



WEEKLY LEADERSHIP CONNECTION

Friday, March 20, 2015



• DISTRICT MESSAGE

The pipeline. This year the district has focused on understanding the importance of the pipeline as it relates to preparing students to be successful at the high school. Every faculty/staff meeting, PLC meeting, parent meeting and community meeting that we (district administrators) attended or spoke at, we emphasized the importance of making sure that the foundations and walls are sound (K-8) in order to have a good roof (the high school).

Instead of solely focusing on the high school, we decided to go big and tackle large issues across the K-12 system (21 out of 25 improvement priorities). The good thing is, the research is abundantly clear: you must crawl before you walk, you must learn how to add before you can multiply, you must first learn how to spell before you can become a literary scholar. Dr. Elgart (AdvancED CEO) has repeatedly emphasized the importance of a connected K-12 approach to preparing students to be College and Career Ready. Our focus is clear: connecting the system, making sure that we are targeting gaps in the pipeline so that our students are successful, not only when they get to high school, but also after high school.

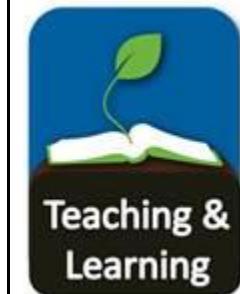
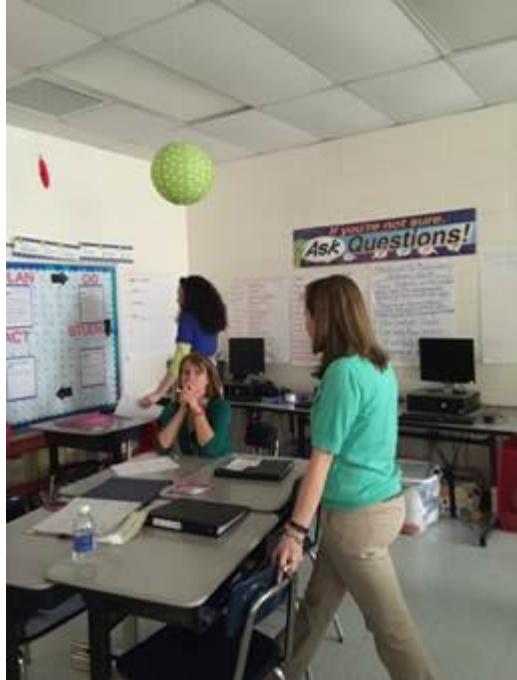
Our commitment to making sure that every school is a “School of Distinction” is a lofty goal but one that can and will be achieved. The reason is because we are focusing on the system, together, and not on one particular school. By focusing on the K-12 system, working together, collaborating as a school district, we have started to remove the silos that have prevented our district from moving forward. Our district has focused on “big” components that had to be addressed before we could move forward in our journey. At the end of the day, our work will be validated. There is no other school district in the AdvancED Southeast region that has focused on the Standards for Quality like Fleming County.

Next year, the Standards for Quality will be used district-wide, in every school, as we continue our journey to become SACs accredited. We believe

that the standards are the best roadmap to connecting the systems, solidifying our K-12 system and assisting the district in becoming a “District of Distinction.” At the end of the day, we will achieve “distinction” by: 1) focusing on engagement of all students; 2) creating and implementing a common curriculum with assessments; 3) connecting student work with data through professional learning communities; 4) engaging all stakeholders through shared leadership; and 5) operating systematically. As the district reaches “distinction” all students win. Our purpose of striving to become a “District of distinction” isn’t about getting a label, we are doing this so that all students achieve, win, are future-ready.

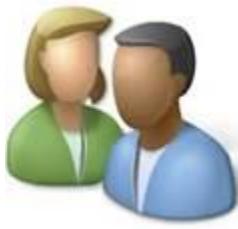
Again, as we have mentioned several times over the course of the year, the Diagnostic Review was a tiny dot in our journey, as we want to become a “District of Distinction” and earn SACs Accreditation. We are a K-12 school system, not a system of individual schools. We succeed as a team, as a system. At the end of the day, this was clearly evident this week in interviews our commitment to the K-12 approach. That is what a “District of Distinction” does, focus on all students, all schools, all stakeholders.

Lastly, you can now follow Mr. Creasman on Twitter at **#FCSSuper** where you can receive information, snapshots of events, or even “I Gotcha Moments.” Below is an example of a PLC focused on PDSAs at HES. This week, HES teachers worked together in a PLC to share strategies on how to implement and improve PDSA usage in the classroom. Way to go HES! And HES staff! Furthermore, this is a shout out to “systems thinking” at HES!



