

FLEMING COUNTY SCHOOLS

APRIL 12, 2017

ACTION PLAN UPDATE

1. Status Update

The Fleming County Board of Education has budgeted a \$1 million contingency (7%) for the 2016-17 school year. The current general fund balance is \$3,984,333.

The district's accreditation external review, diagnostic review, and management audit will take place March 12-15, 2017. In preparation for this, the district has conducted several self-assessments, identifying evidence of growth as well as improvement areas. In addition, principals and district administrators have participated in diagnostic reviews or accreditation external reviews in other Kentucky districts in order to become more knowledgeable about the process.

The district has developed and implemented a management audit self-assessment tool aligned to the Kentucky Department of Education's (KDE) management audit requirements and AdvancED Standards for Quality. This process has enabled the district to document substantial improvements made since the 2013 management audit in each area of review.

Five members of the district leadership are participating in the National Institute for School Leadership (NISL).

The district continues to focus on the following five improvement priorities identified as critical: 1) engagement of all students; 2) development of a common curriculum and common assessments; 3) data and student work analysis through professional learning communities; 4) empowerment of all stakeholders through shared leadership; and 5) connection of the systems. Furthermore, all five components are regularly monitored and evaluated.

2. Action Strategies - Completion

With an accountability index of 73.0, Fleming County Schools is now a distinguished school district with two schools of distinction, one distinguished school, and one proficient school.

In February, the district and Fleming County High School received a visit from Commissioner Stephen Pruitt and Dr. Kelly Foster.

Using the district strategic framework, the district leadership created a series of tools to assist with the monitoring and evaluation of district systems. The senior leadership team

has fully implemented the use of these instruments to monitor, evaluate and provide feedback for improvement of systems.

Monthly Teaching & Learning Updates: Fleming County High School (FCHS) continues to provide monthly updates to the local board of education and other schools provide updates on a rotating basis.

Working closely with the high school in identification of improvement priorities, the district continues to provide a variety of resources and support, as well as attending professional learning community (PLC) meetings regularly.

Curriculum revision work is on-going at FCHS in all content areas and K-8 social studies and science. High school curriculum work has been evaluated twice and progress toward completion is presented monthly to the board of education. District-wide, science teachers are working to implement the *Through Course Tasks* and preparing for the field test of the state summative assessment in March.

K-8 Benchmark 3 (Math & English/Language Arts) is complete and schools/classrooms are using the data to address student needs and develop strategic plans for the remainder of the school year to increase student readiness for the next level.

Schools have begun using the Achieve3000 platform to supplement instruction and provide intervention services to students in English/Language Arts (ELA).

There have been a number of external support personnel in the district working with teachers and students in a variety of capacities: Wayne Stevens, Effectiveness Coach; Ali Wright, Effectiveness Coach; Jennifer Stiedel-Jones, Novice Reduction Coach; Kelly Philbeck, Literacy Consultant; Charles Rutledge, KEDC Math Consultant; Kate Grindon, LDC Consultant; in addition to ER staff.

In preparation for updating the strategic framework for the 2017-18 school year, the district developed a crosswalk between Kentucky Board of Education goals and district board of education strategic goals. Furthermore, senior leadership team members have aligned the district strategic framework principles with the management audit areas of review in order to identify strengths and priorities for improvement. This has been a powerful professional learning process for the district leadership team and district support staff.

Senior leadership team staff has completed a guide for understanding the implementation of the district vision. This document outlines the strategic focus areas, various frameworks and plans as well as district-developed monitoring and evaluation tools. This document will become part of the 2017-18 revised strategic framework.

3. Action Strategies - Deficiencies

The district is focused on implementing a district-wide curriculum in all courses with common assessments. The district provided support to the high school over the summer to conduct curriculum revision, create formative and summative assessments, and identify resources. This work has continued through professional learning communities and department collaboration. During summer 2017, the district will work to strengthen vertical alignment, K-12.

As a result of the management audit self-assessment, we must continue to work on empowering stakeholders to be leaders in the district and connecting the many systems throughout the district to improve efficiency and effectiveness at all levels.

4. Action Strategies – Additions

The district is in the process of finalizing plans for conducting the final Formative Quality Review in April at all schools.

Collaboratively the senior leadership team along with district support staff and school principals are engaged in improvement planning for the 2017-18 school year around the five (5) focus areas.

The district leadership team, along with principals, are now updating the Formative Quality Review process for the 2017-18 school year.

The district team is working on the management audit self-assessment to identify strengths and areas for improvement. The district will undergo a management audit in March.

The district is currently engaged in development of a tool to evaluate the effectiveness of the strategic plan and framework.