



2024 CAPSTONE

JASON RADFORD



**OLDHAM
COUNTY SCHOOLS**

Ignite Passion. Experience Excellence.

INTRODUCTION



As we reflect on the past year, it's with a sense of pride and purpose that we examine the strides taken in our ongoing mission to strengthen our educational community. With a keen focus on the recruitment and retention of our invaluable staff, we've endeavored to cultivate an environment where talent is not only attracted but also nurtured and empowered to flourish.

Simultaneously, our efforts to develop and execute a new strategic plan have been instrumental in aligning our school system under common goals and values, fostering cohesion and collaboration across all levels.

This year has been marked by determination, innovation, and a steadfast commitment to the future of education in our community. As we navigate the challenges and celebrate the successes, let us continue to unite in our dedication to the growth and well-being of every individual within our school system.

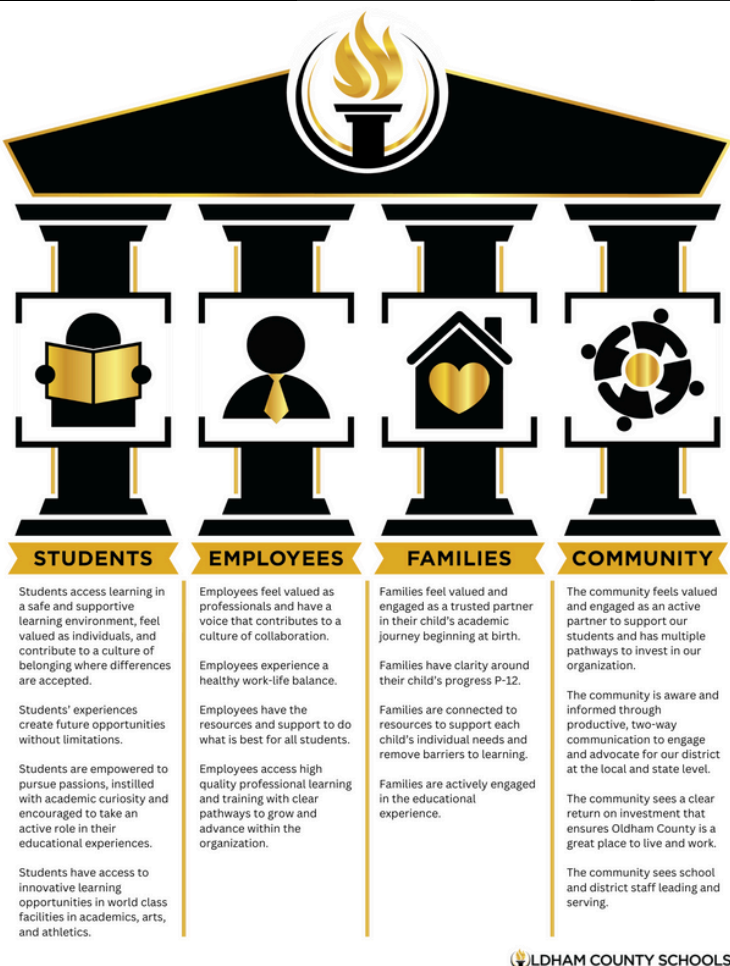


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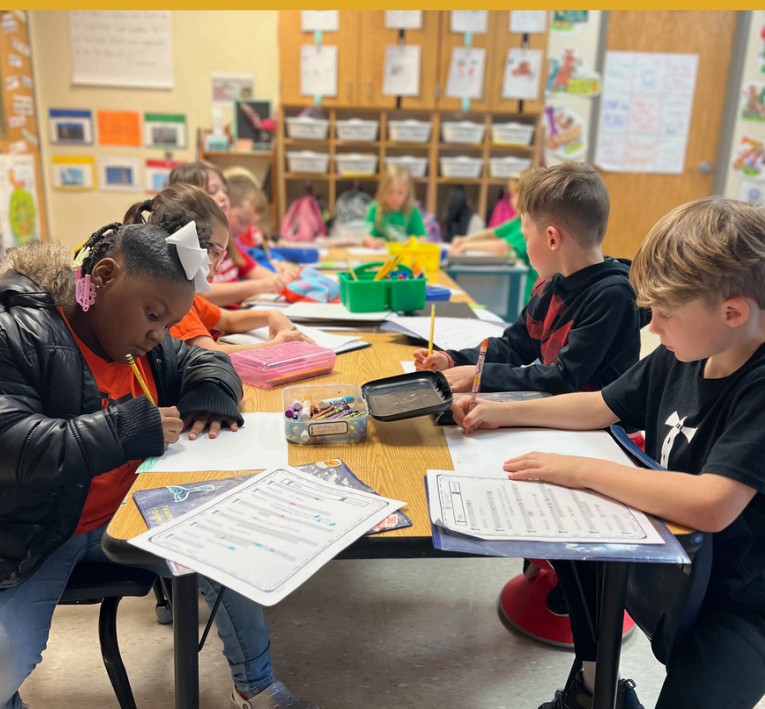
STRATEGIC LEADERSHIP

Operationalizing a shared vision for learning...



ACTIONS

- Implemented I-Ready within district to support student learning and interventions
 - Focused on increasing proficiency in reading and math by 3%
- Began Future Leaders of OC cadre and Assistant Principal cohort
- Continued working with Studeer Education on implementation of strategic plan
Continued regular communications with all stakeholders via written/video messages
- Established/continued district work groups to problem solve in areas of:
 - Budget
 - Curriculum
 - CTE
 - MTSS
 - Project Planning
 - Engagement
 - RRI
 - CCEIS



NEXT STEPS








- Create alignment with actions as a school district
- Continue connections through strategic communications
- Implement recommendations from district work groups
- Continue to analyze data in order to make the best decisions for students

INSTRUCTIONAL LEADERSHIP



The Superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning...



ACTIONS

-  Used recommendations from curriculum workgroup to support literacy and other curriculum and instructional needs
 - Created a process for all schools to utilize with their communities for decisions/recommendations
-  Increased proactive measures for drug/alcohol awareness through partnerships and school-based programs
 - Increased response to drug/alcohol offenses
