

Annual Coaching Report: *Hopkins County*

2019- 2020

Annual Coaching Goals & Achievement

Goal	Result
Scorecard short cycle adjustment sessions will be held 4 times during the year to hardwire building the scorecard, validation, adjustment and communication process at the districts, school and department level.	Progress – Continue to deepen the work.
Cascade implementation of the scorecard at the classroom level.	Progress – Continue to deepen the work.
Leaders will use data and feedback from surveys (Employee Engagement, DSS, Parent, Student) to demonstrate growth in leadership, communication and culture. Executive leaders will rollout 2 of 4 surveys.	Accomplished and continue
Leaders will train staff in Service Excellence and reinforce implementation of the Standards of Practice through monthly highlights and recognitions.	Accomplished training and continue to deepen
Leaders will use the 9P Digital Platform to deepen their understanding and implementation of leadership practices.	Progress – use in coaching visits and some district administrative meetings

2019-2020 Coaching Partnership Achievements

- Content introduced:** *Training for school leadership teams - cascading the scorecard to school teams and into PLCs at each school. Aligned school goals to individual professional growth plans. Increased feedback through targeted performance conversations. Established quarterly cadence to monitor the scorecard and adjust. Leadership development training conducted at the assistant principal level to deepen the work and build leadership capacity.*

Content practiced and applied: *Reward and recognize, manage up, 30/90 and re-recruiting conversations, 30 second positive feedback, Rounding process, results rollout and refinement of action plan development, key words at key times communication process, use of email and communication protocol.*

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- **Measurable results in survey feedback:**

Employee Engagement

	Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019
<i>Participation</i>	761	663	644	865	936
Overall Mean ¹	4.23	4.25	4.30	4.32	4.25
Top Box Percentage	46%	50%	53%	55%	55%

District Service Survey

	Fall 2018	Spring 2019	Spring 2020
<i>Participation</i>	62	41	29
Accessibility	4.54	4.51	4.81
Accuracy	4.54	4.53	4.83
Attitude	4.57	4.53	4.78
Operations	4.50	4.50	4.81
Timeliness	4.54	4.51	4.82
Overall Mean	4.54	4.51	4.81

Parent Survey

	2017-18	2018-19	2019-20
<i>Participation (Number of Completed Surveys)</i>	1262	832	1617
Overall Mean ¹	3.98	4.02	4.07
Top Box Percentage	38%	46%	48%

Student Survey Data

	2018-19	2019-20
<i>Participation</i>	3770	3701
Overall Mean ¹	3.75	3.80

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- **New: Individual coaching with leaders** – 27 individual coaching conversations were held with principals and executive level leaders. Calls were designed to work with individual leaders on scorecard goals, actions and measures as well as process improvement to increase efficiency and effectiveness in leadership and school operations. The feedback from this process was extremely positive and will continue next year.
- **Sharing Best Practice** – On February 12, 2020, Studer Education held a Kentucky Showcase designed to highlight our partner districts that are showing continuous improvement across their organization. Hopkins County's culture and continuous improvement in leadership practices is a model of best practice for other districts in Ky. We were proud to feature Dr. Ashby and Marty Cline to share in the presentation.

Recommended Next Opportunities for Coaching & Development

- Leaders at the district and school level will execute scorecard goals, actions and measures using a monthly validation of actions and a quarterly data review process.
- Leaders will use data and feedback from surveys (Employee Engagement, DSS, Parent, Student) to demonstrate growth in leadership, communication and culture.
- Executive leaders will roll out at least 2 of 4 surveys to hardwire always actions.
- Considering the everchanging circumstances with COVID 19, our focus will be to execute district plans and processes and analyze and adjust to effectively manage situational change.
- Considering the everchanging circumstances with COVID 19, our focus will be on refining communication processes that promote clear, concise and transparent communication.