

**Board Retreat 2026:
Excellence in Action - Year 2**

Thursday, July 9th

The **B**eechwood Way

We design teaching and learning focused on students.

We build resilient learners and leaders who are fearless in the pursuit of excellence.

We are a uniquely intimate community developing globally competitive students.

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We are Learners

We are fearless.

We pursue excellence.

We are resilient.

We reflect and grow.

We are Leaders

We are safe.

We are respectful.

We are responsible.

We are proud.

What our communities “see”....

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Visible leadership is often defined by formal actions and public-facing moments.



Board Meetings

Formal governance and public transparency.



Strategic Plans

The documented roadmap for the future.



Public Decisions

Choices made in the community spotlight.



Crisis Response

Managing challenges when eyes are watching.

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What our communities rarely “see”...

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Invisible leadership is the heavy, quiet work that happens behind the scenes.



Emotional Labor

The unspoken weight of carrying others' needs.



Family Sacrifice

Missing personal moments for the collective good.



Difficult Decisions

Complex choices made without public applause.



Moral Courage

Standing for what is right even when it's hard.

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Excellence in Action: Leading Together

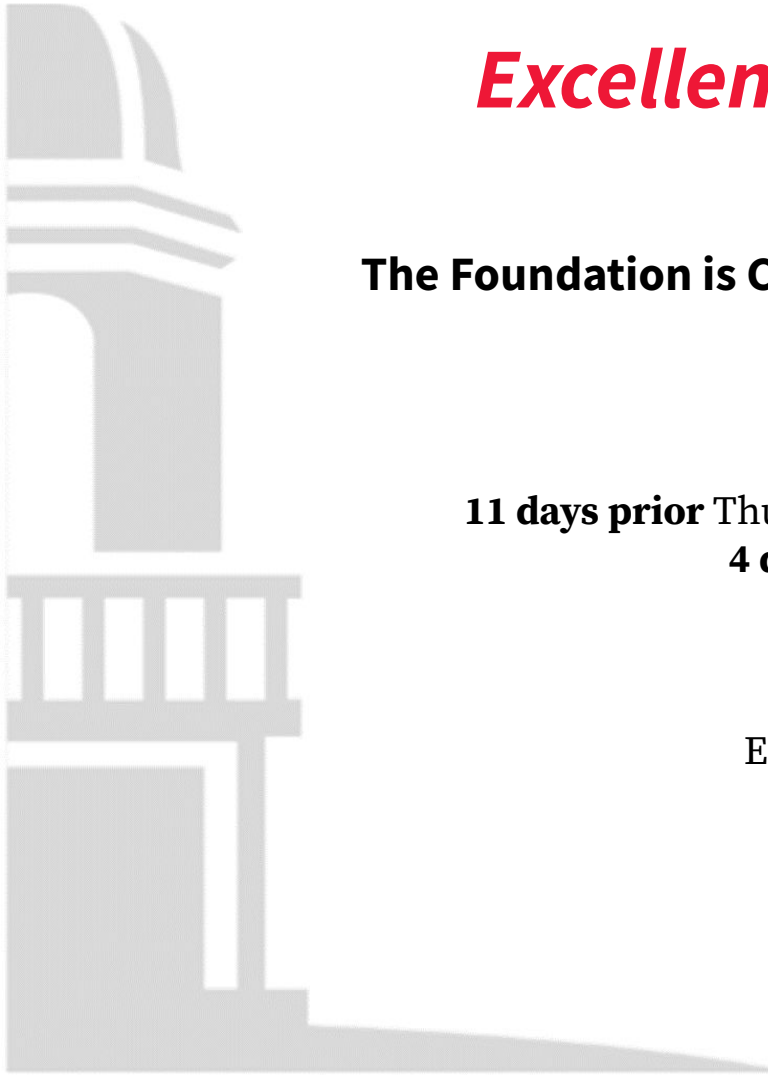
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The Foundation is Communication

Quote: "The single biggest problem in communication is the illusion that it has taken place." — George Bernard Shaw

- Communication is not just what we say, but how we say it, and when we say it.

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The Foundation is Communication

