

2020-2021 CAPSTONE PRESENTATION

Chad D. Molley, Superintendent
Erlanger-Elsmere Independent School District



June 9, 2021

Acknowledgments

The Erlanger-Elsmere Board of Education

Current Members

- Robin Cooper
- Jeff Miller
- Serena Owen
- Sarah Shackelford

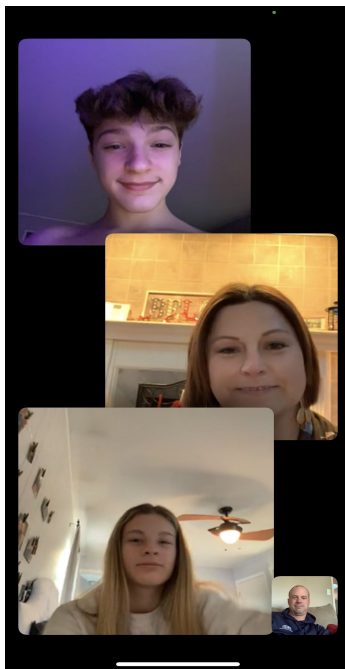
Past Members

- John Christiansen
- Sarah Meyer

ILP Team Members– KASA

- Dr. Karen Cheser, Superintendent Mentor
- Dr. Fred Carter, KASA Executive Coach

My Family



District and School Leadership

- Matt Engel, Assistant Superintendent
- Michael Goodenough, Director of District-wide Programs
- Stefanie Stubblefield, Instructional Coordinator - Technology
- Shawn Neace, Director of Pupil Personnel
- Al Poweleit, Instructional Coordinator - Student Services
- Laura Deters - Chief Information Officer
- Lisa Goetz - Finance Director
- Chris Klosinski - Director of Special Education
- Donna Schulte - Preschool Director
- Bill Pilgram - District Director of Athletics
- Nichole Neuhard - EL Program Coordinator
- Melanie Dowdy - District Health Coordinator
- Amanda Ponchot - Food Service Director
- Joe Lewis - Maintenance Director
- Mike Key - Principal, Lloyd Memorial High School
- Mac Cooley - Principal, Tichenor Middle School
- Darrel Cammack - Principal, The Bartlett Education Center
- Amanda New - Principal, Arnett Elementary
- Renee Boots - Interim Principal, Howell Elementary
- Angie Gabbard - Principal, Lindeman Elementary
- Josh Jackson - Principal, Miles Elementary

Professional Growth Plan 2021–2022

Standard and Goal	Actions that Demonstrate the Standard	Evidence/Artifacts	Date Initiated	Date Completed	
Standard 5 - Managerial Leadership: The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use, and assure the inclusion of all stakeholders in decision about resources so as to meet the 21st century needs of the district.	EES Reopening Plan	30/60/90 Day Plan	July 1, 2020	October 7, 2020	
		Reopening Meeting Agenda	July 1, 2020		
		Stakeholder Communication #1	July 6, 2020		
		Stakeholder Communication #2	July 21, 2020		
		Stakeholder Communication #3	July 27, 2020		
		EES Reopening Plan	August 25, 2020		
	EES Transition Plan	30/60/90 Day Plan	July 1, 2020	TBD	
		Agendas from Stakeholder Meetings	September 1, 2020		
		Stakeholder Surveys and Results	September 1, 2020		
		Stakeholder Communications	Week of September 21, 2020 and Ongoing		
EES Transition Plan		October 13, 2020			
Standard 6 - Collaborative Leadership: The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision. Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders, and business representatives to participate with their investments of resources, assistance, and goodwill.	Schedule monthly meetings with City Administrators	Calendar appointments, meeting agendas/topics	October 1, 2020	Ongoing	
	Work with the Bowles Center for Diversity Outreach	30/60/90 Day Plan	July 1, 2020	Ongoing	
		Contract with Mr. Bowles	September 1, 2020	June, 30, 2020	
		Calendar appointments, meeting agendas/topics	September 1, 2020	June 30, 2020	
		30/60/90 Day Plan	July 1, 2020	Ongoing	
		Diversity Training for District and School Administrators	August 13, 2020	August 13, 2020	
		Steering Committee Meeting Agenda/Notes	October 2019	Ongoing	
		Restorative Practices Team Meeting Agendas/Notes	September 2020	Ongoing	
		Restorative Practices Overview Training Agenda	September 18, 2020	September 18, 2020	
		Project Prevent Grant Work	Restorative Practices Book Study	TBD	TBD
		Teacher Leader Group	Roster of Membership	October 2020	Ongoing
		Calendar appointments, meeting agendas/topics	Monthly and as needed	Ongoing	
		Student Advisory Council	Roster of Membership	October 2020	Ongoing
			Calendar appointments, meeting agendas/topics	Monthly and as needed	Ongoing

