



Dr. Damon Fleming, Superintendent

2026-2027 Professional Growth Plan for Dr. Damon Fleming

For the 2026–2027 school year, I will lead the successful formulation and statutory execution of the Hopkins County District Facilities Plan (DFP) in compliance with Board Policy 05.1. I will ensure that the Local Planning Committee (LPC) operates in strict compliance with the Kentucky Open Meetings Act, maximize our capital funding potential through the School Facilities Construction Commission (SFCC), and integrate mandatory Crime Prevention Through Environmental Design (CPTED) principles into our facility priorities under KRS 158.447. Success will be measured by local Board and Kentucky Board of Education (KBE) adoption of a legally compliant DFP, 100% compliance with public advertising and meeting access standards, and the formal presentation of CPTED reviews for all prioritized capital projects.

STRATEGIES AND ACTION PLAN

To achieve this growth goal, I will execute the following strategic action steps:

1. **Enforce Strict Open Meetings and Records Compliance for the LPC:**
 - I will instruct our Board Attorney (Keith) to review and pre-approve all public meeting notices, agendas, and venue locations for the Local Planning Committee (LPC) to ensure absolute compliance with KRS 61.840 and public advertising requirements.
 - I will establish administrative protocols to ensure that all LPC meetings are conducted openly, that the public has a meaningful opportunity to observe, and that accurate minutes and records are preserved as public documents under the Kentucky Open Records Act.
2. **Optimize District Capital Funding and Bond Potential:**
 - I will collaborate with our Director of Finance and the SFCC to align our DFP priorities with our restricted local revenue and bonding capacity in accordance with KRS 157.620 and KRS 157.622 to ensure the district remains eligible for maximum state offers of assistance.
 - I will oversee the submission of school-level facility and maintenance needs assessments to ensure our actual plant deficiencies are documented and prioritized.
3. **Incorporate Mandatory Security Design Principles:**
 - I will direct our Facilities Director and LPC to conduct and document a formal review of Crime Prevention Through Environmental Design (CPTED) principles under KRS 158.447 for all high-priority projects included in the draft DFP.
 - I will coordinate with our School Resource Officers (SROs) and local law enforcement partners to align our proposed physical capital improvements with the district's comprehensive emergency safety plans.
4. **Execute the Joint Approval and Presentation Process:**
 - I will facilitate the required public review and comment period for the draft DFP prior to final Board presentation.
 - Following LPC adoption, I will present the finalized DFP to the Hopkins County Board of Education for formal adoption in an open meeting, followed by submission to the Commissioner of Education and the Kentucky Board of Education (KBE) for final approval

Superintendent Signature

Board Chair Signature

Date:

Date: