

2018-2019 EES Executive Summary for Districts_11142018_08:52

Phase Three: Executive Summary for Districts

Erlanger-Elsmere Independent

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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?

See attached document.

ATTACHMENTS

Please be sure to upload the files in the Attachments section at the end of the diagnostic.

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.

See attached document.

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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.

See attached document.

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Additional Information

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ATTACHMENT SUMMARY

Attachment Name	Description	Item(s)
 2018-2019 EES Executive Summary	2018-2019 EES Executive Summary	, , ,

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 Erlanger-Elsmere School District serves the communities of Erlanger and Elsmere, two parallel cities in Northern Kentucky. The Erlanger-Elsmere Schools and surrounding neighborhoods enjoy a small-town, community-centered environment - yet have the benefits of a large city. Interstates 75 and 275 pass almost through the middle of the city of Erlanger. The distance from both communities to downtown Cincinnati is approximately eight miles, so the proximity with Cincinnati places both cities in the center ring of suburban communities in the Cincinnati Metropolitan area.

Our district consists of seven schools that include four elementary schools (P-5), a middle School (6-8), and one high school (9-12), as well as an alternative school (6-12): Arnett Elementary, Howell Elementary, Lindeman Elementary, Miles Elementary, Tichenor Middle School, Lloyd Memorial High School, and Bartlett Educational Center. The district-wide preschool program is housed at Arnett Elementary School, with a secondary Early Learning Center housed at Lloyd Memorial High School, in collaboration with Children's, Inc.

Since we are a medium-sized community district with seven schools and approximately 2,500 students we have the luxury of being a district of optimal size for our students. Consequently, we are able to know all students by name and individualize their education according to their talents, interests and needs. Our staff members are dedicated, progressive, and informed. Our local communities of Erlanger and Elsmere are extremely supportive and involved in our schools.

Over 4.6% of our students are English Language Learner students. With a minority student population of 31%, and with 69.18% of our students qualifying for the free/reduced lunch program, we are privileged to serve a culturally diverse population of about 2,500 young people of varied socioeconomic backgrounds, providing instruction to meet the needs of all students.

Additionally, 14.3% of our students are receiving Special Education Services, and 8.17% of our students participate in our Gifted and Talented programs. Each passing year finds our student demographics evolving and changing, requiring continual examination and evaluation of our instructional delivery imperative, as we evolve to face those challenges and meet the needs of our students.

While serving this diverse student population, we emphasize the importance of providing equitable programs and opportunities for all. The district promotes multiculturalism and equity through initiatives focused on awareness and appreciation of diverse abilities, cultures, and traditions. All schools offer a wide variety of extra support services for students with special needs and students that are identified as English Language Learners, as well as those students with special gifts and talents. Annually, the district actively recruits minority certified staff by attending university job fairs and notifying college minority graduates of available positions.

Ninety-eight percent of our teachers are fully certified in their field, with 75% holding a master's degree or higher. Based on the most recent data available (2016-2017) our average student teacher ratio is 15:1, with the average teaching experience of our faculty being 10.7 years. Nine of our teachers are certified by the National Board for Professional standards, representing 4.4% of our certified staff. Our

teachers and staff are exceptionally dedicated and well - equipped as they serve each of our students. Our devoted teachers and staff take the time to get to know each student, treat him or her as an individual, and work with every student to ensure success. Erlanger-Elsmere Independent Schools care about each student, and are deeply committed to each student's success. Our individualized approach to learning puts that care into action.

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 the Erlanger-Elsmere School District is best defined through our Vision and Mission Statements: Our mission is to embrace and attend to the individual needs of our students, regardless of the obstacles. Meeting these challenges requires that our schools and our district cooperatively seek ways to continually grow and improve. We envision that the Erlanger-Elsmere Schools will provide essential opportunities for all students to reach their greatest potential. We hold high expectations for our students and our staff and work to maximize student learning and student achievement to ensure that every child is college and/or career ready.

Our district's innovation and diversity enable us to provide high quality learning opportunities for our students that involve obtaining 21st century learning skills which include critical thinking, communication, collaboration and creativity. The innovation and student-focused leadership occurring in our schools provide a true advantage to our students. The added leadership and support from our dedicated Board of Education enable us to provide advanced placement classes, college dual-credit opportunities, and individualized learning to students. These are areas of great pride and success for our students and our district.

We recognize that a strong start ensures a successful future. Those first tentative steps into a preschool or kindergarten classroom may seem far removed from the confident steps across a graduation stage, but in the Erlanger-Elsmere Schools, we see the whole picture. We begin each student's educational pathway in preschool or Kindergarten with their high school graduation in mind, so by the time a child completes twelfth grade, they are poised to successfully transition to college or career.

