

Narrative #1: GRADUATION RATE

Current high school graduation rate as calculated with the method used in reporting for the State of Kentucky: 90.7%

Grant County has included no private or parochial graduation rates in the reported figure.

Goal: Raise the rate to 98% by 2022.

The Grant County community is pleased that its two school districts combined currently produce a graduation rate of 90.7%, which exceeds the current Work Ready Community benchmark of 86.1%. As indicated in the chart below, both districts exceed the state average by 3.7 (Grant) to 9.8 (Williamstown) percentage points.

Year	Grant County Schools	Williamstown Independent Schools	State Average
2012-2013	89.8%	95.9%	86.1%

This, however, was not always the case, as in the not-so-distant past Grant County and Williamstown Schools posted the following scores:

Year	Grant County Schools	Williamstown Independent Schools	State Average
2009-2010	81%	86%	84%

As is evidenced by these statistics, Williamstown Independent Schools and Grant County Schools have each embraced strategies that have netted substantial improvements in graduation rates over the past five years. Both districts are equally committed to continual improvement and are on track to reach the Work Ready Communities goal of 98% by 2022.

Current and future efforts include:

- The most significant change agent for Grant County Schools has been the Grant County Schools Career and Technology Center (GCS CTC) which opened in 2011. The new facility provided for seven new career and tech programs (Auto Tech, Welding, Information Technology, Electrical Technology, Health Sciences, Project Lead the Way Bio-Medical, and Project Lead the Way Pre-Engineering), which complemented the high school's three existing programs (Agriculture, Family and Consumer Sciences, and Business). The GCS CTC is locally owned and operated, and is located adjacent to the Grant County High School – which allows a seamless transition to and from traditional classes throughout the school day. During just its second year in operation, 816 students (of approximately 1,100) were enrolled in at least one class in the CTC, with 511 taking more than one class. All high school students are encouraged to explore and/or begin classes in various career and tech programs as early as their freshman year – or

even middle school -- then proceed through a series of classes that, upon completion, allow them to earn college credits and/or industry certification(s) in their field of choice.

This is a stark difference to previous years in which only 40 seats were available to Grant County High School students in Area Technology Centers 35+ miles away. Now, because Grant County's programs encourage both career development and college preparation, students do not choose between "a college pathway" or "a career pathway", but instead are provided a means to enter a career field upon graduation which complements their expected college experience (ie: a student receives a Nurse Assisting certification (CNA), which allows her to work part time in the field as she earns her nursing degree; or a mechatronics certificate allows a student to take advantage of a local employer's apprenticeship program while he/she also attends employer-paid college classes). The varied career pathways provided at the CTC allow almost every student to explore their chosen career before even leaving high school, and has added the very real component of "relevance" to their high school studies. As Grant County Schools continues to nurture post-secondary and industry partnerships, and as students see the clear connection between their studies in high school and a successful career, it is anticipated that the CTC will have a continued positive influence on the graduation rate at Grant County High School.

Additional efforts by one or both districts include:

- Believing drop-out prevention begins with the very young, the Grant County School District facilitates the Dolly Parton Imagination Library for children, ages 0-5, who live in their district. Children enrolled in this program receive an age-appropriate book in the mail each month – at no cost to the recipient -- from the date of their enrollment in the program until their 5th birthday. This program promotes both literacy and parental involvement from infancy.
- Both districts operate highly functional preschool programs that focus on establishing the best possible start for the student, plus encourage and nurture the involvement of parents in the educational process.
- Both Grant County Schools and Williamstown Independent Schools have voluntarily elected to make kindergarten an all-day program for all students, though funding from the state is provided only for half-day attendance.
- Both districts employ tools such as "Persistence to Graduation" and the Gallup Poll Measuring Student Hope, Engagement, and Well-Being to identify students and issues which may make them at risk for dropping out.
 - The Persistence to Graduation tool is an early warning indicator system which utilizes data in the student data system (Infinite Campus) to identify students who may be off-track for promotion or on-time graduation. It considers research-based indicators (such as a student's grades, attendance, income, behavior, and even gender) to assign every student a Risk Value Score, which helps identify students in need of additional intervention and/or support.

