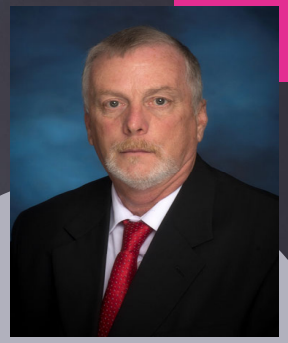
Superintendent Evaluation 2024-25



Earl Ray Shuler



Earl.shuler@lee.kyschools.us

LEE COUNTY SCHOOLS
SUPERINTENDENT

Acknowledgements

- *Lee County Board of Education for their guidance and faith in me!
- *Administrators and Administrative Staff
- *Staff and Students of Lee County Schools
- *Family, Parents, and Community
- *Prayers and Guidance from my Church family and friends
- *Network of Superintendents across the State

"TOGETHER WE CAN''

Superintendent Brief Background!

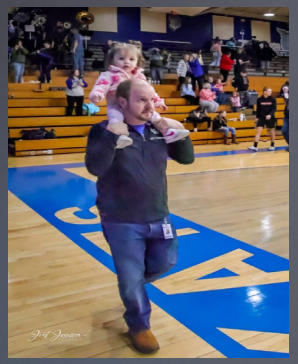
1. Graduate of Lee County High, graduate of EKU Upward Bound Program, Graduate of Eastern Kentucky University and University of Kentucky (BS & MS in Agriculture Education, Rank I in Administrative Education)
2. 14 years in classroom as an Agriculture teacher, 4 years as a Middle/High School Principal, 13 years in central office-(DPP, Safe Schools, Facilities, Transportation, etc.) Member of various Educational organizations.
3. Superintendent – 3 years
4. Community activities- County Magistrate-4 years, Coroner & Deputy Coroner 16 years (Master Coroner Status), Masonic Lodge-43 years, Shriner 40 years, Museum Board, Downtown Beattyville Alliance Board, Chamber of Commerce, Bear Track Fire Department-37 years, past President of Extension Board, past member of Health Department Board, Lifetime KY FFA Alumni, trustee of Bear Track Bible Church.
5. Awards-Mason of the year and Shriner of the year (Lee County), Bear Track VFD Firefighter of the year, Wooly Worm Hall of Fame, Honorary State Agriculture Commissioner

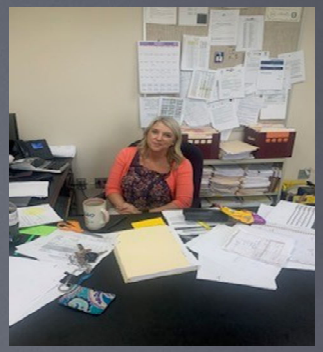
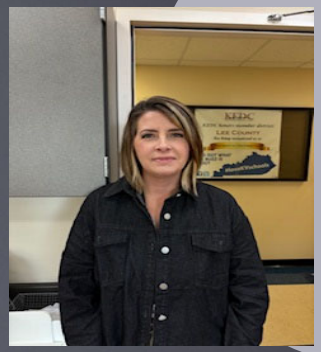
Thanks to my Board for Guidance and Trust and New Contract!





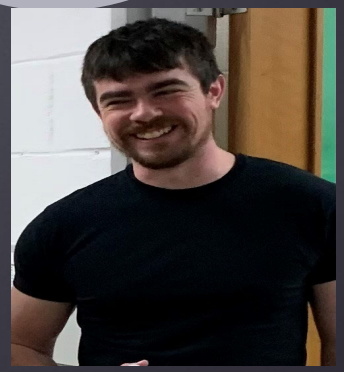
Administrators and Key Staff
"Together We Can"

