Keeping Our Promise

FAYETTE COUNTY PUBLIC SCHOOLS

2018 – 2019 ANNUAL REPORT
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2018-2019 ANNUAL REPORT | 1
Every child in the Fayette County Public Schools represents a promise. A promise to love, to protect, to challenge, to guide, to celebrate, to nurture, to teach.

Every graduate represents a promise kept. A promise of accomplishment, of discovery, of learning, of preparation to excel in whatever future they can imagine for themselves.

The FCPS Class of 2019 is headed to colleges and universities in 40 states and six countries, having earned acceptance to all 15 of the nation’s best schools as rated by U.S. News and World Report, all eight Ivy League Schools and four of the five U.S. military academies.

Others shipped out this summer to basic training for the Army, Air Force, Navy or Marine Corps. Some have already entered the workforce, armed with industry certifications that garner two to three times the minimum wage.

That’s what the American Dream is all about – ensuring that every child has access and opportunities to achieve prosperity and success through hard work.

I believe in the American Dream because I have lived it. More than 80 years ago, my grandfather moved to Eastern Kentucky in search of a better life. As a black man in America, he could not vote. But in the Commonwealth he found work as a coal miner, got married and was able to support his family.

A generation later, I was born to a single mother in Wilmington, Delaware. Raised in abject poverty, I faced housing insecurity and food scarcity in a community so violent we called it “Murdertown USA.” A teacher convinced me that education would lead me to a brighter future and my path out ran through the schoolhouse door.

Author James Rogers wrote, “We Americans have the great gifts of freedom and democracy, but it has been our education system that has fulfilled the promise of democracy.” In the Fayette County Public Schools we have two moral imperatives – to accelerate the learning of students who have not reached proficiency, while also pushing already proficient students to become globally competitive.

We’re accomplishing both.

Last year in America, less than .02 percent of the students who took the ACT scored a perfect 36. Our graduating class included 21 of them – five times the national rate. While FCPS accounts for roughly 6 percent of students in the state, 30 percent of Kentucky’s National Merit Semi-Finalists attend our schools.

As a district, our elementary and middle school students not only beat the national average on the Measures of Academic Progress assessment, they also posted greater growth than students across the nation. At the high school level, reading and math scores on the ACT hit a five-year high, while science and English scores were the best in three years.

We won’t be satisfied until every child is achieving at high levels.

Significant investments have already been made. We’ve purchased new reading and math materials, added state-of-the-art technology, opened a dropout prevention and recovery center, hired additional staff to work alongside teachers and focus on quality instruction, provided extensive professional learning, opened afterschool learning labs, added leadership coaches and assistance teams, increased oversight, conducted external audits and developed targeted turnaround plans.

Early results are promising and efforts are ongoing. We are determined to drive dramatic gains and overcome disparities that existed well before children entered kindergarten. This annual report is one of the many ways we ask our community to hold us accountable for results.

Together let us celebrate success and commit ourselves to continued and deliberate action. For in the words of Margaret Wheatley, “There is no power for change greater than a community discovering what it cares about.”

Our Core Values:

- Students First
- Victory is in the Classroom
- Leadership, Capacity Building, Shared Accountability and Collaboration for Results are Keys to Success
- Families are Our Partners
- It Takes an Entire Community to Ensure the Success of Our Public Schools

Our Equity Statement

Fayette County Public Schools shall commit to providing educational excellence for every student. Achieving equity requires strategic decision-making to remedy opportunity gaps and create a barrier-free learning environment. District leaders will reflect this commitment in policy and in governance. As a district, we believe educational equity focuses on:

Inclusion:
- All learners are welcomed, accepted and protected against harassment or discrimination in our schools, as we celebrate the diversity of our students, staff, families and community and teach our students to understand and effectively engage with people of different backgrounds.

Process:
- All learners shall receive fair and just but not identical treatment and supports, including high quality coursework that reflects the diversity of our students, and highly qualified teachers who are prepared and supported to meet student needs.

Outcome:
- All learners shall have educational experiences that ensure achievement of high academic and social expectations.

