

A black and white photograph of the Russellville Independent School District building. The building is a large, classical-style structure with a prominent entrance. Above the entrance, the word "RUSSELLVILLE" is carved into the stone. On either side of the entrance, there are several busts of historical figures. Above the building, three flagpoles are visible, each with a flag. The sky is cloudy, and some bare tree branches are visible in the upper right corner.

Russellville Independent School District Strategic Plan

RISD

Presented for Adoption:
March 2024

Proposed by:
Kyle Estes
Superintendent

STRATEGIC PILLARS

In alignment with the voices of our students, parents, staff, and community members, the pillars to our success:

R Rooted in Community

Strengthen and celebrate the connection to our heritage

I Innovative Mindset

Create a culture that encourages authentic learning in a safe environment

S Student Centered Experiences

Prioritized in all aspects of education

D District of Choice

Distinguish our district as the preferred destination for students, staff, and families

KEY INITIATIVES 2024 - 2028

Foster vibrant relationships among students, families, and partners

Tell our story of honoring our past while building our future

Enhance pride and safety among our campuses

Equip all staff with the necessary tools to be successful through training and support

Create diverse and enriching opportunities for all students to overcome barriers

Prepare all students to become resilient learners by meeting academic standards

Provide opportunities for students to take an active role in their education

Tailor teaching methods to meet individual needs

Support a culture of belonging and connection

Create a culture of shared responsibility that values high expectations for learning and achievement

Cultivate a consistently positive working and learning environment that strengthens community relations

Communicate in a targeted and specific manner

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- **Campus Improvements:**

- New front entrance/handicap access, and lighting at Russellville High School
- New retaining wall, gates, parking, lighting, and handicap seating at Rhea Stadium
- New restrooms at Russellville High School
- New bleachers at Russellville High School gymnasium
- Russellville High School Track repaired and resurfaced
- Russellville High School tennis court repaired
- Russellville Innovation Academy started, and classroom spaces refurbished
- New Marquees at SES, RMS/RHS/RIA
- New signage for RE Stevenson Preschool and Russellville Innovation Academy - coming soon
- New restrooms at RE Stevenson Elementary
- New lighting and ceiling tiles at RE Stevenson Elementary School
- Air conditioning units removed from classrooms at RE Stevenson Elementary School
- Air conditioning units added to the athletic facilities at Russellville High School
- Gym floor refinished and repaired at RE Stevenson Elementary School
- Gym wall mural painted at RE Stevenson
- Hallways painted at RE Stevenson
- Outdoor courtyards refreshed and repurposed for outdoor classroom space at RE Stevenson

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- **Students**

- Open Houses at all schools
- Student Enrollment events at school
- School Drills (fire, evacuation, earthquake, lockdown) all completed during first week of school
- School Procedures practiced
- PBIS Initiatives in all schools
 - Instruction the first week has been on establishing rules and expectations
 - SES: ROAR: Responsibility, Ownership of my Actions, Awesome Attitude, Respect for All
 - RMS: Respectful, Motivated, Selfless
 - RHS: Respect, Hard-Working, Selfless
- Kindergarten Signings - "Be the Best Panther I Can Be"
- Student's Pride in School Community
 - Positive Speak and overall great first week

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- **Staff**

- Custodial Staff Inhouse (since April)
 - General cleanliness, pride of building and grounds has improved
- Customer Service Training and RVK Meet
 - Sense of UNITY and PRIDE in the school community
- School Procedures Established and Practiced
- Strengthen and celebrate the connection to our heritage
 - SES staff created and delivered snack baskets to community partners
 - RHS Principal Drew Teel and RISD Board of Education Member Phillip West were in the Emancipation Day Parade (Mr. West was Grand Marshall)
- SES Playground access - handicap accessibility
- Transportation Staff
 - On time since day 1, all students picked up and delivered safely
- Communication with Parents
 - post cards sent, home visits conducted, phone calls being made and documented, and parent meetings set up
 - Staff setting up class websites
- Emergency Evacuation Drill being planned with Russellville Police Department and Emergency Services
- Centegix - working on gateways, school connections (intercoms), phone updates, and deployment