UP and DOWN, Side to Side

Board Agendas

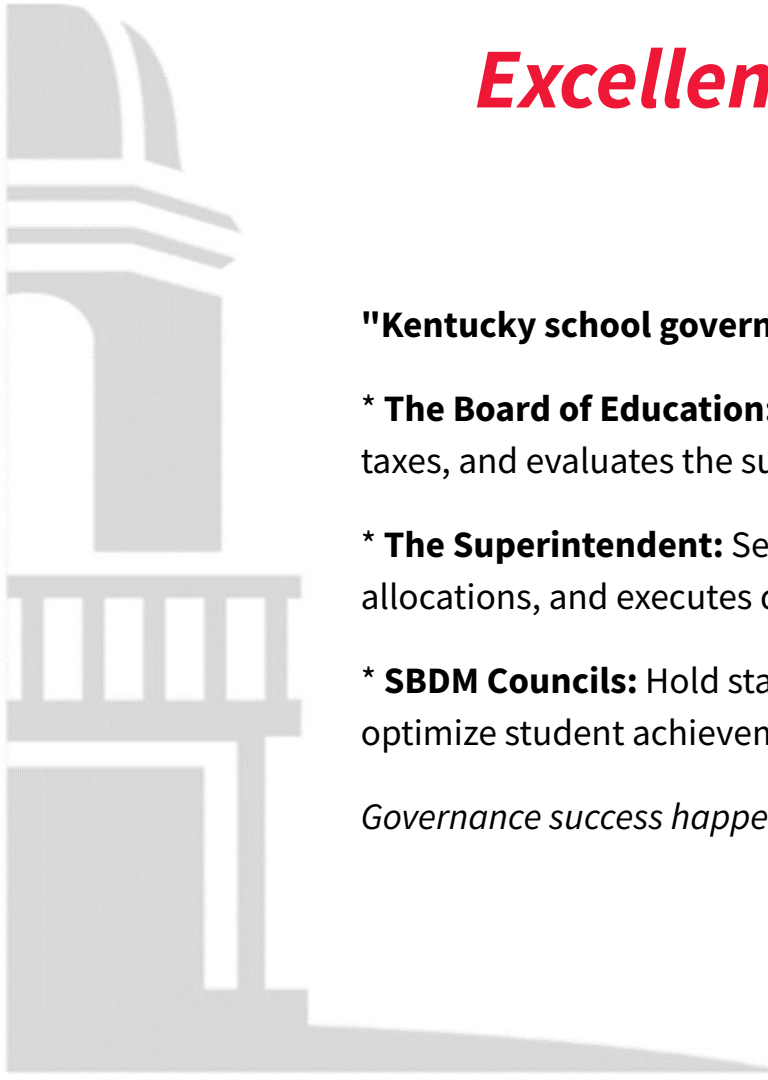
11 days prior Thursday Draft Agenda to Chair (Chair reviews with Board)

4 days prior Thursday Final Agenda to Post

Other Communication

Emergencies, Significant Behavior, Safety

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Excellence in Action: Leading Together

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"Kentucky school governance relies on a unique three-part system of leadership:

* **The Board of Education:** Establishes the broad vision, adopts district-wide policies, levies taxes, and evaluates the superintendent.

* **The Superintendent:** Serves as the professional administrator, directs staff, manages allocations, and executes district operations.

* **SBDM Councils:** Hold statutory authority over school-level policies and budget allocations to optimize student achievement.

Governance success happens when each entity respects its defined statutory lane."

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Board or Superintendent

- Board policies
- Finance/Board
Budget/Payments/Salary
- Final Approval for Handbooks
- Approve CDIP
- Construction
- Facilities Plans
- Contracts
- Approve strategic plan
- Levy needed taxes
- Calendar for year
- Graduation requirements
- District Committees
- Athletic Team Approval
- Board hires and supervises the superintendent
- Superintendent runs the principal selection process, hires all staff, makes all Curriculum & **Allocation decisions**

SBDM Councils

- SBDM Policies & Bylaws
- SBDM Budget
- Handbook Review
- CSIP
- Student Achievement & School Improvement
- Assessment Data Analysis
- Use of allocations
- SBDM Committees
- Club Approval
- **Consultation for personnel**

Admin/Staff

- Day-to-Day Functions
- Student Behavior
- Staff Evaluations
- Athletics
- Serve on school committees
- Handbook development
- Needs Assessments
- **Principal - final hiring recommendation after consultation (for all school-level positions except for principal)**

****Direct the complainant to the proper respondent.***

Communication

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Beechwood is dedicated to seeking feedback through proper channels in order to improve for all students and families.

We encourage any stakeholder with a concern, issue, or even good news that needs to be shared to reach out to any of the appropriate options:

Elementary: Mr. Zach Ashley, Principal

zach.ashley@beechwood.kyschools.us

High School: Mrs. Jessica Pass, Principal

jessica.pass@beechwood.kyschools.us

District: Mr. Justin Kaiser, Superintendent

justin.kaiser@beechwood.kyschools.us

We hope you will feel supported and have confidence that any concern or item you have can be properly and professionally addressed using these channels!

Go Tigers!

