

Breathitt County Schools

May/June, 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, while supporting the instructional process and meeting the needs of all students.

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 and Gear Up have placed academic tutors at Breathitt High School to improve student achievement.

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. Special Education data meetings are held regularly at each school. The special education liaison and director of special education participate in all Annual Review Committee (ARC) meetings to provide support; the folder review process is ongoing.

Strategic Planning Process was completed and specific strategies have been implemented to allow for achievement of the academic and financial goals approved in the Overall Strategic Plan. Implementation of the Communication Plan has improved overall visibility of the District throughout the community. Non-negotiables for the Communication plan have been set at the district and school level, and the plan has been implemented. Evidence of improved communication includes the mobile app, increased news articles in the newspaper, use of the District calendar, as well as shared items on the website/Facebook.

The District/School Improvement Plans have been updated in eProve. Comprehensive District Improvement Plan will focus on curriculum alignment, communication, and ABRI (Academic and Behavior Response to Intervention). The plan has been updated to reflect feedback provided by the diagnostic review, and implementation is monitored regularly via 30-60-90 day plans.

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. Develop an action plan for the LBJ Elementary to Sebastian Middle School transition.
2. Analyze Spring 2019 MAP data.
3. Utilize standards rollout resources and curriculum evaluation processes to update/refine curriculum pacing guides that reflect the updated Reading & Writing, Mathematics and Social Studies standards.
4. In order to meet student individual learning plan needs and to meet ILP and workplace ethics requirements, the district is exploring the purchase of Achievement in Career Engagement (ACE). ACE helps students develop work-based learning skills through an endorsement program which allows students to record various levels of achievement through the documentation of successful accomplishments.
5. Action plans developed from analysis of the diagnostic review and state management audit are being progress monitored for continuous improvement.
6. Finance office continues to progress monitor the district cashflow (expenditures and revenues), to ensure we maintain our goal of 10-15% contingency. General fund budget includes, \$350,000 for the Sebastian Middle School conversion into an elementary school.
7. District is implementing 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.
- 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.
- District Strategic Plan and Communication Plan have been approved, completed and implemented.

Instruction:

- Implementation support for new curriculum materials and resources (including Math, ELA and phonics) continues through coaching. Standards workshops for the core subjects are in the planning phase for summer professional learning.
- A local CTE handbook outlining specific procedures used at Breathitt High School is under development. The Breathitt High School JROTC hosted their first Career Fair, which provided opportunities for juniors and seniors to network with potential employers. Community members were also invited to participate employers with after school hours.
- Resources to support Phonics instruction have been provided to all teachers district-wide in grades K-2.

- District non-negotiables for academics: strong instruction, deep engagement, grade appropriate assignments, and high expectations continue to be reinforced during school and district leadership team meetings and professional learning communities.
- 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.
- After reviewing facilities long term roadmap with KDE personnel, board voted to move grades K-6 from LBJ Elementary to Sebastian Middle School for the 2019-2020 school year.
- Board approved BG 1 is for the proposed renovation of select areas of the existing Sebastian Middle School in order to convert the facility into an Elementary School. Included in the scope of work would be the addition of a security vestibule; renovation of the existing locker rooms into (2) classrooms and a gang restroom for boys and girls; renovation of the central locker area into a School Resource Officer office.

Technology:

- New Website and Mobile App - Over 500 Mobile Users
- Professional Photos of staff members have been updated.
- Several student iPads have been purchased for K-2 grades.
- District continues to partner with Dataseam (cancer research) to increase technology in schools.
- 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:

- 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 further support and refine Phonics instruction. Workshops in support of the rollout of updated standards will be provided to staff during summer professional learning opportunities.

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, as well as teachers and other staff. Overall staff turnover is at an all time high and filling any open positions proves challenging.
- The district had an overall decline of in average daily attendance (ADA) of 82 students last year. This year's decline looks to be much less. However, trend data continues to predict a decline for future years. Data is constantly monitored to validate the decline. Staffing is continually monitored in order to comply with District Staffing Policy. A continued decline in enrollment requires a decline in staff.

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 8 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:

- Implementation of the Strategic Plan is being evaluated to determine what next steps need to take place for continuous improvement and effective implementation with fidelity.
- Action Plans are being reviewed and updated.
- Breakfast participation numbers have increased to 69% in March.
- Continue monitoring folder reviews for special education. Continue teacher/administrator support during ARC meetings.
- Time and attendance software is being setup for all schools.

Instruction:

- Continue the partnership with ABRI to analyze academic and behavioral data and to improve processes for utilizing data for instruction.
- In order to assist in providing more frequent, specific feedback regarding core instruction to teachers, the district has purchased and provided initial training for 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.
- In order to meet student individual learning plan needs and to meet ILP and workplace ethics requirements, the district is exploring the purchase of Achievement in Career Engagement (ACE). ACE helps students develop work-based learning skills through an endorsement program which allows students to record various levels of achievement through the documentation of successful accomplishments.

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) SMS maintenance and renovations
 - 2) ATC – (In process)
 - 3) Security Vestibules at BHS. MRC, and HT (Bid accepted)
 - 4) SMS Roof Edge (Bid accepted)
 - 5) HT Chiller replacement (Project complete closing out project)
 - 6) BHS Bleacher replacement (Project complete closing out project)
 - 7) HVAC at Central Office (Project on hold due to cost concerns)