To ensure that all students demonstrate growth and achievement we must take timely, deliberate, and unified action to eliminate exclusionary practices and address historical and social barriers that prevent our students from reaching their highest potential.
BY THE NUMBERS

TOTAL STUDENT ENROLLMENT: 42,087

- ELEMENTARY SCHOOL: 19,220
- HIGH SCHOOL: 12,051
- MIDDLE SCHOOL: 9,630
- PRESCHOOL: 1,186

EMPLOYEES: 8,027

SALARIES:
- TEACHERS: $42,431 (STARTING), $59,468 (AVERAGE)

OPERATING BUDGET: $512 MILLION

Student Demographics:
- 50% WHITE
- 23% BLACK
- 17% HISPANIC
- 5% ASIAN
- 5% OTHER

- 7,833 Students identified as gifted and talented (19%)
- 5,046 Students identified for special education (12%)
- 6,818 English language learners (16%)
- 93 World languages spoken
- 22,719 Students qualified for free or reduced-price meals (54%)
- 1,225 Students experiencing homelessness (3%)

In Fayette County:
- 36 Elementary Schools
- 12 Middle Schools
- 11 Special Programs
- 6 High Schools
- 3 Career & Tech Centers
World Class Staff

Fayette County Public Schools employees are among the best in their fields, regularly garnering accolades from professional organizations and associations. Here is a sampling of recognitions received by our staff during the 2018-19 school year.

Educators from our district were named:
- Kentucky History Teacher of the Year
- Kentucky School Social Worker of the Year
- Kentucky Latin Teacher of the Year
- Kentucky Outstanding New World Language Teacher of the Year
- Kentucky School Psychologist of the Year
- Kentucky Middle School Physical Education Teacher of the Year
- Kentucky Outstanding Elementary Science Teacher
- Kentucky String Teachers Association Outstanding Director
- Kentucky Education Association Teacher of the Year
- Technology Student Association Advisor of the Year
- Presidential Awards for Excellence in Mathematics and Science Teaching Finalist
- Kentucky Education Association (KEA) Award for Teaching Excellence Winner
- NASA Airborne Astronomy Ambassadors

At the district level, employees were honored to receive:
- The American Translators Association School Outreach Program Award
- The Kentucky School Public Relations Association first place OASIS Awards for electronic newsletters, publications, videos and writing
- The Student Transportation Association of Kentucky’s J.T. Coomer Memorial Director of the Year Award

Fayette County Public Schools Superintendent Manny Caulk was named Kentucky Superintendent of the Year.

It’s a sweep! The Elementary Music Teacher of the Year, Middle School Music Teacher of the Year, High School Music Teacher of the Year, and Outstanding Music Administrator of the Year are all educators in the Fayette County Public Schools.

A school psychologist from FCPS has been recognized as Kentucky’s School Psychologist of the Year three of the last four years.

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Recent Achievements

Award Winning Students

Students from the Fayette County Public Schools rate among the best in the state and nation, routinely earning awards and honors in a variety of academic, civic, artistic, leadership, career and athletic pursuits. Here are just some of the recognitions received by our students during the 2018-19 school year.

**Nation’s Best:**

- All American High School Film Festival: Short-Film Selections Screened in Times Square
- American Association of Teachers of French: Excellence in French Award
- American Association of Teachers of Spanish and Portuguese: five Silver Medals
- American Choral Directors Association: Middle School SATB Honor Choir member
- American Mathematics Competition: four Gold Medals and five Silver Medals
- Family, Career and Community Leaders of America National Leadership Conference: one Gold Medal and three Silver Medals
- Future Problem Solving Program International Conference: second place in Global Issues Problem Solving
- Le Grand Concours National French Contest: nine students in the top 10
- Model United Nations National Competition: Best Delegate Award and Outstanding Delegate Award
- National Academic Championship: First Place in Quick-Recall, First Place Fall 3-2-1 Middle School Quiz Bowl, First Place Fall 3-2-1 High School Quiz Bowl
- National Beta Club: All Star Service status
- National History Day competition: Outstanding Affiliate Award
- National Lexus Eco Challenge: First Place
- Scholastic Art and Writing Awards Competition: Silver Medal
- National Technology Student Association Conference: Second Place Award in Structural Engineering
- Regeneron Science Talent Search: Top-10 Scholar
- SkillsUSA National Leadership and Skills Conference: Gold Medal
- Southeastern Theatre Conference’s Convention: Best Actress, Best Actor, Judges Award for Excellence
- USA Junior Mathematical Olympiad: two qualifiers

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**Award Winning Students**

**High Note**

FCPS had 109 student musicians selected to one of six All-State jazz, strings, orchestra and band ensembles, and 113 student vocalists chosen for one of six All-State choruses.