- The Gallup Poll Measuring Student Hope, Engagement, and Well-Being is performed every year for all students (grades 5-11) in Williamstown Schools and in Grant County Schools. The measurements of hope, engagement, and well-being in a student population helps predict student success in the areas of attendance, credits earned, GPA; distinguishes between high- and low-performing schools; and serves as an indicator of success beyond high school. The results of these surveys equip school leaders with insight and tools to develop programs to meet identified needs.
- Truancy, health, and family issues are identified and addressed early in each child's academic career by counselors, Family Resource Center personnel, nurses, and others as needed.
 - Both Williamstown and Grant County Schools are fortunate to have full-time nurses and Family Resource personnel in each building.
 - The Grant County Middle and High School Youth Service Center facilitates an attendance program each month that targets students with five (5) or more (cumulative) unexcused absences. At a meeting designed just for them, the merit of attendance is retaught, employment statistics (relative to attendance) are shared, expectations in other nations are compared to expectations in America, and accountability and responsibility for their current job (school) is reinforced.
 - The Grant County Schools Youth Service Center and Williamstown Family Resource Center, counselors, and nurses facilitate drug and alcohol prevention programs, as well as suicide prevention and other programs to help address mental health needs.
- Grant County Schools and Williamstown Independent Schools actively embrace Positive Behavioral Interventions and Support (PBIS) strategies which establish and reinforce behavioral expectations, then utilizes re-teaching and rewards rather than punishment. These measures have had a huge impact on culture and climate in each of our schools.
- Academic Issues are identified and addressed early and throughout their P-12 career with Response to Intervention (RTI). Other tools used by both districts include Measures of Academic Progress (MAP), Compass, Intervention / Credit Recovery classes, after-school tutoring, extended school services, and virtual learning programs such as ALEKS, Voyager, and BAVEL.
- Eagle Creek Academy is an alternative setting for 6 -- 12 graders in Grant County Schools. The curriculum allows students to move at their own pace, with the assistance of a dedicated staff of highly qualified teachers. Some students are placed at Eagle Creek by the courts or due to discipline problems in the traditional school setting. Others, however, choose Eagle Creek because of its structure and the opportunity it

provides a student to catch up (when life has thrown a curve ball) and still graduate on time. Eagle Creek has provided a means for dozens of students to complete their high school education successfully when all indicators suggested otherwise.

Eagle Creek Academy has recently re-structured and re-located a portion of its programming in an effort to transition its younger students back into the main population more successfully, and to allow these students the opportunity to participate in the programs provided by the Grant County Schools Career and Technology Center.

Alternative Scheduling: Eagle Creek Academy is hopeful to provide alternative scheduling in the near future. This will allow students who need to work or have other obligations during the school day to continue their education, earn their diploma, and start their lives without the additional burden of an education cut short.

- Junior Reserve Officer Training Corps (JROTC) -- Grant County High School's JROTC program began in Aug., 2005, and has since established itself as one of the most respected programs in the mid-west region. The program, which reaches approximately 160+ students each year, has built the leadership capacity in literally hundreds of students and has provided for countless students and families that did not feel comfortable in the more traditional athletic, music, and scholarly extra- and co-curricular activities a place to thrive, grow, and assume roles of leadership in the school. If there is a single element that has built pride, school culture, and a sense of belonging, it is the Grant County High School JROTC program.
- Both districts are working to provide intentional and consistent individualized pathways and personalized learning opportunities for every student.
- Both Grant County and Williamstown actively engage in co-curricular student leadership groups such as FFA, FCCLA, Business Leaders of America, HOSA, Skills, etc., which promote student leadership, networking, and enrich the academic experience in each student's field of interest.
- Both districts offer numerous extra-curricular activities to help keep students involved and engaged.
- Both districts partner with Northern Kentucky University-Grant County Campus to offer the "School Based Scholars" opportunity to juniors and seniors. This program allows students to leave their respective high school campuses during the school day to commute to the NKU-GC campus for college classes.
- Both districts offer Advanced Placement and in-house dual credit opportunities -- providing added challenge, incentive, purpose, and relativity for advanced students in the high school setting.
- Additional plans for both Williamstown Independent Schools and Grant County Schools will be the development of creative and meaningful assessments, policies, and

procedures to measure and award performance-based credit to students who are able to exhibit certain competencies. Such opportunities will make the world the classroom, will encourage students to learn from all experiences, and will, in turn, enrich cultural, technological, and all aspects of life for our students and our community.

