



Capstone Presentation



Jason Booher
June 7, 2022

Acknowledgments

The Booher Family

Hilary, Harrison, & Jewel



Board Members

Mr. Randy Phillips,
Chair

Mr. Cliff Prewitt,
Vice-Chair

Amber Franceschi

Billy Montgomery

Larry Yeager



ILP Team

Dr. Fred Carter

Mr. Michael Rowe

Mr. Randy Phillips



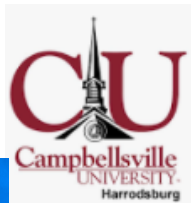
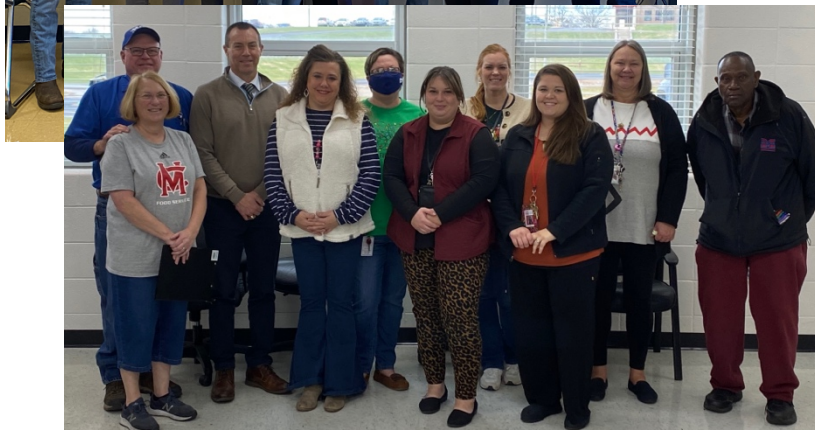
Professional Growth Plan

Standard 6: Collaborative Leadership

SUMMARY: 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.

Evidence

- Developed new district mission, vision, and motto (6/22)
- Met with Hitachi on ways they can support a teacher technology grant in the future. (10/22)
- Shared personal testimony with entire Mercer County staff. "What is your Legacy going to be?" (8/21)
- Collaborated with Daarack Gray, Mercer County Tourism Office, to build partnership to promote Mercer County as a great place to visit and live. (9/21)
- Partnered with Whitaker Bank for the purchase of two new football scoreboards worth \$32,000 (9/21)
- Partnered with Kentucky Farm Bureau to allow our students to attend all regular season home games for free this school year. \$8,000 partnership. (8/21)
- Surveyed stakeholders for their input on masking options. 2200 responses collected. (10/22)
- Partnered with Bluegrass Community Technical College to offer our students an opportunity to earn two different types of engineering pathways (1/22)
- Conducted junior/senior college fair date at MCHS. 23 colleges and universities attended plus the military branches (11/21)
- Commissioner and area superintendents conference calls and webinars
- Started Superintendent Advisory Council for students, classified staff and certified staff. (9/21)
- Industry certification through Trailblazers, Campbellsville Harrodsburg partnership, and BCTC partnership for dual credit classes.



Standard 1: Strategic Leadership

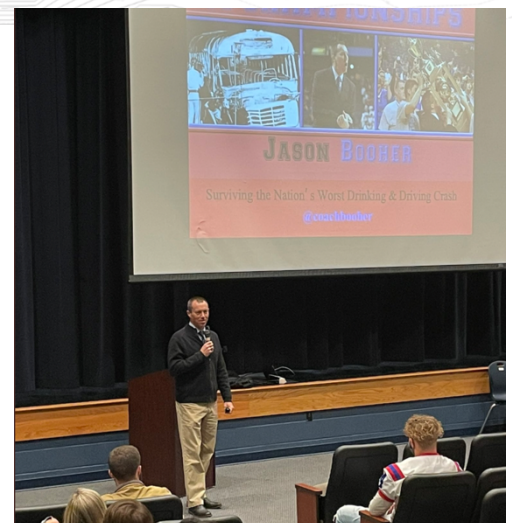
The superintendent creates conditions that result in strategically reimagining the district's vision, mission, and goals to ensure that each student graduates from high school, is globally competitive in post-secondary education and the workforce and is prepared for life in the 21st century. The superintendent 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.

