

2018-2019 Phase Three: Executive Summary for Districts

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Russell County

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Executive Summary for Districts

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?

The Russell County School District is located in Russell County, Kentucky which is in the south central part of the state. The county rests along beautiful Lake Cumberland and is considered a major tourist attraction for many across the nation, which results in a profit margin for our county. Russell County has a population of 17,775 and is made up of predominantly white race/ethnic background. Our school system has 3,130 students from Pre-school to grade 12. We have 1,618 male students and 1,512 females. Students who qualify for free and reduced lunch is 73.4%. Our Hispanic population is currently 10%; English Language learners in our schools are 3%, with most of those families speaking their native language at home. Our special education population consists of 12.3% and is an area we are focusing on in all of our schools. With Response to Intervention (RTI), we focus on targeting and assisting students early so that we can reduce our referrals to special education. Russell County Schools consist of one high school with 845 students; one middle school consisting of grades 6-8 with 683 students; and three elementary schools, the largest being Russell Springs Elementary (Preschool - 5th grade) which consists of 711 students, Jamestown Elementary (Preschool - 5th grade) with 502 students, and Salem Elementary (Preschool - 5th grade) with 389 students. Our middle and high schools have a close working relationship with the Lake Cumberland Area Technology Center that serves our middle and high school students. Our Auditorium/ Natatorium Complex, which is located on our middle and high school campus, houses our 6th grade students and is also a place for our community to come and swim, attend community events, and facilitate workshops and trainings. The Russell County School District is employed with staff that truly cares and supports ALL of our students and families. We have 228 certified staff consisting of 22% male and 78% female. Teachers regularly pursue and obtain advanced degrees with 36.8% holding a Master's degree and 51% acquiring their Rank I degree. Our certified teachers have an average of 16.5 years of experience. According to the U.S. Department of Labor, Bureau of Labor Statistics, Russell County has an unemployment rate of 5.4% as of May 2018, which is down .2% from September 2017.

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.

The purpose of Russell County Schools is to provide a high quality education for ALL students to be productive, contributing members of society and have a quality life after public education. We also believe in providing our students with a safe learning environment where they feel comfortable to build relationships and are able to develop mutual respect among our school stakeholders. We hold high expectations for our students, teachers, and staff. We offer quality educational services to meet the diverse needs of our students. Career Readiness opportunities are offered to allow students a variety of avenues for them to explore while in school. Our EL, Migrant, and Family Resource Youth Service Programs are proactive and hands-on with families and students. They offer support services to reduce barriers and afford academic learning success. Our Gifted and Talented Education (GTE) works to meet the needs of accelerated learners by utilizing and partnering with regional, state and post-secondary sources. We offer special education and related

services to meet the varied and specific needs of our disabled learners. Russell County Schools strives to meet the needs of all our students. It is the mission of the Russell County School District to increase each student's academic and social achievements to a proficient or higher level while providing a safe and effective learning environment. The vision of the Russell County School District is to be committed to a culture of learning, one that honors knowledge, respects individuals, demands excellence, fosters life-long learning, and supports relationships that strengthen individuals, families, and community. **RUSSELL COUNTY SCHOOL DISTRICT BELIEFS:**

INDIVIDUALS * We believe that all children are naturally inclined to learn. * We believe that every person is unique and brings individual talents, experiences, abilities, interests, and learning styles to the district. * We believe that every person deserves to be respected. **LEARNING PROCESS** * We believe the learning process is enhanced by caring relationships built on mutual respect, self-discipline, initiative, and persistence. * We believe a commitment to continuous improvement and personal and organizational accountability are essential to the educational process. * We believe a culture for learning is nurtured and sustained by cooperation among students, parents, staff, faculty, taxpayers, and other stakeholders. * We believe knowledge enhances our lives because it gives us greater understanding of ourselves and the world around us. * We believe a sense of perspective and humor is important to the learning process. **LEARNING ENVIRONMENT** * We believe schools must establish supportive and engaging learning environments that nurture every child's natural inclination to learn. * We believe a healthy, safe, and secure school environment provides the best opportunity for learning. * We believe collaboration between family, school, and community is necessary to sustain a successful learning environment. * We believe successful learning experiences require positive relationships based on trust, collegiality, and open and honest communication. * We believe setting high expectations, modeling principled behavior, accepting personal responsibility, and displaying professional and personal integrity are essential to establishing a successful learning environment. The success of Russell County Schools is hinged on clearly aligning people around these beliefs, mission, and vision. When everyone sees and understands the big picture, the more successful we will become. Our administrative staff along with stakeholders created our vision for our school district. They always use information from the most recent TELL Survey, Student Voice Surveys, and Title I and Title IV surveys to help guide them on creating the vision and mission statements. Our mission, vision, and beliefs continuously drive what we do in our schools. The collaboration of our schools, district and stakeholders are an invaluable partnership in support of Russell County students. Everyone involved with the process truly had what is best for the students in mind. Equipping students with what they need educationally and personally to be the best at their career or college endeavors is the number one goal. We make efforts every day to become better for our students.

