

# Barren County Schools Strategic Plan 2013-2018



# Barren County Board of Education

## **Robbie Toms, Board Chairman**

*"All of us want what is best for all the children of Barren County."*

## **Charlotte Beals, Vice Chair**

*"The future of our community and our state depend upon how well we prepare our children to live and contribute in the 21<sup>st</sup> century. It is my firm belief that it takes a partnership of parents, teachers and administration working together for our children to achieve their full potential."*

## **Kerry Dilley, Board Member**

*"Committed to providing every child in the Barren County school system the best education possible."*

## **Shelly Groce, Board Member**

*"I am pleased to serve the students, faculty, and community of Barren County. Together we can make a difference."*

## **Randy Simmons, Board Member**

*"A child's mind is like a seed, the proper preparation is the key to success."*





# 2013-2018 Strategic Plan for Barren County Schools Development Steps

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- Superintendent initiated Strategic Planning Process
- Steering Committee Meeting in January
  - To create Strategic Plan Committees
- February 11, 2013 – Historical perspective of Strategic Planning in Barren County
  - Overview of process
  - Introduction of committee chairs and meeting process
  - Goal setting using data, measurability and timelines (SWOT analysis)
  - Mission statement revision
- March 4, 2013 – SWOT analysis and goal setting
  - Committee reports
  - Group discussion
  - Mission refinement
- April 8, 2013 – Committee Presentations
  - Format of document
  - Monitoring of document
  - Communication to stakeholders
  - Board approval
  - Monitoring of plan



# Barren County Schools

## MISSION STATEMENT

Students attending the Barren County School System will achieve success in college or post-secondary education. This will be demonstrated by providing high quality 21<sup>st</sup> century teaching that leads to learning in a healthy, safe and supportive environment. We will provide experiences and create opportunities which will ensure that our students will be prepared to embrace change in tomorrow's world.



# **Barren County Pre-Strategic Plan Planning/Steering Committee**

Bo Matthews – Superintendent  
Mark Wallace – Asst. Superintendent

## **Directors**

Benny Lile – Instruction  
Scott Harper – Instruction  
Cynthia York – Special Services  
Cortni Crews – Student Services  
John Stith – Finance  
Steve Russell – Facilities  
Paula Russell – Food Service  
Chip Jenkins – Transportation

## **Administrative Assistants**

Stephanie Spence  
Jennifer London

**The Pre-Strategic Planning/Steering Committee** set the direction for our planning process by holding general discussions about the previous plan's accomplishments and the desire to create opportunities for success for all students of the Barren County School District over the next five years.



# Strategic Plan Components

## **Component Area 1 – Our Students**

Cortni Crews – Component Manager

## **Component Area 2 – Our Staff**

Mark Wallace – Component Manager

## **Component Area 3 – Our Support**

Bo Matthews – Component Manager



# Component Area 1 – Our Students

## ***Involvement Subcommittee***

Patty Gentry – District Volunteer Coordinator

Amy Allen – Principal, Trojan Academy

Terry Bunnell – Local Business Person / Parent

Michael Davis - Teacher

Billy Joe Murphy – Teacher

Megan Garrison - Student

### **Goal #1: To achieve 100% involvement of Barren County students in a school sponsored or community organization/club by 2018**

- Conduct a survey with all students to identify those students who are not involved

### **Goal #2: Develop a student leadership program at all schools by 2018**

- Identify each school's student leadership program to ensure that all students are involved
- Collaborate with the school's student organizations to implement a student leadership program



## ***Safety Subcommittee***

Kent Keen – School Safety Officer  
Anthony Janes – Principal, Park City Elementary  
Dan Belding – Principal, College Street Campus  
Rita Powell – School Nurse  
Joey Bunch – Guidance Counselor  
Angela Sneed - Parent  
Doug Hardin – Local Attorney

### **Goal #1 – By 2018, we will reduce the number of major and minor infractions annually by 5% until all schools within the district operate at or below the 25th percentile of schools nationally as measured by School-Wide Information Systems (SWIS).**

- Begin or continue school-wide positive behavior interventions and supports (PBIS) system
- Implement SWIS or similar monitoring system to monitor referrals
- Continue/increase character education support through school counselor
- Implement a proactive incentive plan via: positive office referrals, morning meeting, assemblies, etc.
- Work with the bus garage on driver/student procedures to reduce bus referrals and negative behavior
- Implement guidance & Family Resource Center programs centered around character education and leadership

