

Breathitt County Schools

March/April, 2019

Action Plan Update

1. Status Update

The Breathitt County Board of Education reviews monthly reports to ensure that the district maintains a 10 to 15% contingency through intentional processes that determine expenditures are reasonable and necessary. The district is implementing multiple grants to support student learning, including: Striving Readers, Novice Reduction, Steele Reese at MRC, New Skills for Youth, with recent additions of the Fresh Fruit and Vegetable Program and GEAR UP. Americorps approached the district about providing Breathitt High School with up to 10 academic tutors. Tutors for this program are now being placed in the high school.

Central Office administrators continue to make progress on the 30-60-90 actions plans that target deficiencies from the previous audit findings. Work continues through instructional staff to implement and support new Math and ELA curriculum.

Strategic Planning Process was completed and culminated in board approval in January. Other topics discussed included improvements to the Communication Plan and Facilities/Technology updates and projects.

The Communication Plan was approved by the Board of Education. Non-negotiables have been set at district and school level, and the plan is being implemented. Evidence of improved communication includes the mobile app, increased news articles in the newspaper, as well as shared items on the website/Facebook.

The District/School Improvement Plans are being updated via e Prove. Comprehensive District Improvement Plan will focus on curriculum alignment, communication, and ABRI (Academic and Behavior Response to Intervention).

Curriculum alignment, PLC meetings, Response to Intervention (RTI), and Academic and Behavioral Response to Intervention (ABRI)/Positive Behavioral Interventions and Supports (PBIS) are being implemented in every school.

Training and Meetings: Superintendent Mid-Year Evaluation, KASA - Mentor Follow Ups, KDE meetings and local board meetings, SBDM visits, School Monitoring Visits, Leadership meetings with principals, principals observations, curriculum presentations, LPC meetings, CTE meetings and budget meetings.

Next Steps:

1. Improvement priorities from the Diagnostic Review are being analyzed, and turn around plans are being developed/implemented into the CDIP/CSIP.
2. In order to assist in providing more frequent, specific feedback regarding core instruction to teachers, the district is exploring the purchase of eWalk.

3. The Board of Education will collaborate with the architect to analyze the feasibility study of converting Sebastian Middle School (currently unoccupied, permanent facility) into an elementary school, utilizing the District Facilities Plan and assessing current/future bonding potential.
4. Finance office continues to progress monitor the district cashflow (expenditures and revenues), to ensure we maintain our goal of 10-15% contingency.
5. District is reviewing software to address effectiveness and efficiency with regard to subs and timesheets (Sub Finder/Time and Attendance).

2. Action Strategies Completion

Governance and Operations:

- The Kentucky School Boards Association (KSBA) continues to provide training to the local board of education. Training hours have been communicated to all members. Some members attended the Spring KSBA conference.
- The district's 30-60-90 Action Plans are currently being reviewed/updated via Google Docs and include items on: Instructional Management, Career and Technical Education, Special Education, Fiscal Management, Operational Support/Facilities, Food Service, Transportation, Personnel Administration, and Planning.
- State and Federal Reports have been completed.

Instruction:

- Due to the past fiscal responsibility of the district, an additional curriculum specialist position was created and hired by the Board of Education. This additions creates a three-person team to support curriculum and instruction in the district.
- The district has purchased curriculum materials and resources for grades K-10 in Math and grades K-12 in ELA with training to support implementation on Nov. 6 and Jan. 2. Implementation support continues through coaching.
- School and district level staff have been trained in TEDS. School CTE staff collaborated on Nov. 6 and Jan. 2 to create and monitor a plan to address audit findings. A CTE handbook outlining specific procedures used at Breathitt High School is under development.
- School and district personnel continue to analyze academic and behavioral data, with the support of ABRI.

Maintenance:

- District Facilities Plan was approved by the Breathitt County Board of Education and KDE.

Technology:

- Technology Plan Committee received local board approval for the 2020-2021 technology plan.
- New Website and Mobile App - Design Phase
- The district has completed an upgrade for new network and WIFI equipment.
- All schools have been working on integrating new interactive boards within the classroom as an addition or replacement of existing technology within the classroom.
- Each school has been receiving training on new processes and procedures to reduce down time for repairs on both student and staff equipment. Building capacity with personnel at each school has also been a focus.

3. Action Strategies Deficiencies

Instruction:

- Data from the universal screener indicates that 46% of students need intervention in Reading and 45% of students need intervention in Math, thus indicating an issue with Core Instruction.
- Walkthrough data validates that additional training in several areas is needed for staff in all schools. Planning is in process to address these areas.
- The district is currently addressing multiple teacher vacancies.
- Core Instruction (Tier 1), Curriculum realignment in Math (Eureka) and English-Language Arts (Wit & Wisdom), work continues. Data from benchmark assessments and feedback from teachers and elementary principals indicate a need to support and refine Phonics instruction.

Governance/Operations:

- The district communication plan needs to be fully implemented to maximize resources; however progress has been made in this implementation and communication is improving..
- Recruiting and retaining bus drivers.
- The district had a 2017-2018 school year decline in average daily attendance (ADA) of 82 students. Overall, ADA is now a 1628 as opposed to 1710. Eight-year ADA trend data shows a loss of 265 students. 2018-2019 ADA is projected to be about 40 less than 2017-2018.

Maintenance:

The District Facilities Plan show \$60 million dollars of need, including maintenance/custodian tools and resources needed to address concerns and to increase efficiency. Current bonding potential is over 10 million dollars, and should increase by 6 to 7 million dollars in July 2020.

Technology:

- Technology professional development opportunities for staff and students.
- Age of equipment shows the need for more student devices, teacher devices and interactive boards in some classrooms.

4. Action Strategies - Additions

Governance/Operations:

- Strategic Planning meeting produced board goals and received local board approval.
- ABRI Team, Principal Meetings, Central Office Leadership Team - dates are planned.
- Action Plans are being reviewed and updated.
- Breakfast participation numbers have increased to 68%.

Instruction:

- Continue the partnership with ABRI to analyze academic and behavioral data and to improve processes for utilizing data for instruction
- Implement schedule changes in grades 7-12 to allow for a team approach and shared

responsibility.

- In order to assist in providing more frequent, specific feedback regarding core instruction to teachers, the district is exploring the purchase of eWalk. Data collected will be used to support teaching and learning throughout the district.
- Feedback from the Striving Readers Fidelity walkthrough will be analyzed once it is received.

Maintenance/Technology:

- Technology staff will attend Dataseam training.
- New Website and Mobile App - Roll out phase
- The Facility and Technology Director continues to work from a 30-60-90 day plan to focus work. Work continues to address known deficiencies of previous audit through a PDSA, each of these to be completed by the end of 18-19 school year. Projects:
 - 1) ATC – (In process)
 - 2) Security Vestibules at BHS, MRC, and HT (Bid accepted)
 - 3) SMS Roof Edge (Bid accepted)
 - 4) HT Chiller replacement (Project complete closing out project)
 - 5) BHS Bleacher replacement (Project complete closing out project)
 - 6) HVAC at Central Office (Project on hold due to cost concerns)