

Audit and Risk Management Advisory Committee  
Jefferson County Public Schools  
August 25, 2022  
Stewart Auditorium

**ARMAC Members Present:** Chairperson James Rose and Co-Chairperson Rhonda Mitchell

**JCPS Staff Present:** Robert Moore, Kevin Brown, Dr. Jim Jury, Jodell Renn and Shari Mattingly

**Board Members Present:** none

**Public Present:** none

Chair Rose called the meeting of the Audit and Risk Management Advisory Committee (ARMAC) to order at 2:01 pm.

**Approval of Minutes**

Chair Rose requested a motion to accept the minutes of the April 21, 2022 meeting, which was made by Co-Chair Mitchell and seconded by Chair Rose. The minutes were approved by a unanimous voice vote.

**Future State – Workforce and Leadership Development – Robert Moore, Chief of Schools**

Mr. Moore stated that JCPS is experiencing its greatest staffing crisis in recent history. He presented the Future State plan which consists of three themes: Recruit, Retain and Develop all employees

Chair Rose asked what the career ladder of a teacher looks like; what's the pathway? Not everyone wants to be a principal. Mr. Moore agreed that is true. However, there are other areas for teacher advancement. Coaching Leads (coaching other teachers) is one area among others available to teachers outside of the classroom.

Various professional development and learnings available for classified employees were reviewed. Also, a step grant is coming this year to advance education in teaching careers. The one-year Louisville Teacher Residency program, currently under the direction of Sylena Fishback, has 50 participants this year. In years one and two there were 35 participants, and plans are to add ten more participants in year four of the program bringing the total to 60. Participants gain their Masters after completion of the one-year program.

A Teacher Engagement program is provided to teachers in the fall at a limited number of schools. Chair Rose asked what prevents the program from being rolled out to all schools in the District? Mr. Moore believes it will be provided at all schools within the next two years, as the data is now there to prove the program works in education. Teachers are the priority right now but what about assistant superintendents, and other employees? Also, is the survey focused just on feedback or specifics of retention? Currently retention is not addressed in the survey.

Six retired educators are working with new teachers. Full implementation is planned for next year to utilize the mentor academy by infusing within the current retention program. There is also a plan to expand celebrating teachers and what new teachers have learned during their first year.

Educators of color in the District is currently at 42.6%, with a goal to reach 49% by 2024. Building leaders of color who are male, including latinx, is part of the plan. Mr. Moore and the assistant superintendents provide feedback to principal candidates who are not selected for the position. This feedback has proven to be helpful to them in reaching their goal. Leadership development funded through the Wallace grant requires JCPS to partner with universities (U of L and Spalding are those partners). Participants in the program typically move up within three years.

Co-Chair Mitchell asked if additional funding, salary, stipend has been provided for AIS teachers. It will be provided beginning in the 2023-24 school year. The source of the funding, through the general fund, was approved by the Board. The Wallace grant ends in 2023, but a succession plan is in process, with 2026 being the goal of having it in place.

There are 153 principals across the district. The program to train principals is Emerging Leaders. Co-Chair Mitchell expressed interest in see the number of participants and how many have gone on to be principals. Assistant principal's intern with a current principal for a year and must have a Principal certification to participate. There are only three internships: one each for elementary, middle, and high. This is on the job training with a highly successful, experienced principal. Chair Rose asked how Emerging Leaders fits into Future State. Mr. Moore stated that is the bench. Chair Rose also asked if there is a dashboard in place to track the development of leadership. Data is there concerning principal needs for this year but there is currently no dashboard format.

#### **FY 2022 Internal Audit Update and Review of Revised Internal Audit Charter – Jodell Renn, Director of Internal Audit**

Ms. Renn provided an update on the 2021-2022 work plan status for Internal Audit. Chair Rose asked what the contract period is with the engagement partners. It is a four-year contract with four one-year renewals. Regarding the FRYSC monitoring/consulting, they are reviewed every year by KDE. The manager has requested IA conduct a review prior to the annual KDE visit. Still waiting for multiple departments to come together with a response to the MBE/WBE consulting. It is an outside firm conducting the review, and Chair Rose asked if there are enough resources. Co-Chair Mitchell stated that it is best to have outside auditors because 1) management is not auditors and 2) not likely to state that they have weaknesses. Chair Rose inquired about Internal Audit resources if it's possible to conduct exploratory reviews because annual reviews are being conducted. Is it time to ask for another auditor, if it's not possible to get to things that need to be done and other groups are not available to provide assistance? A chart was provided that detailed the amount of time IA spends on each departmental function. An additional auditor may also be required to manage the GRC, once it takes off. Co-Chair Mitchell expressed her congratulations on the GRC implementation and what an exciting win it is for Internal Audit.

#### **FY 2023 Annual Audit Plan – Jodell Renn, Director of Internal Audit**

Ms. Renn reviewed a draft of the annual audit plan. Both were accepted by the Committee.

#### **New Business**

Chair Rose and Co-Chair Mitchell both stated that the Committee will do more concerted work to fill vacant seats.

#### **Adjournment**

Co-Chair Mitchell made a motion to adjourn the meeting; Chair Rose seconded the motion. The meeting adjourned at 3:45 pm.