Standard 1 – Strategic Leadership

The superintendent creates conditions that result in strategically reimagining the district's vision, mission and goals to ensure that each student graduates from high school, is globally competitive in post-secondary education and/or the workforce, and is prepared for life in the 21st century. The superintendent creates a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.



Superintendent's Calendar of Events

30/60/90 Day Plan

Caregiver Survey on Return to School

Staff Survey on Return to School

Student Survey on Return to School

2021-2022 Tentative Budget

ESSER I and II Budgets

ARC ESSER Working Budget

Next Steps

Standard 2 – Instructional Leadership

The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and each student graduates from high school college- and career ready.



Our Reopening Plan

The Elmwood Elementary School District takes our responsibility to provide a rigorous, standards-based, quality education in a safe learning environment very seriously. It is with this responsibility in mind that we have approached our decision on how to begin the 2020-2021 school year.

The "Healthy at School" expectations issued by the Kentucky Department of Education provide for significant safety measures, but the resulting learning environment would not be consistent with what we know is best practice for teaching and learning.

Therefore, we will begin school on August 25, 2020, with virtual learning for all Elmwood Elementary students.

We know this model presents its own unique challenges to our families and our staff. We will regularly revisit our approach with the goal of returning to school buildings as soon as we safely and effectively can.

What will virtual learning look like this fall?

This fall's virtual learning will be different from the non-traditional instruction (NTI) implemented from March through May, which we recognize did not meet our expectations for rigorous, standards-based, engaging instruction.

Here's how...



Virtual learning will be a structured, teacher-led daily online model that will engage students in hands-on learning. It will also allow for a more interactive experience than we would currently be able to provide at school.



Students in grades 7-12 will be able to choose from two learning options based on what best fits their needs and learning style — online learning led by a district-based teacher or participation in a virtual learning academy.



Devices will be provided to any student who needs them.

Families will soon begin to receive additional information about distance learning — including curriculum details, schedules, necessary supplies, and more — from their child's school. As always, we will work hand-in-hand with our families to break down any potential barriers to learning.

Parent Option # 1: Teacher-Led Distance Learning Model

In this plan, students will participate virtually in learning new content/material, interactive lessons, graded assignments, and assessments.

Expectations for the teacher-led option include:

- Students will attend class virtually, maintaining a modified daily class schedule during traditional school hours.
- Virtual instruction will include daily teacher contact.
- Students will be assigned/loaned a device as needed.
- Participation will be required and monitored daily.
- All instruction for grades 3-12 is 100% online, with no paper options.
- Students in these programs will not come to school except by special arrangements (for example, to participate in small groups or to meet with teacher/specialist for academic, social/emotional, and health needs).
- Food services will be available for pickup.
- Students who choose this option are eligible to participate in extracurricular activities as long as they meet the participation, grade, and attendance guidelines.
- Schools will provide transition/orientation activities for students newly-enrolled in an EES school, kindergarten students, 6th-grade and 9th-grade students.

Parent Option # 2: Virtual Academy Learning Model

In this plan, self-motivated students in grades 7-12 would participate in learning new grade/content material through a virtual platform. Students would be self-paced and would have limited interaction with teachers and staff in the schools. Students would have access to a teacher/staff member for support through office hours and email. Students and parents would consent to this plan for at least one semester, and students may choose this plan for the entire year even if public health restrictions are lifted. We will provide enrollment details in the near future.