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.

NOTABLE ACADEMIC ACHIEVEMENTS RUSSELL COUNTY HIGH SCHOOL: Currently, our average ACT score in English is 19.2, which is above the state average of 18.8. Our ACT Math of 18.8 and ACT Reading of 19.8 is at the state level, along with our current ACT Composite of 19.3. The Transition Readiness Indicator of 77.3 places RCHS in the top 35 in the state. An additional accomplishment we are proud of is our Graduation Rate of 96.5, which is well above the state average of 90.3. **RUSSELL COUNTY MIDDLE SCHOOL:** RCMS performed high in achievement (74.7), gap (73.9) and growth (70.7). Novice was reduced in both reading and math while proficient/distinguished increased in both areas. Intentional tracking of students with progress monitoring of Reading Plus, IXL, MAP and other classroom assessment data, along with student goal-setting, was paramount in this success. The continuation of this work, along with a focus on creating clear, precise learning targets and ensuring students mastered them with congruent

assessment measures, landed Russell County Middle School in the top third middle schools in the state for 2017-2018, when comparing the three categories of Proficiency, Separate Academic Indicators and Growth. The proficiency scores in math and reading continued to increase for all students. It was the highest it had ever been at 79.9%. Our students were above the state average in all tested areas with the exception of science, which was only a difference of .8%. There was also a significant increase in the disability population for 8th grade social studies.

RUSSELL SPRINGS ELEMENTARY SCHOOL: The number of students at Russell Springs Elementary School performing at the Proficient and Distinguished levels on the 2018 KPREP test is higher than they have ever been. 66.7% of our students scored P/D in Reading compared to the state average of 54.6%. In Math, we were 14.0% above the state average with 62.9%. We also performed well above the state average in Social Studies with 74% compared to 53.0%, and in Writing we were 22% higher than the state average. Students scored well above the state average in every single content area and at every grade level tested. Another accomplishment is that we continued the trend of reducing the percentage of novice scores in all content areas. Academic Team – First place in District, Quick Recall first place in District and advanced to Regional play; 9 students placed in the top 5 in different subject areas advancing them to Regional competition as well; one student placed fifth in Science and one student placed fifth in composition, 4th grader, Natalie Bartrug, won school Spelling Bee and District Spelling Bee and participated in the state Spelling Bee

JAMESTOWN ELEMENTARY SCHOOL: At JES, we are always proud of our students' accomplishments. We hold award ceremonies every nine weeks to recognize student achievement with Accelerated Reader, academics, attendance, and behavior. Every year to increase math fluency, we host a Super Math Bowl for both primary and intermediate grades with great prizes for the top 12 competitors in each group. We have an outstanding JES Academic Team who competes and finishes well at the district and regional levels every year.

SALEM ELEMENTARY SCHOOL: During the past three years, we have continually focused on decreasing the percentage of novice/apprentice students in reading and math. Salem Elementary has chosen to focus on each child that is not reaching proficiency on KPREP testing, as well as, each child that is not reaching grade level on the universal screener. We have placed all of those students into RTI services. While our test scores this past year were not where we wanted them, we have quickly put strategies/activities into place to help increase student performance to the desired level. It is a process that is not going to happen overnight, but with diligence, hard work, and implementation of novice reduction strategies, we feel like our students can make gains in striving towards and meeting proficiency. Two district winners in the 4-H art contest, two championship ribbons in the 4-H demonstration contest, Piggy Bank design winner attended ceremony in Frankfort; participation in academic team and quick recall team.

