

# MENIFEE COUNTY SCHOOL DISTRICT

## TIM SPENCER, SUPERINTENDENT

### OCTOBER KBE MEETING

## ACTION PLAN UPDATE

### 1. Status Update

The Menifee County School District (MCSD) has a current balance of \$1,252,344. The current tentative budget has a 4.0% contingency.

The MCSD made many changes in organization and personnel throughout the summer months for the 2020-2021 school year. The shift in culture and climate of each school and throughout the district created a positive momentum which resulted in a very successful start to the school year.

PDSA's have been revised collaboratively with District Leadership Team (DLT) and continue to address the improvement priorities found within the state management audit. 30/60/90 day action plans are utilized to ensure successful implementation and completion of school and district processes. Topics of each plan are as follows: **Curriculum, Instruction, and Assessment; Student Support Services; Personalized Learning; High Quality Teachers; and, Governance.** Data analysis and deliberate planning based on student needs are the driving force for decision making. Each responsible person is held accountable for action items during meetings.

### 2. Action Strategies - Completion

**i** The Kentucky Department of Education (KDE) management audit detailed a number of improvement priorities within the district. Specific 30-60-90 day plans have been created utilizing the management report and Plan, Do, Study, Act (PDSA) model provided by the KDE to guide the improvement process.

- **Finance:** The district's Finance Officer continues to present a cash flow projection that informs board members of an accurate picture of what the district financial position will be at the end of each month.

The annual district financial audit was conducted the first week of August for the 2019-2020 school year.

The board approved the tax rates for the 2020-2021 school year at the compensating rate of 54.3 for real estate and 54.3 for tangibles. The board also approved the motor vehicle rate at 49.2.

- **Governance:** Roles and responsibilities continually change throughout the district due to needs and effective placement of employees. The organizational chart was revised again this school year and shared with stakeholders to portray the infrastructure of personnel. School level administrators have followed this example and created an organizational chart of their own buildings. This will improve the overall communication flow and ensure the proper chain of command. All classified job evaluations have been updated in order to better align job descriptions with evaluations. The district has developed policies and procedures for COVID-19, and the MCSD continues to monitor and change those to meet the needs of school stakeholders.
- **Attendance:** As the MCSD begins the 2020-2021 school year tracking student participation, the district has established protocols to ensure all students have communication with school and district staff to reduce barriers in participation. Teachers are tracking daily participation through Infinite Campus, making contact with non-participants, and making a plan in collaboration with the Director of Support Services to support each student. Non-Traditional Instruction during the 19-20 school year resulted in approximately 78% average participation rate and 100% staff to student contact.
- **Curriculum/Assessment/Instruction:**

School began with four days of professional learning and two teacher planning days. Professional learning focused on differentiation for online learning, unit and assessment planning, and SchoolsPLP, which is now the virtual learning platform adopted by the MCSD and utilized by all students for online learning. This will allow for students to have the additional support and resources necessary when face-to-face learning is not possible. The platform also allows teachers to modify lessons based on district-developed pacing and assessment documents as well as providing the opportunity for teachers/co-teachers to modify instruction to meet the needs of all students. SchoolsPLP also has digital tools to meet the needs of students with accommodations.

Menifee High School (MCHS) composite ACT score increased from 16.4 to 18.7 (there are, though, three missing scores for students who will test in the fall). The percentage of high school students meeting benchmarks increased from 9% to 24%. MCHS is above the state average in reading

with an average of 40% of students meeting benchmark. The number of students meeting benchmarks in math increased from 5% to 23%. The percentage of students meeting benchmarks in science met the state average and MCHS exceeded the state average percentage for students meeting all four benchmarks.

### 3. Action Strategies - Deficiencies

**i** Although co-teaching training was completed and is in compliance with last year's Corrective Action Plan, co-teaching remains an area of focus in order to better meet the needs of students falling into the gap population. Due to the pandemic and school being virtual, training on how to meet the needs of students through virtual co-teaching is being identified along with training for in-person co-teaching. All teachers, except two new learning and behavior disorders (LBD) teachers, completed co-teaching training on Monday, July 22, 2020. The two new teachers will be attending the Kentucky Educational Development Corporation LBD New Teacher Bootcamp throughout their first two years teaching. Virtual co-teaching strategies were an area of focus during the beginning of the year special education staff meeting. Multiple co-teaching professional development opportunities have been located through the various cooperatives. Both regular education and special education teachers will take part in these trainings throughout the year in order to holistically improve co-teaching practices.

### 4. Action Strategies – Additions

**i** While all components of the KDE Management Audit will continue to be addressed through the PDSA and 30/60/90 day work, a laser-like focus will be placed on the *DEI Instructional Process* with the assistance of education recovery staff assigned to the MCSD to ensure that student achievement is a top priority.