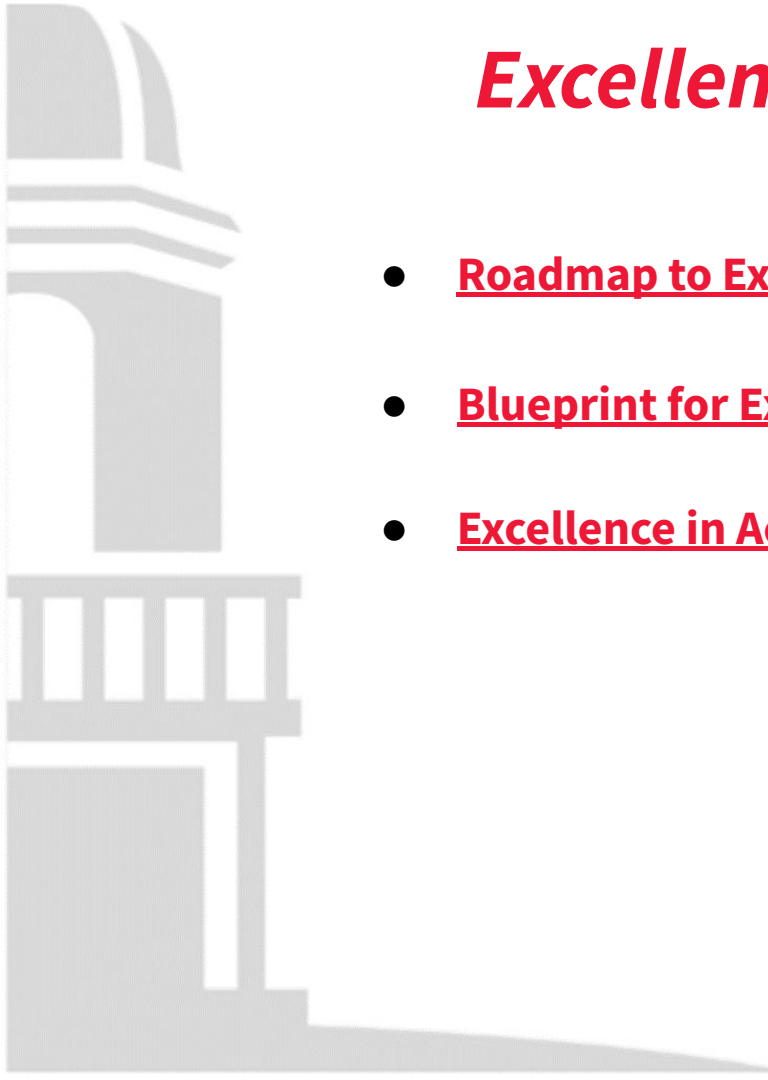


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Strategic Plan: Year 2

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- **Roadmap to Excellence** - 2018 - 2021
- **Blueprint for Excellence** - 2021 - 2024
- **Excellence in Action: Leading Together** - 2025 - 2028

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Excellence in Action: Leading Together

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Year 1 Recap & Innovation Teams

- AI
- Exceptional Populations
- Staff Leadership
- Wellness
- Communication/Community Engagement - **NEW DASHBOARD**
 - *Will be updated quarterly with some new data/stories*

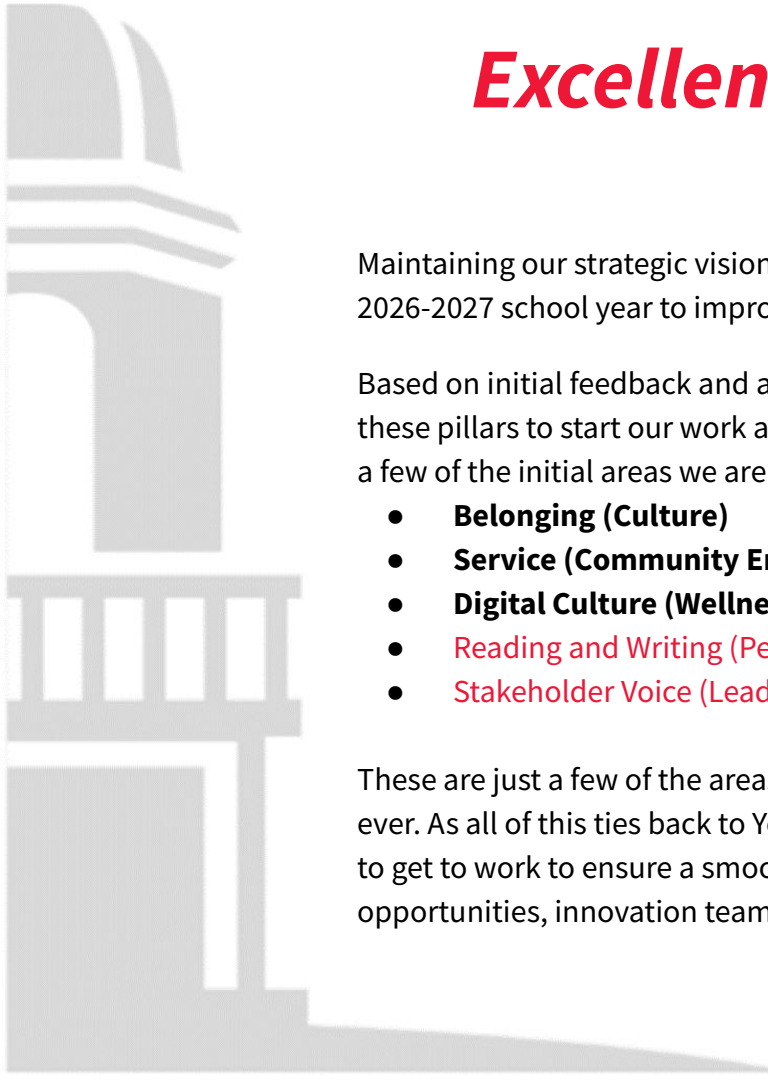
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Feedback Leading to Year 2

- Midyear Survey Data
- Innovation Team Work & Year 2 Recommendations
- Spring Feedback Takeaways - Board/SBDM Councils (Joint Session) & Staff
 - Students doing honest work - focus on students not cheating
 - Meeting the needs of all learners (no kid left behind - average-performing kiddos too)
 - K-12 Reading Alignment and fostering a love for reading, incentives?
 - Writing - both written expression and editing/mechanics, even more research
 - Elementary - Consistency in a grade level on what students experience, do, learn, read
 - HS - discipline and accountability/consistency, daily procedures/expectations
 - Student leadership opportunities outside of selective clubs
 - Appropriate and ethical use of AI, implementation of the guidelines, training - next steps
 - Student initiatives and events to build camaraderie and school pride, belonging for all
 - Continue the great focus on balancing EDGE with core content

