

2019-20 HCS Phase Three: Executive Summary for Districts_10312019_11:46

2019-20 Phase Three: Executive Summary for Districts

Henderson County
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Description of the District

Describe the district's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the district serves?

Located on the southern bank of the Ohio River in northwest Kentucky, Henderson County Schools educates 7354 students from preschool through Grade 14. 1,121 certified and classified staff (557 classified; 564 certified) support this endeavor throughout Henderson County on 13 school campuses, including an early learning center, 8 elementary schools, 2 middle schools, one comprehensive high school which also houses a career and technical education center, and one alternative learning center for kindergarten through twelfth grade students, including a performance-based program as well. Henderson County Schools, the only public school district in the county, has four elementary schools located within the city and four located throughout the county, representing the rural areas of Henderson. Henderson County, a "Work Ready Community," partners with Henderson County Schools to advance the career and technical education program. Henderson County Schools is proud to partner with the committed citizens of this community through such organizations as a United Way partnership to host two Toyota Born Learning Academies, the partnership of the career and technical education center with Henderson's industry and businesses, and Henderson Community College for dual credit courses.

DISTRICT PROFILE ENROLLMENT 7,354 total students; 55/9% Free and Reduced Lunch; 14.6% Disability; 76.4% White; 8.8% African American; 8.5% Multi-racial; 5.3% Hispanic; <1% Asian; <1% Native Hawaiian/ Other Pacific Islander; <1% American Indian/Alaskan Native

SCHOOL ENROLLMENT AB Chandler Elementary 300; Bend Gate Elementary 441; Cairo Elementary 288; The Central Academy 227; East Heights Elementary 432; Jefferson Elementary 342; Niagara Elementary 277; South Heights Elementary 439; Spottsville Elementary 582; North Middle 850; South Middle 761; Henderson County High 2020; TBJ Early Learning Center 396.

Percentage of Teachers with Master's Degrees: 43% (241/564) **Percentage of Teachers with a Rank I Degree (30 hours beyond a Master's Degree):** 32% (181/564) **Beginning Teacher's Salary:** \$37,141 **Total Operating Budget** \$104,637,703. **Transportation:** Buses cover 6,450 miles daily. **Staff:** Males 227 Females 889 **Race (of those who specified):** Hispanic/ Latino 5; White 1055; African American 49; Asian 1; American Indian/Alaskan Native 0; Pacific Islander 5; **Community Demographics** Henderson, Kentucky has a population of 28,757 people according to the 2010 US Census. The racial makeup of the city is 84.1% White; 11.8% Black or African American; 0.18% Native American; 0.7% Asian; 0.01% Pacific Islander; 0.58% from other races; and 1.04% from two or more races. Hispanics or Latinos of any race are 1.27% of the population. Of the 11,693 households in Henderson, 29.8% have children under the age of 18 living with them; 45.5% included married couples living together; 14.1% have a female householder with no husband present; and 36.8% are non-families. The age distribution is 23.5% under the age of 18; 9.2% from 18 to 24; 29.5% from 25 to 44; 22.5% from 45 to 64; and 15.3% who are 65 years of age or older. The median age in Henderson is 37 years. For every 100 females there are 89.3 males. For every 100 females age 18 and over, there are 85.3 males. The median income for a household in the city is \$35,790, and the median income for a family is \$45,250. Males have a median income of \$37,494 versus \$27,588 for females. The per capita income for the city is \$23,288. About 13.2% of families and 16.5% of the population are below the poverty line, including 24.6% of those under age 18 and 11.3% of those age 65 or over. Henderson has several unique features. The community of Henderson, Kentucky, is in a tri-state area with Illinois and Indiana; the metropolitan area of Evansville, IN, is only 13 miles away on the northern side of the Ohio River and offers a variety of opportunities for students and citizens, including two Division I universities and a technical

community college. In addition, Henderson has a community college and a regional campus for Murray State University. Henderson is also home to Audubon State Park and the Preston Fine Arts Center (located on the campus of Henderson Community College). The primary industries in Henderson are manufacturing, trade, transportation, utilities, and service. A positive outcome of tremendous benefit is that our community passed a nickel tax in November 2015. With those monies, we have built a new elementary school to replace the current structure in the community of Spottsville, which opened in November 2018 and also installed LED lighting in multiple facilities to reduce costs and maintenance. For safety purposes all schools now have a security feature of an additional set of locked doors that visitors must be admitted upon entrance into the school. Plans are also underway to build a new elementary school for Jefferson Elementary as well as update the campus of South Middle School where both will be located.

