



JESSE BACON, SUPERINTENDENT
ADRIENNE USHER, ASSISTANT SUPERINTENDENT
BRANDY HOWARD, CHIEF ACADEMIC OFFICER
TROY WOOD, CHIEF OPERATIONS OFFICER

TO: Dr. Jesse Bacon, Superintendent
FROM: Dr. Adrienne Usher, Deputy Superintendent
DATE: June 19, 2025
RE: THRIVE Academy Coach Agreements

Since the Kentucky Teacher Internship Program (KTIP) lost its funding several years ago, our district proactively established the New Teacher Induction Program, THRIVE, to ensure our new educators receive essential support. For the past few years (since Fall 2019), THRIVE has been instrumental in onboarding and nurturing our newest teachers, and the overwhelmingly positive feedback from past participant surveys underscores its value and impact. Building on this success, we are excited to continue and enhance our new teacher program for the upcoming academic year. We've diligently revised the THRIVE program to offer increased teacher support and a more comprehensive mentoring experience. This updated model is deeply rooted in the expertise of Dr. Tina Boogren, who specializes in providing the critical support new teachers need to build a solid foundation for their entire teaching career.

To effectively implement the THRIVE Academy program, we are requesting approval for the attached, signed substitute contracts for Terri Lewis and Carrie Compton. They will serve as our THRIVE Academy coaches, providing crucial mentoring, direct support, coaching, and professional learning opportunities for teachers with zero years of experience. The total estimated cost for this vital initiative, covering salary, travel, and programming supplies, will not exceed \$85,000. Your approval of these agreements is requested to allow us to move forward with the implementation of our enhanced THRIVE Academy program, ensuring our newest teachers receive the best possible start in BCPS.

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

BULLITT COUNTY PUBLIC SCHOOLS IS AN EQUAL EDUCATION AND EMPLOYMENT INSTITUTION

Terri Lewis

9302 Artis Way

Louisville, KY 40291

terri.lewis@bullitt.kyschools.us

MEMORANDUM OF AGREEMENT FOR **NEW TEACHER** PROFESSIONAL LEARNING SERVICES BETWEEN CARRIE COMPTON & BULLITT COUNTY PUBLIC SCHOOLS

A. Terms of Agreement

- a. This Agreement beginning July 1, 2025, and ending June 30, 2026 is made by and between Carrie Compton and Bullitt County Public Schools, collectively referred to as "the Parties" and "the Agreement year"
- b. Upon 30 day written notice, with or without cause, BCPS may terminate this agreement
- c. All services must be completed between 7/1/2025 and 06/30/2026.
- d. The Parties acknowledge that Terri Lewis is to deliver services under this Agreement.

I. Responsibilities of Terri Lewis

Client agrees to:

- A. Work with Client to determine the agenda, start and end times and materials and equipment needed.

II. Responsibilities of Client

Client agrees to:

- A. Work with Terri Lewis to determine the agenda, start and end times and materials and equipment needed.
- B. Provide space and facilities for presentations
- C. Provide technology equipment needed for Professional Learning Presentations

B. Scheduling

- a. Client is responsible for working with Terri Lewis to map out the year's calendar to ensure dates of service convenient for both parties.

C. Fees and Payment

- a. Client agrees to pay for professional learning services listed on Appendix A plus any additional fees outlined in Appendices B-F of this Agreement

D. Services to be Provided and Related Terms

- a. Services to be provided are listed in Appendix A.
 - i. Professional Learning Services — Terms outlined in Appendix B
 - ii. Travel and Material Expenses — Terms outlined in Appendix C

Appendix A — Services to be Provided

Outcomes and Goals
Terri Lewis will provide differentiated support as outlined in the BCPS THRIVE Academy plan for teachers with zero years experience up to three years, as needed. Support will include one-on-one coaching, modeling and mentoring through Google Classroom/Inkwire, classroom observations, face-to-face meetings, PD opportunities, and access to best practice resources. All new teacher support will be planned with the BCPS Curriculum, Instruction, and Assessment team to ensure alignment of district expectations. In addition, Terri Lewis will also consult with school level principals and instructional coaches to provide specific school-related teacher development as set forth by the school instructional leadership team.
Logistics and Pricing
<ul style="list-style-type: none">• Up to 110 days of consulting services between 7/01/2025 and 6/30/2026 at her state designated daily wage threshold of \$312.13
Travel Expenses
<ul style="list-style-type: none">• Travel will be paid up to \$750 from 7/01/2025 to 6/30/2026.• Terri Lewis will provide a travel reimbursement form each month by the last day of the month

Terri Lewis

Adrienne Usher, BCPS Deputy Superintendent

A. Responsibilities of Terri Lewis

Terri Lewis agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

B. Responsibilities of Client

Client agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

C. Delivery and Usage of Services

- a. Individual meetings with each teacher intern to provide feedback and discuss needed support and resources for next steps.
- b. A Google Classroom will be created and maintained for interns to access resources and submit assignments designed to support new teacher growth.
- c. Consultation with Principals/IC coaches about needed support and resources for interns
- d. Planning and facilitation of Professional Learning based on the needs of new teacher interns

Appendix C — Travel and Material Expenses

A. Responsibilities of Terri Lewis

- a. Submit all required mileage reimbursement forms;

B. Responsibilities of Client

- a. Pay for mileage costs outlined on this page.

