

Phase III: Executive Summary for Districts_12282017_15:12

Phase III: Executive Summary for Districts

Fleming County Schools
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Phase III: Executive Summary for Districts

Executive Summary

Description of the District

Describe the district 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?

Fleming County Schools is a rural, distinguished, Kentucky school district situated on the cusp of the Appalachian foothills and the Knobs region of the state. The school district serves approximately 2300 students in six schools, 4 elementary schools, 1 middle school, and 1 high school. The four K-6 elementary schools serve the communities of Flemingsburg, Ewing, Hillsboro, and Fox Valley/Wallingford and feed into the middle and high schools, located in Flemingsburg, which is also the location of the district office and county seat. FCS has a long history of providing a quality learning environment, dating back to the 1800's, led by highly qualified teachers and administrators. The school system is the center of the community which is extremely supportive of the youth. Community partners, businesses, organizations and parents work to sponsor extra-curricular and co-curricular activities. The school district's enrollment for this academic year is approximately 2280 (K-12th grade), which has decreased slightly in the past two years. Approximately 70-75 percent of our students qualify for free/reduced lunch and approximately 18 percent of students receive special education services. The district's enrolled demographics mirror that of the community. FCS strives to review and create/adapt programs to meet the many needs of the district's diverse learners (i.e., ELL, G/T, 504, Special Education, etc.). The district understands the necessity of keeping students engaged in high quality learning opportunities with highly qualified staff throughout the year. FCS currently has 12 National Board Certified Teachers, with 12 more in the process of becoming certified through a district-sponsored initiative which provides teachers the opportunity for financial assistance and academic support through a cohort structure, with an NBCT mentor. Of our highly qualified teaching staff, 46.1 percent hold a Master's Degree and 29.6 percent hold a Rank I certification. The quality of instruction in Fleming County Schools is improved by teachers having an average tenure length of 11.5 years and an average of 15 to 1 student to teacher ratio. Additionally, access to technology, specifically the Internet, is an important facet of instruction in Fleming County. The student to Internet connected instructional computer ratio is 1.2 to 1 (state average = 1.3 to 1). 100 percent of the school Internet connected computers meet state minimum standards. One of the ever-present challenges to the district is effectively providing needed resources and support to all of its schools and classrooms to meet the demands of 21st Century standards and curriculum. Over the past three years, the district has been recovering from some serious financial issues, under new leadership. As a result of the work and diligence of the new administration, the district has been able to "catch up" on classroom resources and instructional materials over the past 3 years, by providing schools with over \$500,000 worth of materials. The district continues to look for ways to support classrooms through materials and resources, as well as collaborative opportunities among teachers and students across the district. As mentioned above, Fleming County Schools is a distinguished school district and is quickly becoming one of the premiere school systems in Kentucky. We are known for our work around the AdvancED Standards for Quality, strategic planning, curriculum and benchmark assessment, which have led to remarkable growth, driven by teachers, in a very short amount of time. As we move further into the 21st Century, we realize that instructional programming must be diverse and focused on preparing students for the next level, whether it be the next grade level or school within our system or college or career. FCS is committed to implementing high academic expectations that will assist our students in becoming globally competitive. Lastly, we must continue to look for ways to become more flexible, less rigid, in meeting the needs of all students.

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District's Purpose

Provide the district's purpose statement and ancillary content such as mission, vision, values, and/or beliefs.

Describe how the district embodies its purpose through its program offerings and expectations for students.

Fleming County Schools' Core Beliefs: We Believe... - Continuous improvement is essential to stakeholder empowerment. - A world-class education is essential to college & career readiness. - Connected and efficient systems are essential for 21st Century teaching and learning. - Parent and community engagement are essential for student success. Fleming County Schools understands that in order to become a premiere district in Kentucky, it begins with clearly communicating this goal and establishing high expectations. The district's work has been and continues to be very focused on student achievement. The mission of Fleming County Schools is to unite with family and community to provide an equitable, high quality education that meets the needs of each student in a caring and safe learning environment, which will ensure that students become successful throughout life. Fleming County Schools...Where Kids are First and Learning Never Ends. This mission is prominently displayed in all schools and the district office and presented on written communications and publications. Furthermore, the district's vision is to become a "District of Distinction", which requires a laser focus on student success. With that being said, the district has been focused in the last few years on meeting the needs of all students in every school and every classroom with the ultimate goal of every student achieving college and/or career readiness. A parallel focus has been to have an effective teacher in every classroom. We believe that as we become a "District of Distinction", the needs of every student will be increasingly met. All six schools are working toward the ultimate goal of college and career readiness, through systematic implementation of the Kentucky Academic Standards, a balanced assessment system, an effective grading system and high-yield instructional strategies. The vision of becoming a "District of Distinction" translates into all of our work throughout the system. We expect each school will be a "School of Distinction" and that each teacher becomes a "Teacher of Distinction". We are focused on aligning the district's systems around the teaching and learning process as we continually improve each day. We must continue to make decisions based on what is best for students and the system as a whole. FCS has made remarkable progress in a short amount of time because of our shift in focus to teaching and learning. Stakeholders are asking quality questions and providing valuable feedback which are much needed in the continuous improvement process and help us to gauge our progress and impact in the classroom. Fleming County Schools' strategic plan and strategic framework serve as a "playbook" for continuous improvement and daily work throughout the district in all schools and departments. The strategic framework represents a clear road map to become a "District of Distinction" and an accredited school district. Through regular monitoring and evaluation, as a district, we will continue to address the following framework principles: 1. engagement of all students to ensure success 2. development of a common curriculum with common assessments 3. analysis of data and student work through professional learning communities 4. empowerment of all stakeholders through collaborative leadership structures 5. connecting all of the district's systems These principles lay a foundation for schools, and more importantly, students. For FCS to succeed in becoming a "District of Distinction" and an AdvancED accredited school system, the district must not only implement new student-focused programs and processes, but also monitor existing ones while building capacity among all staff to lead. Our journey to becoming a "District of Distinction" requires a strategic mindset, collaboration and empowerment of all stakeholders. Our belief is that Fleming County Schools has the will and the capacity to be highly successful and reach or exceed all of our goals. The Fleming County Schools strategic framework is closely aligned to AdvancED's Performance Standards. Through the use of the Performance Standards, the vision, strategic goals and the operations of the district are aligned which ensures effective teaching and learning and leadership across the organization. 1 Leadership Capacity 2 Learning Capacity 3 Resource Capacity To be clear, maintaining accreditation is critical in leveraging the capacity and empowerment of all stakeholders to ensure