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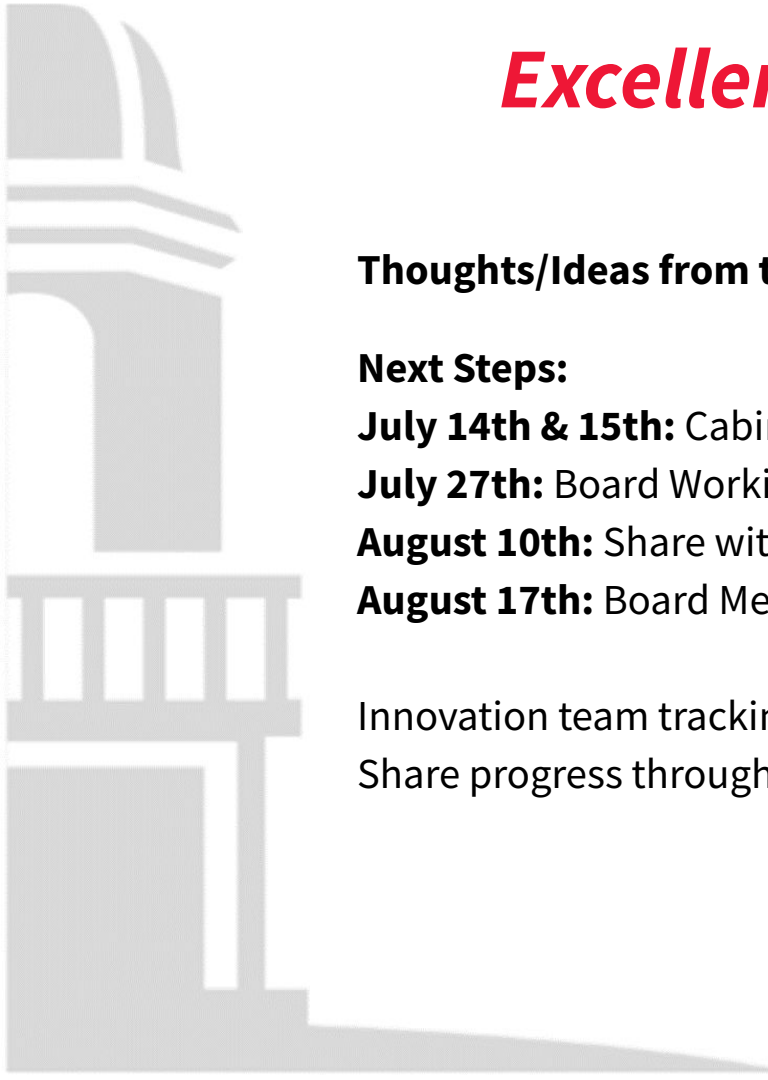
Maintaining our strategic vision as it aligns to the 5 pillars while naming and defining true actionable steps in the 2026-2027 school year to improve in those targeted areas.

Based on initial feedback and analysis, we want to make sure we have a renewed focus on some key areas within these pillars to start our work at Cabinet Retreat to refine and focus these down to some key actions. These are just a few of the initial areas we are considering:

- **Belonging (Culture)**
- **Service (Community Engagement)**
- **Digital Culture (Wellness)**
- **Reading and Writing (Personalized Learning) - building/district**
- **Stakeholder Voice (Leadership) - building/district**

These are just a few of the areas that, if improved upon, will only make the Beechwood experience stronger than ever. As all of this ties back to Year 2 of the Strategic Plan and using the aforementioned feedback, we are excited to get to work to ensure a smooth rollout for August and the development of our 26-27 professional learning opportunities, innovation teams, site visits, etc.!

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Thoughts/Ideas from the Board?

Next Steps:

July 14th & 15th: Cabinet Retreat (strategic plan, leadership development, logistics)

July 27th: Board Working Session?

August 10th: Share with staff on Opening Day - Reminder - Breakfast - 8:30 am

August 17th: Board Meeting shared publicly

Innovation team tracking and Cabinet check-ins.

Share progress through Board meetings & public communications next year

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Cabinet Retreat 2026

Tuesday, 7/14

*Full Cabinet
Sparkhaus, Corporex Room*

- ✓ 8:30 - Opening Activity
- ✓ 9:00 - Session 1 -
Strategic Planning
- ✓ 11:30 - Lunch from Olla
(at Sparkhaus)
- ✓ 12:30 - Session 2 -
Housekeeping & Planning
- ✓ 5:00 - Dinner @ Carmelo's
- ✓ 7:00 - Trivia @
Braxton Covington