Beginning in preschool and continuing through high school, teachers use a variety of assessment tools and work with students to: Set and evaluate academic goals; Offer enrichment opportunities for students demonstrating high levels of mastery; and provide early interventions when goals aren't met. This approach is highly personal, taking each student's current level of learning and skills into account, and tailoring their educational experience to best meet his or her needs. We connect with students where they are, set obtainable academic goals, and provide essential opportunities for all students to reach their highest potential.

Demonstrating an unwavering commitment to success, the teachers, staff, and administration of the Erlanger-Elsmere Schools are dedicated to ensuring success however it looks for each student, whether it's higher test scores, more challenging academic coursework, or inspiring supplemental activities. As noted below, we accomplish this through our focus on continuous evaluation and assessment; advanced coursework; extracurricular engagement; investment in technology; and personal attention:

CONTINUOUS EVALUATION AND ASSESSMENT - The Erlanger-Elsmere Schools use state-of-the-art national and state evaluation tools to monitor learning benchmarks and mastery of skills for each student.

ADVANCED COURSEWORK - Our schools offer accelerated, college-prep, advanced placement, and honors courses; high school courses are offered for our middle school students; and college courses for our high school students to challenge them at the highest levels.

EXTRACURRICULAR ENGAGEMENT - Erlanger-Elsmere Schools engage students with a wide range of co-curricular and community service activities - offered without fees - to extend learning beyond the classroom. Participation in activities including athletics, the arts, academics, leadership and service learning projects cultivate well-rounded students who take an active role in their community.

INVESTMENT IN TECHNOLOGY - New high-tech classrooms greet our students. Fully wireless Internet connects our students to the world. Computer-based teaching and access to virtual libraries, databases and learning resources ensure they gain knowledge critical to success in the 21st century.

The Erlanger-Elsmere School District provides a great place for students to learn and grow. We strive to do whatever it takes to ensure that all of our students are continuously progressing and learning. We enthusiastically look forward to the opportunities of continued partnership with our parents and our community in preparing our students for the future.

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.

The Erlanger-Elsmere School District would like to thank the students, parents, teachers, staff members, community members, and Board of Education Members for their commitment to excellence.

In 2016 our state Unbridled Learning Assessment and Accountability results classified the Erlanger-Elsmere School District as a Distinguished School District! These results are an indication of the wonderful work that goes on daily in all of our schools. It also includes the many partnerships and relationships our schools have developed with our students, our parents, and our community. While we celebrate wonderful assessment results, we do not focus on our test scores; we keep the focus on our students.

This year, rather than focus on accountability, Erlanger-Elsmere Schools will evaluate the data, dig deep, and ask tough questions about levels of achievement and whether achievement gaps are closing. Both areas will figure prominently in the new accountability system.

Erlanger-Elsmere Schools strives to do whatever it takes to help our students achieve success. We are very proud to serve our students, families, and communities. Our students are at the center of everything we do in the Erlanger-Elsmere School District. Every school in our district has been working on engaging students through research-based practices. We know learning begins and ends with student engagement. When students are truly engaged in learning linked to their interests, learning increases and the possibilities are limitless. We are also learning to apply strategies to increase grit and self-efficacy in our students. Equipping students with these skill sets and mindsets will strengthen their

abilities to adapt to change and critically solve problems they may face in the workplace and in life. Authentically engaging our students in learning and working to build their resiliency will allow us to individualize learning even more for our students and prepare them for a global, diverse world.

Providing personalized learning which challenges ALL STUDENTS and respects and appreciates their talents, gifts, and diversity is important to the Erlanger-Elsmere Schools as well. In addition to the initiatives mentioned above, the Erlanger-Elsmere School District provides many programs and resources that focus on the whole child/ adolescent and the whole family. We are working to ensure we address the social and emotional as well as the academic needs of our students, and we strive to challenge them in ways that will allow them to achieve their individual hopes and dreams. However, we also challenge our students to continue to learn about and appreciate the diversity of others.

All students bring their individual talents, beliefs, and areas for growth with them when they enter our schools. Our goal is to respect and assist ALL of them in developing their gifts while simultaneously helping them eliminate any learning gaps, expectation gaps, and opportunity gaps that may exist for them. We are so very proud of our students. They positively collaborate daily and demonstrate appreciation and respect for one another. They are watching all of us and through the respectful and authentic relationships we have with our parents, our community and within our schools they are seeing wonderful examples of how we should all appreciate and respect our differences.

In the end, we are all much more alike than we are different. As we prepare our students for the world outside of school we are thankful for our wonderful teachers, staff members, community members, and board of education members who show ALL students we value them and are here for them. We owe every student the opportunity to achieve the hopes and dreams that lie within their hearts. Those hopes and dreams are not measured by a specific assessment number, they are evident in the work our students do when they leave our schools and become successful, kind, and contributing members of our world.

