the Superintendent shall be responsible for the implementation of the Board's Employment Plan in compliance with federal and state laws and regulations.

##### **B. Personnel Director**

The Superintendent will appoint an administrator to coordinate and implement the Board's Plan. The Superintendent will be responsible for developing and keeping a current job description that outlines the role and responsibilities of the Personnel Director. Services expected will be with the purposes and intent of the document. The principal duties of this position include the following:

1. Being conversant with laws and regulations of federal and state governments that pertain to equal employment and educational opportunity, non-discrimination, and affirmative action.
2. Informing members of the school community of their rights and responsibilities under legal guidelines and of recent developments regarding affirmative action and equal employment opportunities.
3. Administering and monitoring the Board's policy on employment in recruitment of staff.

**Hiring and Employment Procedures****B. Personnel Director (continued)**

4. Reporting progress, problems and needs in areas of employment and equal opportunity to the Superintendent.

All personnel activities will be monitored, including hiring and referral procedures to insure that personnel decisions are made within the spirit of equal opportunity. An annual summary of personnel activities will be compiled for study and review.

The Personnel Director will be responsible for organizing and coordinating the Board's Employment Plan consistent with the purpose as set forth herein.

**RECRUITMENT PROCEDURES**

The Todd County School District is committed to selecting the best-qualified applicants on the basis of training, experience, performance assessment, and recommendations from previous employers. The District will recruit, screen, interview, and employ on the basis of individual qualifications without unlawful discrimination from an applicant pool which will reflect the available labor force for the positions available.

Recruitment of certified staff will be conducted at a variety of colleges and universities, including institutions with high minority enrollment to insure full participation and involvement of men and women of diverse races and cultures. The Superintendent will continue to inform such colleges and universities of the District's desire to employ qualified faculty and staff.

Recruitment of classified staff will be conducted through District communication procedures in cooperation with community and government agencies.

The codification of recruiting, hiring, and employment procedures will be available in all District buildings and posted in the District office.

**GENERAL PROCEDURES**

1. Supervisors/Principals/SBDM schools will notify the Superintendent/District Personnel Director in writing of an actual vacancy. The definition of a vacancy and the parameters of public school employment are described in KRS 160.380. Announcement of all vacant positions will be posted in each building and at the District office. All classified position vacancies will be posted for ten (10) working days subsequent to the date of notification to the District office. Emergency situations, as determined by the Board, will be posted for five (5) days. All certified positions will be posted for thirty (30) calendar days unless an emergency waiver is obtained from the Chief State School Officer. Exceptions to the posting or positions will be made only on the approval of the Superintendent or designee in cases of emergency.
2. All advertisements or materials for employment will contain the following: "The Todd County Board of Education does not discriminate on the basis of race, color, national origin, age, religion, marital status, sex, or disability."
3. Employment application forms and other personnel records will comply with law, regulations, and policies of the Todd County Board of Education.

**Hiring and Employment Procedures**

**HIRING PROCEDURES/CERTIFIED**

A. Application and Selection Process

1. An applicant for a teaching position shall be defined as a person having the following information on file in the District Personnel Office:
  - Completed teaching application form
  - Criminal record check
  - Copy of valid Kentucky teaching certificate or Internship
  - Official transcript of college work
  - Resume (optional)
  - Letter of recommendation - 3 total
3. The Personnel Director will screen all applications to ensure all needed information is complete.
4. The Personnel Director will provide a list of applicants to Principals. Principals and SBDM Committee will interview and recommend personnel from this list exclusively. If, after interviewing those candidates on the initial list, the Principal determines that additional candidates are needed, additional lists may be requested from the Personnel Director. Upon request, additional applicants shall be provided if qualified applicants are available. Minority applicants, if available, will be included on each list.
5. The Principal shall not make recommendations for employment until the posting date has expired unless the Superintendent has obtained an emergency waiver from the Chief State School Officer. Principals are required to keep all positions open during the posting period.
6. The Superintendent shall notify the Board of all personnel actions at the first meeting of the Board following the actions.
7. Adherence to the screening and interview procedures will be documented by participating administrators and kept on file in the buildings and District office.

