

# Annual Coaching Report: *Christian 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.	Compete and reinforced through CLT meetings – Continue and deepen the work.
Leaders will hardwire use of the rounding spotlight report at the school and district level.	Progress – Implementation at various levels throughout the district. 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.	Progress – Continue focus on leadership growth and action plan implementation.
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 reward and recognize to reinforce.
Leaders will use the 9P Digital Platform to deepen their understanding and implementation of leadership practices.	Complete and reinforced through CLT meetings – continue

### 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>	726	518	788	772	821
Overall Mean <sup>1</sup>	3.98	3.96	4.02	4.03	3.98
Top Box Percentage <sup>1</sup>	34%	36%	38%	39%	38%

### District Service Survey

	Fall 2017	Spring 2018	Fall 2018	Spring 2019	Fall 2019
<i>Participation</i>	69	49	79	27	52
Accessibility	4.31	4.09	4.13	4.17	4.02
Accuracy	4.28	4.11	4.14	4.10	3.99
Attitude	4.26	4.10	4.16	4.28	4.10
Operations	4.22	4.05	4.03	4.01	3.97
Timeliness	4.16	4.06	4.09	4.05	3.91
<b>Overall Mean</b>	<b>4.25</b>	<b>4.08</b>	<b>4.11</b>	<b>4.12</b>	<b>4.00</b>

### Parent Engagement Survey

	2017-18	2018-19	2019-20
<i>Participation</i>	564	1,066	1,255
Overall Mean <sup>1</sup>	3.59	3.91	3.83
Top Box Percentage	28%	37%	34%

### Student Survey Data

	2018-19	2019-20
<i>Participation</i>	3521	4524
Overall Mean <sup>1</sup>	3.61	3.52

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- **New: Individual coaching with leaders** – 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.
- **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. Christian County's practice of leader development and implementation of the 9Principles Digital Platform is a model of best practice for other districts in Ky. We were proud to feature Superintendent Gemmill and Jessica Addison 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.

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