**World Dominance**

The Grand Award Winner in 2019 Intel International Science and Engineering Fair is from FCPS. Only four students worldwide earn this honor.

**KENTUCKY PROUD: FAYETTE COUNTY STUDENTS EARNED TOP RECOGNITION IN THE FOLLOWING STATE COMPETITIONS:**

- University of Kentucky Confucius Institute Chinese Speech Contest
- Educators Rising Kentucky State Conference
- Family, Career and Community Leaders of America State Leadership Conference
- Future Business Leaders of America State Conference
- Future Problem Solving Program International State Competition
- Gilder’s Club Kentucky “The Write Stuff” Contest
- Governor’s Cup
- Japanese Speech Contest
- Kentucky Chess Association’s Scholastic State Team Tournament
- Kentucky Children’s Environmental Health Summit
- Kentucky Educational Speech and Drama Association’s state tournament
- Kentucky Envirothon
- Kentucky MATHCOUNTS Competition
- Kentucky Science and Engineering Fair
- Kentucky Secretary of State Annual Essay Contest
- Kentucky Theatre Association’s High School Festival And Play Competition
- Kentucky Track and Cross Country Coaches Association Middle School State Championships
- Kentucky Track and Cross Country Coaches Association Elementary School State Championships
- Kentucky United Nations Assembly
- Kentucky World Language Association Showcase
- KET’s Young Writers Contest
- KHSAA State Track Championship Meet
- KHSAA Competitive Cheer State Championships
- KHSAA Dance Championships
- KHSAA State Baseball Championships
- KHSAA State Tennis Championships
- KHSAA State Wrestling Championships
- KHSAA Swimming and Diving Championships
- PTA Reflections State Competition
- SkillsUSA Kentucky Leadership Conference and Skills Championship
- Student Technology Leadership Program State Championships
- Technology Student Association State Championships
School Safety

A Comprehensive 10-Point Safety Investment Plan

After the tragic loss of the lives of students and staff in Marshall County, Kentucky and Parkland, Florida just weeks apart in early 2018, Fayette County Public Schools convened a District Safety Advisory Council. Comprised of students, parents, educators, first responders, city officials, and business, faith and community leaders selected for their experience and expertise in the area of safety and emergency management, the group examined best practices in school safety and developed specific and actionable recommendations to ensure the safety of children at school, at home and in the community.

Informed by national, state and local experts in the areas of school safety, juvenile justice, mental health and social media, and bolstered by public input from hundreds of concerned citizens, the council released a white paper outlining specific actions for lawmakers, schools and districts, families and students and the community at large.

The recommendations made for schools and districts led to the creation of the Fayette County Public Schools Comprehensive 10-Point Safety Investment Plan to address critical facility upgrades, school climate and culture, social emotional learning, emergency planning, prevention, training, communication, and physical and mental well-being.

Thoughtfully developed, the plan was built on existing strengths to eliminate potential vulnerabilities in order to make our schools the safest place in our communities for students and those who educate them. Each of the 10 components addressed a specific need, not only to prevent a school shooting, but also to mitigate the other risks our students face including bullying, self-harm, suicide, drug use, online exploitation, trauma and community-based issues.

With the generous support of our local community, the Fayette County Board of Education approved a 5-cent property tax to fund the Comprehensive 10-Point Safety Investment Plan in July of 2018. Revenue collection began in October, bringing in $13.3 million the first year.

District officials provide monthly progress updates to the community at each school board meeting and via an online status tracker on the district website.

