



# Owen County Schools

*Our mission at Owen County Schools is to provide opportunities and resources where all students will develop perseverance and a passion for lifelong learning in a safe, supportive, educational environment.*

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## Board of Education Report January 2022

As we begin the 2022 calendar year, our focus continues to be on the following: (1) School Focus Meetings, (2) PLCs (School and Leadership), (3) School and District Improvement Planning/Monitoring, (4) Review of Professional Learning, and (5) ELEOT Classroom Walkthroughs. Each of these are focused on our efforts to be intentional around our school improvement efforts.

As I state each month, we continue to focus our efforts, responses, and work around learning experiences for students this school year and modifying our plans based on data and the needs of our students. Our district improvement plan, and our monitoring for improvement, continues to stay focused on five strategic themes: (1) Graduate Profile, (2) Literacy/Numeracy, (3) Personalization, (4) Safe and Healthy Students (formerly Social and Emotional Learning), and (5) Recruitment and Retention. These strategic themes will continue to be our focus as we implement and monitor our plans for the 2021-2022 school year.

### **Mission**

*Our mission at Owen County Schools is to provide opportunities and resources where all students will develop perseverance and a passion for life-long learning in a safe, supportive, educational environment.*

### **Vision**

Owen County *students/staff* will:

- R**espect others
- E**xperience Learning
- B**uild relationships
- E**xpect Excellence
- L**ead
- S**eek Opportunities

### **Core Beliefs**

1. We believe that all students should be provided hands-on, personalized learning opportunities that inspire and engage them in self-discovery, curiosity and life application.
2. We believe parents must be engaged to play a well-defined and meaningful role in the lives of their students at school.
3. We believe that students need to be challenged intellectually so they DO NOT fear the challenge but embrace it.
4. We believe that everyone does not learn in the same way. Some require more time, resources and different ways of teaching to be successful.
5. We believe our students deserve the best possible educational experience regardless of their backgrounds.
6. We believe compassionate teachers need to challenge their students to achieve their desired success.



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## **Collective Commitments**

1. We will challenge students by utilizing multiple resources and teaching strategies to create hands-on, personalized learning opportunities that meet the diverse needs of our students.
2. Schools will commit to training all teachers in personalized learning and expect its implementation.
3. We commit to changing classroom instruction in order to provide hands-on engaging opportunities for our students.
4. Model and communicate our vision to students and our community!
5. We will actively engage families in their child's education by providing interactive opportunities to be involved in the learning process.
6. Continue commitment to Leader in Me instruction – progress monitoring and character development. (Elementary and Middle School)
7. Establish a process that fosters and collects student voice input.

Over the course of the last month, December 9, 2021 - January 12, 2022, I have worked on the following items:

## **INSTRUCTIONAL SUPERVISOR**

- We conducted our Administrators' Meeting on December 9th. This was a roundtable discussion focused on operational plans and communications prior to leaving for the break. Staff will report on Monday, January 3rd. So, we needed to follow up on some logistics as we prepare for everyone to return after the holidays.
- I met with Lisa Smith, CRSSA Team with OVEC, on December 14th to discuss our instructional protocols that we are working on as expectations across the district. Teresa Dempsey and I have been meeting to discuss and put protocols in place. She will be meeting with principals to discuss further.
- I met with Teresa Dempsey on December 14th to discuss her plans for when we return from the break. She will continue to work with teachers and focus on instructional coaching cycles, support principals in PLCs, and she is developing a book study around co-teaching in classrooms since this was an identified need during our needs assessment process in the Fall. She will also continue her support in each building based on her service delivery plan.
- On December 16th, I held my focus meeting with Brian Gognat to discuss his 30-60-90 Focus Plan along with other agenda items.
- For the month of January, focus meetings will be delayed to later in the month to accommodate for our return to school the first week in January. So, I will report on both January and February focus meetings in my February report. However, as always, our conversations will be focused on the following: intentionality, accountability, and supports as we focus on Leadership Capacity, Learning Capacity, and Resource Capacity.
- On January 3rd, our curriculum day was focused on the prioritization of standards and updating our scope and sequence documents across the district. The goal is to re-align ourselves and prepare for the upcoming semester. A link to the presentation can be found at the following link:  
<https://docs.google.com/presentation/d/1WZto97HLSPQ7poxqcrjoh1kCZqtrWYHDm3AaWvF7oIk/edit?usp=sharing>