-  Developed online school, Liberty Academy
-  Continued district Deeper Learning Fellowship
-  Continued work on CTE pathways (Passion to a Pathway)
-  Established Student Advisory Council to record student voice
-  Gathered info from potential community partners through internship/mentorship surveys

NEXT STEPS

-  Support schools in implementing their action items from student experience (strategic plan)
-  Act and build on community involvement to support CTE and other student learning opportunities



CULTURAL LEADERSHIP

The Superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools...



ACTIONS

- Established the Ignite Passion and Experience Excellence recognition awards and the criteria for each
- Continued alignment of employee newsletter and Oldham Era column to board meetings to increase transparency and communication
- Held districtwide Relay for Life event
- Met with every school leadership team before roadshows
- Continued regular communications with all stakeholders
- Collected right track/wrong track and open-ended feedback from roadshows
- Attended school and district level celebrations, performances, and athletic events
- Continued Certified and Classified Forum meetings to increase transparency and engagement

NEXT STEPS








- Implement monthly Ignite Passion and Experience awards
- Continue rounding to listen to staff concerns and further build culture and trust
- Through the strategic plan, create opportunities for staff involvement in the community and community involvement in the schools

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 highly effective, diverse staff.



ACTIONS

-  Established TYTO Clinics for fast healthcare for employees and families
-  Elevated teachers as professionals through Alchemy work- headshots/email signatures/logos
-  Continued to listen to teacher voice to support their needs as it relates to district calendar
-  Continued work with RRI committee and implementing recommendations
-  Continued working with Studer Education to teach and implement rounding
-  Continued utilizing results of feedback from teachers/staff to improve support from CO
-  Continued utilizing television advertising to recruit employees

NEXT STEPS

-  Implement further recommendations of RRI
-  Continue to talk to staff and listen to employee voice
-  Continue to use employee engagement and voice to align actions to strategic plan








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.