### **Goal #2 – The district will create an emergency plan book to assist emergency personnel responding to one of our school facilities.**

- The plan book consists of:
  - An information page with important contact numbers and physical addresses
  - A map of each building
  - Aerial photograph of the property
  - Photos of entry doors to assist emergency personnel in their assessment of the building
- These books will be distributed to the following emergency responders:
  - Local law enforcement
  - E.M.S.
  - State Police
  - Local fire departments
  - Emergency Management





**Goal #3 – Identification cards will be restructured throughout the district.**

- Identification cards - This will include the implementation of a hard card (non-disposable) visitor's pass for all buildings. Visitors at all locations will sign in and be given a numbered visitor's pass while in the building. Visitors will turn in the pass and sign out before leaving the building.
- Substitute teachers will also receive a "Substitute" ID card while in the building. These cards will also be numbered and turned in at the office at the end of each work day.
- Student teachers will be issued photo ID cards for the tenure of their assignment with Barren County Schools.
- All current employees of Barren County Schools will display their photo ID while on premises during the work day.

**Goal #4 – By 2018, the numbering of exit doors and classroom windows will be completed in all school facilities.**

- Number the exit doors from the inside to correspond with the exterior outside door number. This will help emergency responders better locate problems when receiving directions from other responders or school personnel.



## ***Athletics Subcommittee***

Bob Blair – District Athletic Director  
Jon Hall – Principal, Temple Hill Elementary  
Michelle Pedigo - Parent  
Charlotte Beals – Board Member  
Tim Manion - Coach  
Glenn Byrd – Guidance Counselor  
Luke Edmunds - Student

### **Goal #1 - Beginning in the 2013-14 school year with coordination, leadership and consistency from the Central Office, Administration and coaches at all levels will work together to focus on moving Barren County Sports to the forefront of scholastic athletics**

- Immediately begin by aggressively working to increase the number of students who are interested and have a desire to be successful in sports programs.
- Immediately begin coordinating with coaches who share student athletes in multiple sports that overlap.
- With help from the elementary physical education teachers and middle school coaches, the high school athletics department will seek out and encourage young students who have the ability to become successful in athletics.
- Continue to be proactive in Athletic Facility assessment and development.

### **Goal #2 - Increase the number of ECE students involved in activities, (athletics), by 10% each year for the next three years in the Barren County School System**

- During the summer of 2013, ECE staff will identify the actual number of ECE students already participating in activities/athletics.
- During the 2013 school year, educate ECE students and ECE staff about the athletic opportunities available through the Barren County School System and the KHSAA.
- Increase the actual number of ECE student participation in athletics by 10% each year for the next three years

### **Goal #3 - Beginning in the summer of 2013, restructure and align Little League>Middle School>High School Athletics in a 4-12 continuum.**

- During the summer of 2013, high school coaches will develop a Middle School and Little League skills plan for all leagues across the county in order to prepare students to be more successful in school athletics at all levels.
- Beginning in the 2013-14 school year, Barren County High School head coaches will communicate with Middle School and Little League coaches through an annual clinic.



- During the 2013-14 school year, develop viable options for a workable fundraising plan for Barren County Athletics.
- During the 2013-14 school year, compile a list of community resources such as AAU and travel leagues across our area in order to determine how these opportunities affect Barren County athletics
- Beginning immediately, district administrators and the District Athletic Director will evaluate current coaching stipends as compared to those of surrounding districts in order to develop a stipend pay scale system which will allow our district to attract the best coaches in our area.

**Goal#4 - Beginning with the 2013-14 school year, increase the readiness skills of students to be physically successful at the highest level.**

- Begin immediately utilizing Physical Therapy agreement, if available, to provide appropriate strength training assistance to student athletes.
- During the 2013-14 school year through classes currently offered at BCHS, the athletic department will develop physical strength training plans for students involved in athletics.
- Beginning with class meetings in the 2013-14 school year, the District Athletic Director, Barren County High School Administrators and Counselors will inform and work with students interested in continuing athletics at the college level.

