FLEMING COUNTY SCHOOLS

WEEKLY LEADERSHIP CONNECTION

Friday, September 11, 2015

● ACCREDITATION TIP

Administrators, current and past achievements are important; however, the process is critical. As you prepare for accreditation and look beyond, evaluate the process that led to the achievements. Is the process systematic, regular and documented? Accredited districts can show how achievements were planned (strategic), stakeholder involved, communicated, and systematic.

KTRS

● IMPORTANT NEWS

Administrators spread the word! The FCEA is sponsoring "Wear Black" this **Friday, September 18, 2015** to help make faculty, staff and public aware of the ongoing problems and concerns with the KY Teacher Retirement System. The KTRS is critically important, not just for retirement purposes, but for long-term quality in the classroom. Without a stable retirement system, Fleming County and Kentucky will face long-term teacher recruitment and retention issues that will lead to negative consequences in the classroom. **Wear Black** this Friday to bring awareness to this important issue in Kentucky. If you have any questions, please feel free to contact George McKee, President of the FCEA.

WE ARE FC

● DISTRICT MESSAGE

Organizations that fail to plan long-term, fail to progress, fail to succeed. Keep that in mind as you develop or update your school improvement plans this year. Long-term planning is one component that the district is still working toward, making sure that we are planning for the next 3, 5 and 10 years. Last year, the Fleming County Board of Education tentatively approved the district's strategic goals focused on the following areas: 1) Teaching and Learning; 2) Finance; 3) Communication; 4) Culture; and 5) Accountability. The next few months will be critical as we finalize the district's Vision 2021 plan.

Beginning in October, the district will be working with each school to develop a long-term plan focused on Capital Outlay 1 and 2 needs. Capital Outlay 1 projects are focused on facility needs, while Capital Outlay 2 projects are focused on equipment needs such as desks and chairs. The Capital Outlay process will be an annual process focused on budgeting for the future, a long-term document that will aide in making sure resources

	are reaching the classroom. School administrators will be heavily involved in the process and a training will occur after-school during the first few weeks in October – more details to come. The Capital Outlay process will assist the district in prioritizing needs in each school and throughout the district. Last spring, the district did a great job at creating long-term curriculum plans for K-8 reading and math. The long-term plans have been successful because of the process – we allowed teachers to develop plans that were focused on increasing student achievement – college and career readiness. As we begin long-term planning in other areas, stakeholder input will be just as critical. We need buy-in from stakeholders, which requires that we engage stakeholders in the process. The school improvement plan process, at the end of the day, is a long-range plan focused on increasing student achievement. As you begin or approach the end of the process, reflect on how the school improvement plan increases student achievement and improves the teaching and learning process. The plan should clearly address student achievement through the teaching and learning process. Keep in mind that the school improvement plan is a critical component of the AdvancED's Accreditation process. Not only is the plan important, but so is how the plan is used systematically. The use of the school improvement plan should be documented and regularly, systematically used in making decisions pertaining to student achievement and the teaching and learning process. Long-range planning is key to creating a high-performing school district with high-performing schools. High-performing districts and schools did not develop overnight or through spontaneous occurrence. What separates high-performing from low-performing organizations is the organization's commitment to a strategic plan and stakeholder buy-in. As school administrators we must remember to remain committed to our vision while also engaging stakeholders. As a school district, we must remain focused on the long-term, so that our short-term goals are relevant and aligned to the district's vision of becoming a "District of Distinction." Lastly, follow me on Twitter at **#FCSSuper** where you can receive information, snapshots of events, or even "I Gotcha Moments." Below, look at Ewing Elementary's new Vision Statement posted clearly in the front lobby area – very eye catching! Go Pirates!

● **TEACHING AND LEARNING**

As mentioned in last week's Leadership Connection, the Instructional Transformation Grant activities for the 2015-16 school year kicked off with an event on August 31 in Lexington. Here in FCS, work with our K-8 coaches began with workshops for MDC coaches on Thursday (K-3) and Friday (4-8) where they reviewed the goals for the IT Grant, engaged in deep examination of math standards, participated in discussion of mathematical practices, and prepared for upcoming Formative Assessment Lessons. The sessions on both days were facilitated by Renee Yates, State-wide MDC Consultant, and Wayne Stevens, Effectiveness Coach. LDC coaches, grades K-8, will work with Kelly Philbeck on Monday and Tuesday in similar sessions.