ACTIONS

-  Implementing the current District Facilities Plan
-  Developed our Actions of Excellence words and statements to establish common vision and goals
-  Held leadership retreats, monthly administrative staff meetings, and district leadership meetings
-  Continued focusing on improving facilities as related to academics, the arts, and athletics
-  Utilized district leaders to communicate and problem solve budget/staffing to support schools

NEXT STEPS

-  Teach and advocate what we value to all stakeholders through:
 - Direct communications
 - Signage
 - Actions
-  Continue to develop our own people into leaders
-  Continue to communicate and problem solve using feedback from staff to support our work as a district







COLLABORATIVE LEADERSHIP

The Superintendent, in concert with the local board of education, designs structures and processes that result in board community engagement with support and ownership of the district vision...







ACTIONS

-  Implementing strategic plan to outline our shared vision and values
-  Submitted regular monthly column to the Oldham Era, outlining Board and district actions to increase transparency and trust
-  Continued to present State of the District reports in order to increase transparency/trust and build relationships and gather feedback from these groups:
 - Fiscal Court
 - City Councils
 - OCEF
 - Community Council
 - Rotaries
 - ROCK realty group
-  Implemented biannual publication to increase transparency and community support



NEXT STEPS

-  Continue engaging community leaders through regular meetings and communications
-  Continue presence at community and school events
-  Continue to make strong connections with the community
-  Continue State of the District reports annually



INFLUENTIAL LEADERSHIP

The Superintendent promotes the success of teaching and learning by understanding, responding to, and influencing the larger political, social, economic, legal, ethical, and cultural context.



ACTIONS



Presented at KSBA and What's Right in Education conferences, highlighting the work of our district



Continued partnerships with KSBA, KASA, KASS, and other partners



Served on various boards and advisory councils
Oldham County Economic Development
American Heart Association
Ohio Valley Educational Cooperative



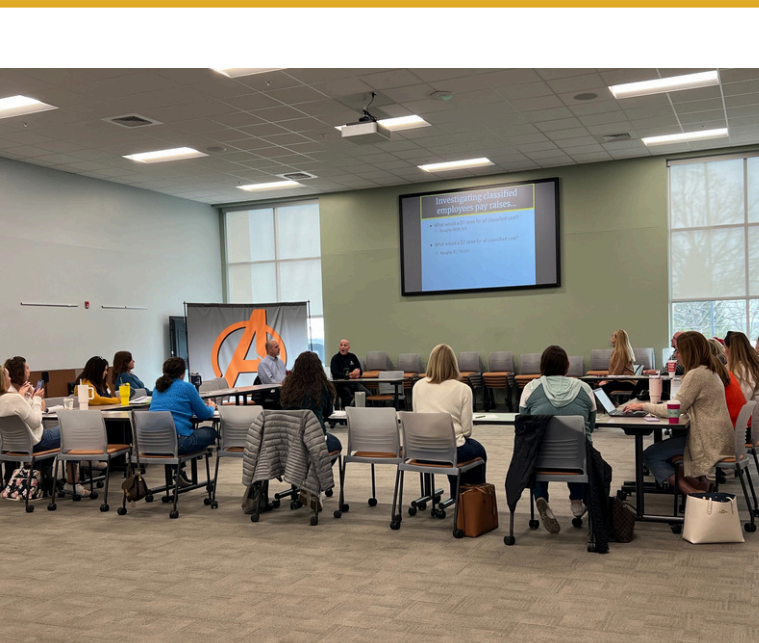
Continued to build relationships with state legislators to advocate for our district



Stayed engaged with legislative session in 2024



Continued to discuss how our co-op can help move OCS forward



NEXT STEPS



Selected to present at KASA's state conference



Invited to present at AASA conference



Continue to serve on committees and councils in order to enhance the experience for all stakeholders



Build on established relationships with local and state leaders to advocate for OCS

Acknowledgements

Thank you to our Board for the opportunity to serve as superintendent of this incredible school district.

I would also like to thank my family for their encouragement, and my colleagues for their support and commitment to the students, staff, and families of Oldham County Schools.