• TEACHING AND LEARNING

Six down and one to go!! K-6 teachers in Fleming County have been meeting to revise their ELA and math curriculum as well as set a common spelling list. Even with all of the snow we've had over the past month, we have been able to get all of the meetings in or rescheduled, with the last one to take place on Tuesday, March 24 (5th Grade). The work that the teachers have done and the conversations that have taken place have been extremely rich and motivating for all. The need to continue the conversations is great throughout the district and all groups are planning to meet again on the upcoming spring teacher work day. At that time the teams will address the next steps that were identified at the end of each of the first round of meetings. Moving forward, structures need to be in place for these teachers to continue to work together on a regular basis.



- **PERSONNEL**

FCS recently had the opportunity to attend the Marshall University career fair on March 10th. This university career fair showcased close to 100 new education graduates who will be looking for employment this upcoming school year. Five different universities were represented at Marshall that day. School districts represented at this fair were from Kentucky, West Virginia, Ohio, Virginia, North Carolina, and South Carolina. At the end of the day FCS had collected nearly 30 applicants in multiple disciplines that included elementary, middle and secondary certifications. District personnel staff will be attending the second career fair of the spring at Eastern Kentucky University on March 24. The goal is to recruit and increase the pool of applicants and bring the most qualified applicants to the FCS District.



- **EXCEPTIONAL CHILDREN/PRESCHOOL**

As we get closer to the end of the school year, everything seems to get a little busier. We start gearing up for the last few months of school AND start planning for the 2015-16 school year. With that in mind, Kindergarten registration is coming up on April 15, and elementary schools should have received the number of Head Start students that are expected in their schools next year! Sometime before the end of the school year, we will be having transition ARC meetings for those students with special needs that are currently receiving services at Head Start. This is in addition to the visit that Head Start student make to each elementary school. Since we are not going to be able to implement the Preschool program at the schools this coming school year, we are considering some options to assist those students in Head Start AND students in other preschool programs to be "kindergarten ready". We are putting together projected numbers for Special Education caseloads, as well, to get an idea for staffing needs.

	<p>April is Autism Awareness Month and Child Abuse Prevention Month. Watch for special activities to commemorate each of those awareness initiatives this month! Thanks to each and every one of you for all you do for ALL students!</p>
	<p>• TECHNOLOGY</p> <p>Did you know that Fleming County students have spent 3,595 hours practicing their math skills in IXL Math since the first day of school? They have mastered 384 standards and are proficient in 594 additional standards since the beginning of the school year! IXL is one of many instructional technology resources utilized in the district. While instructional software does not replace quality teaching, it does help to support and reinforce learning in the classroom. As we approach the end of the school year, we will need to consider students' access to these instructional resources over the summer break. Currently, 70% of our students report having high-speed internet access available to them outside of school. We need to promote and provide access to these resources when possible to counteract the "summer slide!"</p>
	<p>• FINANCE</p> <p>This is the last month of our paper stubs as next month we will be 100% paperless. This is just another way to cut down on costs and be more efficient. Continuing to increase efficiency in school spending begins by identifying ambitious district goals and designing a budget so all elements support those goals. Doing so allows our school and district leaders to analyze the budget to identify whether resource allocations support or hinder reaching those goals, and then take steps to reallocate accordingly. We have four steps that will be used to guide our goal setting:</p> <ol style="list-style-type: none"> 1. Build understanding of school's education community, including all stakeholders (staff, parents, community members, and students). Conduct self-examination to identify and clarify community beliefs, values, expectations, strengths, and priorities. Communicate with stakeholders at each step of the process. 2. Identify needs, priorities, and goals of all students by examining disaggregated data on student performance outcomes. Consider environmental and contextual circumstances of the school, district, or state. Build goals based on this data. 3. Track where money is currently allocated, assess which resources are available, and align spending with goals. Evaluate whether resources are

targeted for academic performance improvement. Use results to modify current allocation strategies.

Note: A budget based on goals should detail priorities and outline strategies that will improve student performance, and serve as a blueprint for making changes.

4. Continue to evaluate progress towards goals.

UPCOMING EVENTS

▪ Monday, March 23, 2015	District Team Meeting at 9:00 am – Board Room
▪ Monday, March 23, 2015	District Instructional Leadership Team at 4:00 pm – Board Room
▪ Tuesday, March 24, 2015	Fifth-Grade Curriculum Meeting (All Day Event) – Board Room
▪ Tuesday, March 24, 2015	Effective Grading Committee Meeting at 4:00 pm – Board Room
▪ Wednesday, March 25, 2015	MDC/Math Coach Meeting (All Day Event) – Board Room
▪ Thursday, March 26, 2015	LDC/Literacy Coach Meeting (All Day Event) – Board Room