



## 2024-2025 Phase One: Executive Summary for Districts\_09162024\_16:04

2024-2025 Phase One: Executive Summary for Districts

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## 2024-2025 Phase One: Executive Summary for Districts

### Description of the District

Describe the district's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the district serves?

Hardin County Schools is a strong district comprised of a talented and diverse student body, award-winning and magnificent staff, extremely supportive parents, and a community that invests its time, talent, and treasure into it each day. Hardin County Schools consists of 23 schools (3 High Schools, 1 Early College & Career Center, 5 Middle Schools, 13 Elementary Schools, and 1 Alternative School, as well as other alternative settings) and is currently the 5th largest district in the state, serving a diverse population of both suburban and rural populations. Our staff is dedicated to the success of our 14,629 students in grades preschool through 12. The district employs 1,113 certified employees and 1,100 classified employees. The Early College & Career Center has provided opportunities for students to expand their knowledge and skillset for transitioning to the real world. The district continues to look for ways to create opportunities for students to accelerate learning as well as provide opportunities for students to be prepared for life, whether that is college or career-oriented.

### District Stakeholders

Identify and describe the district's stakeholder groups. How does the district ensure stakeholder involvement and engagement in the improvement planning process?

The superintendent has advisory groups for Certified, Classified, and Students to seek their input on decisions that are made. Currently, as a district we are developing our Portrait of a Learner and have sought out a variety of stakeholders in the community to help HCS develop the expectations of all students. Stakeholders include parents, clergy, business owners, teachers, and students. Work is also done with local universities (Grow Your Own), and cooperatives (Green River Regional Educational Cooperative). For our Federal Programs Grant Applications we also used information from the KARE (Kindness and Respect for Everyone) Committee

### District's Purpose

Provide the district's purpose statement and ancillary content such as mission, vision, values, and/or beliefs, including the year in which they were last reviewed or revised. Describe how the district embodies its purpose through its program offerings and expectations for students and how stakeholders are involved in its development.

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Hardin County School's Vision Statement: Schools, Parents, and Community actively involved in "Helping Children Succeed". Hardin County School's Mission Statement: The mission of the Hardin County Schools, in partnership with the family and community is to prepare students to be responsible citizens and lifelong learners in a global society.

### Notable Achievements and Areas of Improvement

Describe the district's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the district is striving to achieve in the next three years.

#### Notable Achievements for CDIP

September 2024

The data compiled regarding instructional strategies after the 2023-24 school year proved those strategies are extremely successful:

- 64 HCS students earned an associate degree from Elizabethtown Community and Technical College th
- 508 students earned Work Ethic Certification. The HCS Work Ethic Certification program is in its tenth
- HCS seniors earned 6,069 college credit hours at ECTC
- 137 students earned a spot on the ECTC President's List
- 130 students earned a spot on the ECTC Dean's List
- Academy at EC3 students and Early College Pathway students earned a 3.63-grade point average
- 1,452 students passed a career end-of-program assessment or earned an industry certification in the
- HCS has a post-secondary readiness marker of 91.3%

For the second consecutive year, there were no discrepancies in the annual Hardin County Schools financial audit. In his report to the Hardin County Board of Education, Brian Woosley, CPA, from Heartland CPAs and Advisors PLLC said that he and his team had discovered zero audit discrepancies to report for both the district and schools in the most recent audit.

Hardin County Schools has implemented a new online payment system - SchoolCash Online - that makes it easier and more convenient for parents/guardians to pay student activity-related items such as field trips, fundraisers, club dues and registration fees. Secure and easy to use, SchoolCash offers 24/7 shopping convenience to parents/guardians who can manage all their child/children's school activity fees with a single account. Parents/guardians receive

email notifications as new items become available for purchase and can access their account history at any time to view activity and print receipts as needed.

Baptist Health Hardin and Hardin County Schools presented drug overdose simulation sessions for parents community members and students over the spring of 2024. The program observed the severe stress of a mother finding her adolescent child after a drug overdose. Hardin County Emergency Medical Service staff respond and present the child to healthcare providers from Baptist Health Hardin. Police officers simulate an investigation and support the mother in her distress. After the 15 to 20-minute simulation, the role players participated in a question-and-answer session with the audience members after some prepared questions.

Six more HCS schools earned the Purple Star Award from the Kentucky Department of Behavioral Health, Developmental and Intellectual Disabilities. Those schools are: Central Hardin High School, East Hardin Middle School, GC Burkhead Elementary School, Heartland Elementary School, North Middle School and West Hardin Middle School.

The Purple Star Program is part of the Department of Behavioral Health, Developmental and Intellectual Disabilities' Strategies to strengthen the resiliency of Kentucky's military-connected youth and ensure that their social, emotional, and academic needs are met.

Hardin County Schools Family Resource and Youth Service Centers organized a Spring Break Scavenger Hunt for children! It had a space and science theme honoring the solar eclipse. Children found clues at one or all of the participating schools. There was a QR code and directions at the main entrance of each school. Families scanned the QR code to complete the hunt. There were paper copies available at each school If families did not have access to a smartphone.

The Hardin County Board of Education voted to transition approximately 165 GC Burkhead Elementary School students to Cecilia Valley Elementary School and Lincoln Trail Elementary School for the 2024-25 school year.

