

# BREATHITT COUNTY SCHOOLS

## AUGUST 4, 2016

### ACTION PLAN UPDATE

#### 1. Status Update

The Breathitt County Board of Education has a current general fund balance of \$313,000 or just over a 2% contingency. The projected end-of-year fund balance is - \$421,989 or an approximate 3% contingency.

The College and Career Readiness percentage for the 2015-16 school year was 73%. (This includes bonus points for seniors that are both college and career ready.)

The Site-Based Decision Making Council (SBDM) at Breathitt County High School hired a new principal. The search for the new leader was nationwide with applicants from as far away as California. After much deliberation, the SBDM Council made the decision to hire Carolyn McDaniel. The members of the SBDM Council took tremendous care to ensure they selected the best candidate for the students of Breathitt County High School. All 30-60-90-day plan action strategies for SBDM have been completed for the 2015-16 school year. These strategies will continue into the upcoming school year.

School safety continues to be a major concern. Access to district buildings is complicated due to the number of entry doors that have unsecured keys. A security walkthrough was conducted with Kentucky Department of Education (KDE) Architect Anne Saint-Aignan and a planning process will continue to develop strategies to address the issues.

Program area exit interviews were conducted by the superintendent. As a result, action plans for each program are being developed to help support district initiatives and the 30-60-90-day process.

#### 2. Action Strategies - Completion

There has been tremendous growth in Breathitt County Schools in the development and implementation of new systems and processes. These foundational elements will help guide the school system in the continuous improvement process for years to come. The areas of progress include:

- Developed data rooms and notebooks for schools and for each student.
- Developed school level intervention plans for all levels of learners.
- Focused on data and diagnostic assessments to guide instruction for students.

- Developed Professional Learning Community (PLC) protocols for all PLC meetings at the school level.
- Developed central office protocols for clear roles as support and compliance for building principals.
- Developed central office meeting protocols that allow more transparency and more knowledge sharing across departments.
- Developed a true strategic plan with community involvement that also included 5-year academic goals and 5-year financial goals.
- Developed district leadership strategic planning meeting protocol that aligns the district strategies with the strategic plan.
- Developed Principal Cadre to allow principal collaboration to better align the work to meet student needs and to empower principals.
- Amended the school calendar to allow for four professional learning days for the faculty and staff to develop a truly aligned curriculum for the first time.
- Adopted a school calendar that allows more training opportunities for staff.
- Developed a true professional development plan for teachers.
- Fully collaborated with KDE and the Kentucky School Boards Association (KSBA) to bring the best resources to students.
- Controlled the budget to ensure solvency for the district. The district may not be able to continue funding the one-to-one computing initiative as it currently exists due to lack of funding.
- Adopted or corrected the board of education policies as needed to ensure the policies and procedures are aligned toward student achievement.
- Improved every process and system in the district.
- Improved culture and morale in the schools and in the community as well.

### 3. Action Strategies - Deficiencies

Breathitt County Schools continue to look at every possible avenue to improve their financial situation. The district is working with KDE finance professionals to help develop strategies to stabilize the budget.

A student discipline matrix will be developed to help ensure consistency in dealing with suspensions. This will be in place for the new school year.

The creation of a true professional development plan for the upcoming school year will continue with support from the KDE Education Recovery (ER) Staff. The plan will build upon the four days of professional learning all teachers in the district attended at the end of the 2015-16 school year.

School safety will continue to be stressed with the Kentucky Center for School Safety conducting safe school audits at Highland Turner Elementary School and Breathitt County High School.

#### 4. Action Strategies – Additions

District Leadership will be working with AdvancED to conduct a District Leadership Retreat on July 28-29 to help build leadership capacity and to potentially seek accreditation.

A leadership academy will be designed and implemented to develop teacher leaders at each school.