



FAYETTE COUNTY PUBLIC SCHOOLS

Executive Summary
Fayette County Public Schools Board Meeting
Agenda Item

MEETING: Planning

DATE: 5/8/2023

TOPIC: Crawford Middle School Leader in Me Agreements

PREPARED BY: Bill Bradford

Recommended Action on: 5/22/2023

Action Item for Vote (REGULAR MEETING)

Superintendent Prior Approval: No

Recommendation/Motion: A motion is in order to approve the Leader in Me Agreement for services and materials to Crawford Middle School.

Background/Rationale: Leader in Me is an evidence-based, comprehensive model that builds leadership and life skills in students, creates a high-trust school culture, and lays the foundation for sustained academic achievement. Substantial evidence and case studies suggest Leader in Me supports teacher recruitment and retention efforts, as well. There are over 5,000 Leader in Me schools in all 50 states and in over 50 countries. Crawford Middle School seeks to realize the goals and objectives outlined in the Comprehensive School Improvement Plan and Professional Development Plan by implementing Leader in Me, among other strategic initiatives. Additionally, and because of the Impact KY and Upbeat Engagement surveys, Crawford Middle School is intentionally putting forth an action plan to address the immediate and long-term improvement of workplace conditions, a key component of the school's overall culture. More than just another program, Leader in Me serves as a foundational operating system that will integrate seamlessly into Crawford Middle School's unique priorities, initiatives, and culture. With layers of support, the school is expected to implement this resource with excellence and there is an excitable team of teacher leaders and administrators prepared to champion the efforts. Based on execution in other high need schools, Leader in Me redefines what it means to be a high performing school in the 21st century. This new definition of school greatness is represented in three overlapping circles: leadership, culture, and academics. These are the pillars of the goals, objectives, strategies, and activities included within the Comprehensive School Improvement Plan and Professional Development Plan at Crawford Middle School. Furthermore, this interest is in alignment with the district's Strategic Plan in several priorities and, most notably, student achievement.

Strategic Priority:

- Student Achievement Diversity, Equity, Inclusion & Belonging
- Highly Effective & Culturally Responsive Workforce
- Stakeholder Engagement & Outreach Organizational Health & Efficiency

Data Considerations: Students at Leader in Me schools thrive in a nurturing environment when they feel safe, confident, and supported by teachers and other staff members. Crawford Middle School has carefully analyzed student perception data to accelerate forward progress towards continuous improvement. Leader in Me supplies multiple advantages for the school to make gains in important areas. Data reported through the Quality of School Climate and Safety Survey and the DESSA suggest gaps in how students at Crawford Middle School perceive school safety, the environment, and relationships between students and adults. Only 47.8% of students report the school is an encouraging place. By recognizing each child as a leader with unique gifts and talents to share, all aspects of their education begin to flourish. This social and emotional learning process equips students with the critical life skills to build meaningful relationships and take ownership of their education. At a rate of merely 37.5%, students report that they respect each other's differences. Student development is an essential element to Leader in Me programming. Students find their voice in the classroom and through leadership roles by learning and applying life-ready leadership skills. As it relates to workplace conditions for faculty and staff, Leader in Me provides staff development, as well. Administrators and staff participate in training workshops for personal improvement and professional learning opportunities. Teachers can often lose sight of why they became an educator when working diligently to meet standards of academic performance. Leader in Me helps educators rediscover their true passion for teaching by encouraging a whole-child focus. The intention behind program implementation at Crawford Middle School is to reinforce and support educators of their purpose and direction. Based upon data reported through the recent Upbeat Engagement Survey, only 42% of teachers indicate satisfaction with school safety and order, which entails environmental conditions. School administrators and teacher leaders have worked together to research Leader in Me and develop an execution plan that is expected to favorably influence how students and staff feel towards working, learning, and growing at Crawford Middle School.

Policy: N/A

Fiscal Impact: \$134,661.08; Title I federal monies allocated to Crawford Middle School will be the funding source for this investment

Attachments(s): Leader in Me Agreements (8)