

JESSE BACON, SUPERINTENDENT

ADRIENNE USHER, ASSISTANT SUPERINTENDENT

BRANDY HOWARD, CHIEF ACADEMIC OFFICER

TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent *JB*

FROM: Althea Hurt, Director of Human Resources *AH*

DATE: May 15, 2023

RE: **Item for the MAY Board Meeting - Full-time Counselor at NBHS**

Assistant Superintendent, Adrienne Usher, requests to add a full-time counselor to the staffing at North Bullitt High School. This position will allow the school counselors to spend time with students for social and emotional support, planning, etc...instead of administrative duties and testing responsibilities. Funding will come from the General Fund.

Attachments: Memo from Dr. Usher

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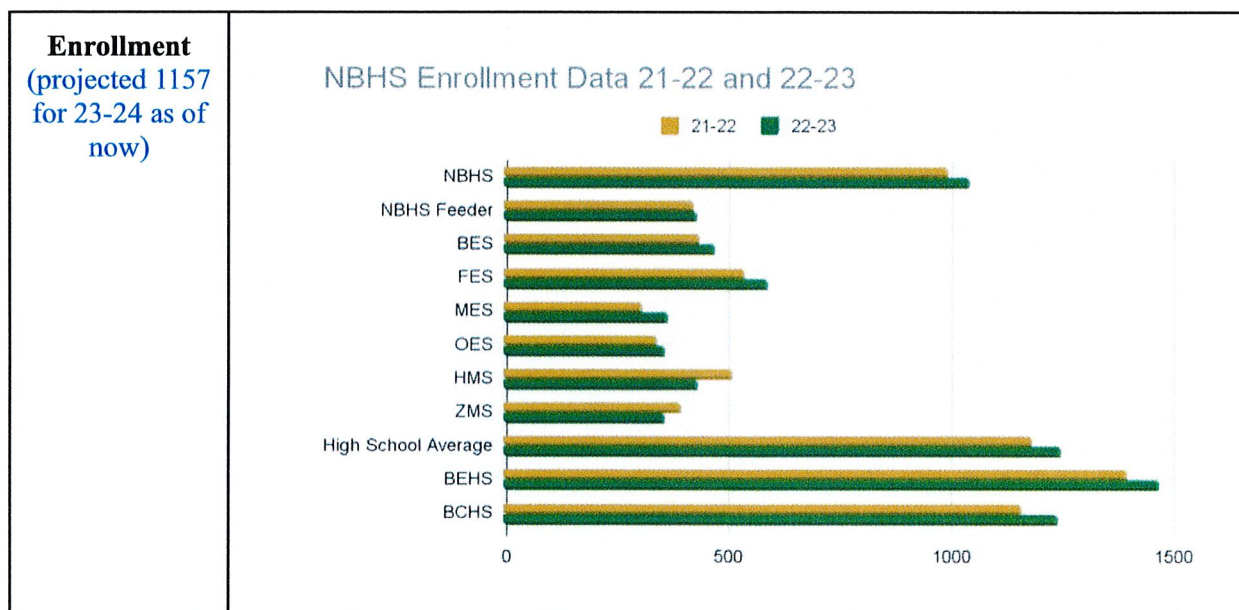
To: Dr. Jesse Bacon, Superintendent
 Lisa Lewis, Director of Finance
 Althea Hurt, Director of Human Resources

From: Adrienne Usher, Assistant Superintendent
 Kristi Lynch, NBHS Principal

Date: March 3, 2023

Re: Counselor Position

Currently all schools are being serviced equally in terms of staffing for school counselors at all high schools. Based on a detailed needs assessment below, the following data indicates a need for increased support and resources at this school. The creation of this position will allow the school counselors to spend more time with students for social and emotional support, future planning, etc. instead of administrative duties with only two assistant principals and testing responsibilities that consume a high school all year long which can be viewed [HERE](#).