Expectations for the virtual academy option include:

- All instruction is 100% online, with no paper options.
- Instruction will be delivered through the Edmentum Plato online platform.
- Students will be assigned/loaned a device as needed.
- A staff member will be assigned to each student to monitor progress.
- A lack of progress may result in reassignment to the teacher-led distance learning model.
- Students are responsible for reaching out to staff when there is a need.
- Participation will be required and monitored daily.
- Students in these programs will not come to school except by special arrangements (for example, to participate in small groups or to meet with teacher/specialist for academic, social/emotional, and health needs).
- Food services will be available for pickup.
- Students who choose this option are eligible to participate in extracurricular activities as long as they meet the participation, grade, and attendance guidelines.
- Schools will provide transition/orientation activities for students newly-enrolled in an EES school, as well as 6th and 9th grade students.

Superintendent's Calendar of Events

Comprehensive District Improvement Plan

District Fall 2020 MAP Breakdown

EES Reopening Plan

Virtual, Hybrid, and In-person Learning Models

Multi-Tiered System of Supports Revision and Integration

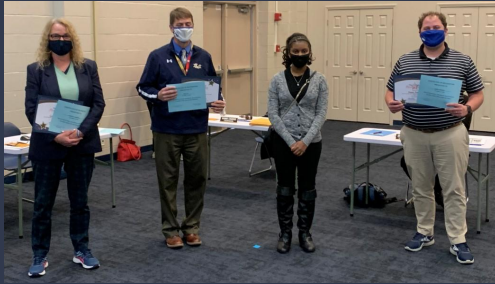
2021-2022 Tentative Budget

ESSER I and II Budgets

Next Steps

Standard 3 – Cultural Leadership

The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/she works to understand the people in the district and community as well as their history and traditions as they move forward to support and achieve district goals. The superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning and purpose.



Superintendent's Calendar of Events

District Good News Items

School Good News Items

Monthly Grants Update

School Board Recognition of Students, Staff, and Community Members

Staff Appreciation Activities

Email Messages to Staff

ESSER I and II Budgets

Implementation of Federal Grants

Standard 4 – Human Resource Leadership

The superintendent ensures the district is a professional learning community with processes and systems in place that result in recruitment, induction, support, evaluation, development and retention of a high-performing, diverse staff. The superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.

MATT ENGEL NAMED ASSISTANT SUPERINTENDENT

Mr. Matt Engel has been selected to serve the school district as Assistant Superintendent.

Mr. Engel has spent his entire 21-year career with Erlanger-Elsmere Schools, most recently serving as the district's Supervisor of Instruction. During his five years in that role, he oversaw the district's Federal Title I, II, and IV programs; served as the district gifted and talented coordinator; helped administer the extensive expansion of the district Pre-K programs; and served as the district's school safety coordinator.

He began his tenure in the district as an English teacher at Lloyd Memorial High School in 1999 before becoming an assistant principal in 2006. He continued in that capacity until 2009 when he was hired as principal at Arnett Elementary School. Mr. Engel transitioned to district leadership in 2015.

A 1994 graduate of Lloyd Memorial High School, Mr. Engel resides in Walton with his wife Amy and two children, Cameron, 15, and Hannah, 13.



GOODENOUGH, STUBBLEFIELD, AND POWELEIT SELECTED FOR ADMINISTRATIVE POSITIONS

Mr. Michael Goodenough will work collaboratively with the district's stakeholders to increase student success in measurable ways as Director of District-Wide Programs. Notably, Mr. Goodenough will focus on working with staff on curriculum and other educational pieces that will impact students across all grade levels to best meet student needs. Mr. Goodenough spent the last seven years as principal of Howell Elementary.



As Instructional Coordinator for Technology, Mrs. Stefanie Stubblefield will serve as a leader and resource as the district more widely

implements the use of digital devices. In this newly-created role, she will help deploy and optimize the use of Chromebooks and other digital learning tools, and she will facilitate the district's work to advance instruction methods to ensure the district's students are well-prepared for a 21st Century world. Mrs. Stubblefield takes on the role after serving as principal of Bartlett Educational Center.



We're hiring!

School Technology Assistant

JOIN THE ERLANGER-ELSMERE TEAM!

Install microcomputer hardware and software; train users in functions and operations of microcomputers; provide continuing on-site and telephone support for users.

ESSENTIAL FUNCTIONS

- Provide on-site and phone support for microcomputer hardware and software users.
- Install microcomputer hardware systems and software including upgrades and enhancements.
- Conduct training for use of microcomputer hardware and software with individuals, small groups and classrooms.

