**Superintendent Report**

October 26, 2022

**Update on 30-60-90 Plan**

**First 30 Days: July 1-July 31**

**Main Topic: Connect with Stakeholders – Listen and Learn**

* Engage in transition meetings and conversations with outgoing Superintendent Dr. Robb Smith (before July 1) \*Completed
* Send introduction messages to staff, families and community. Visit Bellevue shops and businesses to introduce self. \*Completed
* Connect and engage with central office staff and building level administrators/ department supervisors. \*Completed
  + Ask questions: What is going well? What can be improved? What are your needs?
  + Discuss roles, responsibilities, and expectations
  + Discuss objectives for coming year
* Connect with BOE attorney, architect, municipal advisors, mayor, etc. to introduce self. \*Completed
* Hold a working session and regular board meeting with BOE. \*Completed
* Participate in appropriate Bellevue community activities. \*Not Completed to my satisfaction
* Collect and analyze current district data, improvement plans, and learn of important goals and initiatives. \*Completed
* Review policies and procedures. \*In progress
* Work with new finance officer and administrative assistant to establish processes and timelines. \*Ongoing
* Review board policies and procedures. \*Ongoing
* Organize an administrative retreat to establish relationships and begin working as ONE unit keeping the focus on the vision, mission, and values of the district while identifying goals and strategies for the upcoming school year. \*Completed
* Review employee handbook. \*Completed- will want to make changes next year
* Review/Create an organizational chart. \*Completed- will want to make changes next year
* Collaborate to act on open positions that need to be filled. \*Completed

**First 60 Days: (August 1-August 31st)**

**Main Topic: Ensuring a GREAT start to the School Year**

* Prepare for opening day of school with staff and students. \*Completed
* Be present and visible at all back to school events. Create a time to speak with parents and community members during these events. \*Completed
* Attend Professional Learning events with staff. \*Completed
* Agree to goals for the 2022-2023 school year \*Completed
* Write a letter to for the district website/social media outlets welcoming all to the new school year. \*Completed
* Opening Day District Meeting (My One Word) \*Completed
* Be highly visible at the schools. Visit all classes and speak with students and staff. \*Completed, but always ongoing
* Continue to build positive relationships with all stakeholders. \*Ongoing
* Assess any issues with opening of school and work to create a plan to keep from repeating in future years. \*Completed
* Hold meetings with department directors to gauge how the year has started. \*Completed
* Follow up meetings with school administrators to reflect on the opening of school. \*Completed
* Create a superintendent advisory council \*In progress, but transitioning to work with Student Council due to lack of interest to join advisory council
* Conduct a district review of the RTI/MTSS systems and suggest modifications to ensure interventions/supports. \*In progress
* Meet with school administrators/department supervisors to ensure readiness for opening doors to students. \*Completed
* Review emergency management plans. \*Completed
* Ongoing collaboration and assistance to new finance officer. \*Ongoing

**First 90 Days: (September 1-September 30)**

**Main Topic: Keep Forward Momentum**

* Continue to be visible inside and outside the district. \*Visit schools daily as much as possible.
* Continue to build relationships with all stakeholders. \*Ongoing
* Attend site-based council meetings. \*This month
* Review student data as test scores are released. Work with instructional team and principals identifying strengths and areas of improvement. \*Completed
* Begin working on a strategic plan. Possibly hold a community forum, work with BOE in working sessions, survey staff. \*CF on 10/19, work on strategic plan is ongoing
* Work with Public Relations to create a district newsletter to increase communication for all stakeholders. \*Give ideas for the Bellevue Bulletin
* Host a monthly department meetings to ensure constant communication. \*Completed and ongoing
* Host administrative team meeting with principals and instructional staff. \*
* Hold the first superintendents advisory council meeting. \*To take place on 10/27
* Take notes: Listen, watch, and learn. \*Ongoing
* Begin the improvement planning process. \*Has begun
* Remember the phrase: Go Slow to Go Fast! \*I am trying really hard to remind myself.

I am enjoying my time here and know there are great opportunities to move us forward. The staff and students are great.

**Board Items**

* We have A LOT of recognitions this month, which is a great thing, but we will likely have a full house to begin.

**City Development/IRB**

I met with KDE to discuss the “sweet spot” for what we can offer the new development. The developers want us to agree to a 30% Pilot. After talking with individuals from KDE we have determined that a fair approach is a minimum of 60%. I am working with Steve on this, but will need your input as we move forward since this will be a BOE decision.

**Stadium Flooding Issue**

We have a meeting on Monday, October 24th at 1:00 with the city, Liberty Plastics, SD1 and ourselves. Mr. Dan Swope will be in attendance with me which is greatly appreciated. We can provide more information at the meeting.

**SRO**

Our new SRO has had some hiccups with the retirement board. Chief McClain is working on the issue, but Mr. Dehner may not be able to begin until December 1. However, when the time comes, we do have an office space located on the first floor of BHS.

**Thinking Strategies**

I am thrilled to share that I, along with our two principals and 4 teachers, will be traveling to Denver November 14-18 to PEBC for the Thinking Strategies Institute. We are using our ARP ESSER funds to cover the expenses. This is a great opportunity for me to learn and help elevate The Bellevue Classroom.

**Community Forum**

Thank you so much for your attendance and participation at the Community Forum. I haven’t been able to go through everything yet, but I am so appreciative of the feedback. I wish we had more people, but this is a start…not a finish.

**Veteran’s Day**

We are attempting a districtwide Veteran’s Day program on Friday, November 11 at 9:30. Veteran’s will be able to join for breakfast at 8:30 in the lobby of Ben Flora. Students K-12 will gather at the gym where a program will take place to honor our veterans.

**Community Football Event**

Typically, our work session falls on the same day as the City Council Meeting, but I’d like to find a way to personally go and thank the City and police for helping us end the football season in a more positive way. I will take any recommendations you have.

**Meetings Held/Attended**

* Growth plan Meetings with all individuals I supervise
* October 3- Meeting with Mayor and Developers of the new riverfront project
* October 5- ERD for All staff at Beach Park
* October 13- Met with Grandview Staff regarding Test Scores
* October 18- Met with KDE regarding IRB
* October 19- NKCES Board of Directors Meeting
* October 19- Community Forum
* October 20- Ehmet Hayes to discuss Grandview Project

**Upcoming Meetings/Events**

* October 24-28- Red Ribbon Week
* October 31- KDE in Frankfort for CSI Training
* October 27- BEF Meeting
* October 28- Pep Rally at 2:00
* November 1- Vue at the Brew event
* November 7-8 - No School
* November 9- NKCES Supt. Meeting and NKU Board of Regents Meeting (Supt’s. plan to attend to voice opposition to NKU authorizing a charter school)
* November 11- Veteran’s Day Program- Districtwide @9:30 AM

As always, please let me know if you have any questions or concerns

Respectfully submitted,

Misty Middleton

Superintendent