

## Breathitt County Schools

May/June, 2022

### 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 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.

Central Office administrators continue to make progress on the 30-60-90 action plans that target deficiencies from previous audit findings. Work continues through instructional staff to implement and support standards for Math, ELA, Science, and Social Studies using evidence-based instructional resources and curriculum processes. 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. The Comprehensive District Improvement Plan focuses on curriculum alignment, communication, and MTSS (Academic and Behavior Multi-Tiered System of Supports). 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 One of the current continuous improvement planning process is underway.

Curriculum alignment, PLC meetings, Response to Intervention (RTI), and 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/Zoom 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 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 shows improvements that 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. Plans to Address Learning Loss are being updated, to include Minds in Motion Summer Enrichment Program, Daytime Academic Tutors in all Schools, and After School Tutoring.

## 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. 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 all staff in each school is completed annually to ensure Redbook compliance at all times. KSBA Coaches' handbook is being developed to include Redbook guidance.

### **Instruction:**

- Kagan Training is scheduled for all instructional staff on July 18-22, 2022.
- Expanded access to digital instructional resources such as TCI History, Eureka Math, Amplify Science, Dreambox Math, Study Island, and Lexia has been secured for teachers to utilize. 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.
- Monthly 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, Social Studies, and phonics) continues. Teacher workshops to update curriculum maps to reflect additional needs due to COVID-19 were completed during the summer. 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.
- 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.
- Teachers were provided with a 3-part training focused on effective classroom discussion (a need identified from walkthrough data).
- Teacher mentors at each school completed mentor training to help improve our support of new teachers.

**Maintenance:**

- Construction of the new elementary school is ongoing and scheduled to be completed in December 2022.
- SES Renovation has been completed.
- The planning phase of several construction projects has begun, to include a New ATC; HVAC for the BHS Coliseum; Art Room Renovation at BHS; Athletic Facility Renovation/Construction at BHS for Football/Baseball; Balcony/Canopy Repair/Replacement at BHS.
- SES Roof Replacement Project is scheduled to be completed this summer.

**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 (K-1).
- Re-seeding of student Chromebooks grades 2-12.
- 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 who participate in the virtual academy. Not all students participate in in-person learning opportunities.
- Walkthrough data validates that additional training in several areas is needed for staff in all schools. 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 active/cognitive student engagement and addressing learning gaps.

- Strategies for monitoring and supporting the virtual learning academy continue to evolve as school and teacher needs evolve.
- Core Instruction work in all content areas and curriculum realignment work in all core content areas continues. Support of the implementation of updated standards will be provided to staff during professional learning opportunities throughout the year.
- Data (MAP data and CCEIS designation) indicate that the intervention system across the district needs to be refined.
- High number of new/inexperienced teachers are employed.

**Governance/Operations:**

- Recruiting and retaining staff continues to be a growing challenge.
- Trend data continues to predict a decline in enrollment for the foreseeable future; however, the COVID-19 Pandemic has skewed that trend. Additional monitoring is required to determine the effect of the Pandemic and future trend for enrollment. Staffing is continually monitored to ensure compliance with District Staffing Policy. A continued decline in enrollment requires a decline in staff.

**Maintenance:**

- The District Facilities Plan shows \$30 million dollars of need, including maintenance/custodian tools and resources needed to address concerns and to increase efficiency.

**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:**

- Additional training opportunities to support Leveled Literacy Intervention (LLI) is in progress for all elementary schools.
- Kagan Training will take place this summer to support Classroom Engagement.
- Curriculum, Instruction, and Assessment team meets weekly to monitor progress of the 30-60-90 day plan. Once per month, the team also reviews policies, procedures, and plans to ensure alignment and implementation.
- A rubric to monitor the implementation of the KAS for SS and the instructional resources for SS has been developed. Implementation rubrics for the KAS and instructional programming (Amplify Science, 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.

- District MTSS plan was updated to include current social-emotional learning supports.
- Principals have been facilitating peer walks among staff so that teachers can observe and learn from strategies used during instruction. 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.
- Additional training for new teachers and new teacher mentors has been planned and scheduled throughout the school year.

**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 audits through a PDSA, each of these to be completed by the end of the 19-20 school year. Projects:
  - Coliseum Roof Repair
  - New Elementary
  - ATC
  - Balcony/Canopy at BHS
  - Athletic Facility Renovations at BHS
  - Art Room Renovation at BHS