Wednesday, 7/15

*Justin, Sarah, Stephanie, Jessica
Ashley, Zach, & Alicia*

Sparkhaus, Corporex Room

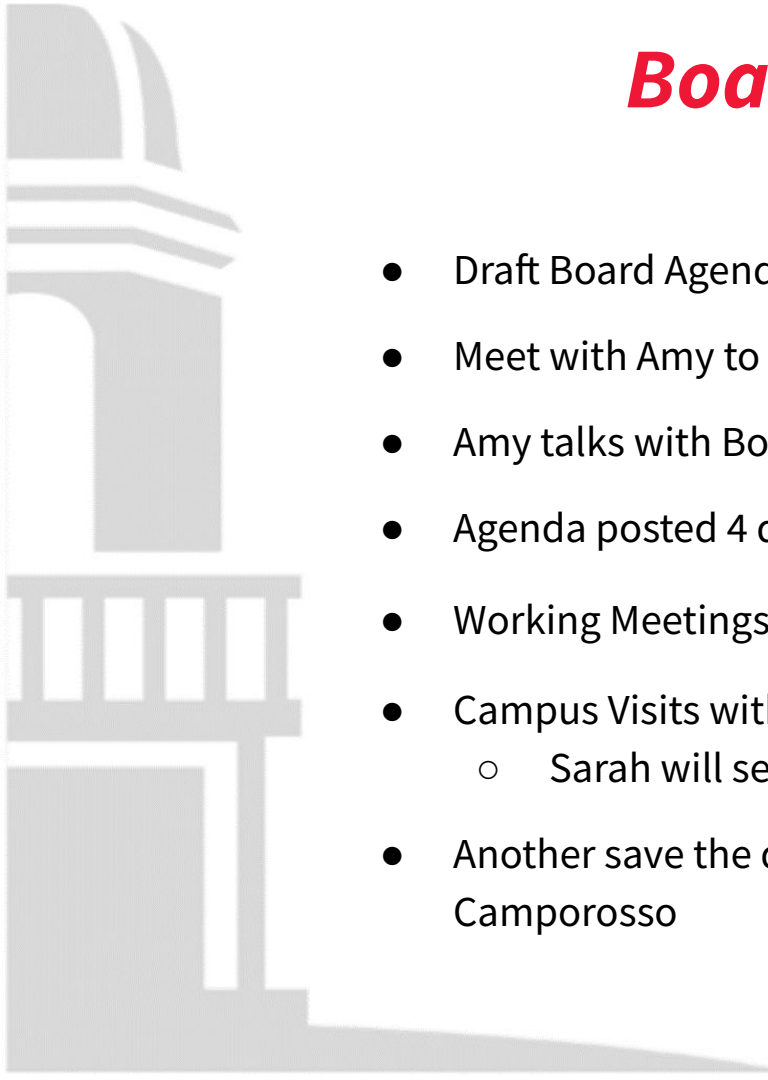
- ✓ 9:00 - Instructional
Session
- ✓ 12:00 - Lunch at Libby's
- ✓ 1:00 - Building
Housekeeping Session
- ✓ 4:00 - Ripple
(optional)

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26-27 School Year Planning

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Board Schedule & Ways of Working

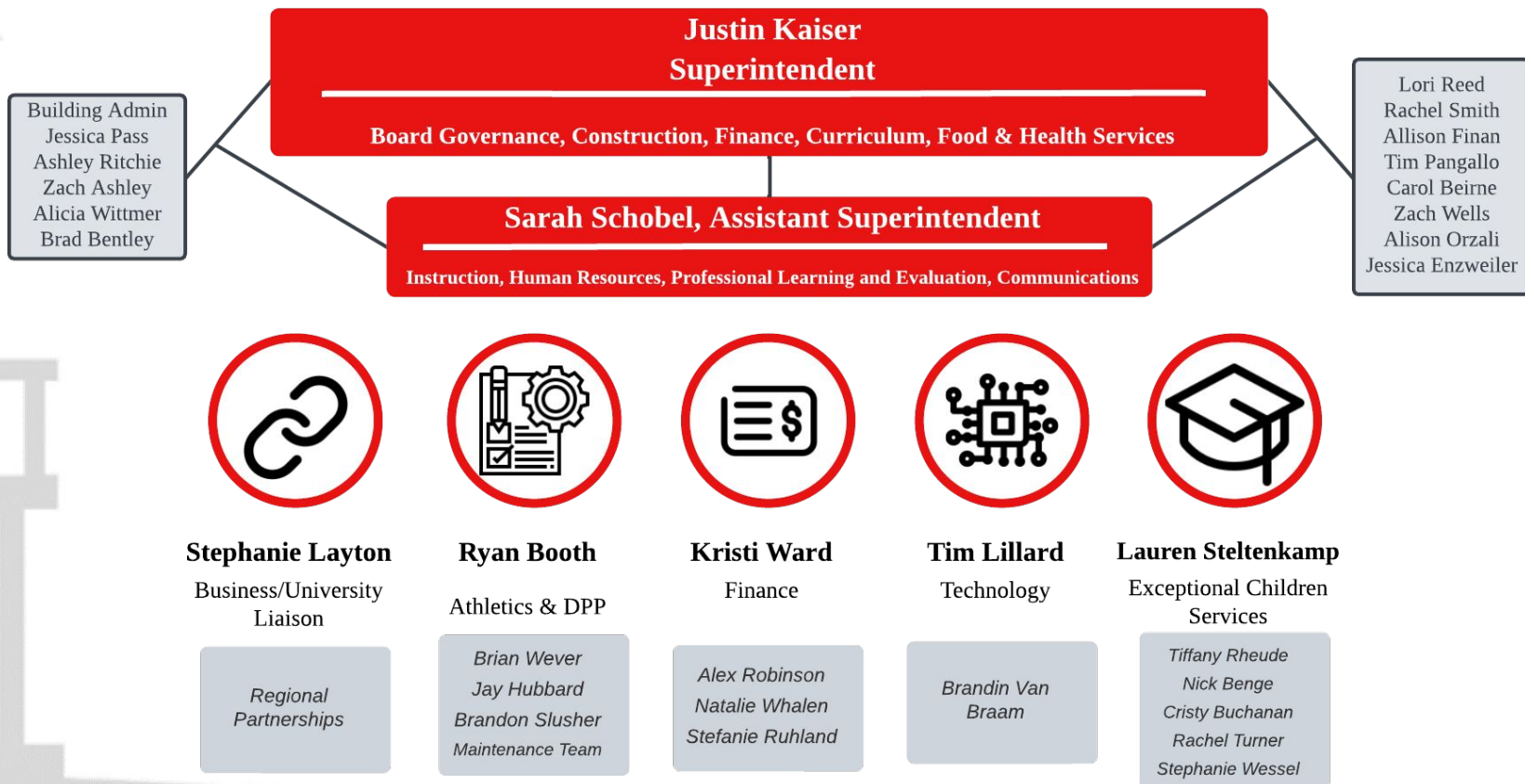
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- Draft Board Agenda to Amy 11 days prior (Thursday)
- Meet with Amy to discuss, as needed.
- Amy talks with Board members, as needed.
- Agenda posted 4 days prior (Thursday)
- Working Meetings for the remainder of 2026? As needed? Or schedule some now?
- Campus Visits with Cabinet once per month - anyone welcome
 - Sarah will send calendar invites.
- Another save the date - Lunch @ New Staff Orientation - August 6th - 11:15 am - Camporosso