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- **Community**

- Amanda Simons' State Farm recognition of the RISD Transportation Department
- The Point refurbishment of RE Stevenson outdoor space through their Church Service Day Project
- The Point gifts of gratitude to the school administration
- Russellville READS bus at community events (Emancipation Parade)
- Community outreach at back-to-school events
- Panther Band Back to School Car Show
- School Resource Officer (City of Russellville Police Department) and Judge Williams meeting with students over attendance, behavior, and expectations from a law enforcement/court perspective
- New RISD Website
 - Implementation in June, ongoing training of staff, staff use and community use as the primary platform for information, calendar events, and staff newsletters
- Centegix - City of Russellville as a Community Partner and providing first year contract for Russellville Independent School District
- Volunteers: 30+ signed up at open-house events
 - being provided with opportunities to come into the schools
- Fall Block Party - October 19th

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Create diverse and enriching opportunities for all students to overcome barriers

Prepare all students to become resilient learners by meeting academic standards

•Students

- Reading Blocks extended to 90 minutes every day in Grades K-8
- Math Blocks extended to 90 minutes every day in Grades 6-8
- Russellville Innovation Academy (RIA) launch for Grades 7-10
- STEAM Factory extended to all Grade 6 students
- Robotics course offered to Grades 7 and 8 students
- Introduction to Fine Arts course launched for Grades 6-8
- Hospitality courses offered at RHS
- Priority emphasis on Grade 12 ELA and Math coursework for college/career readiness
- Reading intervention expanded at RHS
- **Long-term goal** – Student monitoring and reporting of their own academic and behavior progress

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•Staff

- Job-embedded professional learning on incorporating high-yield literacy strategies in all courses
- Curriculum implementation coaching through GRREC Partnership (PK-12)
- 90-minute professional learning and planning time built into all K-12 teacher schedules (formerly 45-55 minutes)
- Enhanced Professional Learning Communities (PLC) weekly protocols to analyze and respond to student results
- Content “Roundtables” facilitated by instructional leaders for vertical alignment
- District Instructional Feedback cycles focused on:
 - Clarity in learning targets
 - Tasks aligned to Kentucky Academic Standards
 - Frequent, constructive feedback among teachers and students
- Intentional designs for codes of collaboration and commitments to create positive, engaging learning communities
- **Long-term goal** – Develop, model, and positively reward consistent schoolwide expectations through expected mindsets

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- Improved communication and access to the district curricular documents and academic information through new district website
- Markedly improved Open House attendance and family engagement with teachers
- Improved collaboration between community partners and classroom teachers to meet material and expertise needs (increased work study opportunities, project-based learning partnerships, career days, etc.)
- Increased learning resources and opportunities to meet targeted needs of families for their students (Artful Reading To-Go Kits, Parent's Homework Dictionary, Family Mental Health Nights, etc.)
- **Long-term goal** – Near 100% participation from families in student-led conferences on academic, behavioral, and social goals and progress

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Student Centered Experiences

Prioritized in all aspects
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Provide opportunities for
students to take an active
role in their education

Tailor teaching methods to
meet individual needs

Support a culture of
belonging and connection

•Students

- Ensuring all students belong in a club, team, or group
- Kindergarten Signings - “Be the Best Panther I Can Be”
- Establishing Unified Champions Schools on all campuses to promote inclusion and belonging
- Students are screened twice a year with a universal screener to determine if tiered supports are needed to address internalizing and externalizing behaviors
- Students have access to mental health and counseling supports through our Districtwide Counselor, school counselors, and LifeSkills therapists
 - Individual
 - Group
 - Suicide Prevention

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A large, bold, black letter 'S' with a yellow outline, positioned to the left of the 'Student Centered Experiences' text.