**Goal#5 - During the 2013-14 school year, develop and complete a working Emergency Action Plan for all athletic facilities in the district.**

- With a sub-committee of school Athletic Directors, Physical Therapists, school Nurses, Little League Coordinators and input from Principals, develop an Emergency Action Plan to be put in place during the 2013-14 school year



# Component Area 2 – Our Staff

## ***Human Resources Subcommittee***

Mark Wallace – Assistant Superintendent  
Lori Downs – Principal, BCMS  
Jeanelle McGuire - Technology  
Derron Steenbergen – Local Media  
Joey Newberry – Local Dentist/Parent  
Kathy Burris - Teacher

### **Goal #1 – TEACHER RECRUITMENT – Part 1: Over the course of this strategic plan, we will increase attendance at recruitment fairs by 50%.**

- At least one elementary principal, one middle school principal and one high school principal will be invited to attend a recruitment fair with the Director of Personnel.
- Job fairs sponsored by Western Kentucky University and GRREC will be targeted by Barren County Schools.
- The Personnel Director will work with the district's V-Team to develop a showcase presentation to be used at recruitment fairs.

### **Goal #1 - TEACHER RECRUITMENT Part 2: By 2016, we will increase recruitment focused activities by 100%**

- Contact Professors at top teacher colleges to identify “Superstar” prospects.
- Track prospective “Superstar” teachers through college.
- Contact prospective teachers once each semester.
- Improve efforts to invite more student teachers into our system.
- Expand the number of universities educational job fairs attended annually.
- Provide a school-based mentoring program for all new teachers in the district.
- Ask district teachers in all content areas to speak to high school students that are interested in becoming teachers. After these individuals have been identified, follow up with phone calls, cards, banquets, etc. and let them know that we are interested in their services after graduation.
- Attempt to hire college-aged substitute teachers that are in teacher education programs.
- Have teachers and administrators attend WKU education classes and promote our district with presentations. Presentations could include past achievements, future goals, our emphasis on technology, etc.



- Invite local dignitaries and community leaders (i.e., Judge Executive, Mayor, magistrates, councilmen, chamber Board, civic group presidents, etc.) to the New Teacher Orientation
- Support Future Educators Association
- Invite a recent BCHS graduate and a second year teacher to speak at each New Employee Orientation

**Goal #2 – TEACHER RETENTION: By 2016, we will reduce the number of teachers leaving by choice by 10%**

- Increase the Barren County Schools Certified Salary Schedule to establish the highest paid teacher salaries in the districts immediately surrounding Barren County. For new teachers, we will increase the salary schedule by \$1500, and for teachers entering their 24<sup>th</sup> year of service to Barren County we will increase the salary schedule by \$1500
- Survey exiting teachers to determine why they are leaving and ask for their suggestions on how we can improve
- Increase the number of ways teachers are recognized throughout the year

**Goal #3 - NEW TEACHER ORIENTATION PROGRAM – By 2013, we will implement a newly designed orientation program for new employees**

- Maintain current 6 hour orientation training program covering the following topics:
  - Payroll
  - Benefits/Retirement
  - Teacher Internship
  - Local dignitaries: Introduce and welcome with an emphasis on what is great about the Barren County area that will benefit the new teacher.
  - Concerns and feedback

**Goal #4 – EVALUATION PROCESS: By 2013, we will have a revised evaluation process.**

- Adopt the state’s Professional Growth and Evaluation System (PGES)





## ***Professional Learning Subcommittee***

Scott Harper – Director of Instruction  
Cynthia York – Director of Special Education  
Jennifer Stith – Assistant Principal, BCMS  
Shelia Harlow - Teacher  
Melissa Moss - Technology  
Ben Jackson - Teacher

**Goal #1: By 2015 every Barren County student will be college-and-career experienced. Beginning in the elementary years and continuing through high school, students will be connected to and participating in college and career experiences to equip them for the global society**

- The percentage of Barren County students that are college and/or career ready will exceed the state average by 10%.
- Awareness of the Individual Learning Plan (ILP) will be integrated throughout all schools in the district. Beginning in sixth grade all students maintain their ILP on a regular basis as measured by the homeroom, or designated teacher.
- All teachers (preK-12) will be provided overview regarding the ILP process.
- Career awareness activities will be implemented across the district utilizing available programs/resources such as Career Cruising, WIN Learning, career fairs, business partnerships, Jr. Achievement, Educational Planning and Assessment System (EPAS which includes Explore, Plan, ACT) resources, etc..
- Middle School students will have opportunities to participate in career oriented classes.
- Elementary, middle and high school students will have the opportunity to experience performance based credit opportunities.
- Outreach and collaborative relationships will be established with colleges, businesses/ career fields, and other community resources to blend academic learning with 21<sup>st</sup> Century workplace skills.
- Activities like Operation Preparation will be expanded and promoted throughout the community for middle and high school grades. An effort similar to Operation Preparation will occur in all elementary schools in 4-6th grades.
- Additional community outreach will occur to inform the community and to seek support for involvement and expansion (P-16 Council, Community Ed, etc.).