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Organizational Chart

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Communication Items

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- **Biannual Report - Next Edition**
 - *Discussion:* Could we embed this directly into *The Legacy* publication?
- **Superintendent Advisory Format for this year** - Ideas?
- **Monthly Recognitions** - 3 Ps and New - Partner Recognition
- **District Page of Website** - will be updated by early fall
- **Feedback Loops/Ideas** - surveys to Board, students, staff, families
- **Local Accountability Dashboard** - quarterly

Other 26-27 Items

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- **Technology Email** - Discussion
- **DCCH - Update**
 - July 22nd - Justin at DCCH meeting with Aaren
 - Board site visit?

Board Trainings/Requirements

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IN-SERVICE TRAINING FOR MEMBERS ON OR AFTER JANUARY 1, 2015:

- a. Twelve (12) hours for members with zero to eight (0-8) years of experience each year which shall include a minimum of:
 1. One (1) hour of ethics training each year; and
 2. One (1) hour of open meetings and open records training within the first twelve (12) months of initial service and at least once every four (4) years thereafter; and
 3. Three (3) hours of finance training within the first two (2) years of initial service and two (2) hours of finance training at least once every two (2) years thereafter; and
 4. One (1) hour of superintendent evaluation within the first two (2) years of service; and
- b. Eight (8) hours for members with more than eight (8) years of experience each year, which shall include a minimum of:
 - 1. One (1) hour of ethics training each year; and
 - 2. One (1) hour of open meetings and open records training at least once every four (4) years; and
 - 3. Two (2) hours of finance training at least once every two (2) years.

The Kentucky Board of Education shall identify the criteria for fulfilling the above requirements.

Training topics for members with less than two (2) years of consecutive service shall include three (3) hours of finance and one (1) hour of Superintendent evaluation within the first two (2) years of service.

Board Trainings/Requirements

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Board Members

Beechwood Independent



View All Board Members For Agency

Search...



	First Name ▼	Last Name ▼	Years Of Service ▼	Hours Earned ↑ ▼	Hours Required ▼	Hours Needed
▶	Brad	Hood	15	6.75	8	1.25
▶	Jeanne	Berger	15	7	4	0
▶	Amy	Sleet	5	7	12	5
▶	Kyle	Burns	1	8.25	12	3.75
▶	Laura	Wooten	1	9.25	12	2.75

