

# District Achievements since June 2015

## Vision and Mission Work

- Vision and mission work communicated to district and community at large
- Focus on TEAM work (district and school leadership)
- Removed barriers between schools – One School/One District. County wide adoption of Engineers
- Increased public communication to all stakeholders: district/school webpages, Facebook, Twitter, live streaming
- Mountain Movers program with business community involvement
- Implement new Teacher Induction Program for new staff members
- New Hire luncheon
- New focus on Opening Day activities with involvement from local community and various resources
- Increased Superintendent communication with employees by email, staff meetings and district town hall meetings
- Focus on increasing positive classified employee satisfaction according to survey results
- Increase focus on PRIDE and branding of the district-Personal Responsibility In Delivering Excellence
- Award of Medals of Excellence - County wide recognition of Excellence
- Appointment of Student liaison to Estill County Board of Education
- District Wide Culture and Equity Audit
- Work with Dr. Cleveland to begin Diversity and Equity Work in District

## Management Changes at C.O.

- Reorganization of Central Office duties and responsibilities
- Elimination of 100 day employees
- Centralized system to prevent organization from operating in silos
- Systems creation and implementation in various departments
- Revised job descriptions for various positions at district and school levels
- New employee handbook
- Implementation of Application and On-boarding system for recruitment and retention of staff
- Implementation of new employee payroll system

## Leadership Capacity

- Recruitment of teachers for the attainment of National Board Certification- 10 Teachers now certified.
- Increase of Leadership Capacity: Two new administrators (Thirteen total) involved in the National Institute for School Leadership (NISL)

## **Instructional**

- Reorganization of Estill Spring and West Irvine (Both K – 5 Schools).
- Adopt new core curriculum programs for reading in math in K – 5.
- District PLCs-Increased monitoring from the district and school level of academic progress.
- Creation of district-wide Professional Learning Community (PLC) protocol
- Focus on to ensure Every Child Succeeds/Novice Reduction (KDE Recognized Initiative)
- One to One Computer Initiative (Implemented Grades K-12 by FY23)
- Moved Kindergarten to Estill Springs
- Increased Preschool Enrollment (Capacity 200)
- Creation of Literacy, Science and Math Coach/Mentor positions to assist teachers with Literacy instruction
- Implementation of Non-Traditional Instruction for FY21 and beyond
- Implementation of District Wide Writing Program
- Implementation of ACE Navigator Program (ILP's) and Work Ethics Program (Grades 6 – 12)
- Improve Gifted Program support with addition of Gifted Certified Teachers (Grades K – 12)
- Creation of district-wide behavior support system PBIS
- Moved Success Academy to New Area Technology Center for an improved learning environment
- Creation of our new Virtual Academy

## **Support Programs**

- Providing a Health Care Professional at each school
- Hired District LPCC to address Student Mental Health.
- Focus on Mental Health of students, families and staff.
- New School Social Worker to provide student and family support
- New Counselor at South Irvine Elementary to provide social/emotional support for incoming students
- New College and Career Counselor at Estill ATC

## **Budget, Facilities and Finance**

- Maintained a 7% District Contingency (Approximately \$1.6 million)
- Budget reduction (Over \$2.5 million to date)
- Communication of district need of Nickel tax to Community and employees – Conducted Town Hall meetings and Community Forums. (An additional \$20 Million in Bonding Potential)
- Career and Technical Center grant application and award (\$5.7 Million)
- EDA Grant for Estill ATC (\$4 Million)
- Received \$40,000 Steele Reese Foundation Grant for Technology 1:1 Initiative
- Received \$40,000 Steele Reese Foundation Grant for ESC STEAM Program
- Transportation Reorganization/Savings (\$75K annually): Route reductions, Increased driver pay, On-site diesel mechanic
- Purchase of new buses (26 Total) Five New Buses FY23.
- Received \$100,000 Clean Diesel Grant for new buses. \$60,000 for FY21. \$80,000 for FY22.
- Reorganization of Maintenance and Custodial Staff.

## Facility Upgrades

- Renovation of Estill Springs Elementary School (\$5.5 Million)
- New Roof at Estill County Middle School (\$1 Million)
- Renovation of Estill County Board of Education (Final Phase – Remodel of Old Gym)
- Construction of New Estill ATC (\$14.5 Million)
- Purchase of Puckett Property and Construction of New Transportation Center (\$3.1 Million)
- Construction on ECHS Renovation and Athletic Facility Upgrades/Final Completion August 22 (\$14.3 Million)
  - HVAC Controls - ESSER
  - Security Entrance/Office Renovation
  - Athletic Facility Renovation/Construction
    - Baseball/Softball
    - Football/Soccer Stadium
    - Track and Tennis
  - Additional ESSER Projects including Sanitary Sewer Line and Stadium RR Renovation
- ESSER Projects
  - District wide HVAC/Air Quality Improvements in every building - Fall 21
  - MS Restroom Renovation – Fall 22
  - South Irvine Window Replacement – Fall 22
- Estill Springs ESSER Project
  - Phase 3 Construction of Classrooms and Out
- West Irvine Parking Lot – Fall 22
- Demolition of Old Irvine and Creation of Memorial Monument – Fall 22

Revised: May 3, 2022

New Accomplishments (Yellow)

FY23 Preview