"Our community is growing," Board Chair Dawn Johnson said. "More people choose to live, work and learn in Hardin County, Kentucky. This growth is not only a result of Blue Oval SK. Many factors are contributing to our county's prosperity."

HCS received a detailed report from Davis Demographics (an organization with a long history of helping school districts with population growth).. The report placed a strong focus on the number of homes and apartments under construction in each school district as well as the number of current school-age students.

The Hardin County Board of Education voted unanimously to give a six-percent pay increase to Hardin County Schools certified/degreed staff and various classified employees. Other classified/hourly employees saw raises ranging from one to four dollars per hour.

"Our staff is extremely dedicated to the success of our students," Board Chair Dawn Johnson said. "The state's biennium included an increase in SEEK (Support Education Excellence in Kentucky) funding. We are using all of those funds on this pay increase. We are adding Board funds to allow for this larger increase. We wanted to show our staff how much we truly appreciate their work."

Hardin County Schools Superintendent Teresa Morgan hosted three community "Coffee and Conversation with the Superintendent" sessions.

"This is an opportunity to visit with our community stakeholders about the great things taking place in our schools and answer some questions," Mrs. Morgan said. "Anyone is welcome to visit with us."

The "Coffee and Conversation with the Superintendent" sessions took place in Radcliff, Elizabethtown and Glendale.

Hardin County Schools announced the launch of the We Build it Better – Reach Higher school curriculum with support from Altec.

The curriculum lays a foundation for students to understand the process of developing a new product and equips them with the skills to design and create an innovative solution to a real-world industry-based challenge. Altec partnered with FlightWorks of Alabama to add the Reach Higher curriculum to its We Built it Better program. The result is an all-inclusive, industry-designed, educator-developed, curricular experience that engages middle school students in a work-like STEAM (Science, Technology, Engineering, Arts, Mathematics) environment.

Hardin County Schools is the first school district in Kentucky to incorporate this program into its schools. We Build it Better–Reach Higher is taught to eighth graders at all five HCS middle schools and it is made possible by a grant from Altec.

The Hardin County Schools Portrait of a Learner is a collection of insights from HCS administration, staff, parents and community leaders that produced five competencies for student learning. In the fall of 2023, HCS asked parents and staff to assemble and help guide the work in partnership with the University of Kentucky Center for Next Generation Leadership.

Those five competencies are:

- Responsible Citizen
- Personal Champion
- Engaged Learner
- Effective Communicator
- Active Collaborator

"Our hope is for all involved to incorporate these strengths into the work of our students' growth," HCS Superintendent Teresa Morgan said.

After several meetings and refinement by HCS staff, several teachers are POL pilot teachers at their school. These teachers will use the HCS POL language and systems for feedback and possible refinement at the end of the current school year. Then, school and district-wide integration will start in the 2025-26 school year.

"We will train all HCS staff to use our Portrait of a Learner in the most effective ways after the pilot teachers bring back their feedback," Morgan added. "The competencies and the characteristics that comprise them will help us continue to grow students' academic knowledge and prepare them for what they will see in the real world upon graduation.

It is no secret that there is a teacher shortage in Kentucky and across the United States. Hardin County Schools is providing an opportunity for its graduates to return to the district to teach.

HCS is providing up to \$350 per class for graduates from Central Hardin High School, John Hardin High School and North Hardin School who have been admitted and are in good standing in a post-secondary teacher education program. If students carry 15 hours of teacher education classes per semester, the HCS contribution could be as much as \$1750 and would cap at \$2100 (18 hours of education classes).

Should HCS graduates desire to become certified in middle school or high school mathematics or science, HCS will provide up to \$525 per class.

In return for the contribution, HCS and the graduate will enter a contractual agreement that will bring the HCS graduate back as an HCS teacher for at least three years.

"This ensures that we will employ the best and brightest teachers to educate our students by those who have a commitment to HCS and our community," HCS Superintendent Teresa Morgan said. "We know that they will be tremendous because their foundation lies in the best school district in the Commonwealth. More importantly, our students will have great opportunities for success. These young men and women will bring the finest instructional strategies and implementation techniques to our classrooms."

HCS graduates (effective with the Class of 2023) must provide proof they are enrolled in teacher education programs at any accredited post-secondary institution. However, the partnership between HCS and Western Kentucky University will pay even greater dividends for these graduates in question should they enroll at WKU.

WKU will match the HCS contribution. Therefore two-thirds of the tuition costs are covered for those not seeking certification in middle school or high school math and science and all of the tuition is covered for those who do seek certification in middle school or high school math and science. The HCS graduates must be admitted into and remain in good standing with the WKU College of Education and Behavioral Sciences.

"Hardin County Schools is paving an amazing road," CEBS Dean Corrine Murphy said. "We are deeply engaged regarding strategies that seek to bring bright minds into the teaching profession and this initiative is certainly a first of its kind. I applaud Mrs. Morgan, the HCS staff and the Hardin County Board of Education for taking the necessary steps to help remedy this serious teacher shortage. HCS is securing its own destiny during these difficult times."

A similar program is already in place for the district's classified employees. The funds for both initiatives come to the district by way of a federal grant.

### Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

n/a



# Attachment Summary

Attachment Name	Description	Associated Item(s)
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