

CAVERNA INDEPENDENT

JUNE 8, 2016

ACTION PLAN UPDATE

1. Status Update

- i The Caverna Independent Board of Education has a general fund balance of \$2,841,517. The current working budget has a 19% contingency.

Caverna Independent has focused on analyzing data and feedback from the Teaching and Learning Review. The district has then planned next steps to address the improvement priorities. There was a working session with the board to conduct an analysis of the Teaching and Learning Review and a deep analysis of the tentative budget.

Additionally, the district has continued working on developing a long-term strategic plan. The district team has established aspirations for student success, staff excellence, positive culture/community partnerships, and facilities. The team outlined goals and strategies, and is in the process of planning specific action steps.

2. Action Strategies - Completion

- i The 50/50 committee completed the revision of the certified evaluation plan including a directed growth plan process for teachers completing a yearly summative evaluation. A corrective action process also has been developed to provide a support system for any teacher not meeting the goals and objectives in the growth plan, or when the evaluator needs to address a specific problem in the employee's performance.

The superintendent also established Superintendent Leadership Teams at each grade level. These teams have identified student, parent, and community member perceptions of each school and have developed strategies for being a change agent to address these perceptions and barriers to student success. These teams have been established as part of a structure to build strong relationships with students and administrators and provide an opportunity for student leadership.

3. Action Strategies - Deficiencies

- i While significant gains have been made establishing a plan for creating and offering

Career Pathways and Dual Credit courses with deliberate decision making, the district has not been able to finalize the course catalog with specific career pathways. There were two working sessions with the Kentucky Department of Education's Career and Technical Education representative to assist in clarifying pathways and these are in the final stage of completion. This will remain on the district leadership team agenda to ensure a focus on this area of improvement.

4. Action Strategies – Additions

- i** The district has begun the process of reviewing the data and feedback from the Teaching and Learning Review. Each school conducted a reflection and planning process to address Standard 3.6. Teachers collaboratively developed an instructional process to support student learning by analyzing the criteria in the Standard 3.6 rubric. Each school will continue to work through a review and reflection process with each of the improvement priorities established by the Teaching and Learning Review and implement their strategies according to the timeline they establish.

Finally, the district also has begun to implement school level 30-60-90-day plans to document the strategies planned by staff and monitor progress on addressing the improvement priorities. Each school will have completed the reflection and review process for each improvement priority by May 27. The school 30-60-90-day plans will be a standing agenda item for each faculty meeting and district leadership meeting to ensure successful implementation.