District's Purpose

Provide the district's purpose statement and ancillary content such as mission, vision, values, and/or beliefs.

Describe how the district embodies its purpose through its program offerings and expectations for students.

Members of the Board of Education meet at least annually to set goals for the District. Periodically, the Board of Education assesses the progress of each goal and makes modifications as needed. At every board meeting, the goals are placed in front of each board member to remind each of them when making decisions. All decisions are tied to at least one goal during the decision making process.

Mission Statement The Mission of the Henderson County Schools is to provide extraordinary educational opportunities for every student.

Vision Statement The vision of Henderson County Schools is to excel as a national innovative leader in education.

Core Values

- *Authentic Service to All
- *Excellence in All We Do
- *Inspire Human Greatness
- *Genuine Relationships are the foundation of everything we do
- *Cultivate a community where character matters
- *Own the Outreach
- *Be the change agent

During the 2015-16 school year, our board of education updated our mission. Led by our Superintendent, our stakeholders also revisited our vision statement and provided input through community forums, student forums, and surveys. In addition, during the 2015-16 school year our superintendent led the creation of our strategic plan to work towards the vision statement; this process included asking students, parents, community members, and school staff for their input. Students were asked these questions: "What is critical to your success after high school?" and "What things in your school help you achieve excellence, explore opportunities, and realize your potential?" We asked our parents and community members, "What three words should describe Henderson County Schools in 2020?" Several community forums were held where these questions were asked: "What do we want HCS to look like in 2020?" "What reputation would it have?" "What contributions would it make to our students and community?" "It is 2020...we have achieved our vision. In what ways do we look different?" The result establishes a focus for all departments which work in unity to achieve our vision. With this strategic plan, we are taking action by accelerating a shift in funding, priorities, and programs system wide to improve outcomes for our students. Our focus is in 5 areas, each driven by one of the Board of Education goals.

Outline of Strategic Plan

1. Henderson County Schools will prepare all students to be post-secondary ready.
2. Henderson County Schools will create future-ready leaders defining Henderson County as a community with the highest level of integrity and innovation.
3. Henderson County Schools will ensure a strong financial structure that guarantees excellence through creativity and innovation.
4. Henderson County Schools will seamlessly partner with families and community organizations through targeted outreach and engagement.
5. Henderson County Schools will sustain an exemplary staff by creating a dynamic and compassionate culture.

Our school system embodies its purpose through a variety of program offerings from preschool through high school in the areas of academics, career and technical pathways, gifted education, special education, co-curricular and extra-curricular activities,

athletics, EL programs, and our homeless/migrant program. All of our schools use the Positive Behavior and Interventions System (PBIS).

Notable Achievements and Areas of Improvement

Describe the district's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the district is striving to achieve in the next three years.

