

Breathitt County Schools  
January/February, 2021

## Action Plan Update

### 1. Status Update

The District is currently working on plans to address Learning Loss that are in compliance with KDE recommendations, local health department guidelines and the Governor's recommendations. Preparations for meeting the needs of all students have begun.

The District has implemented protocols for working remotely when necessary, while still providing exemplary service to all stakeholders including students, parents/guardians, and staff members. Processes are being automated to minimize disruption of service throughout the district during the Coronavirus restrictions. Protocols are also in place for when employees and students are in the facilities.

The Breathitt County Board of Education reviews monthly reports to ensure that the district maintains a 10 to 15% contingency through intentional processes that determine expenditures are reasonable and necessary, while supporting the instructional process and meeting the needs of all students. The District will continue to focus on providing support in delivering grade appropriate, strong instruction with high expectations.

The district is implementing multiple grants to support student learning, including: Striving Readers, Novice Reduction, School Improvement Fund, with recent additions of the Fresh Fruit and Vegetable Program and GEAR UP. Gear Up has placed academic tutors at Breathitt High School to improve student achievement. The Steele Reese grant provided Leveled Literacy Intervention materials for Tier III interventions in Reading for grades K through 2. By adjusting our plans to accommodate a virtual environment, the district has maintained the implementation of the KAS mini grant plan across the district and remains on pace to meet timelines for year 2.

Central Office administrators continue to make progress on the 30-60-90 actions plans that target deficiencies from previous audit findings. Work continues through instructional staff to implement and support new Math, ELA, and Science curriculum. Special Education data meetings are held regularly at each school. The director of special education in collaboration with KVEC participates in Annual Review Committee (ARC) meetings to provide support; the folder review process is ongoing. New 30-60-90 Action Plans are being developed with new areas of focus based on the results of the management audit, as well as needs assessment conducted internally.

The District/School Improvement Plans are posted on the District and School Websites. Comprehensive District Improvement Plan focuses on curriculum alignment, communication, and ABRI (Academic and Behavior Response to Intervention). The plan has been updated to reflect feedback provided by the diagnostic review, and implementation is monitored regularly via 30-60-90 day plans. Phase Four of the current continuous improvement planning process is underway.

Curriculum alignment, PLC meetings, Response to Intervention (RTI), and Academic and Behavioral

Response to Intervention (ABRI)/Positive Behavioral Interventions and Supports (PBIS) are being implemented in every school.

**Next Steps:**

1. School Re-entry Plan (Documents and Action Plan).
2. Continue to provide support to our students, staff and community during the Coronavirus.
3. Process/procedures are being developed/implemented/updated to address coronavirus restrictions and social distancing to include Team video meetings, public broadcast of board meetings to comply with Open Meetings Act, and strategies to ensure that work requirements/deadlines are met. These protocols will be included in the Business Continuity/Disaster Recovery Plan for the district.
4. The district will continue to utilize standards rollout resources and curriculum evaluation processes to update/refine curriculum pacing guides that reflect changing student needs due to the coronavirus situation.
5. The district will continue to provide support for students and teachers during NTI days through virtual meetings, continued timely communication, the NTI Help Line, and technology support.
6. The Healthy at Work Plan is being developed to address issues with staff as they arise, in compliance with KDE guidance for remaining Healthy at Work during the pandemic; and to address new COVID leave allowance.
7. Action plans developed from analysis of the diagnostic review and state management audit are being progress monitored for continuous improvement.
8. Implementation of the CCEIS plan has begun to include instructional support assigned for grades K-2.
9. Plans for the distribution of student devices and instructional materials following recommendations from KDE and guidance from public health.
10. Plan to Address Learning Loss is being developed.

2. Action Strategies Completion

**Governance and Operations:**

- The Kentucky School Boards Association (KSBA) continues to provide training to the local board of education. Training hours have been communicated to all members.
- The district's 30-60-90 Action Plans are regularly reviewed/updated via Google Docs and include items on: Instructional Management, Career and Technical Education, Special Education, Fiscal Management, Operational Support/Facilities, Food Service, Transportation, Personnel Administration, and Planning.
- Review/revision of the District Strategic Plan and Communication Plan has taken place resulting in a revised plan with updated Vision/Mission; Core Values; District Commitments; and Academic, Financial, Facilities Goals. Board approved revised vision/mission and strategic plan during its March 2020 meeting. Updated communication of the plan includes new logos and district seal to promote a positive image of the district.
- Redbook Training has been identified as a recurring need in the District. Regular meetings are

taking place with School Secretaries to address areas of concern. Online training for each school was completed during the fall of 2020 to insure Redbook compliance at all times.

**Instruction:**

- CDIP was completed, board-approved and submitted to KDE.
- Expanded access to digital resources such as Dreambox Math, Study Island, and Lexia have been secured for teachers to utilize on remote learning days. Some of these programs were already in place, and this expanded access allows teachers to utilize additional features when working with students. Additional training regarding monitoring and data use has been provided to principals and the curriculum team.
- Professional learning community meetings (including data presentations) continue across the district.
- Weekly meetings with primary teachers (K-2) are conducted by the K-2 interventionist to analyze data, plan for instruction and intervention, and to support teachers in addressing student learning gaps.
- Implementation support for curriculum materials and resources (including Math, ELA, Science and phonics) continues. Teacher workshops to update curriculum maps to reflect additional needs due to COVID-19 have been completed. Pacing guides reflecting this work are available to all teachers.
- A plan for improving the CTE program offerings at BHS is in the implementation phase. A district CTE point of contact has been designated, and TEDS training has been completed.
- Evidence-based resources to support Science have been provided to all K-8 teachers district-wide and a second training was completed on August 18, 2020. Digital resources with this program are being utilized during School-Based Virtual Instruction.
- District non-negotiables for academics: strong instruction, deep engagement, grade appropriate assignments, and high expectations continue to be reinforced during school and district leadership team meetings and professional learning communities.
- School and district personnel continue to analyze academic and behavioral data.

