

## Breathitt County Schools

July/August, 2019

### Action Plan Update

#### 1. Status Update

As part of PD in July, the district will 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.

Achievement in Career Engagement (ACE) has been purchased. 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. PD will be provided for this program and it will be implemented.

Action plans developed from analysis of the diagnostic review and state management audit are being progress monitored for continuous improvement.

Time and Attendance and Substitute Management is being implemented and will be fully operational beginning August 5, 2019.

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 has been able to purchase over \$400,000 in curriculum materials and resources; at least 400 student devices; 200 teacher devices; as well as Interactive Boards, and other instructional supplies during the 2018-2019 school year. Now, that staff has adequate resources, the District will focus on providing support in delivering grade appropriate, strong instruction with high expectations.

The district is implementing multiple grants to support student learning, including: Striving Readers, Novice Reduction, School Improvement Fund, 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 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.

The District/School Improvement Plans are posted on the District and School Websites. Comprehensive District Improvement Plan focuses 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. Review of the current plan will begin in September.

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.

**Next Steps:**

1. 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.
2. 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.
3. Action plans developed from analysis of the diagnostic review and state management audit are being progress monitored for continuous improvement.
4. 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.
5. District is implementing software to address effectiveness and efficiency with regard to subs and timesheets (Sub Finder/Time and Attendance).
6. A Root Cause Analysis will be determined for the CCEIS designation followed by the development of a program narrative to address our critical areas for improvement and intervention that will be provided.

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.
- Time and Attendance Software implementation is 95 % complete, with a target date for entire completion of August 1, 2019.

**Instruction:**

- Implementation support for curriculum materials and resources (including Math, ELA and phonics) continues through coaching. Standards workshops for the core subjects will be

deployed on July 29-31, 2019.

- A plan for improving the CTE program offerings at BHS is in the implementation phase.
- Resources to support Phonics instruction have been provided to all teachers district-wide in grades K-2. Training will be provided during professional development in July.
- 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 Elementary School for the 2019-2020 school year. Furniture and fixtures have been moved and are ready for teachers at Sebastian Elementary School.
- Board approved BG 1 is for the proposed renovation of select areas of the existing Sebastian Middle 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. Training will begin in July, and will continue throughout the year through PLCs and future PD days.
- 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.

- Data (MAP data and CCEIS designation) indicate that the intervention system across the district needs to be refined.

**Governance/Operations:**

- 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 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.

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.
- Time and Attendance/Substitute Management Processes for the Schools and District will be updated resulting from implementation of new software.
- New Legislative changes that impact policies/procedures are being reviewed and updated.

**Instruction:**

- School improvement funds will allow for the placement of a curriculum specialist at BHS.
- eWalk data will be collected and used to support teaching and learning throughout the district.
- Feedback from the Striving Readers Fidelity walkthrough indicated a need to support core literacy instruction and student engagement.
- Achievement in Career Engagement (ACE) will be implemented to help 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:**

- Teacher devices are being distributed. Interactive boards have been purchased at multiple schools.

- 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:
  - SMS maintenance and renovations
  - ATC – (In process)