Henderson County Schools continually works to create a standard of excellence throughout every school. Throughout the district, student-centered learning is creating an atmosphere of achievement. Henderson County Schools built the first stand-alone preschool in the state and through preschool curriculum and partnerships with community agencies like Toyota Born Learning, is creating opportunities for every child from birth to age four to develop an appetite for education. Spottsville Elementary School was named a Blue Ribbon School in 2018. At the high school level, 1,293 (non-duplicated) of the 2,020 enrolled students are involved with the career and technical education center, which is in the top 10% of centers in Kentucky and offers 24 pathways. The high school also offers 47 dual credit courses and 23 advanced placement courses. For the 2017-18 school year, HCHS started a new pathway and School of Fine Arts to which students apply and audition. Our district provides a K-12 alternative school as well as a performance-based program for our students who want to graduate and need a different mode to do so. Our graduation rate for 2019 as a district was 89.8%, and 77.0% (372/482) of our students are transition ready. All of these achievements are predicated on the intentional focus of Henderson County School staff on rigor. Through curriculum and instruction, benchmark testing through MAP, Cambridge assessments, and common formative/summative assessments, the bar is set for achievement and success. Another strength of our school system is our Response to Intervention programs at all levels. Comprehensive high school programming offers diversity in education for students. This includes advanced placement and dual/college credit opportunities as well as career and technical educational opportunities in the classroom and through the cooperative program with community businesses. In addition each of our schools has an instructional coach who works with teachers on instructional strategies, data analysis, and professional learning. Instructional time is dedicated to the advancement of students, from the district's commitment to full-day kindergarten for 16 years now to 90-120 minutes of direct ELA instruction at elementary schools and 90 minutes of direct math instruction at the elementary and 84 minutes in ELA and math middle schools. Through RTI (Response to Intervention) and analysis of student work, all students receive individual learning opportunities. Students attend 175 instructional days, and additional minutes have been added to the instructional days to create banked time; the banked time is used in case of inclement weather. Henderson County Schools understands the importance of post-secondary readiness and has implemented a number of programs to advance that initiative, including the College Bound Plan and college coaches. Through the career and technical education center, 15 pathways offer students a variety of options for college or career. With the addition of the School of Fine Arts, an additional pathway has been created to meet student needs. Through alternative programming, dropout prevention and truancy diversion programs, and staff dedicated to attendance initiatives, Henderson County Schools continues to focus on the whole child and individual student needs to overcome barriers to student success. Also Henderson County Schools was one of only 3 districts in the state to earn the Project AWARE grant from 2019-2024 which will expand our resources to meet the mental health needs of our students. The professional learning of staff dedicated to the education of Henderson students is key to creating an atmosphere of success. Henderson County Schools offers 24 hours of professional learning to certified staff along with Professional Learning Community (PLC) training. In addition professional learning is embedded throughout the school year at the school and district levels as needed. New teachers also participate in additional professional learning opportunities provided by the district. In 2014, Henderson County Schools began a district-wide journey by implementing the CATCH (Coordinated Approach to Children's

Health) Program at each school. Nutrition and activity curriculum has been woven into the entire school day, developing healthy habits for each child. As we promote physical activity and healthy food choices for our students, families, and community, we are fortunate to partner with the CATCH organization, Methodist Hospital, and Healthy Henderson Coalition. Bully prevention activities are also implemented in the schools, working to create a safe environment for every student. Teachers have professional learning opportunities so they may learn how to define, understand and deliver digital learning. Our Board of Education supports our advancements in technology through grant opportunities for teachers as well as a long-range plan to move to 1:1. Access to textbooks, in both hard copy and electronic copy, is a challenge faced year after year as funding shrinks. Intentional focus on technology will strengthen the digital literacy of all students, and HCS is currently 1:1 in grades 2-12. Our technology department continues to meet the needs of our teachers through professional learning, and the plan to expand 1:1 in grades K-1 will continue in 2019-2020. In addition, positions for three digital learning coaches have been added at the elementary, middle, and high levels. Henderson County Schools will continue to improve the transition process from each level beginning in preschool through transition to life beyond high school. HCS has developed a process for Building a Better Graduate with stakeholder involvement over the past year and has identified 5 world class skills all students will demonstrate. The P-12 initiative focuses on the skills of collaboration, communication, innovation, initiative, and critical thinking. Also, in the 2018-19 school year a partnership was formed with Earle C. Clements Job Corps in Morganfield, KY, to provide opportunities for students from The Central Academy; in addition the JAG (Jobs for America's Graduates) program was implemented at The Central Academy. In the 2019-20 school year we have begun a Home School Academy. The district will strengthen its relationship with the community and continue to promote parental involvement. As we move forward, Henderson County Schools will need to update or replace its facilities, increase cultural competency, and expand technology innovation.

Additional Information

Districts Supporting CSI/TSI Schools Only: Describe the procedures for monitoring and providing support for (a) CSI/TSI school(s) so as to ensure the successful implementation of the school improvement plan.

Not applicable

Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

Not applicable

Attachment Summary

Attachment Name	Description	Associated Item(s)
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