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- Sharen Hubbard, and I continue to meet to discuss new staff supports, mentor/mentoree supports, and school/community engagement opportunities in our schools and community. As stated last month, she is currently working with each school on their culture plans and helping support Title I services through needs assessment surveys and other data collection methods.
- I continue to meet with Teresa Dempsey as she continues her focus on new teacher supports, instructional coaching, and a focus on continuous improvement in our classrooms. At this time, she is focused on supporting our ELA and Math classrooms along with our new staff. She is also heavily involved in our PLCs at each school as well as beginning to focus on instructional coaching cycles. At this time, she has 6 teachers who are participating in instructional coaching cycles with her. A lot of her work right now is gathering professional learning data from teachers and staff to assist school/district administration with professional learning plans for the 2021-2022 school year.
- Also, as stated last month, we are continuing to work on updating our scope and sequence documents as well as the use of student technology in the classroom. This is a focus for each principal, as well as technology and myself, as we follow up on our curriculum work. We are continuing to review the curriculum documents as we make adjustments.
- As stated last month, we are continuing our branding efforts on our core beliefs, mission, vision, and collective commitments in Owen County Schools. Schools are communicating the mission and vision each day to students virtually. In addition, we are making plans to increase communication to all our stakeholders in the community. Our Graduate Profile work will be included in our efforts once we present to you in the coming months. Our goal is to have a Graduate Profile for you to review at the September board meeting. We will be meeting with middle school and elementary staff in the coming weeks for feedback on the current draft.
- I continue to meet with Lisa Allen and Carrie Wilhoite to discuss their plans and potential projects for the upcoming school year. We discussed instructional technology resources and goals for the 2021-2022 school year. At this time, we are working on the use of Lisa and providing additional resources and support to teachers on the integration of technology in the classroom through collaboration with the instructional coach position. Plans are being finalized to work with our teachers in PLCs on how to implement the standards in classrooms and to assess based on competencies. Carrie is also working on a vision for technology for the district to support teaching and learning in classrooms across the district. We will be meeting later this month to discuss her draft of this work.
- Below is our eleot Classroom Observation Data from November that was shared last month. Our next round will take place later in January.

## eleot Reporting Results [Reporting](#)

All (243) Certified Observers (136)

|                    | A    | B    | C    | D    | E    | F    | G    |
|--------------------|------|------|------|------|------|------|------|
| Elementary Schools | 3.20 | 2.96 | 3.48 | 2.70 | 2.65 | 3.57 | 1.21 |
| Middle Schools     | 2.69 | 2.44 | 2.87 | 2.38 | 2.32 | 2.96 | 1.74 |
| High Schools       | 2.91 | 2.81 | 3.06 | 2.69 | 2.68 | 3.09 | 2.06 |
| All Schools        | 2.92 | 2.75 | 3.10 | 2.62 | 2.59 | 3.15 | 1.82 |
| Network Average    |      |      |      |      |      |      |      |

**Domain G (Digital Learning Environment) continues to be an opportunity for growth as we focus on student creation and collaboration.**

Overall Score: **2.74** Network Average: **2.75** Ⓢ

A. Equitable Learning, B. High Expectations, C. Supportive Learning, D. Active Learning, E. Progress Monitoring, F. Well Managed Learning, G. Digital Learning



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## **FEDERAL PROGRAMS/GRANTS**