Fayette County Public Schools has become a national model for its intentional and balanced approach to school safety and has been featured in national publications including Education Week and the American School Board Journal.
In just nine months, FCPS has:

- Employed 24 additional police officers, bringing the department to a total of 58 sworn officers; upgraded equipment, uniforms and vehicles for department and provided PBIS training and implicit bias training for all officers
- Hired 29 additional mental health professionals, reducing the student to professional ratio at the elementary school level from 568 to 1 to 350 to 1; they started serving students in January of 2019 and have already documented more than 6,000 interventions with children
- Installed 1,700 exterior door alarms at schools throughout the district, 761 security cameras and 32 camera recorders at 16 schools, 40 camera recorders at 15 schools and electronic door access points at 23 schools
- Issued photo ID badges to all middle and high school students, employees and contractors
- Added a full-time nurse in every high school, begun negotiations with area health providers to provide access to comprehensive adolescent assessment and health services for all middle and high school students
- Installed 46 walk-through metal detectors at four high schools, hired security ambassadors and fully implemented daily screening
- Designed secure vestibules for 28 schools that do not currently have them, started the capital construction process, conducted bids, and hired a contractor to begin construction in October of 2019
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On the 2019 FCPS Annual Survey of Families, 92 percent of respondents said their child is safe at his or her school.

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- Adopted social-emotional learning curriculums for the elementary, middle and high school levels after an extensive process that included the review of roughly 30 potential programs and the collection of significant stakeholder input
- Distributed more than 3,000 Student Safety and Security Guides for Families
- Purchased a new crisis management system that allows better communication and accounting of people in emergency situations, piloted the platform in three schools, and began training employees to use the new program

School Safety
Students who graduate from the Fayette County Public Schools receive more than just a high school diploma. When you choose our schools, you choose an experience for your child designed to equip them to excel in whatever future they can imagine for themselves. Our students have unlimited potential and we are committed to helping them develop the attributes they will need to succeed not only in college and career, but in life.

During the development of our Strategic Plan, we asked families about their dreams for their children and used that vision to develop our portrait of a Fayette County Public Schools graduate – one who is Academically Prepared, College and Career Ready, Civically Engaged, Culturally Competent and Equipped for the Future.

Those are still the attributes our families want their children to have. Just recently, on the 2019 FCPS Annual Family Survey, 86 percent of respondents agreed that these are the attributes students should possess in order to excel in a global society. And eight of 10 respondents believe the district is achieving our mission.
PROMISES MADE

- Master essential content
- Apply academic content knowledge and skills to real-world situations
- Possess inquiry and research skills necessary to do rigorous academic work
- Grow as independent, self-directed learners
- Analyze and evaluate ideas and information sources for validity, relevance, and impact
- Make connections across content areas to discover new knowledge and ideas
- Use technological skills and contemporary digital tools to explore and exchange ideas
- Utilize creative and critical thinking to define problems and create solutions
- Explore a variety of creative and artistic forms and disciplines
- Identify learning goals and monitor progress toward reaching them

PROMISES KEPT

- Elementary and middle school scores on the Measures of Academic Progress (MAP) assessment were higher than the national average
- 3,850 high school students took at least one dual credit or Advanced Placement (AP) course last year
- 72% of students tested scored a 3 or better on their AP Exams
- 55 Governor’s Scholars
- 41 Governor’s School for the Arts participants
- 51 National Merit Semi-Finalists
- 21 members of the Class of 2019 earned perfect ACT scores – five times the national rate
- An FCPS student received the national Yes I Can! Award in academics from the Council for Exceptional Children
- The Class of 2019 earned more than $104 million in scholarship offers
- FCPS students earn college credit bearing scores on Advanced Placement exams at higher rates than their peers across the state; for students who are white, Hispanic or living in poverty, the rate is 1.5 times greater and for black students, the rate is 1.75 times greater
PROMISES MADE

☐ Discover and develop talents, interests, and passions
☐ Explore a spectrum of industries and sectors
☐ Align knowledge, skills and personal interests with career opportunities
☐ Master study skills and time management
☐ Able to read, write, listen, and speak effectively
☐ Prepared to lead, collaborate and work in teams
☐ Demonstrate productive workplace skills, qualities, and behaviors
☐ Manage resources and decisions entrusted to them equitably and responsibly
☐ Seek and use feedback from others to adapt ideas and persist in accomplishing difficult tasks
☐ Engage in problem solving, inquiry, and design of innovative solutions to overcome obstacles and improve outcomes in everyday life and in the workplace
☐ Understand personal learning and working styles and strive to become well rounded in order to contribute to collective efforts and shared goals