NOTABLE INDIVIDUAL, CLUB, AND TEAM ACHIEVEMENTS RUSSELL COUNTY HIGH SCHOOL: 2017-2018 Marching Band Class AAA State Finalist (2nd place in class; 2nd place at Regionals; 1st place at Semifinals) Attended Bands of America Clarksville Regional and Grand Nationals Concert Band District Concert Festival Distinguished Rating (Grade IV) Several students in All-District Band, Western Kentucky University's Honors Band, Campbellsville University's Honor Band and Murray State University's Honor Band. 2018-2019 Marching Band Class AAA State Finalist (2nd place in class; 1st place at Regionals; 1st place at Semifinals) Attended Bands of America Oxford Regional (1st place in class; Finalist-5th place) and Clarksville Regional (3rd place in class; Finalist-7th place) Several students in All-District Band Colton Carnes—Wendy's Heisman Student Athlete School Winner Girls Golf Region Champion Volleyball District Champion Boys Bowling Team Region Champs Girls and Boys Basketball District Champs Baseball District Champs/ Region Runner-up Softball District Champs Swim Region Runner-up Cheerleading Region Champs/ Finished 3rd in state cheerleading competition

LAKE CUMBERLAND AREA TECHNOLOGY CENTER: Skills USA Regionals – 13 competed – 5 placed 1st. and advanced to state - Team of 3 Automated Mfg Team 1st place - advanced to state - Carpentry - 2 - 1st place – advanced to state State – 5 competed – - Team of 3 Automated Mfg Team placed 1st advanced to nationals HOSA State – several

competed – 1 - 3rd place and advanced to nationals Industry Certifications 2018 pass rate MNA – 90% NCCER – 100% Carpentry – 100% Electricity – 80% NIMS - 100% ASE - 100% Welding – KY DOT - 100% AWS 2-F – 100% Thus far this year, we have 100% pass rate for NOCTI & NIMS & 80% pass rate for ASE OSHA 10 certification: General Industry – 52, Construction Safety & Health – 24 Russell County Middle School: 8th grade Boys Basketball: CKMSAC Tournament Champions Baseball: CKMSAC Tournament Champions Middle School Cheer Squad: CKMSAC Tournament Champions Middle School Dance Team: STATE CHAMPIONS Softball: CKMSAC Tournament Champions CKMSAC: Central Kentucky Middle School Athletic Conference 8 teams: Adair, Campbellsville, Casey, Clinton, Green, Hart, Metcalfe, and Russell. AREAS OF IMPROVEMENT: Priority #1) The priority gap area in which the district is intentionally focused at the elementary, middle and high are students with disabilities in reading. We feel improving literacy will impact improvement in all the content areas. Using evidence-based literacy strategies in content area reading is an effective research-based intervention and will improve learning and comprehension with all students. Through the use of a combination of district and SRCL grant funding sources, we have allocated a considerable amount of funding to purchase research/evidence-based reading and math supplemental programs and provide high quality professional development in new literacy programs such as Artful Reading at the elementary and the Adolescent Literacy Model at the middle and high schools. Additionally, other early literacy programs and outreach activities for children and families with birth to five age children have been initiated, as well as, professional learning opportunities for all grades and content areas in literacy (interpreting text, differentiating and personalizing reading instruction/intervention and more). With SRCL grant, technology and other funding sources, computer programs have been purchased to help meet students at their point of need. These computer-based programs offer differentiated literacy instruction for students of all abilities in grades Pre-K–5. They also provide explicit, systematic, personalized learning in the six areas of reading instruction, targeting skill gaps as they emerge, and providing teachers with the data and student-specific resources they need for individual or small-group instruction. Other programs purchased such as common district benchmarking assessment, which includes an intervention component, allows educators to analyze student data and plan instruction to help meet all students, including students identified with disabilities, at their individual point of need. Priority #2) An additional area of needed improvement is in math achievement district-wide. Working to align the curriculum between and across grade levels with an emphasis on pacing guides is a priority. At the elementary level, a math constructed response format is being implemented in grades 3-5. Additionally, teachers are using Khan Academy and MAP Skills to individualize instruction for all students. At the middle school level, an educational consultant has been hired with Title V money to work specifically with special education and regular education teachers to improve math performance. IXL math is a tool used at both the middle school and high school. In addition, all juniors at the high school level will have a class in ACT prep to prepare them for ACT testing. Priority #3) Working to increase Kindergarten Readiness is a priority for our district. The Striving Readers Comprehensive Literacy Grant has allowed us to partner with daycares and other childcare facilities to provide literacy resources and training, including Brigance kits for assessment, that will hopefully make a difference in students' foundational literacy skills being developed early, so that in turn, we will have a decrease in students having learning disabilities when they reach kindergarten age. These resources and programs focus on language development, phonemic awareness, vocabulary, and comprehension. A literacy consultant has been assigned as a liaison to assist in these facilities. Also, additional preschool staff have been hired in an effort to increase preschool numbers. This has opened up additional slots for students who did not meet previous income or special education eligibility requirements.