Webinars

KSBA Winter Symposium - December 4-5, 2026

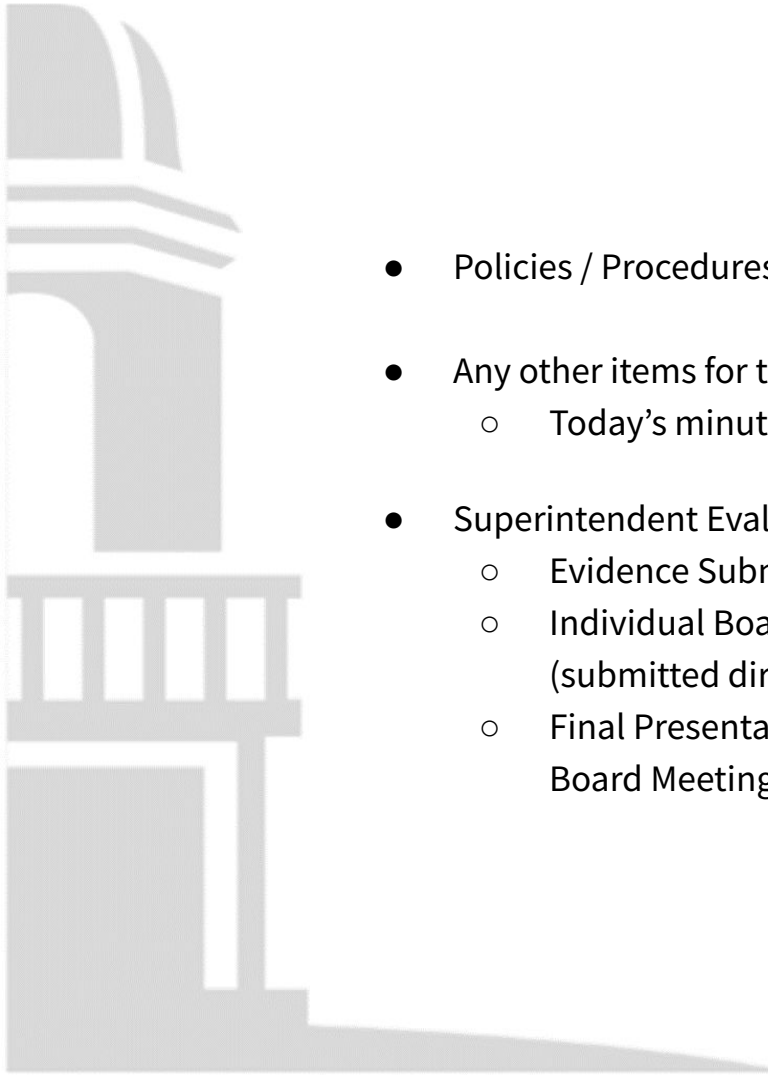
KSBA Training - February 19-21, 2027

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Policy Discussion

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Policies & Board Meeting

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- Policies / Procedures / Summary - Any Questions?
- Any other items for the July 13 Meeting Agenda?
 - Today's minutes will go on August agenda
- Superintendent Evaluation Timeline
 - Evidence Submission Deadline: July 1
 - Individual Board Member Review Window: Completed individually by July 9th (submitted directly to Amy today).
 - Final Presentation: To be compiled and formally executed as part of the July 13 Board Meeting.

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Financial Update

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Financial Update

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- End of Year in Review Presentation
- Consolidated Monitoring Update
- Attorney Costs

BEECHWOOD BOARD OF EDUCATION			
LEGAL EXPENSES FOR BOARD/DISTRICT MATTERS			
For Years Ending 6/30/2025 and 6/30/2026			
	ADAMS LAW, LLC	DETERS, FICHNER & WILLIAMS	
Year/Month	2026	2025	2026
1 - July		\$2,000.00	\$2,000.00
2 - August		2,000.00	2,000.00
3 - September		2,000.00	2,000.00
4 - October	1,482.00	2,000.00	
5 - November	1,482.00	2,000.00	
6 - December	760	2,000.00	
7 - January	2,337.00	2,000.00	
8 - February	4,655.00	2,000.00	
9 - March	3,876.00	2,000.00	
10 - April	2,717.00	2,000.00	
11 - May	1,273.00	2,000.00	
12 - June	1,520.00	2,000.00	
Total For Year	\$20,102.00	\$24,000.00	\$6,000.00
Average	2,233.56	2,000.00	

