

Breathitt County Schools
September/October, 2020 - Updated

Action Plan Update

1. Status Update

The District has implemented school re-entry plans that are in compliance with KDE recommendations, local health department guidelines and the Governor's recommendations, to include in person and online learning. Teachers have completed professional development days and teacher work days to support planning for re-entry into the 2020-2021 school year. Preparations for meeting the needs of all students have begun.

The District has communicated expectations for working remotely, 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.

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 special education director and/or approved administrators participate in all Annual Review Committee (ARC) meetings to provide support; the folder review process is ongoing.

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. Phases One and Two of the current continuous improvement planning process are completed, and Phase Three 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 and implemented 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. Healthy at Work Plan is being implemented to address issues with staff and/or students as they arise, in compliance with KDE guidance for remaining Healthy at Work during the pandemic; and to address new COVID leave allowance. Collaboration with the Health Department has been effective with the sharing of information and assistance provided for a mutually beneficial relationship.
7. Action plans developed from analysis of the diagnostic review and state management audit are being progress monitored for continuous improvement.
8. Finance office continues to progress monitor the district cash flow (expenditures and revenues), to ensure we maintain our goal of 10-15% contingency. Budget projections predict a decrease in tax revenues; therefore, cautious budgeting for the 2020-2021 school year is critical for continued financial success.
9. Implementation of the CCEIS plan has begun to include instructional support assigned for grades K-2.
10. The district will continue efforts to provide support for all students, with a particular focus on those students without internet and with lower participation rates or who need additional assistance due to academic needs or quarantine/isolation.
11. Preparations for Consolidated Monitoring
12. Submit application for the KY Comprehensive Literacy grant.

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 a new 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 is being required this fall to ensure Redbook compliance at all times.

Instruction:

- The 2020-2021 Non-Traditional Instruction Program initial application was completed, board-approved and approved by KDE. Teacher and staff expectations for school-based virtual instruction and hybrid/blended learning have been communicated.
- Expanded access to digital resources such as Dreambox Math, Study Island, and Lexia have been secured for teachers to utilize on NTI days. Some of these programs were already in place, and this expanded access allows teachers to utilize additional features when working with students.
- 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. The Fall CTE Advisory Council meetings included 28 participants, including school, community, and business leaders representing all of our programs.
- 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, with the support of ABRI.
- Professional learning focused on differentiation, scaffolding, distance learning, and blended learning have been provided for teachers. Need-based sessions are offered on a weekly/bi-weekly basis to provide on-going support for teachers throughout the year.

Maintenance:

- A Local Planning Committee has been formed and the DFP Process has begun.
- BG1 has been approved for the construction of a New Elementary School. Planning work has begun to demo LBJ Elementary. Schematic design was submitted to KDE for a new elementary.
- 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.
- Professional Photos of staff members have been updated. New ID badges for all staff will be completed.
- Student iPads have been received and deployed.
- Re-seeding of student Chromebooks grades 5-12.
- Student Chromebooks grades 2-4 have been received and deployed.
- 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.
- 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 PLCs and future PD days. Specific areas include student engagement and feedback, particularly in a virtual environment.
- Strategies for monitoring and supporting school-based virtual instruction are in development.
- 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 the 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/CDC. 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.
- 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.

Maintenance/Technology:

- Teacher devices (laptop, headset, camera) are being utilized to deliver remote instruction 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 the 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