Attachments:

- Graduation Rate Data Sheet
- Work Ready Communities Sub-Committee for Graduation Rate Meeting Agenda: 08/26/2014
- Work Ready Communities Sub-Committee for Graduation Rate Meeting Minutes: 08/26/2014
- Work Ready Communities Sub-Committee for Graduation Rate Sign-In Sheet: 08/26/2014

2013 Kentucky Graduation Rate (Cohort Method)
State Average 86.1%

<u>County</u>	<u>Grad Rate</u>	<u>County</u>	<u>Grad Rate</u>	<u>County</u>	<u>Grad Rate</u>
Adair	89.8%	Grant	90.7%	McLean	86.4%
Allen	91.0%	Graves	91.8%	Meade	94.1%
Anderson	96.5%	Grayson	92.9%	Menifee	90.7%
Ballard	92.4%	Green	95.0%	Mercer	96.6%
Barren	86.1%	Greenup	94.0%	Metcalfe	87.3%
Bath	86.9%	Hancock	95.5%	Monroe	95.3%
Bell	88.7%	Hardin	89.0%	Montgomery	92.4%
Boone	92.9%	Harlan	86.9%	Morgan	87.3%
Bourbon	91.3%	Harrison	90.3%	Muhlenberg	87.8%
Boyd	93.8%	Hart	96.6%	Nelson	86.8%
Boyle	90.2%	Henderson	88.5%	Nicholas	92.0%
Bracken	97.0%	Henry	88.2%	Ohio	88.0%
Breathitt	87.5%	Hickman	100.0%	Oldham	96.2%
Breckinridge	91.3%	Hopkins	88.6%	Owen	86.7%
Bullitt	85.2%	Jackson	87.0%	Owsley	94.7%
Butler	92.0%	Jefferson	76.5%	Pendleton	91.1%
Caldwell	90.8%	Jessamine	81.0%	Perry	85.9%
Calloway	93.6%	Johnson	96.0%	Pike	90.3%
Campbell	91.6%	Kenton	88.9%	Powell	93.5%
Carlisle	95.4%	Knott	87.7%	Pulaski	90.0%
Carroll	88.4%	Knox	88.3%	Robertson	95.8%
Carter	96.6%	Larue	98.7%	Rockcastle	92.1%
Casey	93.3%	Laurel	79.3%	Rowan	92.5%
Christian	81.3%	Lawrence	95.0%	Russell	88.9%
Clark	90.3%	Lee	88.1%	Scott	84.1%
Clay	82.9%	Leslie	99.2%	Shelby	84.5%
Clinton	82.4%	Letcher	92.1%	Simpson	92.4%
Crittenden	83.5%	Lewis	96.7%	Spencer	92.9%
Cumberland	95.2%	Lincoln	89.6%	Taylor	99.0%
Daviess	90.6%	Livingston	94.9%	Todd	93.0%
Edmonson	90.4%	Logan	90.3%	Trigg	91.8%
Elliott	89.0%	Lyon	97.0%	Trimble	74.6%
Estill	95.7%	Madison	92.2%	Union	88.9%
Fayette	82.7%	Magoffin	92.4%	Warren	91.6%
Fleming	94.2%	Marion	93.2%	Washington	98.5%
Floyd	90.1%	Marshall	91.9%	Wayne	87.9%
Franklin	83.6%	Martin	91.9%	Webster	83.2%
Fulton	90.0%	Mason	90.8%	Whitley	91.8%
Gallatin	90.8%	McCracken	86.6%	Wolfe	92.2%
Garrard	92.4%	McCreary	93.5%	Woodford	97.2%

WORK READY COMMUNITIES

Sub-Committees: Graduation Rate / Educational Attainment

Tuesday, August 26, 2014 – 3:30 p.m.

