

# **MENIFEE COUNTY SCHOOL DISTRICT**

## **AUGUST 4, 2016**

### **ACTION PLAN UPDATE**

#### **1. Status Update**

The Menifee County Board of Education has a current general fund balance of \$976,041.03. The current working budget has a 5% contingency.

The College and Career Ready rate at Menifee County High School for 2015-16 was 84% with bonus. (This includes bonus points for seniors that are both college and career ready).

The members of the Menifee County Board of Education continue to develop capacity for leadership and self-governance through a partnership with the Kentucky School Boards Association. The local board completed a policy development session in June. In July, the board will receive parliamentary procedure training in a session titled "Creating Successful Meetings".

Hiring quality candidates to further the improvement of the district is a priority. Several job openings have been posted. Menifee County High School named Steven C. Meadows to serve as principal, and Menifee Elementary hired Virginia Thorpe to serve as principal of the K-8 building.

The Educational Recovery (ER) Staff continue to provide leadership in the creation of professional development plans and curriculum framework and provide instructional and coaching support to all levels of the system. Data analysis and intentional planning based on student needs continue to drive daily decision making. The systems approach remains in the developmental and implementation stages.

## 2. Action Strategies - Completion

Each district administrator continues to utilize department specific 30-60-90-day plans with a focus on improvement priorities outlined in the Kentucky Department of Education (KDE) Management Audit. The State Manager and ER staff provide leadership and support in the completion of each plan leading to a more streamlined approach to governance. Improvement priorities include:

- Finance: The district finance officer continues to present a cash flow projection that informs board members of an accurate picture of the district financial position. Currently, the General Fund ending balance is projected to be over \$900,000 for the current fiscal year. The partnership with the finance officer and KDE Division of District Support remains constant.
- Governance: The state manager continues to lead the district to fiscal and instructional stability in a systemic way and through leading by example. Beginning with the new school year, each department will implement 30-60-90-day plans to drive district work. Leadership staff will participate in a one day retreat to focus on the Standard 3 Review Reports to ensure they guide the work of the administrative team.
- Curriculum/Assessment/Instruction: Aligning the work of the schools to ensure all students are provided a quality education has been constant. With support of the ER staff, the district leadership is evaluating program effectiveness to make schedule changes for the 2016-2017 school year. The district is offering flexible professional development this year to faculty in order to meet the unique needs of the staff.
- Attendance: Staff attendance for the school year was very strong. From November to May, the staff attendance average at Botts Elementary was 92.74%, Meniffee Elementary School was 91.72%, and Meniffee County High School was 94.53%. Student attendance also remains consistently high; Botts had a yearly average of 94.17%, Meniffee Elementary School was 94.65%, and Meniffee County High School was 93.91%.

## 3. Action Strategies - Deficiencies

While significant improvement strategies have been deployed, the processes and systems in place are at the development and implementation stages.

District and school level support provided by the State Manager and the ER Staff is on-going to ensure policies, processes and procedures are implemented across all grade levels. Through continuous linkage training, the district will strengthen its instructional system.

Developing school schedules to maximize learning time in order to provide all

students with a quality education has been on-going at all schools.

The district code of conduct is being revised and streamlined to create a consistent district-wide code across grade levels. The revised code of conduct will allow for the development and implementation of a behavior matrix in the 2016-17 school year. A behavior matrix is a grid that identifies specific positive behaviors for each behavioral expectation within specific settings and contexts.

Limited access to the Internet has caused utilization of technology to be minimal according to the Effective Learning Environments Observation (ELEOT) and perception data. The district is beginning to develop a technology plan to ensure staff and students have adequate access for delivery and mastery of content.

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 for improvement, however it is not yet implemented with fidelity.

A district Response to Intervention model and assessment protocol have been drafted. With existing district resources, a model and protocol will be developed to begin implementation in school year 2016-17. These will be shared at the district retreat.

There is an unmet facility need for a bus garage in excess of \$850,000.00.

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 and empower them to make fiscally responsible decisions.

The district is planning to utilize Extended School Services waivers in school year 2016-17.

The district will have tobacco free campuses beginning in school year 2016-17.

The Summer Food Service Program is underway with great participation.