

Christian County Public Schools
SY 2020-21 District Scorecard / 30-60-90 Day Plan

PRIORITY AREA	GOALS for 2020-21 SY	STRATEGIC ACTIONS Aligned to Goals	PROGRESS MONITORING PLAN (forward measures to assess progress)	CURRENT REALITY	ADJUSTMENT / NEXT STEPS	POC
Priority Area # 1: 21st Century Learner Development	Reading Goal - * Math Goal - * *Waiting on baseline via MAP/Mastery Prep	Develop & Implement guaranteed, viable curriculum K-12 for math & ELA to ensure student access to grade-level standards	Observe the use of CCPS Curriculum during PLCs and planning discussions	Teacher work (from summer curriculum work) is MOSTLY Completed	Website created/populated	<i>Ins. Supervisors</i>
		Provide guidance and support for addressing learning gaps exaggerated by COVID-19 by: <ul style="list-style-type: none"> Including guidance for GAPs in the instructional plan for reopening schools Use MAP Growth assessment upon opening for early results and targeted instruction Assist school leaders in planning ESS/Intervention Supports to respond to data 	Re-Entry protocol completion (staff work days) Include GAP plan in instructional plan for reopening school Monitor in PLCs for school GAP needs	Supervisors and coaches are reviewing and refining in preparation for website launch.	Plan for continued curriculum work via coordinated faculty meetings and or time during NTI days	<i>Ins. Supervisors</i>
		Support implementation of PLC process for continuous improvement by: <ul style="list-style-type: none"> Assigning Instructional Supervisors to attend PLCs in each school monthly (more for priority schools) Co-planning PLC meeting agendas for priority schools 	Observe PLCs using CCPS PLC Guidance Document District Assessment System and Data Organization: Formative Assessments, Common Assessments K-6, MAP/Mastery Prep, etc.	Supervisors are keeping track of the incomplete/missing components to work on during next steps.	Re-entry protocol will be completed on staff work days, and will be ongoing for staff to consider throughout the year.	<i>Ins. Supervisors</i>
		Create a virtual school option within CCPS to serve students & families <ul style="list-style-type: none"> Coordinate with schools to connect virtual school students with the student body. 	Continuously Monitor Student Enrollment & Attendance	Waiting for school to start As of 7/30/20 # of Homeschool Students for SY19-20	During Sept. 1 Principal Meetings, Supervisors will set dates for establishing support plans. Supervisors will identify resources related to support plans in 9P.	<i>Addison/Wesley</i>

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		<ul style="list-style-type: none">Develop Communication Tools & Protocols to ensure parents are aware of the virtual school option and how it can serve their child/children.Reallocate IBCs to serve as virtual school teachers Select and purchase a standards-based instructional resource to provide content of virtual lessons.			<p>Set district and school-level data conversation dates on the assessment calendar for transparency and intentionality.</p> <p>Adjust to the larger enrollment than anticipated</p>	
	Implement a 1:1 Technology Initiative with corresponding Learning Management System for all CCPS Students K-12	Implement, purchase, train and monitor district technology 1:1 initiative. All CCPS students have access to a chromebook with LMS system for blended learning class	Monitor student device usage, teacher lesson plans, school implementation process and overall progress toward goal	No 1:1 Initiative currently in district	TBD	<i>Addison/ Wilson</i>
	Development of Work Force Ready Initiative for all CCPS Post Graduation Seniors	District wide post-graduation plan for all graduating Seniors so they successfully enter the work force, college, or military through internship program (Workforce Coordinator)	Monitor post-graduation plans of all seniors as they enter 1 of 4 post-graduation pathways and are successful. 50 Seniors from each HS enrolled in active internship program	No program in currently in place	TBD	<i>Addison/ Hancock</i>
Priority Area #2:	All District Facilities	Safety entrances-vestibules constructed in	District safety audits completed by the State	Compliant with all drill	Ensure drills are completed	<i>Hunt/</i>

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Facilities Plan / District Wide Safety	are in compliance with Kentucky Center for School Safety mandates and policies	all district buildings, cameras installed, door-entry systems, and school sign in procedures are all properly in place District training and visits by District Safety Officer to ensure all mandates are met by school leaders and buildings are in compliance	Marshall’s office and all training and documentation completed per the guidelines of the Center for Safe Schools and Marshalls Office Monthly checks of school documentation State Marshall Audit process	expectations and safety plan Completed 1 safety audit in each building	in on time and submitted to district Ensure school safety officers are properly trained and prepared for the upcoming school year Ensure that the collection and organization process of safety documentation is seamless and timely	Herndon
	All District Buildings are safe and suitable for building occupancy by students	District Walkthrough of all buildings by Facilities Director & Assistant Superintendent quarterly Regularly scheduled meetings with district contracted architect to ensure safety and capacity level of all district buildings	Board of Education briefed and updated quarterly on status of buildings	Previously not in place	TBD	Hunt/ Herndon
	Development and completion of a district facilities plan through the KDE Local Planning Committee process	Working through the KDE Model of a DFP to establish a Facilities Local Planning committee to assess all district buildings Work with KDE LPC Consultant and selected Architect in the LPC Process	Bi-Monthly meetings of the LPC team Following the guidance of the KDE LPC Team with established benchmarks Board of Education update briefings	Not in place-new to the district this year	TBD	Hunt
		Understand the districts bonding potential				

