

BREATHITT COUNTY SCHOOLS

OCTOBER 5, 2016

ACTION PLAN UPDATE

1. Status Update

- i** The current working budget of the Breathitt County Board of Education has a general fund balance of \$848,888.45, which includes \$181,988.19 for sick leave escrow. The current working budget has a 5.5% contingency.

Breathitt County Schools had a great start to school this year. Teachers had two days of targeted professional development and the first week of school for students went smoothly with no major problems. Enrollment is holding steady.

The Site-Based Decision Making Council at Marie Roberts-Caney Elementary recommended the hiring of a new principal. The council members selected Jason Fugate, a 17-year teaching veteran at the school. He will be supported daily by an education recovery leader.

District funding continues to be a challenge. Historically, the collection rate on taxes by the sheriff has been in the mid-ninety percent range. However, this year's collection rate was only 79.25%, which results in \$307,000 in lost revenue to the district. The county's net assessment value also has declined by more than \$26 million.

The condition of district facilities continues to be a major concern. Maintenance and repair of these neglected buildings continues to be a drain on district funds. Roofs leak, buildings flood, and HVAC systems seem to need constant repair.

2. Action Strategies - Completion

- i** The district conducted a very successful leadership retreat in collaboration with AdvancED at the end of the summer. Forty teacher leaders and administrators attended the two-day event. Leaders reviewed vision, mission, and core values. They also took a deeper look into the AdvancED Standards of Quality. The district will continue to meet with teacher leaders to gather input on the important work of the schools and district.

Intervention plans are being implemented at each school with varying levels of success.

School level and district level walkthroughs are providing teachers with feedback and district leadership with the necessary data to plan future teacher professional development. Data from past Effective Learning Environments Observation Tool (eleot) walkthroughs was used to help plan and deliver the teacher trainings that occurred at the beginning of school.

The district applied for the workforce development grant to help fund a new area technology center. District leadership has met with several community partners and state leaders in order to make its application as strong as possible. The current facility is ranked very low on the Parsons list. It is designated as a transitional building and is located in a flood plain. The district, and more importantly the community, is in desperate need of a new facility that offers training and employment opportunities for students and community members.

The Breathitt County Dual Credit Program has been expanded to include more students and the cost has been brought down through negotiation and grant funding.

The Kentucky School Boards Association is continuing to provide training for the local board of education. Before the August meeting, training was provided on Roberts Rules of Order.

3. Action Strategies - Deficiencies

- i** Breathitt County Schools continues to look at every possible avenue to improve its financial situation. School facility maintenance and repair is draining a significant amount of money from the district general fund.

A maintenance inventory was recently completed. However, it was not completed in a timely manner.

The district is still working to improve internal systems.

District leadership is doing a good job of informally communicating with internal stakeholders but needs to develop a more formalized process to communicate with both internal and external shareholders.

4. Action Strategies – Additions

- i** A Superintendent Student Advisory Council will be created for the first time in Breathitt County. Feedback from students is a crucial part of the improvement process.

Even though the district school facilities plan is not due until next year, the district will request to begin the planning process earlier due to our current facility needs and changing enrollment.

Each central office administrator, in collaboration with the superintendent, has developed action plans for each area, for which they are responsible. These action plans will help to show progress, monitor completion of tasks, and be used as evidence for evaluations.