Evidence



District Facility Plan

- Held individual meetings with board members
- Modeled and reinforced the core values, mission, and vision of the Mercer County Board of Education
- Oversaw: Financial planning, SEEK money, federal and state grants, local revenue, and ESSER funds
- Conducted Bi-weekly cabinet meetings and monthly Instructional and operational meetings
- Spoke to our juniors and seniors about making good Decisions and how to overcome adversity/ tragedy in their lives to accomplish their goals and dreams
- Collaborated with GearUp Coordinator on how to increase our completion rate of the CommonApp
- Administered Random Drug Testing throughout the school year
- Conducted Superintendent Advisory Councils
- Worked with architects on our district facility plan and baseball/softball/golf/soccer projects
- Visited Kenton and Boone County elementary schools to get ideas about our future new elementary school
- Negotiated purchase of our new elementary site

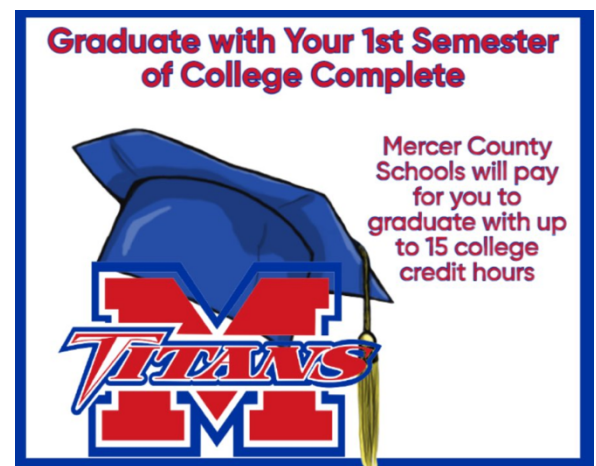


Standard 2: Instructional Leadership

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.

Evidence

- Conducted iReady and CERT common assessments
- Continued support of co-teaching expectation and less resource room
- Implemented MTSS support for students
- Held monthly instructional team meetings
- Facilitated development of the CDIP
- Encouraged more rigor and higher-level questioning in our daily instruction
- Collaborated with Instructional Coaches on their observations in our classrooms
- Installed new touchscreen monitors in every High school classroom
- Visited classrooms in each building
- Shared with Day Treatment about training, nutrition, and preparation for a marathon
- Partnered with BCTC on 2 engineering pathways For our high school students
- Implemented a Seal of Arts Excellence pathway
- Spoke with Miranda Goodlett's future teachers Class a couple times about various topics in Education
- Collaborated with administration on ways we can Decrease gap between our general education and special education students

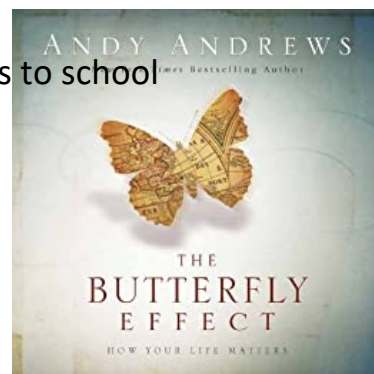


Standard 3: Cultural Leadership

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.

