



BREATHITT COUNTY SCHOOLS

SUPERINTENDENT REPORT

PROJECT SUMMARY

REPORT DATE	SUPERINTENDENT REPORT	PREPARED BY
January 19, 2016		David Gibson

MONTH IN REVIEW

Breathitt County Schools has now completed 98 days of school. We have missed two days due to weather. Our last Community Shareholder Coalition meeting was held on January 4th, at the Jackson Life Skills Center. This community effort has been a tremendous example of a community coming together to support Breathitt County Schools. The work this group completed included finalizing our Vision and Mission and establishing a 5 year strategic plan with clear academic goals and financial goals. Together, as a school community, we have set a clear path of where our school system wants to go, a "Distinguished District, Aspiring for Excellence."

The past month has seen many activities from our schools and leadership teams. Together with the Educational Recovery team that is in place our schools are continuing to develop new systems and processes that will enhance student achievement. In particular, each school has developed curriculum pacing guides that will give each content area a specific timeframe to teach certain content to their students. In support of this push by our teachers, I asked our Central office staff to help teach classes at LBJ and Highland Turner. I myself taught 6th grade. We want to show support for the work that each teacher is putting in to make a difference for our kids. It was a tremendous day of learning for all involved and I want to thank each member of our schools and central office staff for their help.

Members of our central office staff was able to visit with Superintendent Dr. Robbie Fletcher of Lawrence County Schools and his staff on January 11th to look at their systems and processes. Lawrence County Schools has been a model district in how it conducts business with its organizational structure. We spent the entire day with their team and came away with many new ideas and concepts that will help make our systems stronger here in Breathitt County. I want to thank Mrs. Carolyn Spangler for facilitating the meeting and Dr. Fletcher for being such a good host.

Throughout the month of January, administrators, faculty, staff, students and community members of the Breathitt County School District are publicly thanking the system's elected board of education members during Kentucky's observation of School Board Recognition Month. Because the voting, discussions and actions school board members take, happen during their public meetings, we tend to forget about their other 'actions' in support of the Breathitt County school system and its students and their families. This includes talking to parents and others in the community, representing the district at community events, attending school activities and athletic contests, and oftentimes acting

as students themselves in studying materials to prepare for their board meetings. I'm thankful to be able to work with this group of elected leaders and I would like to ask the community to express their thanks to them as well this month.

I also want to thank our faculty and staff for the hard work that they have been putting in everyday to help our students be successful. The passion and dedication they are showing has not gone unnoticed and I am truly appreciative of each of them and their contributions to our school system. I believe that the hard work we are putting in everyday is going to pay off for us and will truly make a profound change for our kids and our community. We are "pouring the foundation" of sustainable success for our schools and community that will impact the next generation of kids in our community. 5, 10, 15 years from now we will all look back at our efforts with pride and a sense of satisfaction because WE will know that we gave everything we could to our craft and most importantly our kids.

STATE MANAGEMENT AUDIT RESPONSE

- *Governance, policies and procedures –*

- *In addition to policy, there are some specific work processes that have been addressed in a systematic way. Although there has been significant systematic policy improvement, it is clear that the specific deployment of procedures is at varying degrees of development and implementation throughout the district.*

Superintendent/BOE Response:

- 1. Adopted procedure for closing school called the Safe Routes Plan and adopted by the board.**
- 2. Discuss Board Meeting Items and actions at every leadership meeting accompanied with meeting minutes.**

- *District communication structures remain in the developmental stages*

Superintendent/BOE Response:

- 1. Developing district level and school level communication plans**
- 2. Restructuring school district website to include critical communication for the district and school, including RTI plans, SBDM Minutes, BOE meeting minutes, and Superintendent Board Reports**

- *A district Strategic Plan does not exist. Therefore, common and systemic understanding of purpose does not exist.*

Superintendent/BOE Response:

- 1. Community Stakeholders Coalition has completed its work toward creating a clear vision and mission for Breathitt County Schools and develop a strategic plan**
- 2. Superintendent Gibson and two district staff members will be attending Northstar Training at KASA to help build a strategic plan for Breathitt County Schools.**