**Goal #2: By August of 2015, the Barren County Schools will have standards for professional learning developed and communicated for all staff (instructional, administrative, and non-instructional) as a means for continual, on-going personal growth**

- A framework of guiding practices will be reviewed and communicated with all staff about what quality professional learning *is* and *is not*. These guidelines will further combine national, state, and local requirements for staff.
- Specific standards of professional learning will be written for *new to profession, new to Barren County, and experienced teachers*. Additional standards will be developed for instructional assistants, non-instructional staff, and administrators are their particular needs and roles.
- Standards for professional learning will allow continual focus throughout the year on developing the skills and knowledge needed by each group. In addition, multi-year planning and scheduling will occur to help maximize resources and cycle key training for staff based on district priorities.

**Goal #3: By August of 2016, all teachers will be given the opportunity to participate in “non-traditional” professional development opportunities**

- Appropriate PD through life experience opportunities and on-line learning will be available for staff through a well-planned process by building leadership
- District staff will develop innovative methods for quantifying (hours vs. competency) PD experiences in order to satisfy state requirements
- Modifications to the calendar and/or school day will be explored to maximize professional learning time for all staff



## ***Instructional Innovations Subcommittee***

Benny Lile – Director of Instruction  
Brian Clifford – Principal, Austin Tracy Elementary  
Ashley Bell – Principal, BC Area Technology Center  
Scott Kerley – Local Business Person  
Valerie Stokes - Technology  
Seth Edmunds – Teacher

### **Goal #1: By August of 2015 Barren Schools will have a fully developed “Intermediate Magnet” program for students in grades 5-6 (potentially for students in lower grades)**

- Appropriate technology models such as Edmodo will be explored in order to organize and deliver student learning opportunities.
- Students will come together on an on-going basis for predetermined, specific learning experiences.
- Community partners will be approached to assist with regular, on-going programming (ex. WKU-G, TJ Samson, YMCA, State /National Parks, etc.).

### **Goal #2: By August of 2016 Barren Schools will have an implemented additional magnet or non-traditional pathways to individual students needs in grades 5-12.**

- Focus on additional magnet offerings to expand student opportunities such as leadership, creativity, the arts, and other non-traditional areas.
- Seek cooperative agreements and additional resources with Area Technology Center, SKY and WKU-Glasgow. Include additional opportunities for exploration and specialization into offerings of these programs.
- Steering committee of representatives from each of the magnet programs will meet as a district team to focus on continual improvement and growth for students in these programs.

### **Goal #3: By August 2015 specific blended learning models will be developed at all levels at minimum on a pilot basis**

- Specific training and coordination will be made available to assist staff with this transition.
- Bring Your Own Device (BYOD) policies will be fully developed as well as resources secured for personal device availability for students who lack access.
- Resources will be acquired to secure and/or develop content for blended course work, including infrastructure, workstations, handheld/portable devices, curriculum, etc.



# Component #3 – Our Support

## ***Finance Subcommittee***

John Stith – Director of Finance  
Warren Cunningham – Assistant Principal, BCHS  
Will Compton – Principal, Eastern Elementary  
Randy Simmons – Board Member  
Karen Wood – School Secretary  
Sarah Vincent – BC Education Foundation

### **Goal #1: Establish a growing and sustainable endowment fund that will provide additional financial resources each year to further teaching and learning for the students of Barren County Schools**

- By June 30<sup>th</sup>, 2018 and working in conjunction with the Barren County Education Foundation, \$ 100,000 in campaign funds will be realized. Campaign funds will be invested to maximize returns with a percentage of the funds available to schools through a competitive grant process not to exceed 20 percent of the annual fund balance.