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**HIRING PROCEDURES/ADMINISTRATIVE POSITIONS**

A. Application Process

1. An applicant for an administrative position shall be defined as a person having the following information on file in the District personnel office.
  - Completed teaching application form
  - Criminal record check

**Hiring and Employment Procedures**

**HIRING PROCEDURES/ADMINISTRATIVE POSITIONS (CONTINUED)**

- Copy of valid Kentucky certification for position sought
  - Official transcript of all college work
  - Resume (optional)
  - Letters of recommendations 3 total
2. Not all applicants will be chosen for an interview by the Superintendent/designee.
- B. Selection
1. The Superintendent shall not promote a personal relative or the relative of a Board member who continues employment in the District under provisions of KRS 16.380.
  2. The Affirmative Action Plan developed by the Todd County Affirmative Action Steering Committee will reflect commitment to the recruitment of minority staff (KRS 160.380 (2) (d)).
  3. Recommendations for employment or promotion will not be made until the posting date has expired unless the Superintendent has obtained an emergency waiver from the Chief State School Officer.
  4. The Superintendent shall notify the Board of all administrative appointments and promotions at the first meeting of the Board following the actions.
  3. Adherence to the screening and interview procedures will be documented by participating administrators and kept on file in the buildings and District office.

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**HIRING PROCEDURES/CLASSIFIED**

- A. Application and Selection Process
1. Persons desiring employment for classified (non-teaching) positions will be considered applicants at the time the following information is on file with the District's Personnel Office:
    - a. Completed non-teaching application form
    - b. Criminal record check
    - c. High school diploma or GED or evidence of enrollment in/progressing in GED program
    - d. Resume (optional)
    - e. Bus Drivers
      - Physical – satisfactory completion of
      - Class "B" CDL with passenger endorsement
      - Pre-employment Drug Test



**Hiring and Employment Procedures**

**HIRING PROCEDURES/CERTIFIED PERSONNEL (CONTINUED)**

- 2. Applicants with complete credentials on file will be screened by the Personnel Office.
- 3. The Personnel Director will provide a specific list of applicants to Principals, Directors and Supervisors who make employment recommendations. Principals and others who make personnel recommendations will utilize this list exclusively. If, after interviewing the candidates on the initial list, it is determined that additional candidates are needed, an additional list may be requested from the Personnel Director. Upon request, additional applicants shall be provided when qualified applicants are available. Minority applicants, if available, will be included on each list.
- 4. Recommendations for employment shall not be made until the posting date has expired. All positions shall remain open during the entire posting time unless an exception is made by the Superintendent/designee in cases of emergency.
- 5. Adherence to the screening and interview procedures will be documented by participating administrators and supervisors and kept of file at the site and District office.

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**PHASE I APPLICATION ON FILE**

- 1. All certified applicants must place a completed application for employment on file in the Personnel office, 205 Airport Road, Elkton, KY 42220.
- 2. Former employees must complete the same process of employment as is required of all other candidates. However, their permanent files are still on record in the Personnel Office and most documents may already be on file.

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**PHASE II STANDARDIZED ORAL INTERVIEW**

- 1. Upon completion of the application, the Personnel Director reviews the applicant's file.
- 2. After the Personnel Director reviews all applications, a list of candidates will be sent to the building principal and/or Directors by the Superintendent or designee. These candidates will possess superior credentials. This includes, but is not limited to:
  - Experience
  - Education
  - Results of the standardized interview
  - Undergraduate/Graduate Academic CPA
  - Certification

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**Hiring and Employment Procedures****HIRING PROCEDURES/CERTIFIED PERSONNEL (CONTINUED)****PHASE III INTERVIEW BY BUILDING ADMINISTRATOR, DIRECTOR OR SUPERVISOR**

1. Building Administrators, SBDM, Directors, or Supervisors review applications and select the applicants to interview to fill vacancies from a list submitted by the Superintendent [or designee](#).
2. The Principal or Supervisor then recommends, after interviews and appropriate consultation with SBDM council, the selection for employment on a District recommendation form after position date has expired.

**PHASE IV RECOMMENDATION TO PERSONNEL DIRECTOR**

1. All completed recommendation forms shall be submitted to the Personnel Director.
2. Recommendations for employment are reviewed by the Personnel Office to ensure adherence to the intent and purposes stated herein.
3. Assuring that the recommendations and the procedures for employment follow all laws, regulations and District policy, the Personnel Director shall forward the recommendation to the Superintendent. Those recommendations that are disapproved for the reasons described herein are returned to the Principal, Supervisor, or Director
4. Candidates who are declared eligible for consideration and employment but who are not offered or do not accept employment may continue to be active candidates for employment for a period of up to two (2) years. The application may then be deleted. It is the sole responsibility of the applicant to maintain notice to the district of his/her desire to be an active candidate for employment.

**PHASE V HIRING PROCEDURES**

In keeping with state law, the Superintendent shall be responsible for all personnel actions including hiring, assignments, transfer, dismissal, suspension, reinstatement, promotion, and demotion.

