
Status Report:

Three Year Longitudinal Review

Hoover City Schools

Dr. Kathy L. Murphy, Superintendent
January 22, 2018

Overview

Timeline: Three Year Longitudinal Review

The Obvious and Constant: Successful School District

- **Accomplishments**
 - **Areas of Focus**
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Student Profile

- Current Enrollment - 13,997
 - Highest - HHS with 2,883 students
 - Lowest - Shades Mtn ES with 317 students
 - Languages Spoken - 131
 - English Language Learners - 736 (5%)
 - Racial Composition
 - White - 60%
 - Black / African-American - 24%
 - Two or More - 8%
 - Asian - 7%
 - American Indian, Pacific Islander - less than 1%
 - Ethnic Composition - 8% Hispanic / Latino
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Academics: Graduates

4-year cohort graduation rate, actual class year

	Class of 2015*	Class of 2016*	Class of 2017**
Hoover HS	92.3%	91.9%	91.7%
Spain Park HS	95.0%	94.4%	94.2%
District	93.1%	92.7%	92.5%

** Included Special Education Completers ** Unofficial Results*

Academics: Graduates

Scholarship offers

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	\$37,029,058	\$35,792,025	\$37,214,986
Spain Park HS	\$16,852,323	\$24,701,779	\$16,944,170
District	\$53,881,381	\$60,493,804	\$54,159,156

Academics: Graduates

Seniors offered scholarships

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	48.6%	45.2%	42.6%
Spain Park HS	50.1%	45.7%	52.6%
District	49.2%	45.4%	46.2%



Academics: College Readiness

The ACT, graduating class, last test taken

English	Class of 2015	Class of 2016	Class of 2017
Hoover HS	77%	74%	76%
Spain Park HS	79%	76%	75%
District	77%	75%	76%

Note: English readiness is based on the ACT score associated with earning a C or B in College English Composition

Academics: College Readiness

The ACT, graduating class, last test taken

Math	Class of 2015	Class of 2016	Class of 2017
Hoover HS	46%	45%	42%
Spain Park HS	51%	50%	48%
District	48%	47%	44%

Note: Math readiness is based on the ACT score associated with earning a C or B in College Algebra (i.e. Precalculus)

Academics: College Readiness

The ACT, graduating class, last test taken

Reading	Class of 2015	Class of 2016	Class of 2017
Hoover HS	55%	51%	52%
Spain Park HS	58%	58%	61%
District	56%	54%	55%

Note: Reading readiness is based on the ACT score associated with earning a C or B in College Social Science

Academics: College Readiness

The ACT, graduating class, last test taken

Science	Class of 2015	Class of 2016	Class of 2017
Hoover HS	45%	42%	42%
Spain Park HS	53%	51%	51%
District	48%	45%	45%

Note: Science readiness is based on the ACT score associated with earning a C or B in College Biology

Academics: College Readiness

The ACT, graduating class, last test taken

Composite	Class of 2015	Class of 2016	Class of 2017
Hoover HS	22.3	22.1	22.0
Spain Park HS	22.8	23.2	22.8
District	22.5	22.5	22.3



Academics: College Readiness

Advanced Placement- Exams attempted

	2015 Exams	2016 Exams	2017 Exams
Hoover HS	756	781	979
Spain Park HS	684	727	1,009
District	1,440	1,508	1,988

Note: Participation in exams has increased 39% since 2015

Academics: College Readiness

Advanced Placement- Qualifying scores earned

	2015 Exams	2016 Exams	2017 Exams
Hoover HS	58.9%	58.9%	53.4%
Spain Park HS	70.2%	69.3%	72.1%
District	64.2%	63.9%	62.9%

Note: A qualifying score for AP is a score of 3 or higher

Academics: College Readiness

International Baccalaureate- Exams attempted

	2015 Exams	2016 Exams	2017 Exams
Hoover HS	257	223	176

Qualifying scores earned

	2015 Exams	2016 Exams	2017 Exams
Hoover HS	79.3%	80.3%	75.0%

Note: A qualifying score for IB is a score of 4 or higher

Academics: College Readiness

Dual Enrollment- Seniors with college transcript credit

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	3.8%	6.3%	12.1%
Spain Park HS	8.8%	0.2%*	9.7%
District	5.7%	4.1%	11.3%

* Appeal in process for students who were not marked by deadline

Academics: College Readiness

National Merit Semi-Finalists

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	11	6	6
Spain Park HS	3	8	4
District	14	14	10



Academics: Career Readiness

ACT WorkKeys- Seniors earning NCRC-Silver/Gold/Plat

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	75.5%	74.2%	74.6%
Spain Park HS	47.0%*	70.4%	80.4%
District	65.1%	72.8%	76.7%

Note: National Career Readiness Certificate (NCRC)- Silver qualifies for 69% of profiled jobs, Gold qualifies for 90%, and Platinum for 99%

* Senior skip event at SPHS on test day in 2015

Academics: Career Readiness

Career Credentials- Seniors earning credentials

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	1.0%	1.8%	4.2%
Spain Park HS	3.0%	1.5%	7.1%
District	1.8%	1.7%	5.2%

Note: A career credential is an industry approved ready-to-work certificate in a specific career field

Academics: Career Readiness

Military Enlistment- Seniors enlisted

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	1.6%	0.8%	2.4%
Spain Park HS	1.0%	0.0%	0.0%
District	1.4%	0.5%	1.6%



Academics: Career Readiness

Not planning to attend college after high school

	Class of 2015	Class of 2016	Class of 2017
Hoover HS	5.5%	10.0%	13.0%
Spain Park HS	5.4%	13.0%	13.6%
District	5.4%	11.1%	13.2%

Note: 10% of the class of 2017 had no specific college or career plans

Academics: Elementary & Middle

ACT Aspire- Grades 3 to 8: Achievement

	Class of 2015	Class of 2016	Class of 2017
English	81.8%	84.8%	85.3%
Mathematics	64.8%	71.5%	74.1%
Reading	58.1%	59.6%	61.4%
Science	54.7%	59.3%	61.6%

Note: Includes students scoring Ready or Exceeding

Academics: Elementary & Middle

ACT Aspire- Grades 4 to 8: Growth

	Class of 2015	Class of 2016	Class of 2017
English	83.0%	84.5%	80.0%
Mathematics	85.7%	89.3%	87.5%
Reading	84.9%	82.2%	83.2%
Science	Not tested	83.7%	82.5%

Note: Includes students showing 1 year of more of learning gains

Academics: Report Cards

Federal Report Card

- No overall score
- All students
- Data is not weighted for a score of Close or Exceeding
- Does not include growth
- Graduates based on 4-year cohort only
- CCR based on graduates
- Math, Reading, and Science
- Includes teacher credential information

State Report Card

- Overall score (letter grade)
 - Only Full Academic Year
 - Data is weighted for a score of Close or Exceeding
 - Does include growth
 - Graduates based on 4-year and 5-year cohorts (80%/20%)
 - CCR based on 4-year cohort
 - Math and Reading only
 - Includes chronic student absenteeism
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Academics: Federal Report Card

Achievement (grades 3-8 and 10)

- Mathematics - 67.0%
- Reading - 57.7%
- Science - 56.4% (grades 5, 7, and 10 only)

Other

- Graduation Rate - 93% (2016)
 - College and Career Ready - 88% (2016)
 - Teachers with Master's Degree or Higher - 66%
 - Teachers with Alternative Certificates - 1%
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Academics: State Report Card

Predictions (official results embargoed until February 1)

- Achievement - 82.0%
 - Math - 87.4%
 - Reading - 76.6%
- Growth - 100.0%
 - Math - 100.0%
 - Reading - 100.0%
- Graduation Rate - 92.7%
- College and Career Readiness - 82.7%
- Chronic Absenteeism - 10.2%

Overall Score

91% (A)

National Recognition of HCS

New York Times, December 5, 2017,
*How Effective is Your School District? A
New Measure Shows Where Students
Learn the Most* (Emily Badger & Kevin
Quealy)...

HOOVER CITY SCHOOLS
After 5 Years of Instruction, the
average HCS student has 5.8 years
of academic growth (94th
percentile).

Former U. S. Secretary of State,
Condoleezza Rice, in conversation
with David Axelrod, Chief Strategist
for former Pres. Obama, stated,
**“So if you are of means, you will move
to a district where the schools are
good. You’ll move to Palo Alto, where
the schools are good. You’ll move to
Hoover, Alabama, where the schools
are good. You’ll move to Fairfax
County, where the schools are good.”**

*Condoleezza Rice Just Delivered a Stellar Argument for School Choice-And It
Took Her One Minute*, Tre Goins-Phillips, Jan. 19, 2018

Special Education

	# of Special Education Students*	# of Enrichment Students**	# of Gifted Students**	Maintenance of Effort (MOE)
2014-2015	1,152	634	21	\$10,652,977.41
2015-2016	1,202	653	26	\$11,052,613.33
2016-2017	1,291	677	38	\$11,326,662.62

* Includes K-12

** Includes Grades 3-5

Student Discipline

	Total Infractions	Average Discipline Referrals Per Day	Top Infraction
2014-2015	3805	21	<ul style="list-style-type: none">• Unexcused Tardies• Unauthorized Use of Electronic Devices• Being Truant from Class or School
2015-2016	4329	24	<ul style="list-style-type: none">• Unexcused Tardies• Unauthorized Use of Electronic Devices• Being Truant from Class or School
2016-2017	3459	19	<ul style="list-style-type: none">• Being Truant from Class or School• Unexcused Tardies• Defiance of Authority

Student Average Daily Attendance

	ADA
2014-2015	95.86%
2015-2016	95.94%
2016-2017	95.90%



Transportation

	Number of Students Transported	Number of Bus Routes & Buses	Total Miles Traveled	Annual Cost of Transportation
2014-2015	6,821	171 routes 130 buses	1,057,680	\$6,426,586.77 (No Bus Purchases)
2015-2016	5,988	179 routes 131 buses	1,059,840	\$7,132,333.71 (9 new buses)
2016-2017	6,230	168 routes 127 buses	1,013,760	\$7,927,990.77 (19 new buses)

Operations

	Annual Operating Cost	Work Orders Submitted
2014-2015	\$7,504,999.73	8,956
2015-2016	\$7,644,998.42	8,903
2016-2017	\$7,121,465.24	9,050

Public Relations/Media Relations

School Year	Media Requests	Public Records Requests**	District Website Pageviews***
2014-2015	530*	17	906,592
2015-2016	582	23	2,074,008
2016-2017	413	6	1,618,926

*estimate based on Nov. 14-July 15 data

**one request can equal hundreds or thousands of pages

***does not include collective pageviews for system's sixteen school-level websites

Technology

School Year	Bandwidth	# of Wireless devices on network (daily avg)	Number of Access Points	Technology Work Orders Submitted	Number of documents created in Google Docs
2014-2015	500 MB	20,000	656	17,736	965,548
2015-2016	1 GB	23,000	795	20,145	1.1 Million
2016-2017	2 GB (Currently 10 GB)	24,500	870	21,688	3.2 Million

Child Nutrition Program (CNP)

	Total Breakfast Meals Served	Total Lunches Served	Total Meals	% Free or Reduced Students	Meals Per Labor Hour	Labor Cost per Meal	Food Cost per Meal	District Average Health Inspection Scores
2014-2015	430,350	1,291,188	1,721,538	25.53	14.6	\$1.99	\$1.54	98
2015-2016	516,420	1,278,737	1,795,157	24.96	13.76	\$1.97	\$1.57	98
2016-2017	512,177	1,207,418	1,719,595	24.34	14.17	March 2018	March 2018	99

2017-18 meal prices (Lunch - Elem \$2.35; MS/HS \$2.60) (Breakfast - All students \$1.50)

Payroll

	Salaries	Benefits**	Supplements***	Overtime
2014-2015	\$80,668,790.51	\$33,917,403.31	\$2,630,096.67	\$168,151.52
2015-2016	\$84,722,385.75	\$34,691,637.91	\$2,665,887.37	\$104,744.29
2016-2017*	\$85,209,190.65	\$34,715,388.97	\$2,687,261.87	\$106,051.50

*4% State Raise

**Increase in Benefits (e.g. PEEHIP, Retirement)

***Under Budgeted Amount

Personnel Facts

	National Board Certified Teachers	Jacksonville State Hall of Fame Inductees	Alabama State Teacher of the Year	Milken Family Award Winners	# of Certified Employees (ADA 95%)	# of Non-certified Employees (ADA 97%)	% of Advanced Degrees ALL Certified
2014-15	145	13	7	3	1172	639	74%
2015-16	143	15	7	3	1163	662	75%
2016-17	134	15	7	3	1055	614	76%
2017-18	131	15	7	4	1151	681	78%

Financial

Budget

- FY16 ended with a positive balance of \$534,528.60
- FY17 ended with a positive balance of \$27,552,694.66
- FY18 Original Budget is 1st in last 13 years that reflects a positive balance

Investments

- \$50 million was invested in 2017, which has tripled our interest revenues
- Non-restricted cash will be reviewed for possible investment opportunities



Financial

Bonds

- In 2017, a bond was refinanced, which reflected a 50% savings in interest

Bond Renewal

- In 2020, principal payment increases by \$2 million
 - In 2020, we anticipate refinancing before due date of payment, if rates are advantageous
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Financial

Tax Renewal

- March 7, 2017 Ad Valorem Tax Renewal (JeffCo)
- 2.1 Mill County-Wide School Tax Renewal (*\$1.9 million)
- 5.4 Mill County-Wide School Tax Renewal (*\$5.1 million)
- 13.9 Mill District School Tax Renewal (*\$13.6 million)
- Hoover Residents passed these taxes with 93% approval
- These taxes are secure for the next 25 years (2046)

*Based on 2015 Receipts

Financial

Capital Outlay

- 2017 Simmons/Rocky Ridge Re-roofing Projects
- 2017 High School Football Turf & Track Resurfacing
- 2017 Bluff Park Awning Addition
- 2018 Hoover High Band Room Addition
- 2018 Career Center Renovations

Property

- In 2017, sold Berry High School for \$11 million
 - In 2017, purchased Pelham Middle School for \$4.2 million
 - Sold Some Property in the Vicinity of the Met to the City
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Financial (Personnel)

Salary Schedule

- Transparent Salary Schedule
- Fair & Equitable Schedule
- Reviewing existing salary schedule
- Reviewing exempt & non-exempt status

Supplements

- Transparent Supplement Schedule
 - Fair & Equitable Schedule
 - Reviewing existing supplement schedule
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Federal Funding

School Year	Title I (GVES, Gwin, RRES, TCES)	Title II (PD)	Title III (EL)	Carl D. Perkins (CT)
2014-2015	\$1,356,548.32	\$204,926.08	\$143,564.53	\$110,850.00
2015-2016	\$1,265,305.65	\$145,661.70	\$135,732.50	\$106,002.00
2016-2017	\$1,401,749.43	\$141,061.00	\$114,935.30	\$112,669.00

Unitary Status

Student Assignment (Rezoning)

- Student Assignment (Rezoning Plan) to the Court - March 21, 2016
 - Day-Long Hearing with Federal Judge - April 7, 2016
 - Preliminarily Approved by the Court - May 20, 2016
 - Final Approval by Federal Judge - December 14, 2017
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Other Green Factors to Achieve Unitary Status

- Extracurricular Activities
 - Faculty Assignment
 - Staff Assignment
 - Transportation
 - Facilities

Management

Board Policy

- Updated Board Policy in compliance with Legislative Action
- Board Policy Committee
- AEA Review
- Vetted with AASB (Policy Pipeline) & HCS Attorneys

Board Procedures

- Defining Procedures in Compliance with Board Policy
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Management

Student Code of Conduct

- Updated each year
- District-wide Code of Conduct NOT Individual School Codes of Conduct
- Code of Conduct will be under review by DOJ & LDF

Facility Use & Fee Schedule

- Facility Use & Fee Schedule was presented to the Board on October 17, 2017 and approved



Management

Strategic Plan: 2018-2022

- Student Growth & Achievement
- Use of Financial Resources
- Achieve Unitary Status
- Strengthen Stakeholder Partnerships

Community Engagement

- 13 Community Meeting in 2015-2016
 - Strategic Committee Meetings 2016-2017
 - 2 Community Meetings for Riverchase Career Center Fall 2017
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Management

Job Description

- Updated 99 Job Descriptions and Received Board Approval on March 13, 2017
- Continue Preparing Job Descriptions for Board Review & Approval

New Website

- Revamped the Quality/Design/Functionality of our Website
 - To ensure compliance with Section 504 of the Rehabilitation Act of 1973 & Title II of the Americans with Disabilities Act of 1990
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Management

Custodian & Lawn Care Services

- Eliminated custodial & lawn care services that failed to measure up to our standards
 - Creating a staffing formula to support the number of custodians needed by sq. ft. and student population
 - Discussing with the City of Hoover opportunities to collaborate on lawn care
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Management

New Beginnings

- Moved NB students to their respective high schools
- Allows transition back into regular classes as students are ready to do so

Mental Health

- Mental Health Committee focused on providing additional support for students and are addressing bullying



Management

Discipline Matters

Calendars (2 Years)

Copiers

Discretionary Money

Cell Phones

Exit Interviews

Field Trips (overnight, water events)

Access Roads from HHS

Management

Student Drug Testing

Time Management System

Use of Purchase Card

Cut Unnecessary Overtime

Fee for Reproducing Records

Form for Requesting Records

Map of Land Boundaries Around All Schools

Capital Outlay Schedule for Roofs, HVAC, Painting

Management

Updated Bus Driver Manual

Updated Personnel Manual

Extended Day/After-School Care

Riverchase Career Center

Programs

- Building Construction -
Carpentry, HVAC,
Electrical
- Welding
- Culinary & Hospitality
- Fire College
- Computer Science

Partners

- Alabama General
Contractors
 - Jefferson State Community
College
 - City Leadership &
Leadership Hoover
 - Education Foundation
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Organizational

Personnel (Hires)

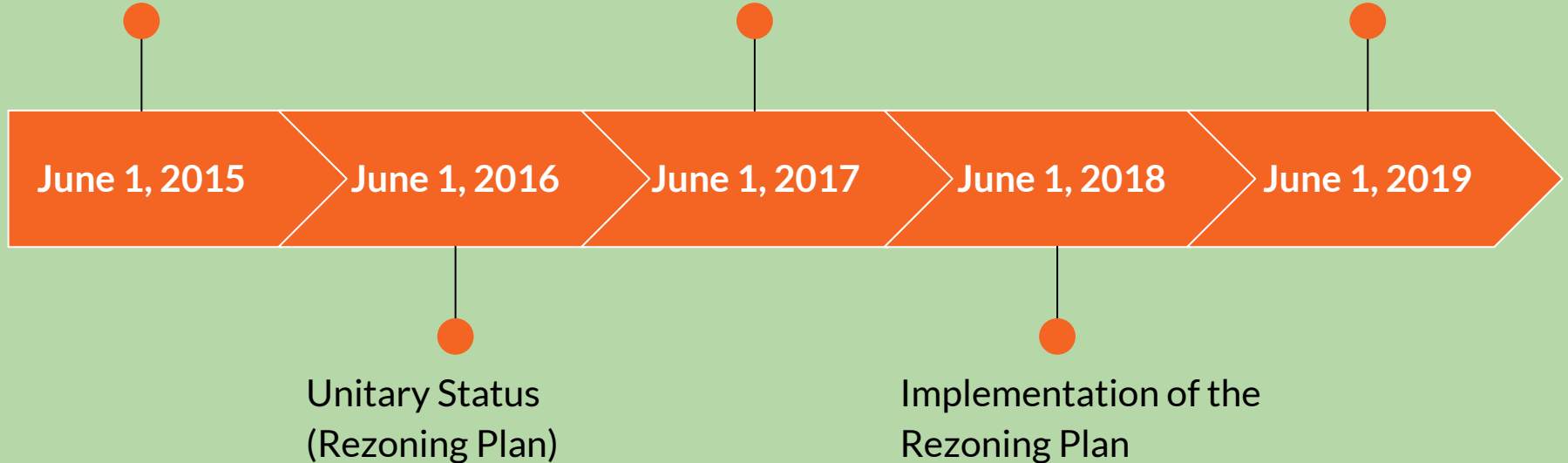
- CSFO
 - Transportation Coordinator
 - Operations Coordinator
 - Assistant Superintendent
 - Instructional Support Services Director
 - Payroll & Benefits Director
 - Principals - SPHS, TCES, BPES, GVES, GES

 - Organizational Chart with Defined Duties
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Began my tenure in
HCS

Strategic Planning

Opening of the
Riverchase Career Ctr.



More Focus on Mentoring, Coaching, Instructional Support, and Academic Growth

Immediate Next Steps

1. **Successful progress with our Strategic Plan Goals (Student Achievement, Finances, Unitary Status, Community Partnerships)**
 2. **Successful implementation of our rezoning plan in August 2018**
 3. **Successful opening of Riverchase Career Center in August 2019**
 4. **Data Management System and Data Analyst Needed**
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