



WEEKLY LEADERSHIP CONNECTION

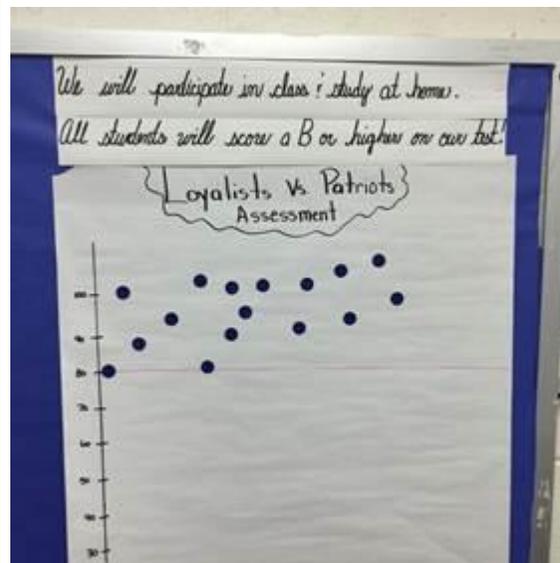
Friday, January 9, 2015

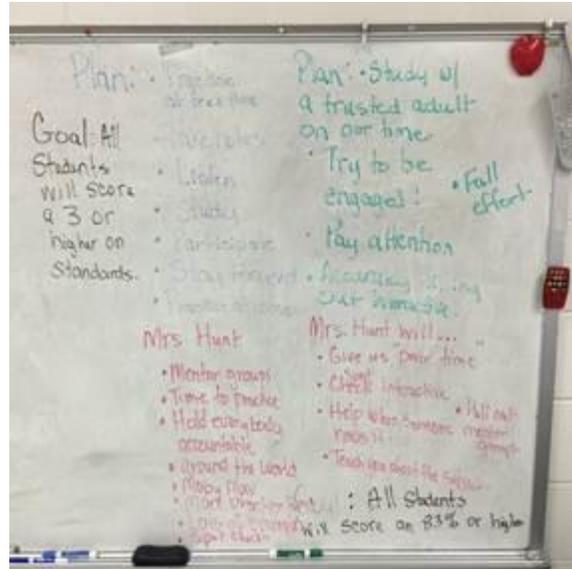


● DISTRICT MESSAGE

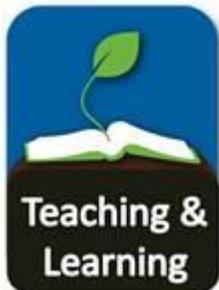
Since the last Weekly Leadership Connection email, back before the Holiday break, the district has been heavily focused on the Diagnostic Review. In approximately 9 weeks we get to show what the district is all about – how the district is striving to become a District of Distinction. The artifacts and pieces of evidence that principals have sent in has moved the needle considerably.

As mentioned back in December, our focus this spring will obviously be on preparing for the diagnostic review, but more importantly, connecting the district's systems in preparation for the 2015-2016 school year. Within that focus, we are also excited to see how teachers are utilizing data to increase student achievement through data walls, data notebooks, and learning targets. A good example was found this week at Hillsboro Elementary School:





Lastly, you can now follow Mr. Creasman on Twitter at [#FCSSuper](#) where you can receive information, snapshots of events, or even “Moments of Distinction.”



● **TEACHING AND LEARNING**

This week, as we begin the new year, we have a new tool that I am very excited for us to begin using at the school and district level to help us measure the effectiveness of our schools. The Effective Learning Environments Observation Tool (ELEOT) is designed to help identify and document observable evidence of classroom environments that are most conducive to student learning. There are 7 environments: Equitable Learning, High Expectations, Supportive Learning, Active Learning, Progress Monitoring and Feedback, Well-Managed Learning, and Digital Learning. This is the same tool used by KDE/Advanc-Ed to collect classroom observation data during the Diagnostic Review process.

The purpose of collecting this observation data is to provide a “snap-shot” of the practices throughout a school in order to compare data from month to month, looking for areas for celebration and areas for improvement and professional learning. These observations or walkthroughs are NOT evaluative of any individual teacher; however it does provide a great deal of information about the kind of education our students are receiving in our schools. It is important to remember the following when planning for and conducting observations with the ELEOT tool:

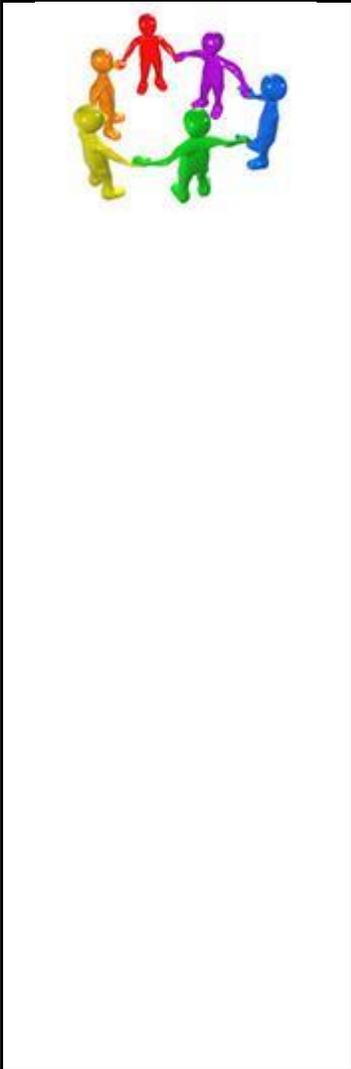
- The observer must be trained in the use of the tool (provided by the district and/or Advanc-Ed)
- The observer must fully understand that these observations are **NOT** evaluative of an individual teacher

