



**MARION COUNTY**  
**Public Schools**

**Superintendent Chris Brady**  
**Marion County Public Schools**

**June 8, 2023**

# **ACKNOWLEDGMENTS**

**Thank you to all who made this a successful first year as the Marion County Public Schools Superintendent, including:**

- **Board of Education**
- **Leadership Team**
- **Faculty and Staff**
- **Parents & Community Members**
- **Students**
- **KASA Onboarding Staff**
- **My Family**



# **BELIEFS**

**Two overarching beliefs guided my work this year:**

**\* A strong desire to create a sense of unity between our schools and the district office**

**\* A commitment to on-going and productive communication.**

**When members of this school district are able to collaborate effectively, all students will benefit. Consistent open communication -- in good times and in bad – causes people to feel valued and respected.**



# Professional Growth Plan

## Goal 1- High Expectations

-- Set I-Ready diagnostic testing windows with our amazing instructional team.

- Thought outside the box during quality professional learning at the start of the school year and worked on interdisciplinary learning, aligning math curriculum, and designing district-wide learning checks to help support a guaranteed viable curriculum.

-Met with reps from Actively Learn, Achieve Math, OTUS, and Achieve 3000 to plan for the new year..

- Met with Instructional coaches, gifted education and our CO instructional team to discuss instructional coaching.

- Met with Principals and the instructional team to discuss instructional walk-throughs with the E-Walk platform and the use of the available reporting options.

Sent several district educators to attend the Buck Education PBL(project based learning) learning series at CKEC to help with the interdisciplinary focus at the elementary level.

- Changed the instructional environment by providing evidence to principals through the E-Walk tool that reinforced district expectations.

-Worked with CKEC regarding school/district improvement and how CKEC can assist by completing school observations to make recommendations for areas of growth.

- Added a tab of instructional coach produced videos on the curriculum and instruction district website.

- Discussed I-Ready & Mastery Prep data and reviewed the “why” of what we are doing.



# Professional Growth Plan

## Goal 1- High Expectations Continued

- Met with principals individually to discuss weekly goals, to review current school assessment data, and to give them the book, “What Great Principals Do Differently”.

- Held I-Ready PLC (professional learning community) meetings in all elementary schools, discussed diagnostic reports, and gave suggestions for instructional improvements to teachers.

- Reviewed Deeper Learning with our Cohort and discussed the expectations of our work over the next three years.

-Presented a PBL (project based learning) demonstration through our gifted/talented coordinator.

-Set up a meeting between our Achieve 3000 representative and all grade 3-5 teachers, instructional coaches, and MCHS English teachers/co-teachers to review new features of the programs.

--Began a book study on Harvey Silver’s book, “Tools for Promoting Active In-depth Learning”, followed by sharing data of work that was not congruent/failing to content standards and examining strategies for more masterful and reflective teachers..

-Sent administrators to the Continuous Improvement Summit in Lexington on topics such as instructional coaching, accountability, strategic planning, and formative assessment.

-Examined Hattie effect sizes and the role these strategies can play in instructional improvement.

- Looked at next steps after reviewing walk-through data and analyzing trends in order to realign our instructional culture.

- Held a district staff development focused on standards deconstruction, learning targets, assessments directly aligned to the standards, data analysis through the lens of all learners and reteaching/enrichment.

- Met with SREB and district staff regarding our “schedule audit” and noted our review of data has improved including discipline, formatives, and the PLC process.



# Professional Growth Plan

## Goal 1- High Expectations Continued

Worked with the CKEC Deeper learning Team to gain more understanding about differentiation and self-paced instruction through the The Modern Classroom Project.

-Sent teachers to Hancock County to observe their work with LETRS. The district will focus on standards deconstruction and assessment development..

- Sent 4 teachers (with the financial help of CKEC) to the annual Deeper Learning Conference in San Diego.

- Held individual Principal meetings and asked the following questions:

- How are you, along with teachers, identifying which standards students are mastering?
- How are you reviewing/evaluating teacher assessments to ensure they are aligned to the standards?
- How frequently do you evaluate/ask teachers to evaluate student performance as aligned to the standards?
- What does your practice of data analysis and monitoring of student performance look like? (Frequency, format, feedback, and informed next steps?)
- What are the areas of greatest need that you face to influence teacher behavior in a way that enables better student performance?
- How can you improve teacher performance?

- Held a PD on “Thinking Maps” : a visual instructional strategy that correlates to specific cognitive processes and helps build essential skills necessary for academic success.

- Celebrated our invitation to present several sessions at the national Making Schools Work Conference this summer on a variety of topics including Sustaining ESSER Initiatives, PBIS Strategies at Work, and Co-Teaching.

- Planned for next year’s PD including : a focus on vertical alignment, deeper learning, coteaching/behavior, and possibly laying the Foundation training at the secondary level.

- Established the Summer learning PD schedule including reading/math in the morning , and interdisciplinary community-focused learning (with community partners) in the afternoon.