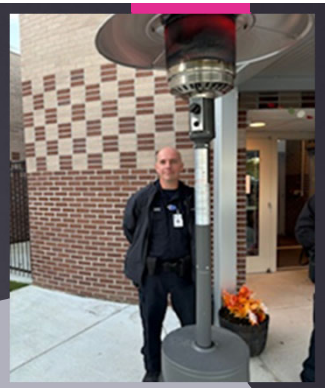



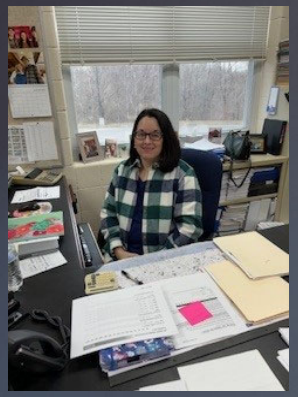




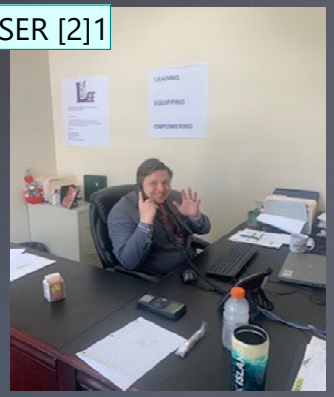



Administrators and Key Staff





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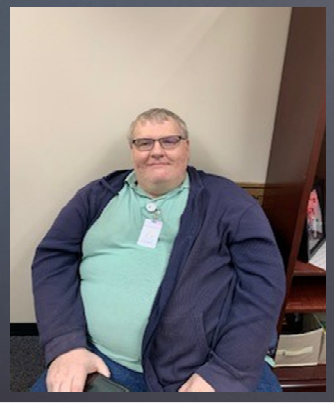




















SER [2]2

Slide 6

SER [2]1 Shuler, Earl Ray, 10/25/2024

SER [2]2 r
Shuler, Earl Ray, 5/30/2025

Facilities-Lee County Schools-TL-Lee County Middle/High,TR-Lee County Bus Compound/Maintenance and ATC Center





Aerial view of the HS/MS campus and ATC, also view of our beautiful city on the banks of the river!





Lee County Elementary



Mission and Vision Statement

- Our mission is to LEAD, Equip, and Empower our students to visualize and achieve their dreams.

- Our Vision: in a world of diversity, our vision is to individualize opportunities for our students today so our graduates can achieve their best tomorrow.

My Focus for 2024-25

- 1. High visibility, accessible, and support from administrators and staff!
- 2. Continue a culture of "Kids First", "Everyone Counts", Family and Community Engagement!
- 3. Safety, fiscal solvency, and meeting our District's needs!

Professional Growth Plan 24-25 for Earl Shuler

Standard 2: Instructional Leadership

The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college and career-ready.

GOALS

* CONTINUOUS IMPROVEMENT – GOAL SETTING AND ATTAINMENT(CSIP/CDIP)
* CULTURE OF EACH SCHOOL AND DISTRICT(SURVEYS AND INTERVIEWS CONDUCTED)
* SOCIAL EMOTIONAL FOCUS-USE OF COMP. COUNSELORS AND SOCIAL WORKER-(COMPLETED)
* CONTINUE TEACHER MENTOR PROGRAM (COMPLETED)
* RE-CONDUCT A NEEDS ASSESSMENT (NOT-COMPLETED)
* CLASSROOM VISITS AND WALKTHROUGHS (COMPLETED)
* HIGH VISIBILITY AND SUPPORT OF CENTRAL OFFICE TO SCHOOLS (COMPLETED)
* WEEKLY ADMINISTRATIVE MEETINGS WITH EACH TAKING TURNS LEADING MEETINGS AND REPORTING ON PROGRESS TOWARD GOALS (COMPLETED)
* REVIEW AND BE AWARE OF CDIP/CSIP PLANS (COMPLETED)
* NISL TRAINING FOR POSSIBLE EMERGING ADMINISTRATORS FROM LCE (COMPLETED)
* SUPPORT FUNDS FOR VARIOUS PROGRAMS REQUESTED FOR INSTRUCTION AND REVIEW THEM FOR EFFECTIVENESS (COMPLETED)
* REVIEWED OF SCHEDULES/GRANTS/INITIATIVES WE HAVE AND WHAT TO CONTINUE (COMPLETED)
* SUMMER ADMINISTRATORS RETREAT (COMPLETED)
* WORK WITH KDE LITERACY COACH AT LCE (COMPLETED)
* WORK WITH EMPOWERMENT TEAM AT LCMS ON PROJECTS(IN PROGRESS)
* WORK CLOSELY WITH CHIEF ACADEMIC OFFICER ON INSTRUCTIONAL STRATEGIES AND DEVELOPING STUDENTS INTO OUR VISION OF A PORTRAIT OF A LEE COUNTY GRADUATE (COMPLETED)
* WORK WITH ATC/HIGH SCHOOL ON SEEING OUR STUDENTS ARE CAREER/COLLEGE READY(COMPLETED)