	<ul style="list-style-type: none"> • The faculty should be given an overview of the tool and process prior to observations beginning (Recommended “jigsaw activity”) • No names are recorded on the observation document • Teachers who are observed <u>DO NOT</u> receive the observation forms as feedback • If feedback of any kind is given to teachers during this process, it should not be in reference to the data collected on the ELEOT tool • The duration of the observation should be 20 minutes – no more, no less; therefore scheduling and planning ahead is important • The leadership SHOULD share the data with the faculty/staff of the school and have conversations about it which should include celebrations and next steps (Recommended monthly, in faculty meeting or PLC meeting, using internal review data from October as a baseline) • It is recommended that the data collected via the ELEOT become a part of school level PDSAs, the comprehensive improvement process (CSIP), and potentially reported to the Board of Education as part of the school’s Teaching & Learning Report.
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	<p>● PERSONNEL</p> <p>District Team members were informed this week that principals were closely assessing next year’s staffing at each building. They are determining if any current staff would be retiring or leaving at the end of this school year. The District Personnel Committee is continuing to work on plans for teacher recruitment by attending two career fairs in the month of March. The committee’s goal will be to generate a list of potential applicants for any positions that will be open and required to be refilled.</p> <p>Current vacant positions as of 1/9/15:</p> <p>*Curriculum, Instruction and Assessment Coordinator at FCHS *FMD assistant position at Flemingsburg Elementary.</p>
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	<p>● TECHNOLOGY</p> <p>On December 11, 2014, the FCC approved a 1.5 billion dollar increase in funding for technology for schools and libraries. The program is paid for through Universal Service Fund fees on consumer telephone bills, and will result in to up to \$1.90 in additional fees on your phone bill each year. The list of services eligible for funding has also been revised – telephone services will be phased out over the next five years, which will result in increased costs for the district. The focus of these increased funds will be to improve high-speed internet and wireless internet services for schools and libraries. We will be eligible for \$150.00 per student in ADA for these</p>
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services over the next five years. The district will still pay a portion (~20%) of the cost of those services based on the formula which considers the number of students eligible for free and reduced lunch, along with our rural or urban status. Fleming County has been reclassified as an urban area.



● **EXCEPTIONAL CHILDREN**

HAPPY NEW YEAR!!!

As committee chair for the Communication Team, I am pleased to say that our revision to the FCS’s Communication GUIDE is complete. It will be presented at the upcoming board meeting and then posted online for easy access. It includes communication venues, strategies and best practices, along with Education Lingo listing (common acronyms/phrased used in the world of education)! Thanks to all of the committee members for their input and work on this document.

Special Education case managers are being asked to complete Record Review documents on a minimum of three of their Due Process folders for which they are case managers. I sent document out for the snow day/work day thinking that might be a good time for them to work on these, but they actually have until May 1st to complete these record reviews.

So far this year, we are 100% on our participation rate for the Random Moment Time Studies! That’s great! Doesn’t come with any ‘reward’ but does have repercussions if we are at 80% or less... SO KEEP UP THE GOOD WORK!!

Implementation of our preschool ‘in house’ is a major goal for FCS. Steps are being taken and plans are being created to get this off the ground and implemented by Fall 2015. I am meeting with Ashland Regional Training Center this month to get assistance, suggestions and to observe their blended program. I’m excited that we are taking this step and most likely will be asking for each principal to play a major part in getting this off the ground! Thank you in advance! Looking forward to a successful (and busy) remainder of this school year and our continued efforts to move toward becoming a District of Distinction!



● **FINANCE**

Despite funding increases for education in the current state budget, Kentucky has cut its base appropriations for public schools deeper than most states since the start of the national recession in 2007-2008. This is according to a study by the Washington based Center on Budget and Policy Procedures. The study says Kentucky has cut per-student investment in K-12 schools by 11.4% between 2008-2015 after accounting for inflation. This has affected schools in multiple ways including the restrictions by Redbook n 2013. School activity accounts have been restricted to only purchases that are non-operational or non-instructional. These expenditures that are now at the District level will show a more accurate

assessment of actual costs spent on the students. Fleming County is continuing to make strides in fiscal management with the focus on the students. We are looking at every area that is associated with Fleming County Schools with scrutiny and we offer no apologies if offended. If there is a mistake we will help you correct the issue and find efficient processes to prevent any future matters. At the end of the day – we have to show the capacity to lead and hold people accountable.

UPCOMING EVENTS

▪	Monday, January 12, 2015	District Leadership Team Meeting at 9:00 am - Board Room
▪	Monday, January 12, 2015	Monthly Superintendent’s Student Council Meeting at 11:30 am
▪	Wednesday, January 14, 2015	New Substitute Teacher Orientation at 9:00 am – Board Room
▪	Wednesday, January 14, 2015	Board of Education Worksession at 6:00 pm – District Office
▪	Wednesday, January 14, 2015	Board of Education Meeting at 7:00 pm – Board Room
▪	Thursday, January 15, 2015	The Bus Driver’s Monthly Meeting at 8:30 am – Board Room
▪	Friday, January 16, 2015	Mid-Year Review for Principals – All Day Event