#### Time Line

2014	Raise \$ 25,000
2015	Raise \$ 25,000
2016	Raise \$ 25,000
2017	Raise \$ 25,000
2018	Raise \$ 25,000

### **Goal #2: Reduce debt service for our bus fleet by 25% to realize savings through reduced finance charges.**

- By June 30<sup>th</sup> 2018, we will reduce funds paid through the KISTA bus purchasing program by 25%. This will be achieved through realizing efficiency in our transportation program as well as purchasing a portion of our bussing needs with cash rather than financing.

### **Goal #3: Increase grant applications to secure additional resources to further teaching and learning for the students and staff of Barren Co Schools**

- By June 30<sup>th</sup>, 2018, district and school personnel will increase the number of grant applications by 20 percent over current levels.



Time Line

2014	Increase grant applications by 4% over the previous year
2015	Increase grant applications by 4 % over the previous year
2016	Increase grant applications by 4% over the previous year
2017	Increase grant applications by 4% over the previous year
2018	Increase grant applications by 4% over the previous year

**Goal #4: Increase district contingency fund**

- By June 30<sup>th</sup>, 2018, the unreserved fund balance for the district’s general fund will be calculated at 10% as defined by the fund balance calculation set by KDE. This percentage will be realized through efficiencies to the budget over the next five years. A quarterly review process will be implemented by department to monitor spending patterns as well as evaluate and approve mid-year adjustments.

**Goal # 5: Increase starting pay for secretaries**

- By June 30<sup>th</sup> 2018, the starting pay for secretaries will be increased to \$ 12.25 per hour.

Time Line

2014	\$ 9.25
2015	\$ 10.00
2016	\$ 10.75
2017	\$ 11.50
2018	\$ 12.25

**Goal #6: Mobile Technology Plan for 2013-2018**

- The goal of this plan is to provide every school in the Barren County School System with a mobile technology cart. Each school would receive a mobile cart with 30 technology devices; the devices selected would be at the discretion of individual school. The total cost of each cart would not exceed \$15,000.00. Individual schools would use the state bid list to select the devices for their building.
- To receive the \$15,000.00 of funding from the Barren County School District, each school would have to submit a “Plan of Action” for the devices selected. The “Plan of Action” would need approval from the Director of Technology and Directors of Instruction before any funds would be allocated to schools. The “Plan of Action” template would be created by the Directors of Instruction and Director of Technology, with final approval of the template from the Superintendent.





- The first year of funding would go to the two schools that submit the best “Plan of Action”. The schools would be selected by a technology committee created by the Directors of Instruction and Director of Technology.
- The second year of funding would go to the two schools of the seven remaining that submitted the best “Plan of Action”. The schools would be selected by a technology committee created by the Directors of Instruction and Director of Technology.
- The final three years of funding would be determined by a random drawing. However, the schools selected would still have to submit a “Plan of Action” to receive funding for their school.

2013-2014 school year

School #1- Selected by the technology committee (not to exceed \$15,000.00)  
School #2- Selected by the technology committee (not to exceed \$15,000.00)

2014-2015 school year

School #3- Selected by the technology committee (not to exceed \$15,000.00)  
School #4- Selected by the technology committee (not to exceed \$15,000.00)

2015-2016 school year

School #5- Selected by random drawing (not to exceed \$15,000.00)  
School #6- Selected by random drawing (not to exceed \$15,000.00)

2016-2017 school year

School #7- Selected by random drawing (not to exceed \$15,000.00)  
School #8- Selected by random drawing (not to exceed \$15,000.00)

2017-2018 school year

School #9- Selected by random drawing (not to exceed \$15,000.00)  
School #10- Selected by random drawing (not to exceed \$15,000.00)



## ***Transportation Subcommittee***

Chip Jenkins – Director of Transportation  
Jeff Moore – Principal, Red Cross Elementary  
Ivan Pedigo – Local Business Person/Parent  
Steve Riley – Principal, BCHS  
Bud Tarry – Former Transportation Director  
Charlie Campbell – Former Superintendent  
Kenneth Edwards – Former Board Member  
Sherri Key – Driver     Joe Michael Bunch - Driver

**Goal #1 – Within the next 5 years, the transportation department will enhance its commitment to the Barren County Schools’ educational goals for our students. The focus will be to provide all students who ride school buses, the opportunity to arrive at school physically safe, emotional secure, and ready to learn**