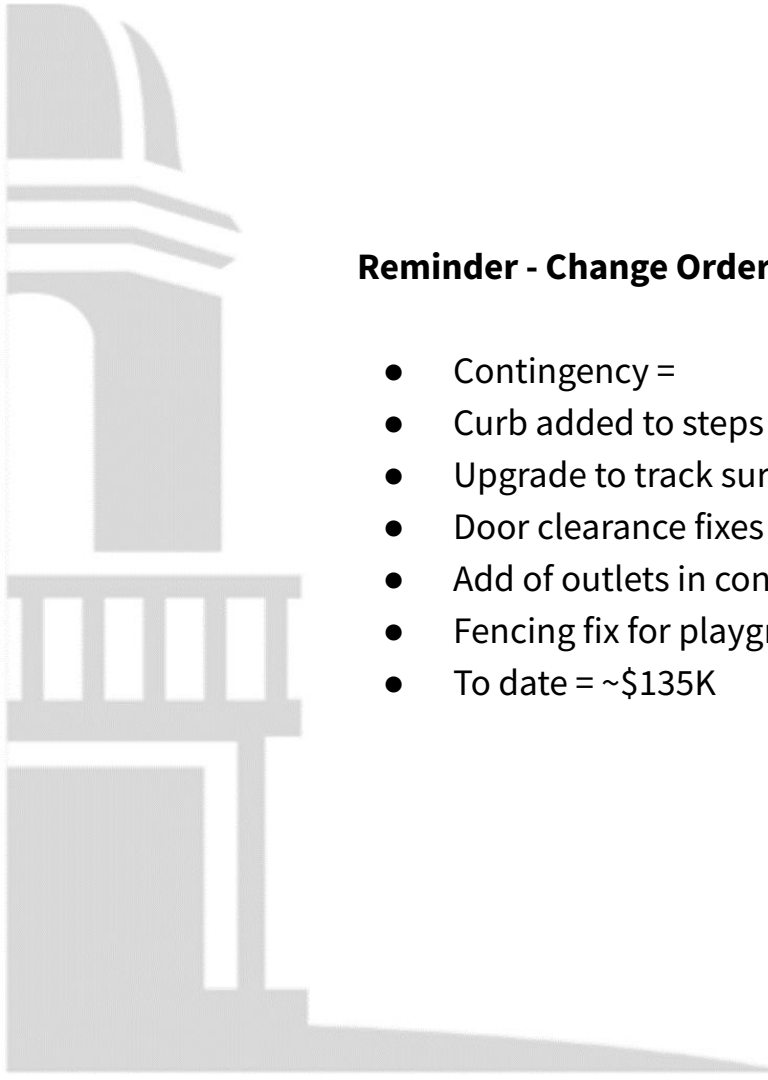
- Potential Property Acquisition

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Construction Update

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Change Orders

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Reminder - Change Order Explanation & Implications

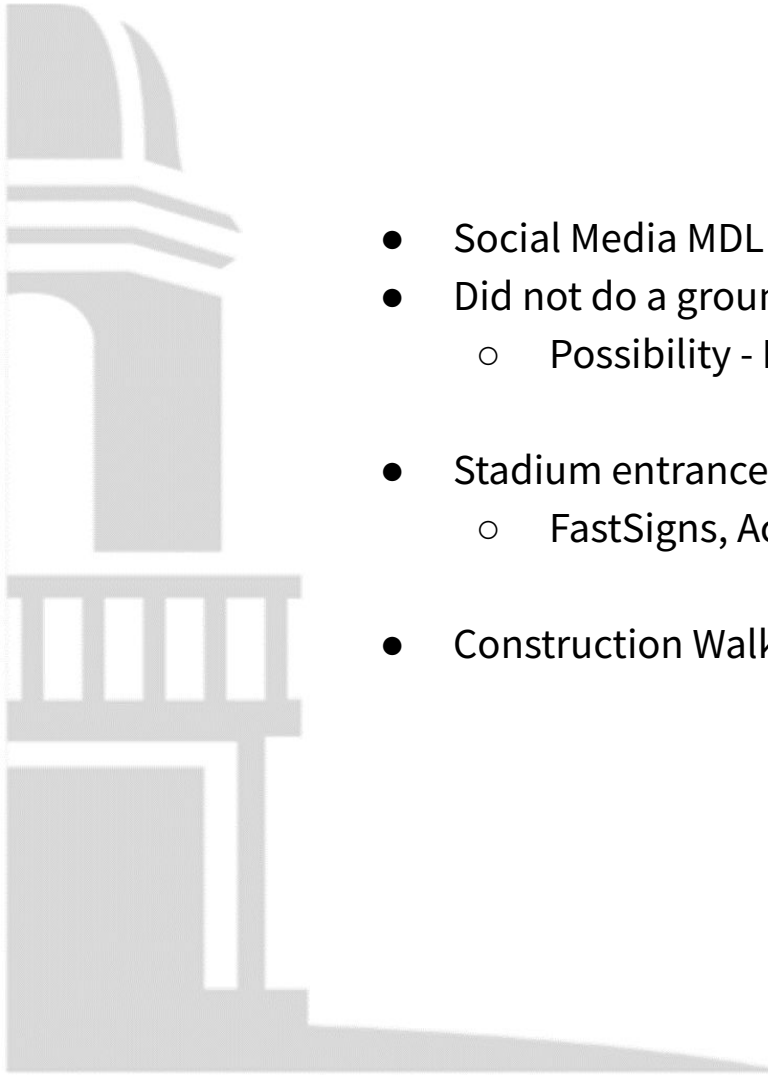
- Contingency =
- Curb added to steps on Kroger ramp (30K)
- Upgrade to track surfacing (80K)
- Door clearance fixes needed with new flooring in HS (Brielmeier FREE)
- Add of outlets in concession for island workstations and ice cream (5-7K)
- Fencing fix for playground (13K)
- To date = ~\$135K

Other Construction Items to Discuss

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- **Reminder on procurement processes - including RFP amounts and bid list**
- Construction contingency (after changes....\$250 to \$300K)
- Projects:
 - Tennis Bleachers - \$20K
 - LED Board Gym - \$60K (RFP complete)
 - Outfield Fencing - \$25K
 - Garden area pave/upgrade - \$45K
 - HS Cupola - 25K
 - Fencing (Band Lot, Endzone I-75) - TBD
 - Landscaping - TBD
- Next Projects:
 - Elem Roof - \$200K
 - Ameresco Lighting Replacement - \$300K
 - MOTZ quote for full upper field - \$825K (\$125K for dugouts) = ~\$1M
 - Reminder - DFP starts this fall. Due next summer.

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Other Decisions

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- Social Media MDL (Wil Schroder)
- Did not do a groundbreaking - What about a ribbon cutting?
 - Possibility - Facility upgrades and Board recognition at a football game?
- Stadium entrance - arch, plaque, timeline, next steps?
 - FastSigns, Accutex, Solar Tint
- Construction Walk