



BREATHITT COUNTY SCHOOLS

SUPERINTENDENT REPORT

PROJECT SUMMARY

REPORT DATE	SUPERINTENDENT REPORT	PREPARED BY
October 27, 2015		David Gibson

MONTH IN REVIEW

Breathitt County Schools has now completed 56 days. There has been a lot of activity in our district since our last meeting. The biggest event was the release of the 2014/2015 test scores on October 1. We held a press conference at Breathitt High School at 9:00 AM on that day to discuss where we are as a district and where we are heading. After looking at our scores from last year, which rank us 168 out of 173 school districts, it became very clear that our school system needed to develop a new approach to meeting the needs of our students. The initiatives that I have outlined for our district are designed to be foundational and will be intertwined in everything we do in our school system and our community.

Initiatives for improved student achievement:

- Standard 3 Learning Review
- District Data Analysis Team
- Novice Reduction Team
- Perpetual Data Analysis System at Breathitt High School
- Fully Developed RTI Plans
- Fully Developed Diagnostic Assessment Plan
- Improved Communication with Stakeholders
- Board Developed Goals and Strategic Plan

We will be utilizing many partners from KDE, KSBA, KASA, KEDC and KVEC to help provide the resources that we need to really improve teaching and student achievement. There is a tremendous sense of urgency to provide the very best for our kids but at the same time the processes that we are putting in place will not happen overnight. I want to thank our staff for all the hard work and long hours they are putting in to make a difference for our students. All of these initiatives are foundational to what we want for sustainable student success.

I also want to discuss the 90 day plan that I presented to each of the board members when I was hired as your superintendent. The plan that I put together focused on several areas:

- Build a Collaborative Relationship with the Board of Education
- Repair Trust and Morale Inside the district and community
- Focus on Internal Communications
- Maintain High Visibility/Involve Stakeholders (Listen and Learn)
- Set the Stage / Communicate Superintendent’s Expectations
- Assess the Organization
- Address Immediate Needs

I have been able to address many of these areas in my short time here. There have been significant improvements in all areas of focus, especially in building strong relationships with the board members, and repairing trust within the community. As we move forward it’s important to maintain a focus on each of these items as well as maintaining a high level of focus on student achievement.

I also want to discuss my professional growth plan and my superintendent assessment of where I am as your superintendent. There are seven standards that the board will use to evaluate me as your superintendent. They are:

- Standard 1: Strategic Leadership
- Standard 2: Instructional Leadership
- Standard 3: Cultural Leadership
- Standard 4: Human Resource Leadership
- Standard 5: Managerial Leadership
- Standard 6: Collaborative Leadership
- Standard 7: Influential Leadership

Every component of our board agenda is tied to one of the seven standards to help the board members see what I am doing as your superintendent so you can effectively evaluate me at the end of the year. The performance levels are listed below:

Performance Levels:

The following designations will be used to indicate the progress of a new superintendent toward the seven standards and their indicators:

Exemplary/Expert Performance:	Demonstrates initiative and skill beyond the standard; is considered an expert at local and state level
Accomplished Performance:	Provides evidence of proficient performance in meeting the standard
Developing Progress:	Makes steady and continuous progress toward meeting the standard
Threshold Progress:	Remains at the threshold for beginning progress toward meeting the standard

EVENTS ATTENDED

- September 29: Attended a new teacher training at Breathitt High School for all new teachers to Breathitt County Schools.
- October 1st: Held press conference at Breathitt High School Library with principals and board chair and vice chair to discuss our test scores and the future of Breathitt County Schools
- October 17th: Attended Jackson Prayer Walk that prayed for our community and for our school system.
- October 20th: Attended Chamber of Commerce meeting and met with Senator Brandon Smith and SOAR (Shaping Our Appalachian Region) representative Jared Arnett.
- October 21st and 22nd: Attended KEDC board meeting where I had the opportunity to briefly meet our new education commissioner, Dr. Stephen Pruitt.
- Been to all schools multiple times
- Attended our girls’ elementary basketball tournament and our girls’ volleyball district tournament as well as our high school football games.