- Develop Positive Behavior Intervention Support (PBIS) curriculum to educate our students on how to properly behave during transport to and from school each day
- Develop an award system to encourage and maintain positive behavior
- Develop training curriculum for drivers to encourage them to maintain positive behavior and relationships with their students
- Monitor the SWIS reports to track student write-ups, provide assistance, and discover solutions for disciplinary problems
- Compare yearly data and establish a base line to see if improvements are at acceptable levels reducing referrals by 10% each school year until we reach a 50% decrease overall in 5 years
- Develop a transportation department website that would contain student rules, parent responsibilities and other items pertaining to school bus safety

**Goal #2 – By August 2013, the transportation department will work to develop and establish policies and procedures for the continual professional improvement of our drivers. Promoting communication and training in school bus safety will provide Barren County with the best trained drivers in our district**

- Develop an employee handbook for policies and procedures
- Distribute employee handbook for policies and procedures for review by drivers with 100% driver participation
- Start a Transportation Leadership Steering Committee composed of drivers from each school boundary area to share concerns and improvement ideas with the transportation department to provide better communication and service in the district



- Implement Transportation Leadership Committee in the 2013-14 school year
- Develop a Transportation Department Newsletter and implement by the end of the 2012-13 school year
- Develop a website for transportation department information

**Goal #3 – By August 2013, the transportation department will develop a plan for improvements of the current routing system to maximize economical travel over the road by 30% and minimize students ride time on the road by 10%**

- Evaluate different options for improving current routing outlays
- Look at school times to optimize drop-off and pickup times for students
- Separate high school students from elementary students and create separate routes for each group
- Establish routing information on the school website that would include street ranges, pickup times, and bus driver information for the 2013-14 school year

**Goal #4 – By 2018, the transportation department will seek ways to find alternative fuel sources with “Green” initiatives that will improve the environment of the community and provide partnership with the citizens of Barren County through the use of natural gas as a fuel source. This will allow the Barren County Transportation Department to reduce fuel costs by 30% within the next 5 years**

- Develop grant monies for purchases of NG buses and fueling equipment.
- Purchase natural gas (NG) buses to the fleet in 2016
- Develop NG pump station at the transportation facility
- Develop an inter-local agreement with Barren County/Glasgow to build a strategically located NG pump station for use by public and city and county school district



## ***Food Service Subcommittee***

Paula Russell – Director of Food Service  
Anthony Frazier – Principal, North Jackson Elementary  
Shelly Groce – Board Member  
CheyAnne Fant – 21<sup>st</sup> District Coordinator  
Jacy Wooley – Alliance for Healthier Generations

### **Goal #1: To increase breakfast and lunch participation by 10% based on current school participation**

- Set and distribute goal information for breakfast and lunch to each school
- Increase return rate of Free Reduced Application. Incorporate food service into 21<sup>st</sup> Century Family Programs
- Ask principals to develop plan of action at individual school to increase breakfast and lunch (Examples include incentive based programs, data collection for best sellers, taste tests, and staff incentives, incorporate into leader in me incentives/rewards, food of month, optimizing morning time to include both physical activity and nutrition, utilize outdoor eating as rewards. Mentoring Meals Monday)
- Create Grab and Go options, in classroom, and product placement, and selling points

### **Goal #2: To increase the profit margin of all school breakfast, lunch, a la carte and snack programs using means of reduction in waster, incentives and use of resources.**

- Increase incentives for food service, teachers, schools, and students
- Provide incentives to allow students to eat outside
- Increase return rate of Free/Reduced Applications. Work with Family Resource and Migrant Resource people to get applications filled out and returned
- Minimize cost strategies through use of volunteers, career ready culinary arts students, guest chefs, etc.

### **Goal #3: To collaborate with the Department of Nutrition and Food Services to cross promote and support efforts in teaching health education to students, staff and parents through means of Community Education, 21<sup>st</sup> Century Community Learning Centers and BC We Can.**



- Use the Alliance for a Healthier Generation's Healthy Schools Program Framework as a guide to incorporate evidence based best practices for health education, physical activity, afterschool care, and community support building
- Collaborate to use incentives to incorporate nutrition education, at every family night and provide education in the classrooms
- Incorporate nutrition in to family nights. Examples: UK Extension Assemblies on nutrition, student performances incorporating nutrition.
- Incorporate nutrient education across all content areas
- Integrate healthy eating and physical activity messages into at least two other subjects to reinforce what is taught in health education