# Professional Growth Plan

## Goal 2- HR Functions

- -Made progress with hiring including: a new instructional coach and an IC (included Principals on the hiring committee).

-Collaborated with Campbellsville University on recruitment.

-Contacted CKEC regarding participation in a program to provide additional supports for our new teachers.

-Met with Ash Group to hear a proposal for how they can potentially lower the cost of benefits to staff in an effort to attract, retain, and recruit staff members.

- Set up extra time for voting for members of the Attract, Retain, and Recruit committee..

-Began the Marion County Educator Support Program for new teachers and their mentors . The first mini-session was on formative assessment, classroom management and best practices for mentoring new teachers.

- Made inquiries about allowing our new teachers to participate in the CKEC Mentoring and Inspiring New Teacher Program.

-Received nomination to join the “KASA Coalition to Sustain the Education Profession” to strengthen Kentucky’s families and communities through the lens of public education and workforce development.

-Met with American Fidelity to review a proposal to add the additional optional benefit of a reduced cost “long term” disability plan that is more affordable for those who have several years/sick days accumulated.

- Learned that our district participation in the MINT(Mentoring and Inspiring New Teachers) Program will qualify our staff for free graduate courses at either UK or Asbury University.



# Professional Growth Plan

## Goal 2- HR Functions Continued

-Learned our teachers participating in the LETRS trainings may apply for a rank change.

-Met with Campbellsville University to begin collaborating regarding an Option 9 partnership program- a certification pathway by which a classified staff member may remain employed and also pursue a teaching degree.

- Met with the Teacher Recruitment Incentives Task Force to finalize possible recommendations to legislators.

-Met with The Marion County Educator Support Committee to share the role and responsibilities of our CKEC MINT Coach.

-Met with CU representatives to explore possible ways to assist with attracting, retaining, and recruiting.





# 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/or 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.*

FEATURED

## School board approves new pay rate, sets graduation dates

By DAVID NERI dneri@lebanonenterprise.com Apr 19, 2023 Updated Apr 26, 2023



Members of the Marion County School Board put shovel to dirt at last Tuesday's groundbreaking ceremony for the Calvary Elementary School construction project.  
DAVID NERI / The Lebanon Enterprise

### Trending Now

- 1 Former Knight named basketball coach at MCHS
- 2 Marion County High School to send eight to GSP
- 3 Kentucky State Police make arrest in 2014 Washington County murder
- 4 Scott arrested, charged with human trafficking
- 5 Local woman to walk the track on Oaks Day

### Local Events

CREATE AN EVENT

Search for events



- Worked with Board of Education to revamp salary schedule to make MCPS more competitive.

- Oversaw the approval of a new elementary school with construction underway.

- Oversaw continued renovation of the high school.

- Utilized ESSER funds to replace HVAC systems at two elementary schools.

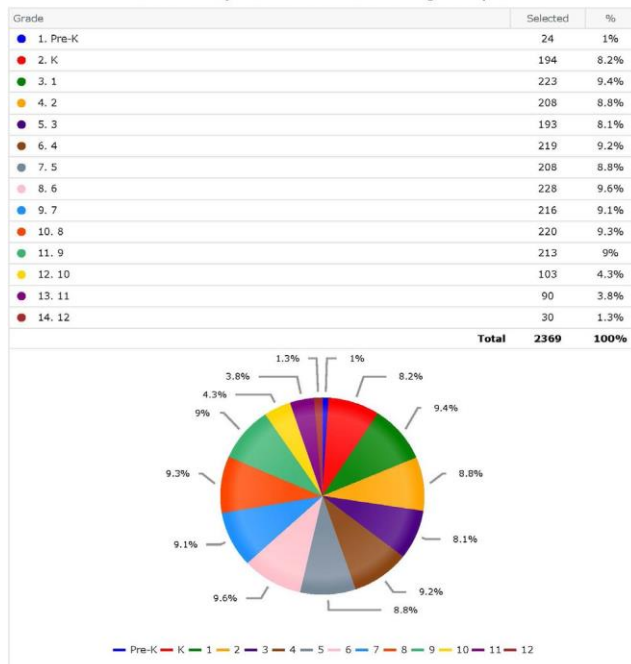
# Standard 2: Instructional Leadership

*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.*

Marion County Public School Walk-Through Template (2422 walk-throughs)

From Aug 01, 2022 to May 08, 2023

Marion County Public School Walk-Through Template



Marion County Public School Walk-Through Template (2422 walk-throughs)