MDC	LDC	Grade Level
Teresa Montgomery	Amanda Fugate	K
Cindy Blanton	Christy Perkins	1
Janet Leet	Kim Shannon	2
Lisa DeHart	Julie Gay	3
Tammy Johnson	Patsy Adams	4
Shawnda Fizer	Amanda Singer	5
Stacey Tranbarger	Carla Prather	6
Shawna Singler	Brandi Cooper	7/8

The District Instructional Leadership Team (DILT) will have its first meeting on **Thursday, September 17 (4:00-6:00) in the CO Board Room**. The DILT's purpose is to analyze data, measure effectiveness, and evaluate the implementation of curriculum/instruction in the district and the impact it has on student achievement. This involves acting as a quality assurance team for the implementation of the Instructional Transformation Grant (mentioned above) and the Standards for Quality (Advanc-Ed/Diagnostic Review), as well as assist the district (and schools) with identifying next steps for improvement and/or professional learning needs. Representatives on the DILT are:

School	Representatives	School	Representatives	Meeting Dates
WES	Terra Greer Patsy Adams Stacey Tranbarger	HES	Carol Thompson Jodi Grannis Julie Gay	~~August 20~~ September 17 October 15 November 19 December 17 January 21 February 18 March 17 April 21 May 19*
EES	Michelle Hunt Samantha Franke Jill Bradley	FES	Angie Jackson Stephanie Edmond Teresa Montgomery	
SMS	Jesse Bacon Shawna Singler Cindy Combs Stacey Fite Social Studies - vacant	FCHS	Stephanie Emmons Tiffany Lane Jacqueline Burton Kent Grannis Corbin Marshall	
District	Brian Creasman Lesia Eldridge	KDE (Support)	Wayne Stevens, EC Ken Bicknell,	

					ERL Felicia Bond, ERS Charlotte Jones, ERS		

● **PERSONNEL**

Personnel is continuing to take applications for three vacant positions in the district. The positions include an Instructional Assistant at EES, as well two Special Education Assistants at Ward Elementary and Ewing Elementary Schools. All three positions became vacant once the school year had already begun. Ewing Elementary has interviewed for their position and both Ward and Flemingsburg Elementary will be interviewing in the next few days. The goal will be to fill these positions by September 18th.

The district conducted its second substitute teacher training on September 4th for 15 new substitute teacher candidates. This training was designed to orient the substitute teachers with the school district and its six schools as well as providing training on a variety of other topics. These topics included, school safety, district expectations, confidentiality, restraint and seclusion, and blood borne pathogens. With the hiring of three new fulltime staff members as well as adding additional names to our substitute list, will only help our district to continue down the road to becoming a "District of Distinction."

● **EXCEPTIONAL CHILDREN/PRESCHOOL**

Nothing new in the area of EC! Case managers have prepared a yearlong calendar of due dates for annual reviews and 3 year re-evaluations in an attempt to stay within timelines. Reminders will be sent to them as due dates draw near so that we don't exceed those timelines. Encourage them to start early so that we can schedule Dr. Amend's people in a timely manner!! I understand that some circumstances are out of our control, and if that causes us to miss a due date, make sure we document the reason!!

December 1 will be here sooner than we think! All documents in IC must be locked in order to roll in for December 1 Child Count!! We will start running reports soon and trying to clean things up in IC! Of course, the new documents in IC continue to be a challenge for everyone!

FCHS and SMS teachers will be participating in a training during an upcoming PLC on Transition!

We continue to get referrals from First Steps for kids turning 3 and in need of services. Last year, due to numbers, we were able to use one of our