Erlanger-Elsmere Schools has found an impressive point of progress over the past few years - a significant drop in the number of children entering kindergarten with no previous early learning experiences. That means more children are starting school ready to learn. In 2014, nearly 50% of the children coming into kindergarten in the district had no pre-k programming - that means no preschool, Head Start, private daycare, or other opportunities. This also means almost half of the student body had never encountered a formal approach to learning. That lack of experience often puts children behind their peers who have been exposed to educational opportunities, prior to kindergarten.

In 2015, that figure was reduced to 30.5%. In 2018, that number has been further reduced to 26.34%, meaning more children in the Erlanger and Elsmere communities are accessing early learning opportunities.

Erlanger-Elsmere Schools is proud to be a part of Pre-K Works, a collaborative of stakeholders led in partnership by Skyward and Success By 6[®] united by a vision for high-quality early learning experiences for all 3 and 4 year olds. By working together, we can more readily achieve our vision for a stronger community with a high quality of life for all.

A community's schools and its police are among its most vital entities. So, it just seems natural that the two work together and support each other. In Erlanger and Elsmere, the relationship between our school district and the police departments is strong and thriving. For nearly 30 years, Erlanger and

Elsmere police have maintained an active presence in the district's schools. The alliance started with DARE programs and school resource officers (SROs) and has evolved over time.

Today, in addition to traditional support, the police work side-by-side with the district's teachers and staff to address concerns, build safety plans for the schools, improve emergency response times, and provide intense, hands-on, training to prepare staff in case the worst should happen. The relationship goes beyond all of that, too. It delves into how the police can engage with our schools to better assist our families.

The police departments in Erlanger and Elsmere support our school in countless ways, including:

- For more than 20 years during the holidays, the police have treated kids to "Shop with a Cop," a fun-filled day of shopping, food, treats, and a movie.
- Officers serve as DARE instructors, teaching elementary school children to "Say No to Drugs" and that police officers can be your friend.
- Adopt-a-School pairs every officer with a specific school, which they are encouraged to visit at some point during their week.
- Police officers participate in school career days, talking to students about what it's like to have a career in law enforcement.
- Police with both cities work to keep people safe during parades and community events.
- School Resource Officers are a presence in the schools and consistently go above and beyond, coaching athletics and nurturing relationships.

There's just something special about Erlanger-Elsmere Schools! The people are friendly. The friendships are real. The support is tangible. This special feeling that stems from people caring about each other and their community could, perhaps, be what draws people back. Back to where they came from, back to Erlanger-Elsmere Schools.

Our school district typically has a high number of alumni among the ranks of its faculty and staff. And what a fantastic experience that provides. To know your teacher sang the same fight song you'll sing at Friday night's football game... To eat a lunch prepared by a neighbor who lives down the street... To know you're walking down the same halls your principal did when he was your age. That's a level of intergenerational involvement that only deepens the sense of community that has been and continues to be strong.

And it should certainly make today's parents feel good to know that those leaders, teachers, and staff feel so strongly about their own positive experience with Erlanger- Elsmere Schools that it's the place they have chosen to carry out their life's work. They can be assured their children are in caring hands.

Some things are the same. Many things have changed. One thing is clear: Erlanger and Elsmere are communities people very much like to come back to.

In support of continuous district and school improvement efforts we will conduct Instructional Rounds in each of our schools. District administrators, Principals, Assistant Principals, Instructional Coaches, and school staff will collaborate to; analyze school data, identify a problem of practice, conduct Instructional Rounds, develop next steps for improvement, and evaluate and evolve the implementation of those next steps.

The model developed for Instructional Rounds is ongoing and blends aspects of several researched-based practices; Instructional Rounds, Data Analysis, and Logic Models. We will meet with each school administrative team in the fall to review their Instructional Rounds Logic Model, discuss progress made in implementing their interventions, and begin development of their Problem of Practice for Instructional Rounds in the current year. In January, February, and March we will conduct Instructional Rounds in the schools. Each event will be six (6) hours in length and; administrators in small groups will gather data directly related to the problem of practice through a series of fifteen minute classroom observations, and the Instructional Rounds Debrief Process. District and school administrative teams will meet with school staff prior to and after the scheduled Instructional Rounds in each school. The pre-rounds meeting will serve to orient and educate the staff to the Instructional Rounds process and the school's problem of practice. The post-rounds meeting will serve to involve the staff in the development of the next steps for improvement. This process is cyclical and will repeat each year with evaluation and evolution of Next Steps, analysis of data, identification of the problem of practice, and Instructional Rounds.

Additional Information

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

Additional information about the Erlanger-Elsmere School District, Lloyd Memorial High School, Tichenor Middle School, The Bartlett Educational Center, Arnett Elementary School, Howell Elementary School, Lindeman Elementary School, and Miles Elementary School can be found at <http://www.erlanger.kyschools.us/>.

Engage is the Erlanger-Elsmere School District's newsletter for residents of the school district. If you'd like to sign up for a free electronic version of the newsletter (whether you're a resident of the school district or not!) send your name and email address to: engage@erlanger.kyschools.us.