



STRATEGIC PLAN

2016-2020



A Message from the Superintendent

Long-range planning has been an essential component of the Pulaski County School System's recent successes. However, until now, planning has been compartmentalized, each area of operations having been exclusively responsible for its own plan: curriculum, personnel, facilities, emergency management, and finance. With our Strategic Plan in place, formal consideration for all operations, and the ways they can work together more efficiently and effectively, will help to improve performance. As we always strive to do, we work in collaboration for the betterment of our students' and community's future.

Steve Butcher, Superintendent

School Board Members

Ms. Brandy Daniels, Chairperson

Mr. Randy Emerson, Vice-Chair

Dr. Michael Citak, Member

Ms. Dana Whitis, Member

Mr. Jim Wilson, Member

School District Administrators

Mr. Steve Butcher, Superintendent

Ms. Sonya Wilds, Assistant Superintendent

Mr. Pat Richardson, Assistant Superintendent

Ms. Teresa Nicholas, Curriculum Director

Executive Summary

The Pulaski County School System (PCS), Kentucky's thirteenth largest school district, ranks among the top 6% academically performing districts in the state - a Distinguished District. PCS services eight thousand students, P-12, in the south central region of Kentucky. We offer a rigorous education, preparing students for college, workplace, career, and beyond. Recognized as one of the top performing districts in Kentucky by the Kentucky Department of Education, PCS consistently achieves as one of the state's top ranking districts in college and career readiness, Advanced Placement, and Engineering (K-12), reflecting the district's commitment to a network of high standards of educational excellence.



Vision

Every student - college and/or career ready

Mission Statement

Pulaski County Schools will provide a safe, supportive environment to meet the individual needs of all students and ensure they are college and/or career ready.

Core Purpose

Prepare all students to succeed in their future. (in a global society.)

Core Beliefs

- We believe all students should be surrounded by an environment that will ensure their safety, stimulate their minds, and challenge their abilities.
- We believe in establishing high standards to ensure all students graduate college and/or career ready.
- We believe in continuous renewal to attain excellence in student achievement, and quality in system improvement for our district and schools.
- We believe in committing our resources to maximize student achievement, and student achievement is the determining factor in all decision making.
- We believe collaboration with students, faculty, staff, families and key community/state stakeholders is vital to our students' and district's success.
- We believe each and every student matters; outcomes should not be predictable by race, ethnicity, or socioeconomic status; equity is necessary for students and staff.
- We believe in the development of students' upright character so they may become conscientious and productive citizens.

Strategic Planning Process and Monitoring

At the beginning of each school year the Board-appointed Strategic Planning Committee will review the Strategic Plan, assess progress toward goal attainment, consider potential modifications to the plan, and submit a report to the Board of Education to document their findings. A new Strategic Plan will be constructed by the Strategic Planning Committee during the 2019-2020 school year.

Summary of Goals

1. Academics and Curriculum: Novice Reduction
2. Academics and Curriculum: Proficiency Increase
3. Equitable Access to Education
4. Communication
5. Technology
6. Facilities
7. Emergency Management
8. Finance



Academics and Curriculum

The Strategic Plan's academic goals are based on state-required annual goals in the Comprehensive District Improvement Plan (CDIP).

GOAL 1: Pulaski County Schools will decrease the number of Novice scores on the reading and mathematics K-PREP tests by 10% each schoolyear.

Strategy 1: The Supervisor of Secondary Education will work with principals and curriculum specialists to identify low-performing students, establish intervention programs, and monitor students' rates of improvement.

Strategy 2: The District will provide students access to computer-based, adaptive, reading and math instructional programs to meet their individual educational needs.

Strategy 3: The District will provide guidance for use of appropriate interventions through qualified psychologists, specializing in intervention strategies.

GOAL 2: Pulaski County Schools will increase the number of Proficient and Distinguished scores on the reading and mathematics K-PREP tests by .5% each schoolyear.