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Priority Area #3: Personnel Recruitment, Retention, & Training	Development of a Teacher recruitment system in the district	Hire a district recruitment specialist to work in the Personnel Office	Board approved position	No plan in place	TBD	<i>Bentzel/ Hopson/Fort</i>
		Development of a recruitment strategic plan to aggressively employ new teachers at all levels in the district	Board approved plan created by the recruitment specialist			
		Ensure the district actively recruits minority teachers to work within our schools	Schools see their applicant pool of teachers increase by 25% during the spring hiring season			
	Development of a district Retention Plan for all district staff members (limit district turnover rates to less than 10%)	Create employment incentives that motivate new teachers to remain in the CCPS school system	Turnover at each school less than 10% for all certified staff	N/A	TBD	<i>Hopson/Fort</i>
		Rounding conversations for all new district teachers-talking to them every 30 days to ensure they are having a successful 1 st year in the district	Completion of strategic conversations with each new teacher			
		Increase teacher pay scale within the general fund of the district-pay raise				
	Process and system to monitor the success of all teachers, mentor, and build capacity within their buildings	New teacher mentoring programs in place at each school	Monitoring of new teacher mentoring plan in each school	N/A	TBD	<i>Hopson/Fort</i>
		Evaluation system supported by coaching plan-alignment between both plans	PGES school plans for evaluating teachers			

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Priority Area #4: Fiscal Responsibility & Budget Management	Revise the job description of the District Financial Officer	District Finance Officer roles and responsibilities revisited and organized with the objective of becoming a financial strategist for the district District's finance department retooled to be a financial advisement group and aligning with all departments of the central office	Weekly meetings with Superintendent and department Monthly budget meetings and update briefings with the board of education	New to the district improvement plan	TBD	<i>Bentzel/ Darnell</i>
	Budget accordingly to increase revenue and reduce spending in General Fund dollars	General fund budget review monthly with director, Superintendent, and Assistant Superintendents Develop strategic plan for monitoring district revenue, spending, and budget Constantly review plans for spending and revenue, seeking opportunities for savings in the general fund	Monthly budget documents provided to Board of Education and the district's leadership team All financial decisions for the district are communicated and collaborated with the district finance director	New to the district improvement plan	TBD	<i>Bentzel/ Darnell</i>
	Align federal dollars and grants to save money in General Fund	Federal Programs Director and Finance Officer meet and discuss opportunities for aligning federal budgets with general fund	Monthly budget meetings between both directors Monthly briefings with the superintendent and associated directors	New to the district improvement plan	TBD	<i>Bentzel/ Darenell/ Leathe</i>
	Work collaboratively to staff schools effectively utilizing 75% of the General Fund Budget	Schedule and complete 2 collaborative planning meetings with all district schools and principals to ensure alignment with the district budget and the school's staffing formula	Complete staffing collaboration meetings with school leadership Monitor school staffing and payroll in schools	New to the district improvement	TBD	<i>Darnell/ Hopson/ School Principals</i>

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Priority Area #5: District Culture- Mission/Vision/ Core Values	Systematic Re-Branding of Christian County Public Schools-M/V/CV	<p>Rebranding Committee established to look at how Christian County Schools moves forward with the M/V/CV</p> <p>Works to refresh the BRAND of CCPS and what people think when they “hear” the title of our organization</p> <p>Refresh of District Mission/Vision/Core Values Statements</p> <p>Ensure a style guide is utilized to represent the organization’s cultural message and brand</p>	Using various surveys and feedback request documents we will monitor the implementation of the rebranding process and the impact of the refresh of the M/V/CV	M/V/CV in place but no buy in and the statements are not part of our culture	<p>Committee for the Rebranding established and meeting regularly</p> <p>Surveys and communicating to all stakeholders</p>	<i>Bentzel</i>
	Improve the level of leadership at the Central Office and in schools	<p>Refresh the current District Organizational Chart and ensure It is developed in coordination with priority plan, properly and appropriately funded, and communicated to all stakeholders</p> <p>Identify, monitor, and support school leadership teams throughout the school year. Provide a tier level of approach to all schools and leadership teams</p> <p>Development of a District Leadership Team representative of all schools</p>	<p>Organizational chart with district leaders and school teams completed and presented to the CCPS Board of Education for approval</p> <p>Limited number of changes to the organizational chart in year 1 (less than 10%)</p>	Organizational chart in place-necessary changes to roles and responsibilities b/c of financial and priority demands	<p>Board Approval</p> <p>Support and development of district leaders</p>	<i>Bentzel</i>
	Development of Comprehensive	All Principals and Directors establish a Priority Plan for their individual school and	Dates and training meetings established to ensure the completion of the state level	School and district CSIP are compliance	September 15-monitor school level and district improvement plans	<i>Bentzel/Leath</i>

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	School Improvement Plan that emphasizes and leads to student achievement	for their departments which then turns into our district improvement plan-captured and highlight all major items in Superintendent’s improvement plan	required document-CSIP Schools complete the same pathway for completion of a school CSIP	documents only-NOT used to improve the operations and instructional practices of schools	December 2020-district and school CSIPs completed per KDE guidelines	<i>Bentzel/ Stevenson</i>
	Development of a Racial Equity Plan for the district-addressing curriculum, student services, teacher recruitment and other services to provide equitable services to all district minority students	Development of plan and goals for the committee Ensuring the selection of people to serve on the committee is a good cross section and representation of the district and Hopkinsville community	Setting up benchmarks and goals per the objectives of the plan and committee Board review of the plan and update quarterly	No plan in place in the district at this time	TBD-new to district	
		Ensure the plan is communicated and implemented with fidelity				