EDUCATION & EXPERIENCE

Any combination equivalent to: high school diploma, GED or demonstrated progress toward obtaining a GED as required by Kentucky law.

This is an hourly paid position, available for immediate start.

[CLICK FOR DETAILS](#)

IT IS THE MISSION OF THE ERLANGER-ELSMERE SCHOOLS TO EMBRACE AND ATTEND TO THE INDIVIDUAL NEEDS OF OUR STUDENTS, REGARDLESS OF THE OBSTACLES.



Superintendent's Calendar of Events

Weekly PLC Meetings

Revised District Administrator Roles and Responsibilities

Technology Staffing and Responsibilities

Agendas for Special Meetings of the Howell SBDM for Principal Selection

Evaluation of Certified and Classified Staff

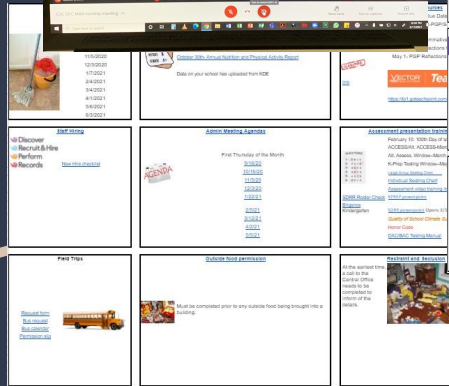
New Teacher Induction and Mentoring Program

Transition Preparation and Planning for Retirements

Budget Meetings with Department Supervisors and Principals

The superintendent ensures that the district has processes and systems in place for budgeting, staffing, problem solving, communicating expectations, and scheduling that organize the work of the district and give priority to student learning and safety. The superintendent must solicit resources (both operating and capital), monitor their use, and assure the inclusion of all stakeholders in decision about resources so as to meet the 21st century needs of the district.

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Superintendent Updates to Staff and Families

EES Reopening Plan

Virtual, Hybrid, and In-person Learning Models

EES Everything Page

Weekly District Administrator PLC Meetings

Routine Meetings with Department Supervisors

Monthly Principal and Assistant Principal PLC Meetings and Agendas

2021-2022 Tentative Budget

ESSER I and II Budgets

ARC ESSER Working Budget

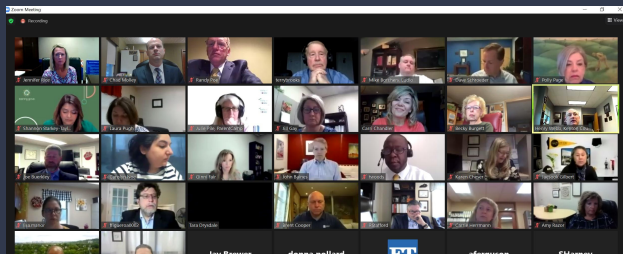
Implementation of Federal Grants

Continual Evaluation of Processes and Procedures at the District Level to Ensure Effective and Efficient Operations

Superintendent Professional Growth Plan

Standard 6 – Collaborative Leadership

The superintendent, in concert with the local board of education, designs structures and processes that result in broad community engagement with support for and ownership of the district vision. Acknowledging that strong schools build strong communities, the superintendent proactively creates, with school and district staff, opportunities for parents, community members, government leaders, and business representatives to participate with their investments of resources, assistance, and goodwill.



Superintendent's Calendar of Events

Superintendent's Professional Growth Plan

Selected to Participate on the Advancing the Big Picture Coalition through the Northern Kentucky Education Council

Panelist for the Spring Convening of the Northern Kentucky Educational Council

Selected by NKCES Superintendents as the Superintendent Representative for the GROW NKY Pillar 2 - College and Career Readiness Work

Monthly Participation in NKCES Board of Directors and Regional Superintendent PLC Meetings

Standard 7 – Influential Leadership

The superintendent promotes the success of learning and teaching by understanding, responding to, and influencing the larger political, social, economic, legal, ethical, and cultural context. From this knowledge, the superintendent works with the board of education to define mutual expectations, policies, and goals to ensure the academic success for all students.



THE HB563 SEARCH FOR TRUTH



HB563 was originally sold as a public school-only bill.
Since its introduction, **DECEPTIVE** actions were taken allowing **PRIVATE SCHOOLS** to benefit from Educational Opportunity Accounts (EOAs). What's worse, our students will not be protected from **DISCRIMINATION**, causing further **SEGREGATION** between the haves and **HAVE NOTS**.