**Goal #4: To develop marketing and public relations strategies to re-brand current operations to include nutrition, health and wellness for all stakeholders of Barren County Schools.**

- Create marketing plan to use social media to promote school meals. Ideas include utilizing Healthy Monday campaign. Promote success stories. Use students as champions
- Use outside courtyard, offer convenient placement of healthy options, e.g. near the register, engage in marketing of healthy options using posters, table tents, or creative naming of healthy options
- Minimize distractions in the cafeteria environment utilizing ideas found in the Alliance for a Healthier Generation Toolkit and include measures such as adequate lighting, noise reduction and enhanced seating arrangements
- Educate staff on school meals and guidelines to build support via professional development days

**Goal #5: To incorporate a centralized kitchen to cut down on labor and equipment maintenance costs by 2018.**

- Research feasibility by examining costs, location, logistics. Examine equipment needed and transportation to each school
- Determine amount of employees needed to run a central location and do a cost benefit analysis of consolidating resources
- Prepare proposal and present to administration and board for approval





## ***Community Subcommittee***

John Doyle - Parent

Jeff Richey – Principal, Hiseville Elementary

Letitia Hughes – Assistant Principal, BCHS

Kerry Dilley – Board Member

Patrick Gaunce – Local Business Person

### **Goal #1 - Build viable relationships with area industries & businesses, community organizations to increase community involvement in each school and with every student by promoting lasting and healthy partnerships**

- Meet with the local industrial council
- Meet with the Glasgow Barren County Chamber
- Hold town hall meetings to educate the community
- Hold Informational forums at schools by areas businesses utilizing various subject matter experts to speak with students
- Hold career days
- Hold Informational forums at area businesses for students
- Initiate mentoring/job shadowing in specific fields and think tanks

### **Goal #2 - Promote unity and capitalize on synergy**

- Utilize school media/networks
- Utilize area media/networks (radio, TV, newspapers)
- Network with local organizations & clubs (Garden Club, Art Club, BP&W, etc.)
- Strengthen alliance by conducting regular meetings with WKU officials
- Utilize UK Extension office more

### **Goal #3 – Establish best practices**

- Contact and work with other school districts
- Develop an open dialogue between Glasgow Independent & GCA schools
- Set up a priority list of “needs” from schools (staff/teachers, etc.)

### **Goal #4 – Develop a strong “leadership” initiative within our schools**

- Promote the 7 Habits
- Follow the “Leader in Me” outline
- Zero in on personal habits (sleeping, eating, etc.)



## **Facilities Subcommittee**

Steve Russell – Director of Facilities  
Robbie Toms – Board Member  
Elaine Linder - Teacher  
Billy Beckham – Local Business Person

### **Goal #1 – Retain maintenance technician positions at a 2:1 ratio (one technician for every two buildings) by 2018**

- To be accomplished yearly as district regains growth in budget
- Maintain ratio yearly as normal attrition occurs
- Encourage and sponsor technician trainings to enhance knowledge levels

### **Goal #2 – During year 2014 re-visit local master plan to meet district needs**

- Start process by February, 2014
- Meet with existing LPC on regular basis
- Gather information from all areas, (personnel, student achievement, parents etc.)
- Present final recommendations and draft to BCBOE for approval
- Submit final draft upon approval to KDE

### **Goal #3 – Continue Energy Management and Recycle Plan**

- Reemphasize need to schools of the energy and recycle teams
- Set new goals and rewards for school teams
- Identify energy usage by posting to public
- Compare data monthly for all
- Set goal and timeline to implement this objective by starting the process beginning school year 2013-14, increasing by 20% each month and having 100% of schools on board by the end of said school year.

### **Goal #4 – Update district building and facilities security by moving from key locks to computerized door lock systems**

- Form committee of personnel to be directly involved to recommend the best system for our needs
- Set goal for transformation to new system
- Recommend training for district personnel
- Begin implementation of this goal and incorporate it within the next major building project (BG-1) retrofitting schools first at a 100% ratio then following up with the retrofitting of the support facilities at 100%



# Monitoring of the Plan

- Bi-Annually (End of School Semester 1 & 2)
- Reported by component managers to the board

Notes:





# Strategic Plan Monitoring Form

District:	Review Date:
Reviewer:	

Plan Components	Page #	Implemented	No or Partial	Comments

Notes:

