2025-2026 Madison County Schools Phase One: Executive Summary for Districts_08272025_16:30

2025-2026 Phase One: Executive Summary for Districts

Madison County
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Table of Contents

2025-2026 Phase One: Executive Summary for Districts 3

2025-2026 Phase One: Executive Summary for Districts

Description of the District

Describe the district's size, community/communities, location, and changes it has experienced in the last three years. Include demographic information about the students, staff, and community at large. What unique features and challenges are associated with the community/communities the district serves?

Madison County Schools is a growing, rural district in central Kentucky. A beautiful area located across the Kentucky River from Fayette County at the foothills of the Appalachian Mountains, Madison County has a population of approximately 99,903 with an annual growth rate of 1.61%. (unemployment rate 4.4% as of May 2025) Madison County is the 8th fastest growing county in the state. The median household income for Madison County is $62,407 with a poverty rate of 15.81%. Madison County encompasses the city limits of Richmond (population 39,581) and Berea (population 16,260). Richmond, the 7th largest city in the state with a 2.17% annual growth rate, is the home of Eastern Kentucky University. The average household income in Richmond is $66,866 with a poverty rate of 21.62%. Richmond is the 2nd fastest growing city in Kentucky. Berea, the 29th largest city in Kentucky out of 549 cities with an annual growth rate of 0.81%, is the home of Berea College. Berea is currently the 17th fastest growing city in Kentucky. The average household income in Berea is $70,261 with a poverty rate of 19.37%. Interstate 75 runs from the top of the county to the bottom, almost splitting the 463 square miles county in half. As a result, there are many large industries located in the county.

In addition to Madison County Schools with a current enrollment 11,280 students, the county is also home to Berea Community Independent Schools, Model Laboratory Schools, and St. Mark Catholic School with a combined enrollment of less than 1900 students. Madison County Schools demographics include: 80.62% white, 4.62% black, 7.16% Hispanic, 1.12% Asian, 0.14% American Indian/Alaska Native, 0.27% Native Hawaiian/Other Pacific Islander, and 6.07% two or more races. The district currently has a free/reduced lunch population of 47%. The certified teaching staff is comprised of 96.5% white and 3.5% minority and numbers 857. Madison County Schools has 29 teachers with National Board Certification. Eastern Kentucky University and Berea College are also located in Madison County. Those two institutions of higher learning provide our district with several qualified teacher applicants, although that number continues to decline.

District Stakeholders

Identify and describe the district's stakeholder groups. How does the district ensure stakeholder involvement and engagement in the improvement planning process?

The district stakeholder groups include district level administrators, building level administrators, classroom teachers, students, parents, board of education members, and community members. Opportunities to provide information and feedback to the district are provided throughout the year through various methods

including surveys (for multiple groups), board meeting and presentation opportunities, directed meetings, focus groups, and other forums.

District's Purpose

Provide the district's purpose statement and supplementary content such as mission, vision, values, and/or beliefs, including the year in which they were last reviewed or revised. Describe how the district embodies its purpose through its program offerings and expectations for students and how stakeholders are involved in its development.

Madison County Schools, in partnership with the community, strives to equip educators and students with the skills to lead by example, develop and speak with a unique voice, and explore their academic curiosity to make a positive impact on our community and world. Currently, the district has four main focus areas: (1) PLC work, (2) Engagement, (3) Early literacy and K-8 mathematics, and (4) Leadership capacity. These focus areas are each examples of systems working in and together to improve student achievement in Madison County Schools. New Superintendent, Randy Neeley has been in place since January 1, 2025. He is focused on Building Trust, Promoting a Culture of Professional Learning, and Securing the Future of Madison County, the district is continually striving to "grow" all of its people---both students and staff. Additionally, the superintendent has our team working on Efficiency of Instruction by analyzing best practice, increasing rigor, and improving the integration of technology. To obtain results in these areas we are continuing to collaborate within the Governors Community Early Childhood Council implement Read to Achieve in our 11 elementary schools, implement incentive programs in all middle schools, expand our Advanced Placement programs at both high schools, and increase Career and Technical Education certification and dual credit opportunities at both high schools. Madison County Schools has two Career Centers to service both north and south Madison County, as well as our two high schools. A brand new Madison Middle School was opened this August, and a new Waco Elementary School is under construction with an expected opening of August 2027. The school district also initiated the Madison County Virtual Academy, an opportunity for students to learn solely on an online platform. Madison County Schools uses multiple data sources to guide instructional decision-making and monitor the progress of each student. The district uses MAP Fluency as the diagnostic for the development of individual reading plans in primary (grades K-2). We also use iReady as our universal screener in reading (grades 3-8) and math (grades K-8). Kentucky Summative Assessment (KSA), Fontas and Pinnell, ACT/SAT, Brigance, ACCESS, and authentic classroom assessments are our other data sources that are currently used. The district leadership team, which includes all principals and district support staff, meets monthly to collaborate and incorporate professional learning opportunities that can be shared within each building across the district.

Notable Achievements

Describe the district's notable achievements in the last three years.

Wireless access is available in all classrooms, increasing the ability of web connectivity for our students, as well as extended wireless access to school parking lots. Madison County continues to work to make technology devices available to students within the buildings. Technology purchases (both hardware, software, and web-based programs) made within the past three years, have established on-going instructional avenues for both teachers and students that increases efficiency and allows for extended instructional opportunities not utilized prior to the pandemic. All schools within the district participate in the Community Eligibility Program (CEP) that provides free breakfast and lunch for all students regardless of SES status. In our K-8 schools, we have focused on the adoption of HQIRs for reading, math, science, and social studies. Most of our K-8 schools have HQIRs in place for reading and math and have a plan for social studies and science. This has led to an improvement in standards-based instruction and curriculum development. Our academic coaches are supporting the integration of the HQIRs in our schools.

Areas of Improvement

Describe areas for improvement that the district is striving to achieve in the next three years.

The district continues to support district academic coaches and several school level academic interventionists. These educators are focused on implementing an academic intervention program that focuses on addressing learning deficits, implementing targeted interventions across all tiers, and strengthening tier one instruction by providing support to instructional staff. This support includes coaching at the both the district and school level that is laser focused on improving professional learning through PLCs, assessment capabilities, best instructional practices, curriculum planning and documents, as well as the use of data to strengthen instruction and to address unfinished learning needs. The academic intervention program is tailored to meet each school's needs. Needs are determined from achievement and growth data as well as input from each individual school.

Principals and leadership teams at each school have identified and developed the school's instructional emphasis for the school year. Principals and school leadership teams created "look fors" for the purpose of classroom walkthroughs that would address the Instructional Emphasis for the year. Questions for students to answer during the walkthroughs were also developed. The walkthroughs occur by building principals, district achievement team staff and the superintendent. All of this in an effort to keep a direct focus on growth within the Instructional Emphasis area and to receive feedback from students that can be shared with instructional staff. Professional learning with direct district coaching is being provided in grades K-3 for reading. A district academic coach is working with these teachers by providing training on structures for whole and small group, attending grade-level PLCs, observing individual teachers during reading instruction and then coaching those teachers on how to improve their instructional practice.

COMMENTS

10

Additional Information

Provide any additional information you would like to share with the public and community that were not prompted in the previous sections.

Many of our departments including Finance, Human Resources, Technology, Maintenance, Food Service and Transportation are continually working to improve service to our “customers” and efficiencies within the individual departments. Participation by all of these department employees in continual professional learning and training is paramount to the effectiveness and growth of services provided that these departments provide to our students and staff. The focus is on improving the achievement and school experience for all of our students.

Attachment Summary

Attachment Name	Description	Associated Item(s)