



WEEKLY LEADERSHIP CONNECTION

Friday, February 13, 2015



● **IMPORTANT MESSAGE**

Principals, Fleming County Schools is currently in the process of developing a plan to have the most National Board Certified Teachers in Kentucky. Through several discussions, we have an idea of how to assist teachers in becoming a National Board Certified Teacher (NBCT). If you can help us in identifying teachers who may want to become a National Board Certified Teacher, please forward those names to Mrs. Eldridge and Mr. Emmons by **Friday, March 6, 2015.**



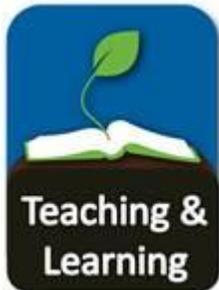
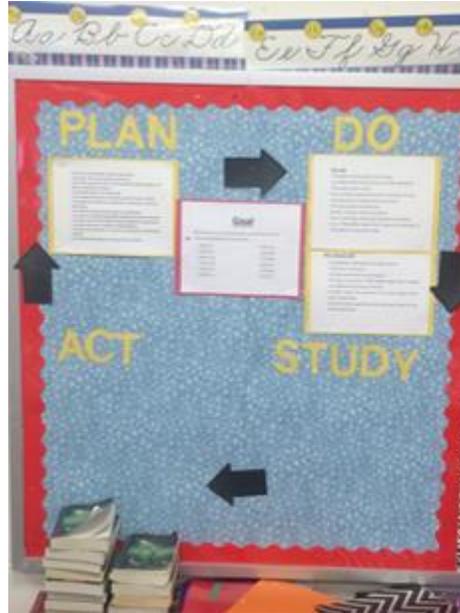
● **DISTRICT MESSAGE**

Our vision is to become a “District of Distinction,” a clear and simple message that has been conveyed during the 2014-2015 school year. It resonates, its appealing, but more importantly it is relevant to the stakeholders of Fleming County Schools. Throughout the year we have conveyed the message that we want to be the best, to be a model for public education in Kentucky. The focused work that has been accomplished by our students, teachers, administrators, board members and parents is amazing. Close your eyes for a few minutes and just think what FCS has accomplished over the past two years, especially this year by working together and communicating.

Communication is a component that the district has focused heavily on this year. We take pride in making sure that the district website is updated regularly and all information can be found in one central location. The technology staff works daily on improving information access through the district website. Additionally, we utilize several other modes of communication such as: email, newspapers and Twitter. A District of Distinction does not confine itself to just one means of communication but utilizes a plethora of strategies to reach each and every stakeholder. This means FCS can do even more and we are looking at other additional ways to get our message out to stakeholders.

We are most proud of the use of district committees to deliver our message, but more importantly to receive input. The district has received invaluable feedback and input about district processes that has led to changes in many areas. At the end of the day – committees assist the district in improving our two-way communication.

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 classroom PDSA in Mrs. Grannis’ classroom. Not only did Mrs. Grannis (HES teacher) have a classroom PDSA, each student had their own PDSA and could clearly communicate the purposes: goal setting and continuous improvement. Way to go Mrs. Grannis! And HES staff! Furthermore, this is a shout out to an effective PLC at HES!



● **TEACHING AND LEARNING**

As we all know and have been focused on for quite some time, data and the usage of data in our classrooms is of great importance to both the teacher and the student. We often talk about using our data to target students who have not mastered standards and skills and who need remediation or intervention; but we seldom talk about extensions or acceleration. In the same way that we target our students who need assistance or “RTI” we need to be targeting our top students as well. Our highest level students are not being challenged appropriately in all classrooms. Teachers and principals should reflect on current practices and develop a plan of action for moving forward with strategies for addressing our most capable students.



● **PERSONNEL**

How many steps does it take the Fleming County School District to hire a person for a vacant position from beginning to end? I can honestly say, “a lot”. A district in the state had forty eight steps to complete before a person could begin work. But after reviewing their hiring processes, this

district was able to cut the process down to eighteen steps. I know for sure in this district it will take more than eighteen steps to hire someone. It is always good practice to revisit a current plan and assess the plan assuring it is working efficiently. So, in order to become more efficient, the Personnel Department will begin a review of current hiring policies and processes in the upcoming weeks. Our goal will be to make the hiring process as efficient as possible by eliminating unneeded steps, allowing for all staff to concentrate and focus on our vision "To become a District of Distinction."



● **TECHNOLOGY**

The Kentucky Academy of Technology Education (KATE) is a resource available to all Kentucky educators. The mission of KATE is to impact student learning by promoting best-practice uses of technology and 21st Century Learning. KATE is committed to providing visionary leadership and high-quality resources that are readily available to educators in the Commonwealth of Kentucky. KATE, which is housed at Murray State University, provides technology integrated lesson plans, links to quality education resources, evaluated mobile apps for each grade level and subject, software tutorials, professional development, and other resources. To access these resources or to sign up, visit their site [here](#).



● **EXCEPTIONAL CHILDREN**

At this point in time we are going to put a hold on implementation of preschool in our schools. With the mandatory salary increases and the amount it takes for setup of classrooms, playgrounds and transportation expenses, we don't feel that our State Preschool dollars could substantiate the setup and implementation costs, especially this first year. Asking for help from General Fund to cover extra costs is not an option for the coming year, again due to the mandatory salary increases, etc. However, we are still going forward with the Preschool Committee (which will meet soon), and we will use the 2015-16 school year to plan and prepare for full implementation in the 2016-17 school year! If something were to change in the budget that allowed for pre-school funding we will notify everyone immediately. We are committed to implementing a pre-school program and funding a full-day kindergarten program!



● **FINANCE**

During recent legislative sessions, the General Assembly has been forced to make difficult budgeting decisions while dealing with continuing shortfalls in revenue. The General Assembly and school districts rely on the Support Education Excellence in Kentucky (SEEK) funding formula, using a mixture of state and local tax dollars, to ensure funding equity across the state. While SEEK has been spared cuts in the past, there is continued interest in finding ways to fund education while encouraging reduction of

expenditures where possible. The foundation of every financial plan is the budgeting process. Our process is one that looks at the end in mind and we must continue to be diligent in our endeavors. Our goal is to make sure the limited resources the District receives makes it into the classroom.

UPCOMING EVENTS

▪	Monday, February 16, 2015	District Team Meeting at 9:00 am – SMS PLC Room
▪	Monday, February 16, 2015	FCHS Schedule Training (All Day Event) – Board Room
▪	Monday, February 16, 2015	Curriculum Design Team at 4:00 pm – Board Room
▪	Tuesday, February 17, 2015	FCHS Schedule Training (All Day Event) – Board Room
▪	Tuesday, February 17, 2015	Monthly Custodian Meeting at 9:00 am – SMS Auditorium
▪	Tuesday, February 17, 2015	Monthly Cafeteria Meeting at 1:00 pm – Admin. Office Area
▪	Wednesday, February 18, 2015	FCHS Schedule Training (All Day Event) – Board Room
▪	Thursday, February 19, 2015	Monthly Transportation Meeting at 8:30 am – Board Room
▪	Thursday, February 19, 2015	Elementary Principals’ Meeting at 4:00 pm – FC Admin Conf. Room
▪	Friday, February 20, 2015	Crisis Team Training at 1:00 pm – Board Room All Student Services Personnel