Evidence

- Shared personal testimony with entire staff on opening day
- Conducted frequent meetings with administration
- Recognized Superior Titan Award winners each month
- Recognized other staff or student accomplishments at board meetings
- Started each board meeting with a student leading us in the Pledge of Allegiance
- Visited schools and classrooms multiple times each week
- Sent TouchNote cards to faculty for their hard work
- Judged Halloween costume competition at the elementary
- Held new teacher orientation meetings
- Grilled out hamburgers and hotdogs for all staff
- Attended games, plays, concerts, and band competitions
- Congratulated schools on their iReady results at their faculty meetings
- Conducted The Butterfly Effect book study with administration
- Held expulsion hearings for students bringing drugs and weapons to school
- Provided sheriff's office and city police department with lunch



Standard 4: Human Resource Leadership

The Superintendent ensures the district is a professional learning community with process 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 plan.

Evidence

- Conducted interviews for district level positions
- Implemented a board approved vaccination incentive plan
- Monitored overtime pay in all departments
- "Friday Current Staff Openings" announcement implemented
- Evaluated staffing and salaries in every department
- Increased stipends for teachers and classified staff covering classes
- Defined roles for various positions for 2022-2023 school year
- Board approves highest pay increase for all staff in school system's history

BOARD OF EDUCATION APPROVES HIGHEST PAY RAISE IN DISTRICT'S HISTORY



"Tonight our board voted unanimously to give the largest pay raise on record in our school system's history. Our board wants us to be great and expects us to be the best. All certified and classified salaried employees will receive their step increase plus 5% next year. They also added additional steps past the 27-year mark to include steps up to 32 years of service. All hourly classified employees will receive their step increase in addition to at least a dollar per hour raise. This raise for our classified hourly employees means the average increase for them will be 10.5%."

Superintendent Jason Booher

Mercer County Schools Current Vacancies as of Monday, May 23, 2022

Title	School	Salary Range	Hours/Days
CERTIFIED			
Director of Facilities Management	District	Up to 88,038 plus 17% index	235 days
Elementary Teacher	MCS	Up to 69,308 annually	185 days
High School English Teacher	MCSHS	Up to 69,308 annually	185 days
High School English Teacher	MCSHS	Up to 69,308 annually	185 days
School Psychologist	District	Up to 76,051 annually	203 days
Special Education Teacher	MCS	Up to 69,308 annually	185 days
Science Teacher- High School	MCSHS	Up to 69,308 annually	185 days
Media Specialist Librarian	KMS	Up to 74,927 annually	200 days
School Counselor- High School	MCSHS	Up to 80,547 annually	215 days
Preschool Teacher- Cert. IECE	MCS	Up to 69,308 annually	185 days
Elementary Teacher	MCS	Up to 69,308 annually	185 days
School/Mental Health Counselor	MCS	Up to 80,547 annually	185-215 days
School/Mental Health Counselor	KMS	Up to 80,547 annually	185-215 days
Special Education Teacher	MCS	Up to 69,308 annually	185 days
Elementary Teacher	MCS	Up to 69,308 annually	185 days
Special Education Teacher	MCS	Up to 69,308 annually	185 days
Elementary Teacher	MCS	Up to 69,308 annually	185 days
Special Education Teacher- LBD	KMS	Up to 69,308 annually	185 days
Middle School Math Teacher	KMS	Up to 69,308 annually	185 days
Middle School Science Teacher	KMS	Up to 69,308 annually	185 days
High School English Teacher	MCSHS	Up to 69,308 annually	185 days
High School Chemistry Teacher	MCSHS	Up to 69,308 annually	185 days
Elementary School Primary Teacher	MCS	Up to 69,308 annually	185 days
Elementary School Primary Teacher	MCS	Up to 69,308 annually	185 days
English Learner EL Migrant Teacher	District	Up to 69,308 annually	185 days
ELA Middle School Teacher (2)	KMS	Up to 69,308 annually	185 days
CLASSIFIED			
Human Resources Adm. Asst.	Central office	Up to 19.78 hourly	8 hours/240 days
Custodian	MCSHS	Up to 15.71 hourly	8 hours/240 days
Custodian	MCS	Up to 15.71 hourly	8 hours/240 days
Special Education Instructional Assistant	MCS	Up to 15.71 hourly	6.5-8 hours/180 days
Preschool Instructional Aid	MCS	Up to 15.71 hourly	6.5 hours/180 days
Special Education Instructional Assistant	MCS	Up to 15.71 hourly	6.5-8 hours/180 days
Special Education Instructional Assistant	MCS	Up to 15.71 hourly	6.5-8 hours/180 days
Cook/Baker	District Wide	Up to 15.71 hourly	6 hours/ 180 days
Instructional Aid I Title I	MCS	Up to 15.71 hourly	6.5 hours/ 180 days
High School Dance Coach	MCSHS	2,500 stipend	Dance season



