



BREATHITT COUNTY SCHOOLS

SUPERINTENDENT REPORT

PROJECT SUMMARY

REPORT DATE	SUPERINTENDENT REPORT	PREPARED BY
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December 15, 2015		
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MONTH IN REVIEW

Breathitt County Schools has now completed 87 days of school. There has been a tremendous amount of activity in our district towards advancing student achievement. With the collaborative efforts of our leadership team and Education Recovery Team members, every day is full of new and better systems and processes towards improving student achievement. We are constantly using data analysis to better meet our student needs and the impact of these new and improved processes will be evident for each child of Breathitt County Schools as they become successful adults.

Our Community Stakeholder Coalition meeting was held on December 7, at the Jackson Life Skills Center. This community effort is a critical step in improving student achievement in Breathitt County Schools. The purpose of this vitally important community work is to set clearly defined goals for our district and to develop a strategic plan for student success. The work that has been produced from these meetings has been published on our website along with a survey monkey for community feedback. Please visit our website to examine the work of our community stakeholders and while you are there complete the survey. The community voice is vital to improving our school system.

Our District continues to address the issues raised by the 2014 State Management Audit. As part of addressing the issues of the management audit, I will be taking each component and specifically identifying steps our district has taken towards corrective action. The key to meeting the needs of the audit is putting in place structures that are sustainable and clearly aligned towards student success. The processes and systems that are being implemented are critical to the foundations that are critical to making sure our students achieve at the highest levels and will be sustainable. Each month I will be including steps that our Board of Education and District Leadership are taking in addressing the issues of the management audit and ensuring the best education possible for our students.

The Christmas season is upon us. Please be mindful of celebrating the family and friends that are so important to everyone. Our district has developed non-negotiable core processes that help keep us on a clear path toward student achievement. But one non-negotiable that we all should have is that our families are the most important parts of our lives. I have witnessed first-hand the importance of family to our school system and the Breathitt County Community.

That family first attitude and the passion our teachers, staff, parents, grandparents and community members have towards Breathitt County Schools is impressive and will drive the success of each of our students.

REFLECTIONS

As Breathitt County Schools embarks on a new path towards student achievement, I have asked every teacher in our district to write a self-reflection on what this new more focused approach towards student achievement will mean to them. I have received countless reflections from our teachers that show the amount of passion and dedication that they have towards the work they do every day for the students of Breathitt County Schools. I want to take this time to share one of the many I have received that really puts the work we are doing as a school system in perspective.

The New County Cornerstone

By: Samantha J. Bryant

Nestled in the mountains, you're likely to find a county like any other.

A county steeped in culture so rich, hand-built by labor and love, by children, fathers and mothers.

This county has seen some dark days but oh, how the light shall shine!

When this little county shakes things up, and gets its' ducks in a line.

You see, a time's a-comin' when this little county is going to change.

A little of this, a little of that, time to rearrange.

Education is the cornerstone upon which this new vision is built.

Our children are going to rise up and succeed, no more shame, no more guilt.

Again, it's that cornerstone upon which everything else is built.

These pieces are going to come together like a beautiful Appalachian quilt.

This little county of mine has a hard row to how.

But by the sweat of our brow, like times before, this crop too shall grow!

And what a beautiful harvest it shall be when the children will succeed.

And 10 years from now they'll come back and say, "I just needed someone to believe in me."

Samantha J. Bryant
3rd/4th Grade Teacher
Marie Roberts-Caney Elementary

- *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. Policy revisions for Policy Numbers: Procedures 9.123 AP.1 Attendance Intervention, Procedure 8.2323 AP.11 Tech Property Agreement, Policy 9.123 Absences/Excuses, 9.1222 Non-Resident Students, Procedure 3.1121 AP.21 Job Vacancy, Procedure 3.11 AP.25 Recommendation for Employment**

- *Ability of the Central Office Staff to guide the direction of the district remains in the development stages.*

Superintendent/BOE Response:

- 1. Superintendent Gibson assigned central office administrator to be liaisons with each school in the district to provide support for each school. A school liaison walkthrough instrument was developed to help provide structural support for school initiatives and programs.**

- *District communication structures remain in the developmental stages*

Superintendent/BOE Response:

- 1. Each School has implemented school has developed school newsletters at the Superintendent Gibson's request to be disseminated to each school community**

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

Superintendent/BOE Response:

- 1. Community Stakeholders Coalition is working toward creating a clear vision and mission for Breathitt County Schools and develop a strategic plan**

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

Superintendent/BOE Response

- 1. Superintendent Gibson has standing meeting every Friday on a rotating basis with Principals and District Leadership team.**

- *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. Superintendent Gibson has all SBDM meeting minutes included in BOE meeting Agendas**

- *Recently appointed District SBDM coordinator*

Superintendent/District leadership response:

- 1. District SBDM Coordinator has been assigned.**
- 2. Site base training has been conducted for all SBDM members**

- *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**
 - *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. Superintendent Gibson requested Breathitt County Schools be a Novice Reduction Pilot District**
 - 2. 30-60-90 Novice reduction plans developed with training from Linda Rains and Vanessa Dials**
 - *A clear systematic process for standard implementation and assessment that includes data reporting and ongoing communication to all stakeholders is limited to non-existent. Protocols to monitor impact and implementation are in approach stages.*

Superintendent/District leadership response:

 - 1. Superintendent Gibson held a press conference on October 1, 2015 to present where Breathitt County Schools was (168 out of 173 Districts) and the district's plan for improvement**
 - 2. Met with all staff to present path of improvement presented at October 1, 2015 press conference.**
 - 3. Community Stakeholder Coalition develop for strategic plan**
 - 4. Information included on district website discussing our test scores and path forward**
 - 5. Continued use of Data analysis to develop CDIP and CSIP**
 - 6. Eleot and Liaison Walkthrough instrument to monitor effectiveness teaching and learning in schools**
- *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**
- *Personnel Management*
 - *SBDM hiring policies and procedures are in the development stage*

Superintendent/District leadership response:

 - 1. District SBDM coordinator insures all policies for hiring are followed**