

BREATHITT COUNTY SCHOOL DISTRICT

JUNE 2020 ACTION PLAN UPDATE

PHILLIP WATTS, SUPERINTENDENT

1. Status Update

The Breathitt County School District (district) is currently implementing nontraditional instruction (NTI) in compliance with the Governor's recommendation for the cessation of in-person classes for the remainder of the 2019-2020 school year. For those students with access to the internet at home, teachers have designed and deployed assignments using digital platforms such as Google Classroom, ALEKS, Dreambox, and Lexia that were already a part of regular classroom instruction. For those students without internet access at home, teachers created paper versions of the online assignments. The transportation department, principals, and teachers collaborated to distribute these assignments to students at home. Expectations for communicating with students and parents each day have been established for teachers, as well as a common parent/guardian contact log and timesheet for tracking activities completed while telecommuting.

Student participation rates have stayed near 95%. A detailed process for using upcoming teacher workdays to provide professional learning for teachers, support planning for re-entry into the 2020-2021 school year, and finalize summer learning opportunities for students has been developed and shared with schools. Preparations for meeting the needs of all students have begun.

The district has implemented protocols for working remotely, while still providing exemplary service to all stakeholders including students, parents/guardians, and staff members. Processes are being automated to minimize disruption of service throughout the district during the Coronavirus restrictions.

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. 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, and School Improvement Fund as well as the 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. The Steele Reese grant will provide Leveled Literacy Intervention materials for Tier III interventions in reading for grades K through 2. By adjusting our plans to accommodate a virtual environment, the district

has maintained the implementation of the KAS mini grant plan across the district and remains on pace to meet timelines.

District administrators continue to make progress on the 30/60/90 Day Action Plans that target deficiencies from previous audit findings. Work continues through instructional staff to implement and support new math and English/Language Arts (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. New 30/60/90 Day Action Plans are being developed with new areas of focus based on the results of the Management Audit, as well as a needs assessment conducted internally.

The Comprehensive District/School Improvement Plans are posted on the district and school websites. The Comprehensive District Improvement Plan focuses on curriculum alignment, communication, and Academic and Behavior Response to Intervention (ABRI). The plan has been updated to reflect feedback provided by the diagnostic review and implementation is monitored regularly via 30/60/90 Day Action Plans. Review of the current plan has begun.

Curriculum alignment, PLC meetings, Response to Intervention (RTI), and ABRI/Positive Behavioral Interventions and Supports (PBIS) are being implemented in every school.

Next Steps:

1. Graduation preparation and planning.
2. Continue providing support to students, staff and the community during the Coronavirus.
3. Process/procedures are being developed and implemented to address Coronavirus restrictions and social distancing, including Microsoft Teams meetings, the public broadcast of local board meetings that comply with the Open Meetings Act, and strategies to ensure that work requirements and deadlines are met. These protocols will be included in the Business Continuity/Disaster Recovery Plan for the district.
4. The district will continue to utilize standards roll-out resources and curriculum evaluation processes to update and refine curriculum pacing guides that reflect changing student needs due to the Coronavirus.
5. The district will continue to provide supports for students and teachers during NTI days through virtual meetings, continued timely communication, the NTI Help Line, and technology support.
6. Action plans developed from analysis of the Diagnostic Review and Management Audit are being progress monitored for continuous improvement.
7. The finance office continues to progress monitor the district cash flow (expenditures and revenues) to ensure maintenance of the 10-15% contingency goal. Budget projections predict a decrease in tax revenues; therefore, cautious budgeting for the 2020-2021 school year is critical for continued financial success.
8. Implementation of the CCEIS plan has begun to include instructional support assigned for grades K-2.

9. Plans for the pick-up/collection of personal items following recommendations from KDE.

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 Day Action Plans are regularly 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.
- Review/revision of a new District Strategic Plan and Communication Plan has taken place, resulting in a revised plan with updated Vision/Mission; Core Values; District Commitments; and Academic, Financial, and Facilities Goals. The local board approved a revised vision/mission and strategic plan during its March meeting. Updated communication of the plan includes new logos and the district seal, which promotes a positive image of the district.
- Redbook training has been identified as a recurring need in the district. Regular meetings are taking place with school secretaries to address areas of concern. Redbook training for district staff was last conducted on October 17, 2019. Online training is being offered to continue improving Redbook processes.