Our Board of Education Just Approved a Record Raise for District Staff. Apply Now to Take Advantage of Their Investment in Our Staff and Our Students!

Apply Today:
<https://mercerky.tedk12.com/hire/index.aspx>

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 to meet the 21st century needs of the district.

Evidence

- Developed Local Planning Committee for district facility plan process
- Met with Daviess County Superintendent to discuss understanding the SEEK formula
- Implemented new Test-to-Stay program for alternative to quarantining
- Called special board meeting to discuss tax rate options
- ESSER funds were approved to purchase six new buses for our aging but fleet
- Attended required new superintendent trainings
- Met with KDE and state transportation cabinet to discuss plans for our new elementary school
- Planned with our coaches and athletic director our baseball/softball/soccer project
- Met with auditor prior to board meeting. Great audit conducted with no findings.
- Conducted Safe Schools Assessment on each school
- Attended Lincoln County board meeting
- Collaborated with local fire and police force on emergency situations that could occur during school time
- Worked with RossTarrant architects' numerous times to discuss our various projects

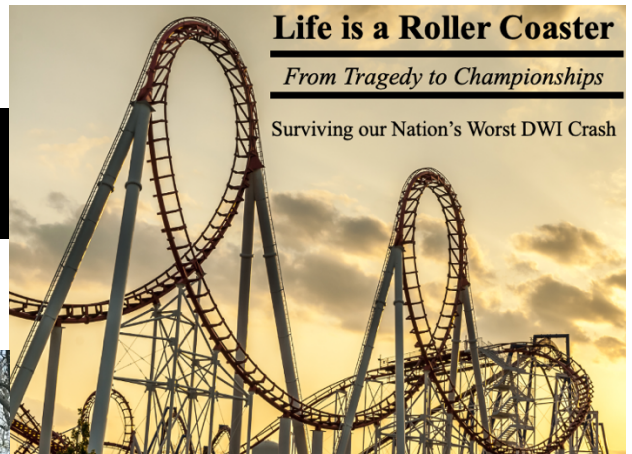


Standard 7: Influential Leadership

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.

Evidence

- Partnered with Dairy Queen for our Superior Titan Award
- Collaborated with local 4-H in ways their extension office can assist us
- Discussed general assembly bills with our local representative
- Recommended a matrix for optional masking for staff and students
- Met with a couple local church pastors to discuss ways they can help our school system
- Attended CKEC monthly board meetings with CKEC superintendents
- Discussed with Mercer Judge Executive about possible acquisition of property
- Discussed new proposed bills with our local state representative
- Met with Kentucky's university presidents and superintendents to discuss ways we can partner together. Also discussed barriers to students going to college
- Attended Mercer County Fiscal Court Meeting
- Joined Mercer County's Rotary Club
- Shared personal testimony with a couple local churches



Next Steps for 2022-2023

- Finalize our new mission and vision statements including a new motto.
- Continue conversations with all staff, superintendent advisory groups, organizations, and businesses to continue to strengthen our collaboration.
- Deepen our relationship with CKEC to find ways to strengthen our recruitment and retainment of faculty.
- Continue expanding our multi-tiered support system (MTSS) program in our schools.
- Begin developmental phase of the design and construction of our new elementary school.
- Continue to promote Mercer County School's academics, arts, and athletics.
- Raise expectations in all areas of our school system.
- Always Be Great & Go Titans!