- *Continuous Improvement Planning processes remain in the developmental stages*

Superintendent/BOE Response

- 1. Superintendent Gibson has a standing meeting every Monday morning with Central Office Personnel**
- 2. Superintendent Gibson has Coffee and Conversation meetings every day with each district administrator to review their programs**

- *Board activity receives limited communication: Minutes and agendas are posted to the district web site.*

Superintendent/BOE Response:

- 1. Superintendent Gibson has standing Leadership meeting with Principals and District Leadership that discusses board actions and asks for input for upcoming meeting agenda items. Meeting minutes are kept and sent to all stakeholders.**

- *School Based Decision Making (SBDM) Council –*
 - *The development and deployment of SBDM processes remain in the developmental stages*
Superintendent/District leadership response:
 - 1. Standing SBDM agenda items such as data analysis, CSIP, budget and Student achievement are standing items on SBDM meeting agendas**
 - 2. Work Sessions with each Schools SBDM and the BOE have been scheduled**
 - *Comprehensive Improvement Planning in developmental stages*
Superintendent/District leadership response:
 - 1. School level leadership teams working on CSIP**
 - 2. CSIP Standing Agenda Item**
 - *Student achievement data analysis in approach stages of understanding*
Superintendent/District leadership response:
 - 1. Data analysis now a standing agenda item on all meetings**
 - 2. Data rooms and notebooks now in place**

- *Curriculum, Instruction, Assessment (CIA)*
 - *District Supervisor of Instruction/Assessment Coordinator as superintendent designee of district instructional leadership remains in developmental stages.*
Superintendent/District leadership response:
 - 1. District level data team in place, along with counselor cadre**
 - *District Gifted and Talented (GT) program is severely limited in resources to provide adequate services to the GT population.*
Superintendent/BOE Response:
 - 1. Superintendent Gibson recommended and BOE created 5 GT positions to serve each school and assess and develop GT plans.**
 - 2. Schools hired GT persons to work with district GT Coordinator**
 - *Limited to non-existent emphasis addressing novice student populations in Gap, Growth, and Achievement area as reported by local and/or state assessment data.*
Superintendent/District leadership response:
 - 1. Co Teaching for Gap Closure active in three schools**
 - 4. Novice reduction goals in PPGES goals**
 - *Professional Learning Communities (PLC) in approach stages of development. District received Professional Development provided by KDE Educational Recovery Staff Assistance Summer 2015.*
Superintendent/District leadership response:
 - 1. Todd Tucker PLC Protocol being used.**
 - 2. PLC are a core process for district improvement**
 - *Professional Development remains in the approach stages of development.*
Superintendent/District leadership response:
 - 1. Amending School Calendar for embedded Professional Development for teachers**
 - 2. Data analysis is driving professional learning opportunities for district and school level**

personnel

- *Response to Intervention (RTI) plans do not exist/in approaching/beginning stages of development and implementation.*

Superintendent/District leadership response:

- 1. All Schools have developed RTI Plans and they have been communicated to stakeholders.**
- 2. All plans will be available on our updated website**

- *Financial Management*

- *Evidence still exists that schools at the local level lack an understanding of the budgetary cycle, fiscal discipline, Red Book compliance, Fund Source Discipline and needs assessment.*

Superintendent/District leadership response:

- 1. Needs assessment being conducted and the building and school level**
- 2. District Budget Committee has been formed and meeting**

- *District discretionary spending remains extremely limited.*

Superintendent/District leadership response:

- 1. Out of district travel has been closely monitored to insure it's cost effective and beneficial to student achievement**
- 2. Superintendent Gibson recommended and BOE voted unanimously to raise the 4% tax.**

- *Personnel Management*

- *Staff attendance – data on rates and impact to student achievement in the approach stages of analysis/study.*

Superintendent/District leadership response:

- 1. Staff attendance is monitored daily and reported out to each building and to district office via email.**