

Breathitt County Schools
September/October, 2021

Action Plan Update

1. Status Update

The District is currently implementing plans to address Learning Loss that are in compliance with KDE recommendations, local health department guidelines, and the Governor's recommendations.

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 the new Math, ELA, Science, and Social Studies instructional resources and 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 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 Academic and Behavioral Multi-Tiered System of Supports (RTI)/Positive Behavioral Interventions and Supports (PBIS) are being implemented in every school.

Next Steps:

1. Ensure that the 2021-22 Safe Return to In-Person Instruction and Continuity of Services Plan remains updated with current changes.
2. Continue to provide support to our students, staff, and community during the Coronavirus.
3. Evaluate and work with the local health department to update plans and to research Test to Stay models.
4. Process/procedures are being developed/implemented/updated to address coronavirus restrictions and social distancing to include Teams 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.

5. 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.
6. 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.
7. The Healthy at Work Team continues to meet, to address issues with students/staff as they arise, in compliance with KDE guidance for remaining Healthy at Work during the pandemic; and to address new COVID rules and allowances.
8. Action plans developed from analysis of the consolidated monitoring reports, diagnostic review and state management audit are being progress monitored for continuous improvement.

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 the 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.

Instruction:

- 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.

Maintenance:

- District Facility Plan was revised and approved by KDE in summer of 2021.
- Construction of the New Elementary School has begun, and is targeted for completion in the fall of 2022.
- SES Renovation has been completed.
- Coliseum Restoration due to fire has been completed.
- The construction and/or renovations (BG1s), due to the flood, for the following facilities: a new Breathitt County Area Technology Center and to renovate - Breathitt High School Art Room, Fieldhouse, Concession Stand, and Training Facility.
- Several maintenance projects are being bid or completed; tree removal, painting, bathroom upgrades, roof replacement at SES, Coliseum Balcony repair, etc.

Technology:

- Professional Photos of staff members have been updated. New ID badges for all staff have been completed.
- Re-seeding of student Chromebooks grades 2-12.
- 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 downtime for repairs on both student and staff equipment.

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 effective classroom discussions 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. Workshops in support of the rollout 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 for future years. Staffing is continually monitored to ensure compliance with District Staffing Policy.
- Effects of school closures will be reviewed to determine how the district should respond.

Maintenance:

- The District Facilities Plan shows \$30 million dollars of unmet need. Current bonding potential is approximately 6-7 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.
- New Legislative changes that impact policies/procedures are being reviewed and updated.
- Coronavirus Protocols are received from KDE/Governor/Legislators/CDC. Continual review and development of procedures are taking place to address unknown issues that arise due to the Pandemic.

Instruction:

- Additional training opportunities to support Leveled Literacy Intervention (LLI), including the Online Data Management System for grades K-6, is underway for all elementary schools.
- 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 is being 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 audit through a PDSA, each of these to be completed by the end of 2021-2022 school year. Projects:
 - Coliseum Roof Repair
 - New Elementary
 - ATC