- At this time, we are implementing our ESSER III Plan. Kathy, Leah, and I continue to meet with principals and various stakeholders to discuss the spending plans and to begin implementation of the use of these funds to support students across the district. We met on December 10th to discuss the status of our budget and current needs at this time.
- Dr. Stafford, Kathy Faulkner, Leah, and myself met on January 3rd to discuss the draft budget for FY 2022-2023. At this time we are reviewing school/department needs assessments and beginning the developing of the budget. We will be meeting again this month along with school and district leadership to continue the process.
- I met with Kathy and Leah on January 10th to complete the Title IV Consolidated State Performance Report Survey. This was due to KDE by Friday, January 14th.
- We have submitted our Consolidated Application for Title I, II, III, and IV funds, received approval, and are now implementing those budgets and programs.
- Becky Gibson is making home contacts and working with the parents and our community as we focus on engagement in our schools during this pandemic and supporting students on remote learning. There will be an increased focus on family engagement in our schools this year as we re-engage families as active participants. Sharen Hubbard is working on school and community engagement activities as well. However, her main focus is on supporting new teachers, working with our guest teachers, and focusing on culture and climate within our schools and district.
- Kathy Faulkner and I continue to meet with schools and programs concerning their budgets, current expenditures, and spending plans as we implement 2021-2022 budgets and work on FY 2022-2023.

## **PROFESSIONAL DEVELOPMENT**

- Teresa Dempsey, school leadership, and myself continue to meet and develop professional learning plans for each school and district for the 2021-2022 school year. These plans will be approved in February so all professional learning can be scheduled by April 1, 2022.
- As stated last month, we are following up on the following professional learning through PLCs that was delivered during professional development this summer: literacy/numeracy instruction, science, writing, effective use of professional learning communities, student engagement strategies, and curriculum development. There is also a focus on instructional coaching and a common lesson delivery model as we support our classroom teachers and provide more intentionality with our planning and supports.
- Dr. Stafford and I continue to meet to discuss business collaboration, professional development, dual credit, leadership development, and learning opportunities for students and staff. Our goal is to increase learning opportunities for all students in reading and mathematics as we increase the number of our students college and career ready.
- As stated in the beginning of this report, our strategic themes in our District Improvement Plan are as follows: (1) Graduate Profile, (2) Literacy/Numeracy, (3) Personalization, (4) Safe and Healthy Students (formerly Social & Emotional Learning), and (5) Recruitment & Retention.



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## COMMUNITY ENGAGEMENT

- I continue to serve on the Board of Directors for the Owen County Chamber of Commerce. In addition, I am chairing the Leadership Owen County Committee. I will also be a member of the WorkReady Community Committee again this year once this group gets up and running..
- I continue to meet with the Owen County Chamber of Commerce Leadership Committee to discuss Leadership Owen County earlier this month that will begin in February 2022. We continue to firm up our plans to structure the program, promote the program, and establish deadlines for all the work ahead of us to engage our community in leadership within the Chamber of Commerce and our community. We met on January 12th to firm up the agenda and prepare for the opening retreat in February.
- I continue to work with Northern Kentucky University to develop an Assistant Principal network that will support new administrators in schools. We will be meeting later this month to plan the focus of the program, develop needs assessments, and create plans on how to move forward with this support program. However, the program has been postponed and plans will continue to be made in February.
- I continue to meet with David Gabbard with the Owen County Extension Services to continue our conversations to see how we can partner and offer enrichment opportunities for students. We are working on a plan for Spring and Summer Programming. We plan on meeting in January to discuss plans on how to get more students involved at the secondary level.
- We continue to collaborate with the Owen County Public Library, Owen County Chamber of Commerce, Three Rivers Health Department, and local government. The Owen County Public Library continues to provide resources and support in our literacy work. We continue to discuss ways to collaborate together through additional opportunities. The Chamber, The Health Department, and local government continue to work with us as we respond to COVID-19 and its impact on our community.
- Dr. Stafford and I are always looking for ways to engage the community and find collaborative partners to work with our schools. We are excited about the work this year as we drive the district's vision and mission moving forward. In addition, we plan on continuing to gather input from all our stakeholders this next school year as we focus on the development of our Graduate Profile as well as work on continuous improvement in Owen County Schools.