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- Marked improvement in teaching and reinforcing schoolwide behavioral expectations (PBIS)
- All staff participated in Studer Service Excellence Training
- Schools utilize PLCs to support student growth and address barriers to instruction
 - Long-range goal: Schedule students with disabilities first to ensure we can establish robust co-teaching practices
- Core team is participating in Close the Gap KY with Meade County Schools to learn how they have used co-teaching practices to close achievement gaps for all groups and increase KSA scores
- Increase staff understanding of specially designed instruction and co-teaching
- Cabinet and principals will complete 2 rounds of Rounding this year and 30/90 day conversations with new staff; will create action steps from the feedback
- All information related to physical and emotional safety will be housed on a google site for easy access for staff
- Long-term goal: Improve MTSS supports for both academics and behavior
 - Revise handbook
 - Create a bank of interventions and ways to monitor progress
 - Ensure dedicated time is set aside at all schools for MTSS implementation

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- Block Party this Saturday
- The first of several Family Wellness Night events will be held on November 4 (dinner, wellness activities, family photos)
- Utilize the website to communicate about and promote activities/initiatives that promote belonging and connection
- Preschool Family Involvement Fridays : First half – parents learn together while children have themed story time and take a copy of the book home; Second half - parents and children together for make it, take it activities
 - October 18: Introducing the Pyramid Model
 - November 8: Building routines at home
 - December 13: Social emotional skills for children
 - February 14: Social problem-solving
 - March 14: Resources for making connections with school, community, and home
 - April 18: Finale and Feedback

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Communicate in a targeted and specific manner

Students

- Russellville High School: Implemented Junior Rotary through the Ambassador Club.
- Russellville Middle School: Established a Student Advisory Council.
- Stevenson School: Introduced the RCA House System (Stevenson Dens) to foster school spirit and community.
- Russellville Middle School: Launched a Robotics Team to promote STEM learning.
- STEAM Factory: Extended to all 6th-grade students, enhancing hands-on learning in Science, Technology, Engineering, Arts, and Math.
- Robotics Courses: Offered to 7th and 8th-grade students at Russellville Middle School.
- Stevenson Elementary: Established a Choir program to foster musical talent and creativity.
- Beta Clubs: Formed at all schools, promoting leadership, academic excellence, and service.
- Free Books and Bookcases:
Through the Innovative Approaches to Literacy Grant, all students receive at least three books each year. Additionally, each student is provided with a free bookcase to store and showcase their growing collection.
- Field Trips:
All students have the opportunity to attend field trips to venues such as SKYPAC or the Alhambra Theatre. During these trips, students also receive a book that complements the play or performance they attend, enriching their learning experience.
- Extracurricular Activities:
Students can participate in a wide range of extracurricular activities, including the Student Technology Leadership Program (STLP), Academic Team, Golf, Swimming, Basketball, Baseball, Football, Cheerleading, Band, and more. These activities offer students a chance to explore their interests, develop new skills, and build meaningful connections with peers.

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- RISD utilizes a variety of communication tools to promote ongoing communication and collaboration, including our new website, ClassDojo, social media platforms, and One Call.
- We focus on recruiting and retaining teachers through job fairs, Rounding Conversations, Student Teacher Drive-In Days, and by hiring WKU teacher candidates through our Learning Hub.
- The district participates in Walkthroughs twice a year to assess and improve instructional practices.
- We are committed to implementing high-quality instructional resources across the district to support student success.
- Professional learning opportunities are provided through the KYCL grant to further develop our educators.
- Additionally, we will begin implementing a monthly staff recognition award to honor the outstanding contributions of our employees

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- Our school district collaborates with a variety of businesses, daycare centers, and the public library.
- Each year, we host a Back-to-School Block Party to kick off the new school year.
- We recently held a Family Wellness Night event to engage our community.
- The Kentucky Summative Assessment and ACCESS Recognition Program take place every spring.
- All of our schools hosted Veterans Day programs to honor those who have served.
- Russellville High School offers a 'Women of Worth' Mentor Program for students.
- Our preschool holds monthly family engagement events to foster strong community connections.
- To celebrate World Kindness Week, first responders from our community joined students for lunch at Stevenson.
- Stevenson also organized special days where parents participated in physical education classes with students.