student success at all levels through continuous improvement. Furthermore, accreditation engages all stakeholders collaboratively in the development and implementation of the district's vision. The Performance Standards from AdvancED are embedded throughout the framework, in indicators, guiding questions and as a means to monitor and evaluate our growth as a district. We expect all stakeholder to be engaged and have a voice in our journey to becoming a "District of Distinction".

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Notable Achievements and Areas of Improvement

Describe the district's notable achievements and areas of improvement in the last three years. Additionally, describe areas for improvement that the district is striving to achieve in the next three years.

All of our success is a result of un-matched community support which goes well beyond financial. We have a community that truly understands that it takes a village to raise a child. One of the biggest challenges over the last few years was the priority status of Fleming County High School, the focus status of Simons Middle School, and the district becoming a priority and state monitored/assisted district. The district, working with the board of education, school administrators, teachers, and community, set a clear goal of becoming a "District of Distinction". In October 2015 the district became a proficient district and in 2016 became a distinguished district. In 2017, Fleming County Schools continued its growth and maintained its status as one of the most successful and progressive school districts in Kentucky. Furthermore, in the spring of 2017, the district exited state assistance. In 2015 Fleming County High School was named a proficient school and continues to make progress, while still a Priority School. In 2017, (had the same accountability system been in place), nearly met the distinguished mark. In 2015, Simons Middle School also became a proficient school with high progress and in 2016, became a distinguished school. The academic growth at SMS has been exceptional and in 2017, the school continued on its path to excellence by recording more growth and taking its place among the best middle schools in Kentucky. In 2016 Ewing Elementary and E P Ward Elementary were designated "Schools of Distinction", which they repeated in 2017, making those two schools among the best in the state. Ewing Elementary was showcased in the TELL Winner's Circle in Fall 2017, while E P Ward Elementary was "honorable mention". In 2016 Flemingsburg Elementary became proficient school and continues to grow, maintaining the proficient level in 2017, nearly hitting the distinguished mark. Additional Celebrations: -Fleming County School District and all 6 of its schools achieved AdvancED accreditation -Fleming County Schools exited state assistance in Spring 2017 -2 Fleming County teachers renewed their NBCT certifications -4 Fleming County teachers gained NBCT Certification, bringing the district total to 12, with 12 more working toward certification through the FCS NBCT Cohort -12 FCS teachers completed the district's elect Cohort, gaining elect observation certification -See Additional Accomplishments in attachments

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Additional Information

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

Since entering KDE district monitoring status, FCS has worked to establish a sense of urgency and direction. The first step toward addressing direction was to establish a clear, measurable vision to drive all the work in upcoming years. The district vision, to be the best, was developed by board members, district leadership team, principals, and other stakeholders through meetings and surveys. As a result of a shared vision, we continue each year to grow and increase student success. Our vision to be a "District of Distinction" is communicated in everything we do.

Furthermore, the district vision is communicated through the district's five areas of focus which are also aligned to the five improvement areas: 1. engagement of all students to ensure success 2. development of a common curriculum with common assessments 3. analysis of data and student work through professional learning communities and collaboration 4. empowerment of all stakeholders through collaborative leadership structures 5. connecting all of the district's systems By keeping our vision and those five areas of focus at the center of attention, the results have been a dramatic increase in student achievement. Through the continuous improvement process, stakeholder capacity to move the needle for student success has developed. The culture within the district has shifted toward one of high expectations and excellence (distinction). Our district utilizes the continuous improvement process to encourage risk taking and collaboration to accomplish the vision. It is through our renewed understanding of continuous improvement that we no longer fear failure or accept mediocrity. FCS is fortunate to be small yet large in determination and perseverance. We don't give up. We continue to search for approaches that will result in increased efficiency and effectiveness with all instructional processes and operational processes. Our commitment to transparency and communication, though we still have room to grow, is one of our vehicles that has resulted in stakeholder engagement and support. We truly embrace the belief of shared leadership as a means to transform all district processes. As a result of continuous growth over the past three years, FCS is now focused on the true work of ensuring all students experience success and are prepared for college, career, and life.

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ATTACHMENT SUMMARY

Attachment Name	Description	Item(s)
 Classroom Walkthrough Data	Classroom Walkthrough Data using eleot	
 District Accomplishments	List of district accomplishments as of Fall 2017	
 FCS Strategic Plan	The district's strategic plan for 2016-2021	
 FCS Strategic Planning Page	FCS Strategic Planning Page	
 Strategic Framework 2.0	Strategic Framework 2.0	