PROMISES KEPT

☐ The district’s 41 International Baccalaureate Medallion Graduates were offered $10 million in scholarships, including 39 full tuition or full ride scholarships
☐ Increased by 125 percent the number of industry certifications earned by students, from 2,048 during the 2017-18 school year to 4,612 during the 2018-19 school year
☐ Opportunity Middle College graduated 62 seniors who collectively earned more than 1,200 college credit hours while in high school
☐ Fayette County students took 3,553 dual credit courses last year, simultaneously earning both high school and college credit
☐ 1,351 students attended the district’s three career and technical centers
☐ Roughly 1,300 freshmen from The Academies of Lexington participated in the 2018 career exploration event to interact with 50 business partners representing Lexington’s most in-demand industries
☐ FCPS graduates will attend college in 40 states, Washington, D.C. and Puerto Rico, and six countries
☐ 2019 FCPS grads were accepted to all 15 of the nation’s best colleges and universities as rated by U.S. News and World Report, all eight Ivy League Schools and four of the five U.S. military academies
Civically Engaged

PROMISES MADE

☐ Advocate for self, others, and the community

☐ Understand the rights, privileges, and responsibilities of living in a democracy

☐ Contribute to solutions that benefit the broader community

☐ Aware of local, national, and world events and issues

☐ Serve others through active, responsible participation in community efforts

☐ Demonstrate civility, empathy, compassion, and respect for others

☐ Respect divergent thinking to engage others in thoughtful discussion

PROMISES KEPT

☐ For the 11th year in a row, students from FCPS won first place in the national Lexus Eco Challenge – a competition in which teams develop practical solutions to environmental problems

☐ An FCPS student won the Distinguished Governor’s Award from Key Club International

☐ Students on the Bluegrass Youth Sustainability Council received a $5,000 Turner Foundation grant to design and implement school sustainability improvement projects

☐ Fayette County Public School students brought home the State Championship in the Student Technology Leadership Program competition for their project designed to bring hope to students facing mental health challenges

☐ High school immersion students completed 1,800 community service hours that required Spanish language to be used

☐ Students from FCPS were elected governor, speaker of the house, secretary of state and secretary of the executive cabinet during the Kentucky Youth Assembly

☐ Approximately 200 high school freshmen participated in the Mental Health Challenge in which they learned about common mental health conditions, how to recognize a mental health crisis, and how to access help when needed

☐ In partnership with FoodChain and Kentucky State University, 21 schools have classroom aquaponic systems that raise tilapia and grow vegetables without soil by recycling water in a sustainable food-production model
Culturally Competent

PROMISES MADE

- Understand and respect diverse cultures
- Connect across racial, cultural and linguistic boundaries
- Appreciate, evaluate, and apply a range of viewpoints
- Navigate and engage in an inclusive and interconnected global society
- Interact effectively with diverse individuals and groups
- Exposure to and fluency in multiple languages
- Share knowledge, understanding, and ideas with others, using multiple tools and languages to communicate

PROMISES KEPT

- Maxwell Elementary School named the School of the Year by the Embassy of Spain
- 68% increase in students seeking the “Seal of Biliteracy” since 2017
- 112 students awarded the Seal of Biliteracy – the highest in the state
- Study abroad and exchange programs have taken FCPS students around the world this year to Costa Rica, England, France, Ireland, Japan and Spain
- Awarded a $90,000 National Security Agency grant for the 10th consecutive year to offer 110 elementary students an immersive Chinese language setting camp opportunity for two weeks in the summer to expand their language and cultural capacity
- 1,723 students enrolled in Dual Language Immersion program for Spanish and English
- 28 graduates earned the International Spanish Academy diploma
- 55 percent of elementary schools and 100 percent of middle and high schools offer world language instruction in one or more languages including Chinese, French, German, Japanese, Latin, and Spanish
- 41 graduates earned the International Baccalaureate Medallion

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Equipped for the Future

PROMISES MADE

- Develop a strong sense of self and sense of individual purpose and value
- Graduate with a plan for the future
- Display perseverance, confidence and drive to achieve personal goals, complete tasks, and manage projects
- Accept responsibility for personal actions
- Maintain physical and social-emotional wellness
- Cultivate and maintain positive relationships
- Exhibit financial literacy
- Engage in reflection for individual improvement
- Possess knowledge, skills, and experience to navigate the real world
- Conduct selves ethically and with integrity
- Express thoughts, ideas, and emotions meaningfully and appropriately

