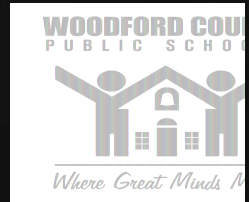




WOODFORD COUNTY SCHOOLS INSTRUCTIONAL UPDATE



NOVEMBER 11, 2019



Comprehensive District Improvement Plan Woodford County Schools

Woodford County

Vision

"The Woodford Way" is a system the community takes pride in, and an environment of excellence for students to learn in.

Mission

Provide, promote, and prepare students to strive for excellence.

Beliefs

- Expecting continuous individual & collective growth
- Serving the academic, social, emotional, & physical needs of every child
- Valuing, empowering, supporting & celebrating all stakeholders
- Making decisions with high levels of integrity & in the best interest of students
- Collaborating to maximize success

Facilities

Objectives

- Provide facilities that allow teaching and learning to match local college and career needs.

Critical Initiatives

- Provide a physical location to allow for "One Stop" access to community and school support needs for families and students.
- Expand and leverage current partnerships to create a workforce development center, or program, that matches the expanding employment needs of the community.
- Update science and inquiry labs that allow students to engage in the critical thinking, discovery, and collaborative practices essential to global competitiveness.
- Create facilities for creative and performing arts for students to practice and participate in music and theatre facilities that allow for the maximization of talent and interest.

Support Services

Objectives

- Create and improve a system of student supports to reduce and eliminate barriers for learning.

Critical Initiatives

- Implement and expand the Interconnected Systems Framework to ensure a strategic system of supports for mental health needs exists within the school and within the community.
- Educate staff in what it means to be culturally responsive in meaningful ways, not just in namesake or in policy documents.
- Improve Positive Behavioral Interventions and Supports to continuously decrease office discipline referrals.

Recruit & Retain

Objectives

- Ensure a high quality and diverse staff is employed and provided quality learning and growth.

Critical Initiatives

- Partner with local college and universities to recruit quality student teachers into Woodford County and support those teachers into positions within the district.
- Recruit high quality teachers through intensive and intentional efforts that match expressed needs of potential candidates.
- Design, deploy, and support professional learning to ensure all employees have the knowledge and ability to implement updated, research supported, pedagogical practices that maximize achievement.
- Employ a diverse teaching staff that matches the diversity of the students which the district serves.

Technology

Objectives

- Utilize technological resources to improve the teaching, learning, and opportunity for students.

Critical Initiatives

- Train and support staff members to fully utilize the benefits of technology to enhance learning through student individualization, increased student feedback, and increase student collaboration.
- Ensure all students have the foundational skills needed to learn and communicate with technology.





2020 Woodford County Schools Comprehensive District Improvement Plan Committee

COMMITTEE COMPOSITION:

Representing	Committee Person(s)
High School Student	Ryan Alvey
Community Representative	Brian Traugott Karen Kasacavage
Parent	Kelly Brengelman
Classified Staff	Dana Christian
Teacher	Allison Culbertson
Board Member	Allison Richardson
School Administrator	Bianca Bargo
Traditionally Underrepresented Populations	Carmen Wilcox
Principal	Elaine Kaiser
Central Office Staff	Bob Gibson
Superintendent or Designee	Jimmy Brehm



2020 Woodford County Schools Comprehensive District Improvement Plan Committee Planning Outline and Notes from Meeting

OCTOBER 30, 2020

- [Review 2019 CDIP progress](#)
- Review primary district data from 2018-2019 school year
 - State Accountability
 - [District Report Card](#)
 - [Comparison Chart](#)
 - [Eleot data](#)
 - [ISF Data Information](#)
- Brainstorm of next steps
 - Team in consensus to leave the activities related to retention and recruitment.
 - Discussion around mental health needs and brainstormed possible initiatives.
- [Link created to submit ideas to the committee for inclusion in the 2020 CDIP](#)

OCTOBER 31- NOVEMBER 20:

- Committee members elicit and encourage feedback.
- Staff, student, and parent surveys sent out and results collected.
- Feedback form Ideas are collected and shared with committee electronically
- Goals set per state guidance

NOVEMBER 20:

- Team Reviews Submitted Activities
- Team prioritizes activities based upon data realities
- Team determines main activities

DECEMBER:

- Draft CDIP is shared with committee members (Dec 3)
- Review first draft and make revisions
- Final consensus on structure of 2020 CDIP

Support Services

Objectives

- Create and improve a system of student supports to reduce and eliminate barriers for learning.

Critical Initiatives

- Implement and expand the Interconnected Systems Framework to ensure a strategic system of supports for mental health needs exists within the school and within the community.
- Educate staff in what it means to be culturally responsive in meaningful ways, not just in namesake or in policy documents.
- Improve Positive Behavioral Interventions and Supports to continuously decrease office discipline referrals.

Activity

Special Education Facilitated Self-Assessment

Person responsible: Tracey Francis

Required Resources:

Financial Resource: \$5000.00

Other Resource:

Activity Measure(s)

Utilization of outside consultant(s) to facilitate and advise on a district self-assessment of special education service delivery to lead to the creation of a multi-year improvement plan that increases the achievement of students with an Individualized Education Plan.

