

MENIFEE COUNTY SCHOOL DISTRICT

JUNE 8, 2016

ACTION PLAN UPDATE

1. Status Update

The Menifee County Board of Education has a current general fund balance of \$1,952,941.75. The current working budget has a 5.0% contingency.

The Menifee County School District is committed to making continuous improvements to develop capacity for leadership and self-governance. Through a partnership with the Kentucky School Boards Association (KSBA), the Menifee County Board of Education has completed an ethics and school board training session with Brad Hughes as well as Superintendent Evaluation training in May.

Under the direction of the state manager, with approval of the Kentucky Commissioner of Education, daily operations remain focused on providing a quality education to all students in the district. Fiscal management continues to be a top priority.

The Educational Recovery (ER) staff continue to provide leadership in the development of 30-60-90-day plans to set goals and strategies, and to provide instructional support. Data analysis and intentional planning based on student needs are the basis for decision making on a daily basis in Menifee County. The systems approach remains in the developmental and implementation stages.

2. Action Strategies - Completion

Currently, each district administrator is utilizing department specific 30-60-90-day plans with a focus on improvement priorities outlined in the KDE Management Audit. State Manager Spencer and ER Staff provide leadership and support in the completion of each plan leading to a more streamlined approach to governance.

- Finance: The district finance officer continues to present a cash flow projection that informs board members of an accurate picture of what the district financial position will be at the end of the school year. Currently, the general fund ending balance is projected to be \$650,000 by June 30, 2016. The partnership with the finance officer and KDE Division of District Support remains constant. The finance officer and state manager continue to meet with principals to discuss school-based decision making council (SBDM) budget

allocations. The development of faces/spaces files for each school has opened dialogue about positions and funding from fund 1 and fund 2, thus leading to greater leadership capacity for administrators.

- **Governance:** The state manager continues to lead the district to fiscal and instructional stability in a systemic way. The district administrative team liaison approach to support schools and principals is in the implementation phase. The systems approach to leadership being developed is providing cohesiveness between central office and all schools. The district is currently revising the district discipline policy and the student code of conduct to ensure there is one consistent plan to be implemented in school year 2016-17. State Manager Spencer conducted exit interviews with all seniors at Menifee County High School (MCHS) to gather data about the effectiveness of programs being offered to ensure our students are prepared for success at the next level. While attendance remains high, it is noted there is a reduction in SEEK funds due to decreasing enrollment at the Frenchburg Job Corp. Additionally, MCHS SBDM is currently interviewing principal candidates to fill the vacant position.
- **Curriculum/Assessment/Instruction:** Standard 3 Review was conducted by KDE April 18 – 20. Results from the review will guide the direction of the schools and districts for school year 2016-17. Round 3 of Think Link was completed and results show significant gains in novice reduction data. School leadership with the support of the ER staff are analyzing data to make instructional and curricular changes that will lead to greater student achievement. Elementary joint Professional Learning Communities (PLC) continue to vertically and horizontally align curriculum in Math and English/ Language Arts. Program Review self-monitoring is being supported by leadership to support program needs for continuous improvement. MCHS with support of liaison and ER staff are evaluating program effectiveness to make schedule changes for school year 2016-17.
- **Attendance:** Staff attendance data is being collected daily to study the impact to student achievement. Currently, staff attendance is at 94.08%. Student attendance remains consistently high at 94.27%. A report of 100% staff attendance at all schools is common. This is indicative of the positive shift in culture across the district.

3. Action Strategies - Deficiencies

While significant improvement strategies have been deployed, the processes and

systems in place are at the development and implementation stages.

Although many PLC opportunities are taking place, effective grading practices vary from grade to grade and building to building. District and school level support is ongoing to ensure policies, processes and procedures are implemented across all grade levels.

Continuous Improvement Planning processes remain in the development stages. District and school level leadership with support from the ER staff continue to build 30-60-90-day plans based on the comprehensive school improvement plan (CSIP) and comprehensive district improvement plan (CDIP). Progress notes continue to be added to plans quarterly in the Grant Management Application and Planning (GMAP) system. This work will continue to develop a systems approach to continuous improvement.

Principal Cadre meetings are in the developmental stages with clear evidence of growth in planning and purpose. Data focused meetings aligned to student achievement are reinforcing the mission and vision of the district.

A school level PLC protocol is in the developmental stage across the district. With ER support each meeting is becoming more focused on planning and data. Growth in the PLC process will lead to student growth in the classroom.

Communication at all levels of the system is still at the developmental stage. With the adoption of the district communication plan, protocols are in place; however, it is not yet implemented with fidelity.

A district Response to Intervention model and assessment protocol are at the beginning stages. With existing district resources, a model and protocol will be developed to begin implementation in school year 2016-17.

Botts Elementary's sewer project is complete. Unfortunately, it was completed over budget.

There is an unmet facility need for a bus garage in excess of \$850,000.

District discretionary spending remains extremely limited.

4. Action Strategies – Additions

The KDE Management Audit continues to drive the work of the district. The state manager is leading school level administrators through fiscal management to develop budgetary knowledge to empower them to make fiscally responsible decisions.

Two teacher equivalency days took place May 26 and 27. With the support of the ER

staff, these days focused on curriculum planning.

Holding all personnel accountable through clear and transparent communication, the state manager is implementing end-of-year and summer maintenance checklists.

Currently the graduating class at MCHS has a College and Career Readiness rate of 64.38% and 76.03% with the bonus.

Food Service will offer an eight-week summer feeding program. The dates will be June 6 – July 29.