PROMISES KEPT

- Financial literacy classes provided by Junior Achievement volunteers to 11,824 students in 452 classrooms
- 2,655 fifth graders visited JA BizTown for an immersive financial literacy experience
- 43 schools have outdoor classrooms, which include rain gardens, community gardens, vegetable gardens, native gardens, pollinator gardens, sensory gardens and herb gardens
- Doubled the number of students served by the nation's only School Based Partial Hospitalization Program
- Counselors, social workers and district mental health specialists made 144,161 contacts with students to support social and emotional well-being, regular attendance and academic achievement – an increase of 164 percent
- Family Resource and Youth Service Centers supported 33,645 students with clothing, food, health care assistance, academic help and counseling
- Three Governor’s School for Entrepreneurs participants
- Full-time nurses were added to all comprehensive high schools
- Roughly 2,200 mental health referrals made to outside agencies using the district’s Mental Health Referral Pathway, which is the first of its kind in the nation
Creating a learning environment where every student develops the attributes they need to excel in a global society requires deliberate and focused action. In 2017 the Fayette County Board of Education adopted a five-year strategic plan establishing excellence as the expectation, defining what equity means for our district, and outlining the steps necessary to accomplish it.

Informed by the input of more than 18,800 students, employees, families and community members, as well as the findings of five external reviews and two state evaluations, the strategic plan now serves as a roadmap guiding the investments of efforts and resources between now and 2021.
STUDENT OPPORTUNITIES

For all students to have equitable opportunities for success, every school must provide a rigorous curriculum with aligned instructional materials and assessments in core subjects and all grade levels. The district must ensure that each student is inspired to learn, supported to succeed and challenged to discover their path to success in college, career and life. Recognizing that one size does not fit all, the district must provide a continuum of services and programs to meet the needs and interests of all students. We are always open to innovative solutions and models of excellence that enhance our offerings.

Implemented a cutting-edge math curriculum and provided state-of-the-art instructional materials for every classroom in every school in grades kindergarten through eight

Reduced the student-teacher ratio for English language learners to 60:1; down from 90:1 in just three years

 Doubled the number of schools with national best practice training in Sheltered Observation Instructional Protocol over two years

21 percent increase in number of students meeting proficiency goals and exiting the English language learners program

13 percent growth in students receiving gifted and talented enrichment services

Provided 33 professional learning sessions for Evidence Based Practices for Autism during 2018-19, with 672 participants

Provided increased opportunity for college preparation by paying for all sophomores to take the PSAT and ACT

Increased the number of students from underrepresented populations identified for primary talent pool, including a 95% increase for black students, 151% increase for Hispanic students, 100% increase for students living in poverty and a 519% increase for students whose home language is not English

One-to-one computing is in place at more than 20 schools and programs

Demonstrated 2.5 months of growth in reading and three months of growth in math in just five weeks for 326 students from three middle schools and 10 elementary schools in the Power Scholars Academy summer program in partnership with the YMCA

Implemented a nationally-recognized standards-based comprehensive health curriculum called HealthSmart for middle and high schools and purchased instructional resources for each school

Took middle school principals to visit nationally recognized middle school models in three Florida school districts to observe best practices

58% increase in identification of kindergarten through third-graders for primary talent pool

83% of Co-Teaching Classrooms met 80% or greater of projected growth on the Measures of Academic Progress (MAP) assessment.
EXCELLENT STAFF

We must hire and retain a talented, effective workforce with diverse cultural and experiential backgrounds, and provide them with meaningful professional learning. All employees deserve to work in a system that encourages innovation, celebrates success and invests in their professional learning while providing reliable, consistent feedback for growth. Everyone who works in the district, whether they work in a classroom or kitchen, in a school office or central office, in a warehouse or on a school bus, must have the resources, support and ongoing professional learning they need to serve students, families, our community and one another at high levels.