**Maintenance:**

- Local Planning Committee has been formed and three of the required meetings have taken place in the process of developing a new District Facility Plan.
- BG1 has been approved for the construction of a New Elementary School. Demolition of LBJ Elementary is complete. Construction of a new elementary school will begin in Spring of 2021 pending KDE approval and bond sale.
- SES Renovation has been completed.
- Several maintenance projects are being bid or completed; drainage work, painting, security wraps, gutters, bathroom upgrades, etc..

**Technology:**

- Remote access has been granted to employees during Coronavirus restrictions.
- Website and Mobile App - Over 900 Mobile Users
- Professional Photos of staff members have been updated. New ID badges for all staff have been completed.
- Student iPads have been received and deployed.
- Re-seeding of student Chromebooks grades 5-12.
- District continues to partner with Dataseam (cancer research) to increase technology in schools.
- All schools have been working on integrating new interactive boards within the classroom as

an addition or replacement of existing technology within the classroom.

- Each school has been receiving training on new processes and procedures to reduce down time for repairs on both student and staff equipment. Building capacity with personnel at each school has also been a focus.

### 3. Action Strategies Deficiencies

#### **Instruction:**

- Not all students have access to reliable internet at home, making it more difficult to provide timely feedback and support to students. Not all students participate in in-person learning opportunities (hybrid model and/or tutoring opportunities).
- Walkthrough data validates that additional training in several areas is needed for staff in all schools. Planning is in process to address these areas. Training will continue throughout the year through Bobcat Minute professional learning sessions (in-district sessions provided by the curriculum team), PLCs and future PD days. Specific areas include differentiation and blended learning.
- Strategies for monitoring and supporting school-based virtual instruction continue to evolve as school and teacher needs evolve.
- Core Instruction work in all content areas and curriculum realignment work in Social Studies continues. Workshops in support of the rollout of updated standards will be provided to staff during professional learning opportunities throughout the year.
- Assessment data and feedback from teachers and principals indicate a need to further support NGSS-aligned Science instruction.
- Data (MAP data and CCEIS designation) indicate that the intervention system across the district needs to be refined.

#### **Governance/Operations:**

- Recruiting and retaining staff continues to be a growing challenge.
- Enrollment is continually monitored tracking the rate of decline. Trend data continues to predict a decline for future years; however, there was a slight increase (12 students) beginning with the 2019-2020 school year. Staffing is continually monitored to ensure compliance with District Staffing Policy. A continued decline in enrollment requires a decline in staff.
- Effects of long term school closures will be reviewed to determine how district should respond.

#### **Maintenance:**

- The District Facilities Plan shows \$60 million dollars of need, including maintenance/custodian tools and resources needed to address concerns and to increase efficiency. Current bonding potential is over 19 million dollars.

#### **Technology:**

- Technology professional development opportunities for staff and students.

### 4. Action Strategies - Additions

**Governance/Operations:**

- Implementation of the Strategic Plan is being evaluated to determine what next steps need to take place for continuous improvement and effective implementation with fidelity. Mission/Vision and District Goals have been revised and were approved by the local board of education.
- New Legislative changes that impact policies/procedures are being reviewed and updated.
- Coronavirus Protocols are received from KDE/Governor/Feds. Continual review and development of procedures is taking place to address unknown issues that arise due to the Pandemic.

**Instruction:**

- School improvement funds have allowed for the placement of a curriculum specialist at BHS.
- An intervention specialist has been added to provide support for K-2 teachers across the district.
- Feedback from the Striving Readers Fidelity walkthrough indicated a need to support core literacy instruction and student engagement. KyCL grant application was submitted to KDE.
- Addition of non-negotiables for attendance and MTSS (multi-tiered system of support) with input from principals and central office leadership team.
- Implementation rubrics for the KAS and instructional programming (Eureka Math and Wit & Wisdom) have been developed and are currently being utilized with principals to identify school-specific needs and to determine next steps.
- Principals at 3 of the 4 schools have been facilitating peer walks among staff so that teachers can observe and learn from strategies used during remote learning. Debriefing occurs with grade level teams (at the elementary school) and with the content area team (at the middle/high) with principals and curriculum team members.
- Principals have explicitly shared holistic eWalk data with teachers at 2 of the 4 schools (one elementary and the middle/high) and used it to provide feedback. eWalk templates (criteria) being used are aligned to district non-negotiables.

**Maintenance/Technology:**

- Teacher devices are being utilized to deliver instruction remotely during NTI.
- The Facility and Technology Director continues to work from a 30-60-90 day plan to focus work. Work continues to address known deficiencies of previous audit through a PDSA, each of these to be completed by the end of 19-20 school year. Projects:
  - Coliseum Roof Repair
  - New Elementary
  - ATC