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## **Owen County Schools' 2022 District Improvement Plan Summary**

### **Five Strategic Themes:**

- (1) Graduate Profile
- (2) Literacy/Numeracy
- (3) Personalization
- (4) Safe and Healthy Students and Staff
- (5) Recruitment and Retention

### **Comprehensive District Improvement Plan Goals**

#### **Goal 1 (Proficiency):**

By the end of the 2022-2023 school year, 70% of students will be Proficient/Distinguished in Reading and Math as measured by the NWEA MAP (elementary and middle) and ACT (high) assessments.

#### **Goal 2 (Separate Academic Indicator):**

By the end of the 2022- 2023 school year, 70% of students will be Proficient/Distinguished in Writing and Science as measured by the NWEA MAP assessment for Science and locally designed assessment for Writing.

#### **Goal 3 (Growth):**

By the end of the 2022-2023 school year, Owen County Schools will increase the percentage of students meeting or exceeding their projected growth in reading and math by 20% each year as measured by the NWEA MAP assessment.

#### **Goal 4 (Achievement Gap):**

By the end of the 2022-2023 school year, we will reduce the percentage of students scoring novice by 30% in Reading/Math in the following subgroups: Economically Disadvantaged and Students with Disabilities.

#### **Goal 5 (Transition Readiness):**

By the end of the 2022-2023 school year, 85% of students in the graduating class of 2023 will complete the requirements for college and/or career readiness as measured by the definition set forth by the Kentucky Department of Education and the Owen County Schools' Graduate Profile for transition readiness.

#### **Goal 6 (Graduation Rate):**

By the end of the 2022-2023 school year, the 4-year adjusted cohort graduation rate for the Class of 2023 will meet or exceed 98%.



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## **Goal 7 (Safe and Healthy Students and Staff):**

The health and wellness needs of all students PreK-12 and all staff will be a focus of all schools and programs to improve physical activity, nutrition, and social-emotional learning.

## **Goal 8 (Recruitment and Retention of Staff):**

The recruitment and retention of staff will be a focus during the recruitment, hiring, onboarding, development of ongoing professional learning, and promotion of the district.



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## COMPREHENSIVE IMPROVEMENT PLANNING: MONITORING UPDATE AS OF 01/12/2022

| <u>Strategic Theme</u>           | <u>Critical Initiative</u>  | <u>Status</u> |
|----------------------------------|---|---------------|
| <b>Graduate Profile</b>          | Create a Graduate Profile with aligned goals and activities for all students PreK-12.   | LAGGING       |
| <b>Literacy/Numeracy</b>         | Teachers and students will participate in a common instructional framework that focuses on core standards, formative assessments, and planning for student engagement | ON TRACK      |
| <b>Safe and Healthy Students</b> | Teachers and staff will be trained on social and emotional learning through the Poverty Simulator, Trauma Informed Schools training, and the PREPaRE Workshop.        | LAGGING       |
|                                  | All students in Grades 3-12 will be administered the Resiliency Poll.   | ON TRACK      |
|                                  | Community partnerships will be identified and developed around supports for the social and emotional needs of students.   | ON TRACK      |
| <b>Recruitment and Retention</b> | Create a positive, public identity that encourages staff recruitment and retention.   | ON TRACK      |
|                                  | Provide opportunities for staff camaraderie.  | ON TRACK      |
|                                  | Recognize staff and teacher leaders.  | LAGGING       |
|                                  | Provide a structured staff induction process.   | LAGGING       |
| <b>Personalization</b>           | Implement personalized learning strategies and opportunities to increase student engagement.  | ON TRACK      |