This bill offers little to **NO TRANSPARENCY** about the burden this **REVENUE LOSS** will place on Kentuckians. Reducing funds for public schools mean **HIGH TAXES**, and we can't allow **BIG GOVERNMENT** to control our local schools.

CALL YOUR LEGISLATORS
1-800-372-7181

OPPOSE
HB563

Superintendent's Calendar of Events

Staff and Community Vaccine Events

Selected to Participate on the Advancing the Big Picture Coalition through the Northern Kentucky Education Council

Panelist for the Spring Convening of the Northern Kentucky Educational Council

Selected by NKCES Superintendents as the Superintendent Representative for the GROW NKY Pillar 2 - College and Career Readiness Work

Participation in Chamber of Commerce Events

Participation in NKCES Advocacy Efforts During Legislative Session

Regional #GetOutTheVax Campaign Participant

Erlanger-Elsmere Board of Education Communications Resolution

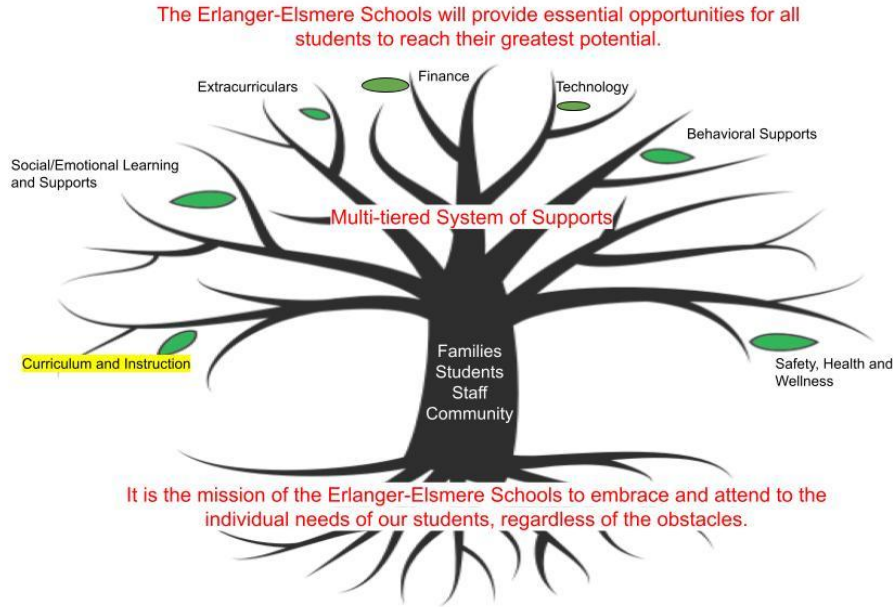
Chad D. Molley
@EESuper

#GetOutTheVax Weekends: 2nd and 4th weekends in April/May, starting April 10 & 11- Schedule an appointment at testandprotectcincy.com

Get out the Vax to reach 80% by July 4th!
Go to TestandProtectCincy.com to schedule your appointment
#GetOutTheVax

4:23 PM - Apr 21, 2021 - Twitter Web App

Next Steps



Curriculum and Instruction Focus Statement

Instructionally, our district will provide a rigorous, engaging, culturally responsive, standards-based learning experience for all students through intentionally-planned instruction and assessments which set high expectations for all learners. To fulfill our district vision and mission, we will provide the appropriate wrap-around support and extension opportunities while integrating current technology to enhance these learning experiences.

Thank you!

As I pause and reflect on the past school year I am reminded of the hardships and uncertainty we have faced as a school district. We have faced these challenges collectively and individually. We have all faced very difficult decisions as educators, parents, and members of our communities.

What we have all been asked to do has been hard - there is no denying that. But, we have all risen to the occasion and accepted the added work, responsibility, and embraced each obstacle with poise, professionalism, and a spirit that exemplifies the mission and vision of the Erlanger-Elsmere Schools.

I am extremely thankful for the opportunity to serve this school district, our families, students, and staff. As I have said often, I am proud to be your superintendent. There is no other group of people I would rather be on this journey with.