**PHASE V NOTIFICATION TO THE BOARD OF EDUCATION**

All personnel actions by the Superintendent as described shall be recorded in the minutes of the Todd County Board of Education at the next meeting after the action is taken. Upon employment by the Superintendent, the new employee shall be notified by the Personnel Office in writing and instructed to complete contractual procedures.

**ADMINISTRATIVE POSITION EMPLOYMENT PROCEDURES****PHASE I APPLICATION**

1. All applicants for administrative positions must place a completed application for employment on file in the Personnel Office, Todd County Board of Education, [205 Airport Road](#), Elkton, KY 42220
2. Applicants who are currently employed by the District may apply by submitting a written request to either the Personnel Director or the Superintendent.
3. Valid Kentucky certification for the position sought must be on file in the District office.

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**Hiring and Employment Procedures**

**PHASE II INTERVIEW BY SUPERINTENDENT/DESIGNEE**

1. The Superintendent/designee will conduct interviews for all administrative positions. Candidates shall be granted an interview based upon:
  - Success shown in previous assignments
  - Reference Checks
  - Potential for success in the new position
  - Other pertinent criteria
2. Not all applicants will be chosen for an interview by the Superintendent/designee.

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**PHASE IV SBDM ONLY – BUILDING LEVEL INTERVIEW IN SCHOOLS THAT HAVE FORMALLY ADOPTED SCHOOL-BASED DECISION MAKING**

1. If the vacancy to be filled is the position of Principal, the school council shall select the Principal from among those persons submitted by the Superintendent. The Superintendent shall provide additional applicants, upon request, when qualified applicants are available.
2. If the vacancy to be filled is the position of Assistant Principal, the Principal shall consider and interview candidates selected from a list of applicants submitted by the Superintendent. After appropriate consultation with the School Council, the Principal shall select the Assistant Principal.
3. Personnel decisions made at the school level under the authority of KRS 160.345 (SBDM) shall be binding on the Superintendent who completes the hiring process.

**PHASE V ALTERNATIVE PLAN – INTERVIEWS AT BUILDING LEVEL BY COMMITTEE APPOINTED BY THE SUPERINTENDENT**

1. The Superintendent may appoint, at his/her discretion, a building level committee to consider and interview candidates for the positions of Principal and Assistant Principal.
2. The building level committee shall be composed of three (3) teachers assigned to the building and two (2) parents who have a child currently enrolled in the school. The committee will consider and interview candidates from a list of applicants submitted by the Superintendent.
3. If the position to be filled is that of Assistant Principal, the Principal will be appointed to serve as an active member of the building level selection committee.
4. The committee shall make one recommendation to the Superintendent. Recommendations made to the Superintendent are not binding.

**Hiring and Employment Procedures**

**PHASE VI RECOMMENDATION TO THE PERSONNEL DIRECTOR**

1. All completed recommendation forms shall be submitted to the Personnel Director.

2. Recommendations for employment shall be reviewed by the Personnel Office to ensure adherence to the intent and purposes stated herein.
3. Assuring that the recommendation and the procedures for employment follow all laws, regulations and District policy, the Personnel Director shall forward the recommendation to the Superintendent. Those recommendations that are disapproved for the reasons described herein are returned to the Principal or School Council.
4. Candidates who are declared eligible for consideration and employment may continue to be active candidates for employment for a period of up to two (2) years. The application may then be deleted. It is the sole responsibility of the applicant to maintain notice to the District of his/her desire to be an active candidate for employment.

**PHASE VII HIRING PROCEDURES**

1. In keeping with the state law, the Superintendent shall be responsible for all personnel actions, including hiring, assignments, transfer, dismissal, suspension, reinstatement, promotion, and demotion.
2. Other than in schools that have adopted school-based decision making, all appointments and promotions of administrative personnel shall be made by the Superintendent.

**PHASE VIII NOTIFICATION TO BOARD OF EDUCATION**

All personnel actions by the Superintendent as described shall be recorded in the Board minutes at the next meeting after the action is taken. Upon being employed by the Superintendent, the new employee shall be notified by the personnel office in writing and instruction to complete contractual procedures.

Review/Revised:9/10/12

**PHASE II PRINCIPAL PERCEIVER INTERVIEW**

Applicants who are applying for a position as Principal or Assistant Principal may be selected for the Principal Perceiver interview based upon pertinent job-specific criteria and information contained within the application.

Not all applicants will necessarily be chosen to receive an interview.

The Personnel Director will administer the Principal Perceiver interview.