Instruction:

- The 2019-2020 Non-Traditional Instruction Program Temporary Emergency Application was completed, approved by the local board, and submitted to KDE.
- The 2020-2021 Non-Traditional Instruction Program Initial Application was completed, approved by the local board, and submitted to KDE.
- Expanded access to digital resources such as Dreambox Math, Kami, and Pear Deck have been secured for teachers to utilize on NTI days. Some of these programs were already in place, and this expanded access allows teachers to utilize additional features when working with students.
- Implementation support for curriculum materials and resources (including math, ELA and phonics) continues. Teacher workshops to update curriculum maps to reflect additional needs due to the Coronavirus have been developed and shared with schools.
- A plan for improving the Career and Technical Education (CTE) program offerings at Breathitt High School is in the implementation phase. A district CTE point of contact has been designated, and TEDS training has been completed.
- Evidence-based resources to support science have been provided to all K-8 teachers district-wide, and training was completed on January 13-14, 2020. Digital resources with this program are being utilized during NTI.
- 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 (PLCs).
- School and district personnel continue to analyze academic and behavioral data, with

the support of ABRI.

Maintenance:

- The District Facilities Plan was approved by the Breathitt County Board of Education and KDE.
- After reviewing facilities' long-term roadmap with KDE personnel, the local board voted to move grades K-6 from LBJ Elementary to Sebastian Elementary (SES) for the 2019-2020 school year. School started for students on August 7, 2019, and students from LBJ are now in Sebastian Elementary School.
- Bids for SES Renovation have been approved by the local Board. SES renovation should be completed by June 1, 2020.

Technology:

- Remote access has been granted to employees during Coronavirus restrictions.
- A new website and mobile app have been accessed by over 900 mobile users.
- Professional photos of staff members have been updated. New identification badges for all staff have been created.
- Several student iPads have been purchased for K-2 grades.
- The district continues to partner with Dataseam 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 downtime 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:

- Not all students have access to reliable internet at home, making it more difficult to provide timely feedback and support to students.
- Walkthrough data validates that additional training in several areas, including differentiation and blended learning, is needed for staff in all schools. Planning is in process to address these areas. Training will continue throughout the year through PLCs and future PD days.
- The district is currently addressing multiple teacher vacancies.
- Core instruction (Tier 1) as well as curriculum realignment in math (Eureka) and reading and writing (Wit & Wisdom) continues. Workshops in support of the roll-out of updated standards will be provided to staff during professional learning opportunities throughout the year.
- Assessment data and feedback from teachers and principals indicate a need to further support NGSS-aligned Science instruction.
- Data (MAP data and CCEIS designation) indicate that the intervention system across the district needs to be refined.

Governance/Operations:

- Recruiting and retaining staff continues to be a growing challenge.
- Enrollment is continually monitored tracking the rate of decline. Trend data continues to predict a decline for future years; however, there was a slight increase (12 students) beginning with the 2019-2020 school year. Staffing is continually monitored to ensure

compliance with the District Staffing Policy. A continued decline in enrollment requires a decline in staff.

- Effects of long-term school closures will be reviewed to determine how district should respond.

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 \$6-8 million dollars in July 2020.

Technology:

- Technology professional development opportunities for staff and students is needed.

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. Mission/Vision and District Goals have been revised and were approved at the March meeting of the local board of education.
- Recent legislative changes that impact policies/procedures are being reviewed and updated.
- Coronavirus protocols are received from KDE, the Governor, and the federal government. Continual review and development of procedures is taking place at the district level to address unknown issues that arise due to the pandemic.

Instruction:

- School improvement funds have allowed for the placement of a curriculum specialist at Breathitt High School.
- An intervention specialist has been added to provide support for K-2 teachers across the district.
- A Special Education Liaison has been hired to provide support for academic and behavioral interventions at all schools.
- Feedback from the Striving Readers Fidelity walkthrough indicated a need to support core literacy instruction and student engagement.
- The district has added non-negotiables for attendance and a MTSS (multi-tiered system of support) with input from principals and central office leadership team.
- Implementation rubrics for the Kentucky Academic Standards (KAS) and instructional programming (Eureka Math and Wit & Wisdom) have been developed and are currently being utilized with principals to identify school-specific needs and to determine next steps.

Maintenance/Technology:

- Teacher devices are being utilized to deliver instruction remotely during NTI.
- The Facility and Technology Director continues to work from a 30/60/90 Day Action Plan to focus work. Work continues to address known deficiencies of previous audit

through a PDSA, each of which is expected to be completed by the end of 19-20 school year. Projects include:

- SES maintenance and renovations;
- New elementary; and,
- ATC.