

BREATHITT COUNTY SCHOOLS

PHILLIP WATTS, SUPERINTENDENT

OCTOBER KBE MEETING

ACTION PLAN UPDATE

1. Status Update

Breathitt County Schools (district) is currently working on school re-entry plans that are in compliance with recommendations from Governor Andy Beshear as well as the Kentucky Department of Education (KDE) and local health department guidelines. A detailed process has been implemented for teacher professional development days and teacher workdays to provide professional learning for teachers and to support planning for re-entry into the 2020-2021 school year. 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 while restrictions are in place due to the Coronavirus pandemic.

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. The district will continue to 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, School Improvement Fund, with recent additions of the Fresh Fruit and Vegetable Program and Gear Up. Gear Up has placed academic tutors at Breathitt County High School (BHS) to improve student achievement. The Steele Reese grant provided 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 for year two.

Central Office administrators continue to make progress on the 30-60-90 actions plans that target deficiencies from previous management audit findings. Work continues through instructional staff to implement and support new Math, English Language Arts (ELA), and

Science curriculum. Special Education data meetings are held regularly at each school. The special education liaison and director of special education participate in all Admission and Release Committee (ARC) meetings to provide support; the folder review process is ongoing. New 30-60-90 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 Improvement Plans for the district and all schools 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 plans. Phase One of the current continuous improvement planning process is underway.

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

Next Steps:

1. School Re-entry Plan (Documents and Action Plan).
2. Continue to provide support to our students, staff and community during the Coronavirus pandemic.
3. Process/procedures are being developed and implemented to address Coronavirus restrictions and social distancing and include, for example, Microsoft Teams virtual meetings, the public broadcast of Board of Education meetings to comply with the Open Meetings Act, and strategies to ensure that work requirements/deadlines continue to be met. These protocols will be included in the Business Continuity/Disaster Recovery Plan for the district.
4. The district will continue to utilize standards rollout resources and curriculum evaluation processes to update/refine curriculum pacing guides that reflect changing student needs due to the Coronavirus pandemic.
5. The district will continue to provide support for students and teachers during nontraditional instruction (NTI) days through virtual meetings, continued timely communication, the NTI Help Line, and technology support.
6. A Healthy at Work Plan is being developed, in compliance with the KDE guidance for remaining Healthy at Work during the pandemic, to address staff issues that may arise as well as address new COVID-19 leave allowances.
7. Action plans developed from analysis of the diagnostic review and state management audit are being progress monitored for continuous improvement.
8. Finance staff continue to progress monitor the district cash flow (i.e. expenditures and revenues) to ensure the district maintains the goal of 10-15% contingency. Budget projections predict a decrease in tax revenues; therefore, cautious budgeting for the 2020-2021 school year is critical for continued financial success.

9. Implementation of the Comprehensive Coordinated Early Intervening Services (CCEIS) plan has begun to include instructional support assigned for grades K-2.
10. Plans for the distribution of student devices and instructional materials following recommendations from KDE and guidance from public health.

2. Action Strategies - Completion

i 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 Action Plans are regularly reviewed/updated via Google Docs and include items on: Instructional Management, Career and Technical Education (CTE), Special Education, Fiscal Management, Operational Support/Facilities, Food Service, Transportation, Personnel Administration, and Planning.
- Review and 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, Facilities Goals. The Board of Education approved the revised vision/mission and strategic plan during its March 2020 meeting. Updated communication of the plan includes new logos and a district seal that 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 administrative staff to address areas of concern. Online training for each school is being required this fall to ensure Redbook compliance at all times.

Instruction:

- The 2020-2021 NTI application was completed and approved by the local Board of Education and the KDE.
- Expanded access to digital resources such as Dreambox Math, Study Island, and Lexia 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, Science and phonics, continues. Teacher workshops to update curriculum maps to reflect additional needs due to COVID-19 have been completed. Pacing guides reflecting this work are available to all teachers.
- A plan for improving the CTE program offerings at BHS is in the implementation phase. A district CTE point of contact has been designated, and Technical Education Database System training has been completed.
- Evidence-based resources to support Science have been provided to all K-8 teachers district-wide and a second training was completed on August 18, 2020.

Digital resources with this program are being utilized during School-Based Virtual Instruction.

- District non-negotiables for academics include strong instruction, deep engagement, grade appropriate assignments, and high expectations. These non-negotiables continue to be reinforced during school and district leadership team and PLC meetings.
- School and district personnel continue to analyze academic and behavioral data with the support of ABRI.

Maintenance:

- A Local Planning Committee is being formed in order to begin the District Facilities Planning Process for completion in early 2021.
- BG1 has been approved for the construction of a new elementary school. Schematic design was submitted to the KDE for the new school. Planning work also has begun to demolish LBJ Elementary.
- Sebastian Elementary School Renovation has been completed.
- Several maintenance projects are being bid or completed, including drainage work, painting, security wraps, gutters, bathroom upgrades, etc.

Technology:

- Remote access has been granted to employees to comply with restrictions in place due to COVID-19.
- Over 900 mobile users are accessing the district's website and/or mobile application.
- Professional photos of staff members have been updated, and new identification badges for all staff will be completed.
- Student iPads have been received and are being prepared for deployment.
- Reseeding of student Chromebooks in grades 5-12 is occurring.
- Student Chromebooks have been ordered for 2-4 grades.
- District continues to partner with Dataseam (e.g. cancer research) 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 down time for repairs on both student and staff equipment. Building capacity with personnel at each school has also been a focus.

3. Action Strategies - Deficiencies

i Instruction:

- Not all students have access to reliable internet at home, which makes it more difficult to provide timely feedback and support to students.
- Walkthrough data validates that additional training in several areas is needed for staff in all schools. Planning is in process to address these areas. Training will continue throughout the year through PLC meetings and future professional development days. Specific training areas will include differentiation and blended learning.
- Strategies for monitoring and supporting school-based virtual instruction are in development.
- Core instruction work in all content areas and curriculum realignment work in Social Studies continues. Workshops in support of the rollout 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 Next Generation Science Standards-aligned Science instruction.
- Data (e.g. Measure of Academic Progress 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 of 12 students beginning with the 2019-2020 school year. Staffing is continually monitored to ensure compliance with 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 shows \$60 million dollars of need, including maintenance/custodian tools and resources to address concerns and increase efficiency. Current bonding potential is over \$19 million dollars.

Technology: Technology professional development opportunities for staff and students is prioritized.

4. Action Strategies – Additions

i 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 by the local Board of Education.
- New legislative changes that impact policies/procedures are being reviewed and policies/procedures will be updated as needed.
- Coronavirus-related protocols are received from the KDE, the Governor's Office and the federal government. Continual review and development of procedures is taking place in the district to address issues arising due to the pandemic.

Instruction:

- School improvement funds have allowed for the placement of a curriculum specialist at BHS.
- An intervention specialist has been added to provide support for K-2 teachers across the district.
- Feedback from the Striving Readers Fidelity walkthrough indicated a need to support core literacy instruction and student engagement.
- Non-negotiables for attendance and a multi-tiered system of support have been added with input from principals and the Central Office leadership team.
- Implementation rubrics for the Kentucky Academic Standards and instructional programming (i.e. 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 plan to focus work. Work continues to address known deficiencies from the previous management audit through a PDSA, including the prioritizing the following projects:
 - Coliseum roof repair;
 - New elementary; and,
 - ATC.