Additional Information

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

Striving Readers Comprehensive Literacy Grant We were awarded the Striving Readers Comprehensive Literacy (SRCL) Grant for 2018-2019 through the 2020-2021 school years. This grant will help our district to communicate and promote a consistent message regarding the importance of quality early childhood learning experiences for achievement in the primary grades; the transition from primary to intermediate; the transition from elementary to middle; and the transition from middle to high school. It also helps us promote collaboration of local education leaders and the community in building a literacy culture. We are proud of our community partnerships that are already making a difference in promoting literacy and providing various avenues for these literacy experiences in our schools and community. We are focused on aligning the curriculum to Kentucky's Academic Standards as well as incorporating evidence-based literacy strategies across the contents. With the help of the SRCL grant and other matched funds, the district has and will continue to provide resources and tools that will aid children birth to grade 12 with appropriate literacy instruction and a balanced assessment system. Professional learning opportunities will be offered/provided that will foster a consistent, district-wide approach to teaching literacy through training and ongoing professional learning and support. Lastly, it has and will continue to help us provide special assistance and support to any student along the continuum and allow us to intervene with any student, including students who have disabilities, are English language learners, are homeless, who have dropped out of school, and for infants and toddlers ages birth to five. The SRCL grant will help us in affording disadvantaged and at-risk children/ students an opportunity to strengthen overall literacy for our entire community.

Lake Cumberland Regional College and Workforce Center In the fall of 2018, a groundbreaking ceremony was held on the main campus of Russell County Schools for the new Lake Cumberland Regional College and Workforce Center. This new state-of-the-art facility will provide educational and training opportunities for the entire Lake Cumberland area, thereby, increasing the percentage of people who enter college and the workforce with the necessary skills and knowledge to become successful and sustainable employees. In conjunction with the Kentucky Workforce Innovation Board (KWIB), the following sectors and pathways will be offered: Advanced Manufacturing (Welding Technologies, Industrial Maintenance, Computerized Manufacturing and Technology); Healthcare (Health Services); Information Technology (Business and Informational Technology); Construction Trades (Electrical Technology and Construction Carpentry); and Transportation/ Logistics (Automotive Technology). These sectors and pathways will afford the opportunities for skilled laborers to increase their employ-ability and enter occupations that pay higher hourly wages and annual incomes. Furthermore, through partnerships with local businesses and industries, it is expected that the Lake Cumberland Regional College and Workforce Center will be a hub for certifications, apprenticeships, and skills training. Additionally, the Lake Cumberland Regional College and Workforce Center will be a key component in meeting the future growth and expansion needs of Lake Cumberland area businesses, as predicted in the 5-year workforce demand data (within a 50-mile radius of the center) that projects KWIB sector job openings to be 10,206.

Apprenticeships Our Lake Cumberland Area Technology Center (LCATC) assists Russell County students by offering apprenticeship programs in local businesses. Currently, there are 8 apprenticeships (4 Industrial Maintenance, 2 Carpentry, 1 Computerized Manufacturing, and 1 Auto Mechanics) utilized by Bennett's Carpets, Stapp Trucking, Dr. Schneider's Automotive, and the Russell County Bus Garage. The apprenticeships ensure an hourly rate of 8.00 and hands-on experience that strengthens the apprentice's skills and provides an opportunity for entry level employment in local businesses.

Additional Safety Resource Officer Two additional School Resource Officers have been added this school year. Through a partnership with our county government, the City of Russell Springs, and additional Title IV funding, these two officers began the school year with our students. This team of officers has been working to build relationships with

the students on our main campus, as well as, working on a plan to rotate through each elementary school in order to foster a sense of trust and safety. These two additional officers will be attending the School Resource Officer Institute this summer in Richmond. Healthy Kids Clinic In an effort to promote health and wellness for students in the Russell County School System, we have partnered with the Healthy Kids Clinic. The Healthy Kids Clinic compliments traditional school nursing programs in an effort to facilitate positive health outcomes for students. Licensed health care providers are readily accessible and offer services to students during the school day such as immunizations, physical exams, and acute care visits. The Healthy Kids Clinic serves as a safety net for children in need and provides comprehensive healthcare to students. Through the Healthy Kids Clinic, we are able to keep students in school and ready to learn.

Attachment Summary

Attachment Name	Description	Associated Item(s)
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