Activity

Cross-Agency Community Partnership.

Person responsible: JAN SELLERS

Required Resources:

Financial Resource: \$40000.00

Other Resource:

Activity Measure(s)

Establish and communicate partnerships between student and family support agencies across the community. This map should describe where and how to access agencies inside and outside the district to support families. A developed and communicated map and structure for sustainability should result.



Recruit & Retain
Objectives
<ul style="list-style-type: none"> • Ensure a high quality and diverse staff is employed and provided quality learning and growth.
Critical Initiatives
<ul style="list-style-type: none"> • Partner with local college and universities to recruit quality student teachers into Woodford County and support those teachers into positions within the district. • Recruit high quality teachers through intensive and intentional efforts that match expressed needs of potential candidates. • Design, deploy, and support professional learning to ensure all employees have the knowledge and ability to implement updated, research supported, pedagogical practices that maximize achievement. • Employ a diverse teaching staff that matches the diversity of the students which the district serves.

Activity

Retention for Recruitment

Person responsible: Gareth Wells

Required Resources:

Financial Resource:

Other Resource:

Activity Measure(s)

Utilize employee feedback to create a retention strategy that communicates respect for the time and services of current staff which can be utilized to recruit potential teachers for the future.

Activity

Intentional Recruitment

Person responsible: Gareth Wells

Required Resources:

Financial Resource: \$10000.00

Other Resource: Director of Staff and Student

Activity Measure(s)

Expand recruitment area and/or create clear incentive programs to recruit and develop minority candidates for all positions in Woodford County.



Technology

Objectives

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Critical Initiatives

- Train and support staff members to fully utilize the benefits of technology to enhance learning through student individualization, increased student feedback, and increase student collaboration.
- Ensure all students have the foundational skills needed to learn and communicate with technology.

Activity

Technology Skills Curriculum

Person responsible: Jimmy Brehm

Required Resources:

Financial Resource: \$10000.00

Other Resource: In-Kind time of technology staff

Activity Measure(s)

Creation of a clearly communicated scope and sequence of technology skills to be mastered at each grade level K-5 and a plan for implementation in schools.

Activity

Technology Professional Development Plan

Person responsible: Martha Jones

Required Resources:

Financial Resource: \$10000.00

Other Resource: Technology Staff Support

Activity Measure(s)

Created and communicate a plan to ensure all staff members are trained in the best practice use of technology that takes full advantage of the 1:1 device initiative.



Facilities

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Critical Initiatives

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- Create facilities for creative and performing arts for students to practice and participate in music and theatre facilities that allow for the maximization of talent and interest.

Activity

Created & Communicate Facility Path Forward

Person responsible: Amy Smith

Required Resources:

Financial Resource: \$10000.00

Other Resource:

Activity Measure(s)

A plan forward, supported by the Woodford County Board of Education, should be created and communicated. This plan should be developed in collaboration with all stakeholders and address the expressed facility needs in the District Facility Plan and in the District Improvement Plan





WOODFORD COUNTY SCHOOLS EQUITY AND ACHIEVEMENT TEAM

Team Goal:

Woodford County Schools Equity and Achievement Team operates with a dedicated focus to underserved and underrepresented populations while encouraging success through student empowerment.

Standing Meeting Date:

Third Monday of month

3:30-5:00

Woodford County High School

Membership:

- **Superintendent/Designee:** Jimmy Brehm
- **Guidance Counselor:** Monica Lewis
- **Athletic Department:** Dennis Johnson
- **HS Admin:** Amanda Best
- **MS/Elementary Admin:** Ryan Asher
- **HS Teacher:** Pam Duncan
- **Middle School Teacher:** Sara Rall
- **Elementary Teacher:** Faith Duke
- **HS Parent:** Kellie Griffie
- **MS Parent:** Kristen Wilson
- **Elementary Parent:** Jessica Hill
- **Community Leadership:** Larry Blackford
- **Board Member:** Ambrose Willson

Norms:

- 👍 Place the interests of students above all others in every decision and within every discussion.
- 👍 Abide by the policies of the Woodford County Board of Education
- 👍 Maintain an unwavering focus on the achievement of all students through conducting conversations, projects, and education around the established goal of the team.
- 👍 Work to build trust between and among Equity and Achievement Team Committee members, Board members, and the Superintendent by treating everyone with dignity and respect, even in times of disagreement.
- 👍 Model continuous learning and improvement in our roles as members of the team.
- 👍 Base recommendations upon available facts, avoid bias, and uphold and support the decisions of the Board once a decision is rendered by them.
- 👍 Speak openly and honestly with the commitment to voice concerns with possible biases of team members without immediate or long term judgment of the individual.
- 👍 Begin and end meetings on time.

Timeline of Current Work:

- **May 2019:** Board Approved RFP from Whatever it Takes Consulting to Complete Equity Audit
- **September 2019:** Equity Audit Completed at all Schools
- **October 2019:** Final Report issued and shared with equity team
- **November 2019:** Equity team creates draft action plan from audit findings
- **November 18, 2019 (tentative):** Report and plan presented to board