Grant County Board of Education Office

COMPONENT: GRADUATION RATE:

High school graduation rate calculated with the method used in reporting for the State of Kentucky. Must present a plan to raise the rate to 86.1 percent within three years and to 98% by 2022. Inclusion of private or parochial graduation rates not already included in the traditionally reported figure is allowed at the discretion of the county.

Current Status: 90.7%

Goal: 98% by 2022

COMPONENT: EDUCATIONAL ATTAINMENT:

The percentage of working-age (25-64) adults in a community with at least a two-year degree.

Work Ready Community in Progress: Must present a plan to be at 25 percent within three years and 32 percent within five years and 39 percent within seven years. -- AMD --

Must present a plan to reduce the percentage of working age adults (18-64) in your county without a high school diploma or high school equivalency diploma (e.g., GED) as based on the American Community Survey by 3% points in three years and 5% in five years. A map listing counties within the commonwealth and their population of adults without a high school diploma or high school equivalency diploma can be found on the Kentucky Adult Education website (<http://www.kyae.ky.gov>)

At Least Two-Year Degree: Current Status: 19.1%

Goal: 25% in three years; 32% in five years; 39% in seven years

% Adult Population (18-24) without Diploma or Equivalency: Current Status: 19%

Goal: Reduce to 16% in 3 years; 14% in 5 years.

Agenda

Welcome and Introductions

Overview of Graduation Rate and Educational Attainment Components

Identification of current & potential contributions from partners

Implementation and Marketing Strategies

WORK READY COMMUNITIES
Graduation Rate / Educational Attainment Sub-committee Meeting
Tuesday, August 26, 2014 – 3:30 p.m.
Grant County Board of Education Office

The first meeting of the Graduation Rate / Educational Attainment Work Ready Communities Sub-Committee was held Tuesday, August 26, 2014, with the following present:

John Sanders	Assoc. Principal, Grant Co. Schools Career and Technology Center
Theresa Herald	Counselor, Grant County High School
Correy Eimer	Assoc. Director, Northern Kentucky University – Grant Co.
Misty Middleton	Asst. Superintendent, Williamstown Independent Schools
Sally Skinner	Superintendent, Williamstown Independent Schools
Allison Mortenson	Youth Service Center Director, Grant County Middle & High Schools
Ron Livingood	Superintendent, Grant County Schools
Nancy Howe	Grant Co. Community Education Director / PIO, Grant Co. Schools

Following introductions and a quick review of the Graduation Rate and Educational Attainment components, each participant was asked to share information about what they currently or could potentially contribute in the way of soft skill training for the community.

Graduation Rate:

Participants shared the following relative to current offerings which focus on nurturing positive habits, removing barriers, keeping students on track and engaged include: Extra-curriculars; Gallup Poll Measuring Student Hope, Engagement, and Well-being; Persistence to Graduation tool provided with Infinite Campus; Co-curricular organizations; truancy programs; Imagination Library for preschool age children; alternative learning center; FRC and YSC services meeting basic needs of students; Positive Behavioral Interventions and Support (PBIS); Mental Health programs; Academic supports

Suggestions for enhancement included: Providing alternative scheduling, particularly for students at the alternative learning center; performance based credit (rather than seat time); more intentional individualized learning plans that address not only academic needs, but address the needs of the whole child.

Educational Attainment:

Current efforts to encourage the attainment of a post-secondary degree: Dual credit opportunities in high school; School-based scholars program; NKU's "Project Graduate program; NKU's agreement to accept transfer credits from Gateway; scholarship opportunities; and industry partnerships that offer employment and college for graduates.

Suggestions for enhancement included: More creative ways to offer more dual-credit opportunities; strategies to keep our college-educated students in our community (or to draw others to our community)

Next meeting date will be determined after the submission of the Work Ready Community in Progress application.