



**Menifee County Schools
Superintendent Updates**



Superintendent Standards

Effectiveness Standards

For Kentucky School Superintendents



3. Cultural Leadership

Summary:

The superintendent embraces the district's culture and traditions to create conditions for exemplary performance. By aligning the work of all stakeholders with the district's mission, the superintendent promotes equity, trust, and shared accountability to ensure that the district culture supports the success of every student. The superintendent ensures that the community has opportunities to provide input on local accountability measures, aligning instructional practices and district priorities with community needs.



Practices (Indicators)

The superintendent...

- Communicate and exemplify the district's core beliefs about teaching and learning, holding themselves to the highest standards as a visible model for stakeholders.
- Establishes a purpose with all stakeholders and equips all employees with the tools, resources, and clarity needed to positively influence student outcomes.
- Develops trust through collaboration and transparency, fostering a culture of shared accountability.
- Recognizes and celebrates district successes while addressing areas for growth, ensuring stakeholders feel valued and engaged in continuous improvement.
- Develops and maintains a regular cadence of communication to ensure consistent messaging about district priorities, finances, values, and achievements across all stakeholders.
- Creates opportunities for dialogue, shared decision-making, and conflict resolution with stakeholders through advisory councils, SBDM councils, forums, and community events.



Artifacts

Arrange a meeting/ interview with the district leadership to discuss/review mission and vision.	Cultural Leadership	Agendas	July 31
Meet with all district office staff to discuss expectations	Culture/Strategic Leadership	Notes of meeting	July 31
Meet key community leaders at July Chamber Meeting	Cultural/Strategic Leadership	Agenda	July 2
Conduct Needs assessment for all district departments and schools	All Areas	Needs assessment agendas, reports, budgets	Nov. 1



Needs Assessment Review



Needs Assessment

I. Student and Attendance Overview

- Attendance rate is over 94%.
- See full state accountability and data update for data

II. Staffing and Human Resources

- Review required training protocols to ensure all hires complete paperwork and training before starting.
- All beginning-of-year training certificates in PowerSchool.
- Chromebooks available for classified staff to complete online trainings.

III. Transportation

- Plan B Bus Routes and Delay Plans in place.
- Bus purchase pending: International (18 months, \$190K) vs Bluebird (4–6 months, \$230K).
- No new buses for the 25/26-following bus purchasing plan



District Needs Assessment

IV. Facilities and Maintenance (See DFP)

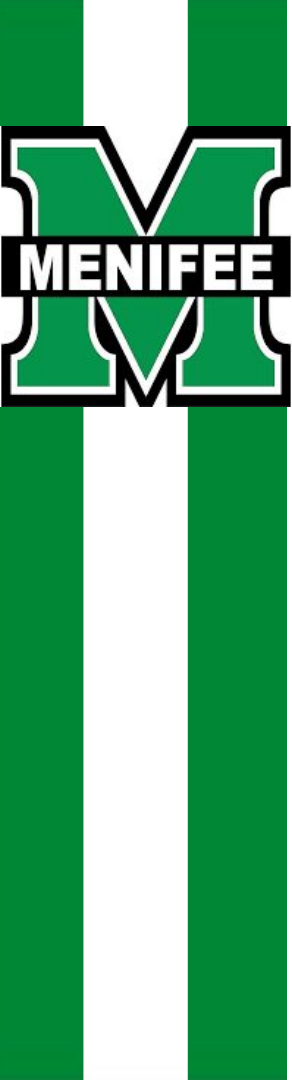
- Menifee Central:
 - window clings~\$8000
 - canopy ~\$26,000
 - weather hut expansion ~ \$2000
 - upstairs door badge access ~ \$100,000
 - concrete for storage building ~ \$10,000
- MCHS
 - HVAC repair ~\$18,000
 - gym roof replacement \$185K–\$200K, grant pending
 - gym floor replacement in near future
 - Investigating roof leaks near shop connection.
 - Outside freezer needed at MCHS~\$50,000-\$100,000
 - Door lock replacement—potential COPS grant funding.
 - Smart Pass and PBIS Rewards (Grant funded)
- Botts
 - Roof



District Needs Assessment

VI. Academic and Student Programs

- Awaiting new KEDC Mental Health Grant; current grant funds Rae of Sunshine speaker, Smart Pass, and PBIS Rewards.
- Edgenuity for online learning (est.\$37,845)
- Dual Credit (est. \$36,000)
- Rewards Reading Program (est. \$5,000) with plans to expand to other content areas.
- Virtual/Interventionist Elementary Teacher (1 teacher split for both)
- Magnetic Reading Tier II Intervention K-2 (@ \$1,800 per grade level consumables: @ \$650 digital access)
- iReady Renewal (est. \$22,700)
- Science consumables for OpenSciEd (District Wide @ \$2,500)
- New Teacher Induction Program (est. \$3,000)
- 5th -12th HQIR Adoption for Social Studies



District Needs Assessment

VII. Athletics

- Wind screens needed for baseball/softball fields.
- Locker room facilities required by KHSAA-locations for Baseball, softball, soccer.
- Turf maintenance costs ~\$11,000 annually.
- Uniform allocations should increase to \$3,500–\$4,000.
- Volleyball net replacement
- Basketball shot clock required by 2027–2028 (\$3K–\$6K each).



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