C. Travel Policies and Procedures

- a. Mileage is calculated at the same rate dictated by the Bullitt County Board of Education Office.

Carrie Compton

1217 Rockridge Road,

Lexington, KY 40515

carrie.compton@bullitt.kyschools.us

MEMORANDUM OF AGREEMENT FOR **NEW TEACHER** PROFESSIONAL LEARNING SERVICES BETWEEN CARRIE COMPTON & BULLITT COUNTY PUBLIC SCHOOLS

A. Terms of Agreement

- a. This Agreement beginning July 1, 2025, and ending June 30, 2026 is made by and between Carrie Compton and Bullitt County Public Schools, collectively referred to as "the Parties" and "the Agreement year"
- b. Upon 30 day written notice, with or without cause, BCPS may terminate this agreement
- c. All services must be completed between 7/1/2025 and 06/30/2026.
- d. The Parties acknowledge that Carrie Compton is to deliver services under this Agreement.

I. Responsibilities of Carrie Compton

Carrie Compton agrees to:

- A. Work with Client to determine the agenda, start and end times and materials and equipment needed.

II. Responsibilities of Client

Client agrees to:

- A. Work with Carrie Compton to determine the agenda, start and end times and materials and equipment needed.
- B. Provide space and facilities for presentations
- C. Provide technology equipment needed for Professional Learning Presentations

B. Scheduling

- a. Client is responsible for working with Carrie Compton to map out the year's calendar to ensure dates of service convenient for both parties.

C. Fees and Payment

- a. Client agrees to pay for professional learning services listed on Appendix A plus any additional fees outlined in Appendices B-F of this Agreement

D. Services to be Provided and Related Terms

- a. Services to be provided are listed in Appendix A.
 - i. Professional Learning Services — Terms outlined in Appendix B
 - ii. Travel and Material Expenses — Terms outlined in Appendix C

Appendix A — Services to be Provided

Outcomes and Goals
Carrie Compton will provide differentiated support as outlined in the BCPS THRIVE Academy plan for teachers with zero years experience up to three years, as needed. Support will include one-on-one coaching, modeling and mentoring through Google Classroom/Inkwire, classroom observations, face-to-face meetings, PD opportunities, and access to best practice resources. All new teacher support will be planned with the BCPS Curriculum, Instruction, and Assessment team to ensure alignment of district expectations. In addition, Carrie Compton will also consult with school level principals and instructional coaches to provide specific school-related teacher development as set forth by the school instructional leadership team.
Logistics and Pricing
<ul style="list-style-type: none">Up to 90 days of consulting services between 7/01/2025 and 6/30/2026 at her state designated daily wage threshold of \$274.06
Travel Expenses
<ul style="list-style-type: none">Travel will be paid up to \$3,000 from 7/01/2025 to 6/30/2026.Carrie Compton will provide a travel reimbursement form each month by the last day of the month

Carrie Compton

Adrienne Usher, BCPS Assistant Superintendent

Appendix B - Onsite Professional Learning Services Terms

A. Responsibilities of Carrie Compton

Carrie Compton agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

B. Responsibilities of Client

Client agrees to:

- a. Participate fully in the joint creation, ongoing monitoring and revision of the Professional Learning Plan for each first-year teacher.

C. Delivery and Usage of Services

- a. Individual meetings with each teacher intern to provide feedback and discuss needed support and resources for next steps.
- b. A Google Classroom will be created and maintained for interns to access resources and submit assignments designed to support new teacher growth.
- c. Consultation with Principals/IC coaches about needed support and resources for interns
- d. Planning and facilitation of Professional Learning based on the needs of new teacher interns

Appendix C — Travel and Material Expenses

A. Responsibilities of Carrie Compton

Carrie Compton agrees to:

- a. Submit all required mileage reimbursement forms;

B. Responsibilities of Client

Client agrees to:

- a. Pay for mileage costs outlined on this page.

C. Travel Policies and Procedures

- a. Mileage is calculated at the same rate dictated by the Bullitt County Board of Education Office.