	Special Education teachers for all of our Head Start referrals. However, those numbers have changed and the case manager assigned to those DD referrals will now be the teacher at the school where that student will attend. This will require those teachers to attend a couple of ARC meetings at Head Start for referral and evaluation, and will add to their caseload numbers. This does not include those students who are Speech only. It has been a hectic start with increased caseloads, new staff members, staff members yet to be hired, and the challenges with the new IC documents....but hopefully we are getting settled in and in a routine!! Thanks for all each of you do for our students!!
	● **TECHNOLOGY** This week, we received notification that our five USF (Universal Service Fund) applications were approved for funding of nearly $250,000.00. This federal program allows us to receive discounted rates on technology services and equipment. Our funding is based upon the socioeconomic status of our students, specifically the free & reduced lunch status. Our district participation in the Community Eligibility Provision for school nutrition affects the formula that is used to calculate our discount. Currently, the district is responsible for the cost of 20% of the goods and services requested through the program, and the other 80% is discounted. This year, we once again applied for our district internet access and were awarded $137,817.60. In addition, we received $37,440 for voice services. The voice services category is being phased out of the program, so the district is responsible for 40% of the cost this year, 60% next year, 80% the year after that, and finally the full portion of the charges the following year. This restructuring of eligible services has resulted in more funding for other categories, namely wireless connectivity. In the past, we filed site-specific applications for each school. FCHS had the lowest rate of participation in the free & reduced lunch program, rendering them ineligible for past funding. Changes to the program have resulted in district-only applications and $150 per student for wireless connectivity over the next five years, resulting in funding availability for all schools. As a result of this, we were awarded $72,585.73 in USF contributions to replace and upgrade the FCHS wireless network. With the district contribution of $18,146.43, this will result in $90,732.16 in much needed improvements at FCHS beginning this semester. We will continue to apply for funding through this program in order to bring all schools up to the level of connectivity we need to optimize our instructional program.

● **FINANCE**

The past few weeks have been dedicated to our September payroll. This is the first pay period that includes every employee for the new school year. The problem last year 2014-15 with the September payroll is that we had not received our local taxes by this time and the payroll was over $800,000. We began the month of July with $525,000 so you may see the issue. September 19th of last year was a nerve racking day but when it ended you were paid and I didn't go in the red.

Last year in September just a few weeks after coming back I told the board at the tax hearing that' "I would do my best to be a good steward of the finances for the students of Fleming County."

Here is a few examples of how we worked together and moved forward:

1. Direct Deposit saved an estimated $15,637
2. Removal of extended days saved an estimated $15,000
3. We traded how 5 people were paid and it saved $40,000- too complex to explain.
4. Medicaid reimbursement increased by $60,000
5. Transportation absorbed a route and we didn't replace a retiring driver. Utilizing the Fleet cards and lower fuel costs saved $60,000.
6. Facilities absorbed two custodians through attrition.
7. Food and Nutrition absorbed two positions and utilized a new bid list saving over $40,000.
8. Energy savings this year saved an estimated $93,000.
9. Policies and procedures were updated and used.

These are just a few highlights of how we worked together as a school community but we are much more than that. The community of Fleming County helped support our school through a 4% tax increase for an additional $141,000 to the District. However we began purchasing our fuel from in county adding over $246,000 back into the local economy. This year we will receive an additional $111,000 from Fleming County residents but once again we are trying to give back through our CEP program with free lunches. Last year families paid over $213,000 for meals and this year it is free. The tax increase for the past two years equates to $14 for a $100,000 home. We are ranked 152 of 173 in being the lowest tax rates in the state for 2014-15.

Once all of these factors are considered the question is how does this reflect in the classroom? In the school system you may have heard the term per-pupil-spending. This is the actual monetary amount that FCS spends on individual students at each school.

Hillsboro = $8800
Ward = $8417

	High School = $7688 Ewing is $7332 Simons = $7081 Flemingsburg = $6983 Thanks for all your hard work.

UPCOMING EVENTS		
▪	**Monday, September 14, 2015**	LDC Training, District Office (All Day Event) – Selected Staff
▪	**Monday, September 14, 2015**	District Team Meeting at 9:00 am in the Board Room
▪	**Monday, September 14, 2015**	Senior Leadership Team Meeting at 10:30 am (District Office)
▪	**Monday, September 14, 2015**	NBCT Meeting, District Office at 4:00 pm – Selected Staff
▪	**Tuesday, September 15, 2015**	LDC Training (Grades 4-8), District Office (All Day Event)
▪	**Tuesday, September 15, 2015**	District Wellness Meeting, District Office at 3:00 pm
▪	**Wednesday, September 16, 2015**	Simons Middle School Open-House (5:00 – 7:00 pm)
▪	**Thursday, September 17, 2015**	Transportation Meeting, District Office at 8:30 am
▪	**Thursday, September 17, 2015**	School Nutrition Meeting, District Office at 1:00 pm
▪	**Thursday, September 17, 2015**	DILT, District Office at 4:00 pm
▪	**Friday, September 18, 2015**	Wear Your Black Day – KTRS Awareness Day

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Our Vision is to become a "District of Distinction"