From Aug 01, 2022 to May 08, 2023

Subject	Selected	%
1. English	488	20.8%
2. Math	674	28.7%
3. Science	263	11.2%
4. History	24	1%
5. Social Studies	210	8.9%
6. Physical Education	56	2.4%
7. Geography	4	0.2%
8. Drama	2	0.1%
9. Agriculture	10	0.4%
10. Culinary	12	0.5%
11. Teaching and Learning	14	0.6%
12. JROTC	1	0%
13. Technology	21	0.9%
14. Engineering	0	0%
15. Art	57	2.4%
16. Graphic Design	6	0.3%
17. Music	36	1.5%
18. Band	12	0.5%
19. Chorus	3	0.1%
20. Guitar	6	0.3%
21. Spanish	15	0.6%
22. Hispanic Culture	2	0.1%
23. STEM	25	1.1%
24. Health	14	0.6%
25. Business	4	0.2%
26. Financial Literacy	18	0.8%
27. Reading	260	11.1%
28. Writing	77	3.3%
29. Spelling	4	0.2%
30. Medical (Vocational)	6	0.3%
31. Automotive (Vocational)	2	0.1%
32. Computer Aided Drafting (Vocational)	5	0.2%
33. Machine Tool (Vocational)	3	0.1%
34. Industrial Maintenance (Vocational)	4	0.2%
35. Carpentry (Vocational)	5	0.2%



- Implemented EWalk system to record quick classroom observations.
- Completed over 2,000 walk-throughs completed.
- Organized a Deeper Learning cohort.

# 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 & purpose.*




- Coordinated with School CEO magazine to feature Student Ambassador program.
- Held JROTC annual Veterans Day Ceremony at high school.
- Applauded the baseball team volunteering to read to elementary students.

# Standard 4: Human Resource Leadership

*The superintendent ensures the district is a professional learning community with processes 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 planning.*





**MARION COUNTY**  
Public Schools  
*Attract, Retain, Recruit*

Section 1 of 2

MCPS Attract, Retain, Recruit Staff Survey

This survey is intended to collect information to help Marion County Public Schools attract, retain, and recruit employees. The survey is optional and anonymous – it will not automatically collect e-mail addresses. However, there is an option to provide contact information if you would like to provide additional information.

This survey was created by the MCPS Attract, Retain, and Recruit Committee which includes certified and classified staff as well as members of the MCPS Board of Education. Questions were, in part, based on feedback received from current employees.

Work site(s) \*

Marion County High School

Marion County Area Technology Center

Marion County Knight Academy

Marion County Middle School

Calvary Elementary

- Hosted two visits from Campbellsville University Education students to MCPS to observe classrooms.

- Organized an Attract, Retain, and Recruit committee and conducted a survey.

- Participated in Campbellsville University's annual job fair.

- Collaborated with Campbellsville University to create an Option 9 partnership.

# 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 so as to meet the 21st century needs of the district.*

Brady: Communication will be a point of emphasis

Aug 1, 2022

**MARION COUNTY PUBLIC SCHOOLS** Dream Believe Achieve

Superintendent Chris Brady, wife, and daughter

There are reasons all around us to be optimistic about the future of Marion County Public Schools. Most obviously, we have an incredible renovation project underway at Marion County High School, and while you may not be able to tell as you drive by, the transformation occurring inside that building is nothing short of amazing. When completed, the high school will have the type of learning spaces our young people need to be best prepared for life after high school.

Watching that renovation has been intriguing because, despite some bumps along the way, we've seen steady, incremental improvements to that building. It's only when you consider where that project was a year ago that you realize how much change has occurred. And I think that's an apt analogy for our school district as a whole. There won't be huge sweeping changes from one day to the next. Instead, we'll see small yet important improvements that eventually reveal how far we've come.

Trending Now

- 1 Looking for uni... The 400 Mile S... have what you... far
- 2 Braun rememb... dedicated civil... friend
- 3 Cornbread Ma... draws big crow...
- 4 Loretto rema... field, honors fa... teammates
- 5 Benefit set f... battling Stage 4 cancer

Local Events

CREATE AN EVENT

Search to event

100%

Mazeatic Skating Skate

100%

CHALLENGE

The Challenge Race 20... Outside Course Race



• Lowered central office operating cost by approximately \$300,000.

• Replaced HVAC systems at two elementary schools.

• Reorganized and redefined district positions to fit needs.

# Standard 6: Collaborative Leadership

*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.*



- Hosted district annual Community Reading Celebration.
- Hosted graduation ceremonies for both Marion County High School and Hugh C. Spalding Academy to celebrate graduates.

# 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.*



- Worked with regional superintendents and community leaders to inform legislators and community members about the harmful fiscal effects proposed legislation would bring.

- Spoke at Distilled Spirits Taxation Task Force meeting.

- Penned Op-Ed that ran in both local and state newspapers.



OP-ED

*As bourbon booms, school funding festers.  
Bourbon should pay its fair share. | Opinion*

BY CHRIS BRADY

FEBRUARY 24, 2023 3:59 PM



# Next Steps

- **Customer Service** – The school district is in the process of scheduling a Customer Service training for administrators, counselors, and office staff to improve communication with the public.
- **Instructional Trainings** – Staff members are set to receive Standards Literacy training where principals will work with teachers to help them understand how to deconstruct and better understand academic standards.
- **Mission and Vision** – The school district will work with the Southern Regional Education Board to create a mission and vision statement.





# **THANK YOU!**

**Having the opportunity to be a  
servant leader  
for the Students, Board, Staff and  
Community of the  
Marion County Schools  
has been my greatest honor.**