Strategy 1: The Elementary and Secondary Supervisors will work with principals and curriculum specialists to analyze fall, winter, and spring MAP testing data. They will collaborate to identify weaknesses and take actions to strengthen areas of need.

Strategy 2: Schools will implement with fidelity a Response to Intervention program to both monitor low performing students and improve their performance.

Equitable Access to Education

The Strategic Plan's equity goal is based on the Equity Plan, which is a sub-part of the CDIP.

GOAL 3: The Pulaski County School System will ensure that all students across the district receive equitable access to educational resources and opportunities for success.

Strategy 1: The District Improvement Plan Coordinator will monitor potential areas of inequity and annually report findings to the Board of Education.

Strategy 2: The Board of Education, with assistance from the District Improvement Plan Coordinator, will analyze available equity data to determine if actions are needed to balance educational resources and opportunities.



Communication

The Strategic Plan's communication goal is based on the District Communication Plan.

GOAL 4: The Pulaski County School System will regularly communicate with students, teachers, and community members via multiple information sharing platforms, including:

- a. Telephone – One Call Now
- b. Newspaper – Commonwealth Journal
- c. Local News – LEX18 (NBC 18), WKYT (CBS 27), WTVQ (ABC 36), WDKY (FOX 56)
- d. Website – www.pulaski.net
- e. Social Media – Facebook
- f. Social Media – Twitter

Strategy 1: The district's Public Relations officer will regularly communicate with local news agencies, maintain the district website, and manage social media accounts and the One Call Now database to consistently share information with the community.

Strategy 2: Schools will communicate special events with local news agencies, maintain their websites, and manage their social media accounts and One Call Now databases to consistently share information with the community.

Technology

The Strategic Plan's technology goal is based on the District Technology Plan.

GOAL 5: The Pulaski County School System will provide adequate technology resources and infrastructure to support schools in their efforts to meet goals outlined in their Annual Comprehensive School Improvement Plans.

Strategy 1: District and School Technology Leadership Team members will provide support for the use and implementation of instructional hardware and software, including trouble-shooting and professional development.

Strategy 2: The district will offer and maintain Internet and local network access to teachers and students, with an emphasis on ensuring safe Internet services by way of filtering software.



Facilities

GOAL 6: The Pulaski County School System will annually assess the renovation needs of each of its facilities to meet ADA requirements, improve energy efficiency, meet the educational and physical needs of each school, and prevent damage and decay.

Strategy 1: The assistant superintendent will work in collaboration with the schools and the Board of Education to ensure that funding is secured and appropriate actions are taken to maintain all district facilities.

Strategy 2: The Maintenance Director will coordinate the maintenance department personnel to prevent facility damage, make repairs, and ensure each facility maintains an appropriate level of safety.

Emergency Management

The Strategic Plan's emergency management goal is based on the District Emergency Management Plan.

GOAL 7: Emergency management plans and documentation for all facilities and programs will be kept up-to-date and remain aligned to the National Incident Management System.

Strategy 1: The District Emergency Management Coordinator will ensure that schools and local emergency first responders collaborate to establish emergency management plans, and that these plans are readily and easily accessible if needed.

Strategy 2: The District Emergency Management Coordinator will ensure that the Emergency Management Plan website is maintained, that appropriate personnel are granted access and trained in its use, and that all necessary documents are regularly reviewed for accuracy.

Finance and Budget

GOAL 8: The Pulaski County School System will operate within the constraints of its budget, allocating approximately 80% of its budget to the hiring of personnel, 20% to operations, and maintaining a 5% contingency fund.

Strategy 1: The Finance Officer, Personnel Director, and Superintendent will collaborate to ensure equitable and fiscally responsible personnel allocations are made for each of the district's facilities.

Strategy 2: The Superintendent, in collaboration with the Finance Officer, will ensure that the school system operates within the direction of the Board of Education and the budget constraints.