100% of bus routes fully staffed for first time in a decade

225 FCPS teachers hold National Board Certification

PROMISES MADE

PROMISES KEPT

- Employees in FCPS attended more than 20,455 professional learning sessions in just one year
- Hired an Associate Director of Minority Recruitment and Retention
- Collaborated with the UK Confucius Institute to increase the amount of Visiting Teachers from China in our schools increasing programs at the elementary and secondary levels
- Raised starting pay for bus drivers to $17.76 per hour and adjusted other salaries accordingly to attract and retain staff
- The diversity of the newly hired district mental health specialists was 48% African-American, 42% White, 7% Hispanic and 3% Middle Eastern; 20% of those hired were male and 80% were female
- Employed teachers from 12 different Spanish speaking countries as faculty in the Dual Language Immersion programs
- Provided 162 hours of intensive language acquisition professional development for 18 Proficiency Leads throughout the district’s world language programs
- More than 40 educators attended the district’s first-ever professional development day for health and physical education teachers
- Trained an additional 1,600 employees, families and volunteers in Youth Mental Health First Aid

- Increased pay for substitute teachers for the first time in more than 10 years
- Developed nine new summer professional learning opportunities in 2018, for a total of 29 summer learning initiatives serving 5,106 employees
- Invested $2.8 million to hire 45 more teachers to work with students who have special needs, students who have been identified as gifted and talented and English language learners
- Held monthly meetings with school leads in the areas of English language arts, math, social studies, science, and Multi-Tiered Systems of Support to build collegial relationships, meet content-specific needs, and analyze student data to determine next steps for effective instruction
- Over three years, 82 new participants have enrolled in the National Board Certification mentor program in partnership with Fayette County Education Association
- Drew more than 500 professionals interested in joining FCPS during the 2019 Career Fair for Educators and an additional 120 applicants during the 2019 Support Staff Career Fair
Fayette County Public Schools must develop a portfolio of school options that can meet the diverse needs of our students. Within this portfolio model, leaders and teachers need to be empowered to set ambitious goals, meet high standards, and celebrate students, families, and staff success together. School leaders must be able to allocate resources to these rigorous goals, to choose school models and educational programs that ensure students meet or exceed state academic standards, and direct staff in pursuit of the goals.

EXCELLENT SCHOOLS

Launched Fayette County’s third wall-to-wall academy school, in which large comprehensive high schools are transformed into career-themed academies to better prepare students for college and professional success in today’s competitive global economy.

Embarked on a process to re-imagine the FCPS middle school model to increase student engagements and expand opportunities for FCPS students to compete in a global society.

Developed a “Portrait of a Rising Fayette County Public Schools High School Student” aligned to the “FCPS Portrait of a Graduate.”

In its first year, the Success Academy -- a program serving students 16 years and older who are not on track to graduate -- enrolled 42 students who collectively completed 186 courses.

Provided 17,150 academic interventions to students in reading, mathematics, science, and social studies through the district’s Extended School Services program.

Continued assistance and oversight at “Partnership Zone” and “Empowerment Zone” schools, including additional staffing, more professional learning and regular site visits from support teams.

Leestown Middle School Pre-Engineering Program selected for a Program Excellence Award from the Kentucky affiliate of the International Technology and Engineering Educators Association.

Posted growth higher than the national average in reading and in math for students in K-8 grades assessed on Measures of Academic Progress (MAP).

Kindergarten students showed more growth on the MAP assessment in math than 99 percent of the rest of the nation, and more growth in reading than 97 percent of the country.

Decreased instructional days lost to suspensions by 464 days and cut disparities in the disproportionate discipline of African American students by nearly half.

Open two additional preschool locations.

Teams of curriculum specialists conducted learning walks in collaboration with school staff in all middle and high schools.

Students at all seven “Comprehensive Support and Intervention” schools, all six “Partnership Zone” schools and three of five “Empowerment Zone” schools posted high growth and improved achievement in reading and math.

PROMISES KEPT

All Fayette County Preschool Program classrooms received a 5-STAR rating – the highest mark achievable – from the Kentucky Department of Education.

Only school district in the nation to earn U.S. Department of Education Green Ribbon School Award recognition every year since the program started in 2012.

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Central office supports must be tailored to individual school and community needs. At the same time, all schools must be treated equitably, which requires a districtwide commitment to using available resources, including money, staff time, skills, and expertise, and our programs, as efficiently as possible to meet our goals.