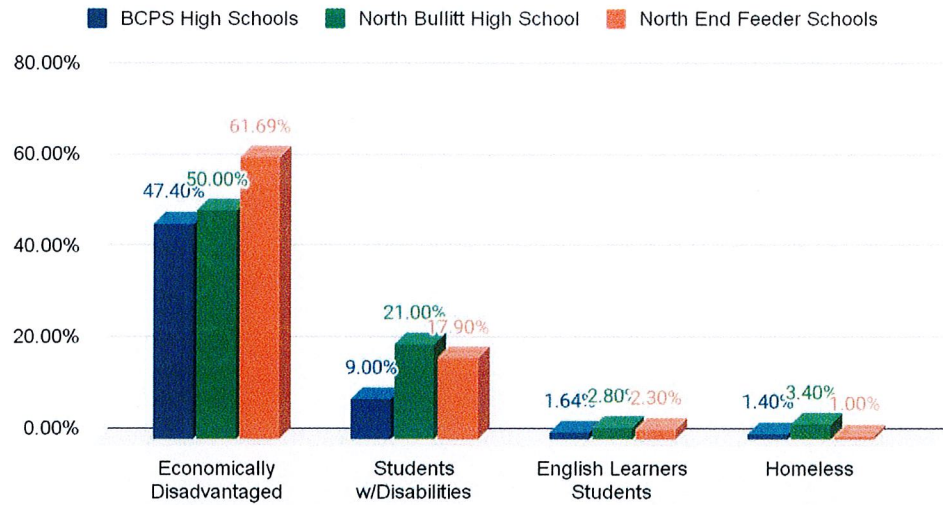


OUR MISSION IS TO INSPIRE AND EQUIP OUR STUDENTS TO SUCCEED IN LIFE

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Demographics

NBHS Demographic Data



KSA 2021-2022

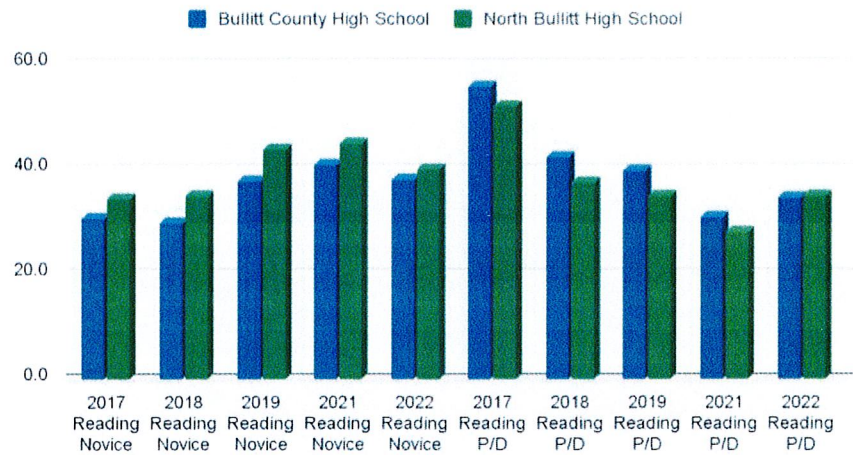


NBHS Kentucky State Assessment Data

	Overall Score	State Assessment Results (Reading and Mathematics)	State Assessment Results (Science, Social Studies and Writing)	Graduation Rate	Post Secondary Readiness	Quality of School Climate and Safety
North Bullitt	57.7	49.9	34.1	89.5	89.8	55

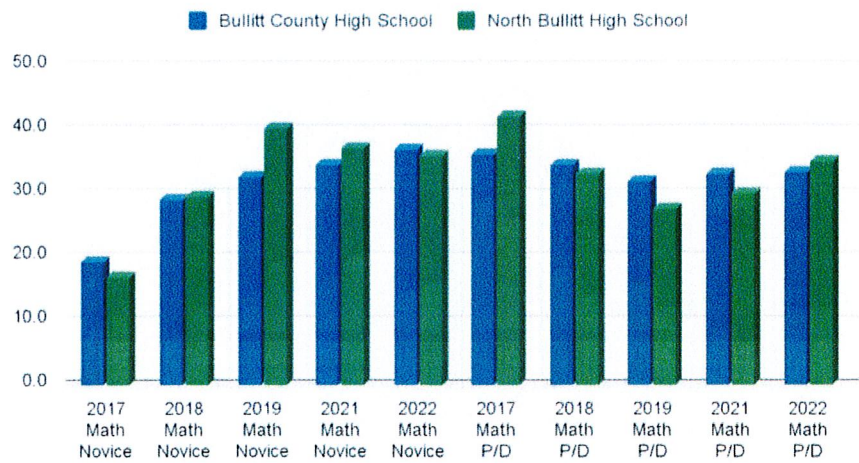
Reading Trend Data


NBHS Reading Academic Trend Data



Math Trend Data

NBHS Math Academic Trend Data



Benchmark Assessment	 NBHS Benchmark Assessment Data				
		Fall Reading	Winter Reading	Fall Math	Winter Math
	9th P/D	24.2%	43.6%	20.7%	33.7%
	10th P/D	47.6%	39%	33.6%	35.5%
Behavior Data	22-23: NBHS: 847 referrals (as of 3/3)* (*read behavior data history below) North End Feeder Schools Average: 93 BCPS High Schools Average: 468				
Classified Staff	19 Filled 8 Unfilled				
Mental Health Needs	514 requests to see counseling/support staff 32 active w/in-school therapist 11 services req./not accepted 6 on waiting list				
Teacher Experience	2018-2019: 10 year 2019-2020: 9.6 years 2020-2021: 11.2 years 2022-23: 12.21 years				
Student Attendance	2022-2023: 91.04% (month 6)				
Teacher Turnover	2018-2019: 16.7% 2019-2020: 10.4% 2020-2021: 11.4% 2021-2022: 18.1%				

North Bullitt High School:

- Mental Health is consistently a concern of our school. In addition to support from a district therapist we are also partnered with LaCorgan Counseling, Transformations, and Seven Counties Services. At this time we have 6 students on the waiting list for therapy services.

- Responsibilities of our 2 counselors include testing, master scheduling, PSPs, 504s, enrollment-transcripts, schedule requests, new student onboarding, credit monitoring, Bark responses, Best Fit, Naviance, dual credit coordinators, points of contact for students, parents, and outside agencies, GSP, Infinite Campus grades/report cards, UPS, work release, management of early graduation.
- With the addition of predictive assessments to the high school assessment load this school year BAC responsibilities pull at least one counselor away from their other duties monthly. Our 2 counselors are responsible for the following in regard to assessment- test training (admin code and test specific), Benchmark assessments 3 times annually, On Demand Practice 2 times annually, Civics Testing, Access Testing, ACT, AP Testing, and KSA. In addition to monitoring these assessments our counselors must also plan for a growing number of students with 504 and IEP accommodations.
- Students have submitted 822 requests to see an admin this school year:
 - 277- Academic Concerns
 - 130- Future Plans
 - 99- Emotional Concerns
 - 39- Conflict with Others
 - 56- Scheduling
 - 6- Testing
 - 215- Other
- Teacher Experience Details:
 - 20 non-tenured teachers,
 - 36 tenured teachers
 - 1 Special Education Position (unfilled)
 - 2 New High School Counselors
 - Principal Year 1