

Superintendent's Report

September 27, 2016

Chair Jones, Members of the Board, thank you for the opportunity to present the Superintendent's Report.

Our last Board meeting was held at Lincoln Elementary Performing Arts School. Lincoln is a great example of a magnet school and is an important part of our magnet system. Magnets are a powerful tool in a large system. Principal Epps reminded us that the Lincoln success story has been over six years in the making. I had the opportunity to talk with the community members who have served on the Magnet Review Committee. Their depth and level of understanding of our magnets is impressive. They have great perspectives which can help to inform the continuous improvement process for the Magnet system, an invaluable asset that we need to leverage to do the next step — create a big picture vision for the whole system of magnets playing on our strongest magnets and move each magnet toward a position of strength.

The Board had dinner with the Superintendent's Student Advisory Council. The students shared their ideas about passion projects — the way that they can actively work to improve JCPS and Louisville. The students will also stay connected throughout the year through virtual meetings.

I also want to acknowledge the work of the LGBTQ Committee and for their presence and leadership in the Louisville community.

We all value our employees, ensuring that JCPS offers competitive salaries that can be sustained over time. That is our competitive edge since we are a people-powered business. We all want to fuel *Vision 2020* — the goal of which is to ensure that "all students graduate prepared, empowered and inspired..." A district that works for all students will ultimately make us competitive in attracting and retaining employees. Moving from the current state to the desired state is a process. It is a journey. A non-teacher salary structure, that hasn't been reviewed for 40 years, will not be changed overnight. It takes courage to ask the questions and to challenge the status quo. The main thing NOW for 2016-17 is to FOCUS on our students and the implementation of *Vision 2020* through our spending plan/budget. Let's execute what we have planned for.

Accountability is an important concept. On Thursday, results will be made public from the 2015-16 school year from KY's Accountability System. There are only two kinds of people in the system — those who directly interact with students and those of us who support those who directly interact with students. We all play integral roles in the success of our students. We are all accountable for the success of our students. Ours is a shared responsibility.

We have high expectations for our students and our employees. Doug Reeves reminds us that no student should be held more accountable than every adult in the system. We have high expectations for academic achievement and for behavior. We cannot guarantee that there will never be a student or staff behavior issue, but we can guarantee that we will respond accordingly. The safety of our students is Priority #1. An environment where students are safe, well-cared for, and have a sense of belonging sets the stage for achievement. We, as JCPS employees, should be collectively outraged when it is substantiated that any employee has not put the best interests and safety of our students at the forefront. I guarantee we will always respond accordingly.

TO BE CLEAR: We ARE committed to implementing the School of Innovation designs at Maupin and Atkinson and are planning an update to the Board.

As a District of Innovation, we work collaboratively with KDE's Director of the Division of Innovation David Cook and meet with other Districts of Innovation. There was a monitoring visit on April 18 and 19, 2016, to look for "evidence" of implementation of our four pillars of the JCPS District of Innovation Plan:

1. Professional Collaboration
2. Extending learning
3. School Design Contest
4. System of Support

Eighteen (18) central office administrators and five (5) JCTA representatives were interviewed. Board members were interviewed as well. The team visited three schools — Maupin, Atkinson, and Shawnee. The team was impressed with *Vision 2020* and, in fact, called it 'our innovation plan'. This is what the team reported to the State Board: "The district has developed a new strategic plan called *Vision 2020* which will serve as the basis of the revised innovation plan. KDE expects that the strategic plan and specific innovation projects will be incorporated into the approved District of Innovation Plan."

There was a September 15, 2016, deadline for Jonathan Lowe to submit a preliminary draft of a revised plan aligned with *Vision 2020*. After receiving feedback, we will bring the plan to the Board for review and ultimately for approval before submitting it to KDE as the JCPS District of Innovation Plan. After approval, the Board Chair and Superintendent sign it.

Chair Jones, I am recommending for approval the consent agenda later in the meeting.

INFORMATION ITEM

Our new Director of College and Career Readiness (Career and Technical Education), Christy Rogers, will describe how we can personalize education through career pathways connecting to postsecondary offerings and to linking learning to current workforce opportunities.

We appreciate the support of Executive Director Michael Gritton and the KentuckianaWorks Board for their commitment and partnership with JCPS on the career pathway alignment work.

ACTION ITEM

The Working Budget is the third document (Draft, Tentative, then Working). The working budget is the spending plan for 2016-17. Note: IX.U is the approval of salary schedules for 2016-17. That is the manner in which the Board "sets compensation". *Note:* Bill Carroll from Strothman & Company will be at the meeting to provide his analysis of the costs of steps and the salary increase as requested by the Superintendent and the Board. (Contract 06 - IX.K)