**PROMISES MADE**

- Increased investment in the Farm to School program by 20 percent to include purchases from nine local farmers
- Provided free breakfast and lunch to 21,769 students in 39 schools through the federal Community Eligibility Program
- Reduced energy use per square foot of building area by 6%
- Equipped all school buses with pouches of books to encourage students to read on the way to and from school
- Frederick Douglass High School named the most energy efficient high school in Kentucky
- Exercised option of competitive bid process to generate a savings of 11 percent compared to quoted prices
- Replaced lights in eight gymnasiums with newer, more efficient LED lighting expected to provide utility cost savings in excess of $30,000 a year
- Maintained upgraded credit ratings from Standard & Poor’s Financial Services and Moody’s Investors Service, ensuring lower interest costs for construction and renovation projects

**PROMISES KEPT**

- Moved juniors and seniors from STEAM Academy to Bluegrass Community and Technical College Cooper Drive building on UK campus
- Achieved substantial completion on Brenda Cowan Elementary School – Fayette County's 37th elementary school
- Approved return of original Henry Clay High School building on Main Street to house instructional programming while relocating district office to Lexmark campus
- Hired instructional specialist to support elementary immersion programs
- Reinstituted summer paint crews to update school interiors for the first time since 2012
- Started design process for a new $83 million Tates Creek High School building
- Increased spending with minority, women and veteran owned businesses by 191% from $4.4 million in 2017-18 to $12.9 million in 2018-19
- Debuted the STEM Bus, a dynamic and interactive mobile learning space to engage students in science, technology, engineering, and math; more than 5,000 individuals had a chance to experience the bus in just six months
- Received $190,450 federal grant to provide fresh fruit and vegetable snacks free of charge to students at nine elementary schools

**EXCELLENT SUPPORTS**

- 166,321 dinners served to children and families participating in the Afterschool At-Risk Dinner Meals Program at 29 sites
- 3,625 students received weekly food backpacks
- 8,058 contacts with families to support regular student attendance
Establish a culture of transparency, trust and mutual respect. Ensuring the success of every student will require a shared commitment from staff, families and community partners. We must maintain open lines of communication, listen to our stakeholders, and consider a wide range of diverse viewpoints when making decisions. Keeping students first, schools and families must come together, bolstered by the support of our community to find solutions and share accountability for educational outcomes.

**PROMISES MADE**

- Recruited 351 volunteers who read to 11,688 students in 29 elementary schools through the Scholastic “Read Excel Achieve Lead” mentoring program
- Distributed 46,762 books to elementary school students to grow their home libraries
- Established 12 middle school group mentoring programs that collectively provided more than 2,700 mentoring hours to 225 young men
- Half of all Fayette County Public Schools families participated in the 2019 FCPS Annual Survey of Families, with 12,996 responses – up from 4,228 the prior year
- Unveiled partnership with Transylvania University to award a minimum $18,000 annual scholarship to all students who successfully complete the Academy of Information Technology at Bryan Station High School
- Constructed 10 additional Read to Me libraries in community locations, more than doubling the reach of the program
- 15,376 families participated in educational programming through the district’s Family Resource Youth Service Centers
- Organized the first-ever Cutz-N-Curlz event to provide free haircuts and hairstyles to more than 100 students before the first day of school

**PROMISES KEPT**

- Two Fayette County Schools were named Schools of Excellence by the National PTA
- 92 percent of families reported that they feel welcome and respected at their child’s school
- Partnered with LEX18 for the second annual Book Madness competition to reach more than 84,000 individuals about the First 5 Lex read, talk, play message to support school readiness for all children before they enter kindergarten
- In partnership with five community partners, hosted the district’s first-ever Isaac Murphy Educating Boys of Color Summit with more than 500 people in attendance
- The district’s eight HealthFirst Bluegrass Health Kids Clinics provided more than 17,000 medical, behavioral health and dental visits for 3,543 students
- Opened three new Family Resource Youth Service Centers, adding assistance at six additional schools
- Received a $100,000 PNC Grow Up Great grant to expand First5Lex – Read, Talk and Play from Cradle to Kindergarten
- Sponsored a booth during the 2019 Lexington Pride Festival

**RELATIONSHIPS EXCELLENT**

- 66,119 followers on Facebook, Twitter, Instagram, Snapchat, Pinterest and LinkedIn
- 6,246 training modules completed in implicit bias and cultural competence
- 18,618 student interactions with business partners in The Academies of Lexington

**EXCELLENT PROMISES MAINTAINED**

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