Standard 4 Human Resource Leadership

The Superintendent ensures the district is a professional learning community with process and systems in place that result in recruitment, induction, support, evaluation, development, and retention of a high performance diverse staff. The Superintendent uses distributed leadership to support learning and teaching, plans professional development, and engages in district leadership succession planning.

GOALS:

* UPDATE OUR RECRUITMENT AND RETENTION PROGRAM

- RECRUITMENT VIDEO FOR DISTRICT WILL BE UTILIZED AND POSTED ON DISTRICT WEB SITE (USED AT EKU JOB FAIR)
- ONBOARDING NEW TEACHERS (EACH ASSIGNED A MENTOR)
- EXIT SURVEYS WILL BE COMPILED, ANALYZED AND RESULTS WILL BE REPORTED TO ADMINISTRATORS AND THE BOARD AT THE END OF THE YEAR (ON FILE-COMPLETED)
- WORKED AT FULFILLING CERTIFIED VACANCIES WITH CERTIFIED STAFF (ON-GOING)
- UPDATE THE HIRING PROCESS-PERSONALLY MEET EACH NEW STAFF MEMBER BEFORE FINALIZING THE HIRING, MEET WITH PRINCIPALS/ADMINISTRATORS BEFORE INTERVIEWING (IN PROCESS)

*BUS DRIVER EVALUATION PROGRAM:

- WILL BE COMPLETED EARLIER IN SECOND SEMESTER. (NOT COMPLETED DUE TO DRIVER TRAINER ON SICK LEAVE)
- A "BOOT CAMP" WILL BE PLANNED AND IMPLEMENTED FOR TRAINING NEW DRIVERS. (NOT COMPLETED)

*REVIEW ALL COMP-COUNSELING AND TELE-HEALTH MOA/MOU'S (COMPLETED)

*PARTNERS FOR RURAL IMPACT IN SCHOOLS-PRI, UTILIZE THEIR FINANCIAL RESOURCES FOR PROGRAMS (COMPLETED)

*SCHOOL STAFFING PLANS & ALLOCATIONS- ENSURE WE MEET POLICY AND REVIEW ENROLLMENT IN CONNECTION WITH STAFF NUMBERS (COMPLETED)

*REVIEW EMPLOYEE EVALUATIONS WITH EVALUATORS AND ENSURE ACCOUNTABILITY OF EMPLOYEES TIME/WORK (COMPLETED)

*MEET MANDATED SCHOOL RESOURCE OFFICER POSITION FOR LCE (LEE SCHOOLS POLICE DEPT.) (COMPLETED)

*REVIEW BUDGET END OF 2024-25 SCHOOL YEAR- POSSIBILITY OF AN ADDITIONAL RAISE TO STAFF BASED UPON SEEK FORECAST FOR 25-26 (COMPETITIVE WITH OTHER LOCAL DISTRICTS) (COMPLETED 3%)

Standard 1: Strategic Leadership

The superintendent creates conditions that result in strategically reimagining the district's vision, mission and goals to ensure every student graduates from high school, is globally competitive in post-secondary education and/or the workforce, and is prepared for life in the 21st century. The superintendent creates a community of inquiry that challenges the community to continually repurpose itself by building on the district's core values and beliefs about the preferred future and then developing a vision.

ACTIONS:

*DISTRICT RETREAT FOR ALL ADMINISTRATORS AND BOARD (JULY 24-BUCKHORN LODGE)

* ADMINISTRATIVE MEETINGS WEEKLY (EVIDENCE ON FILE)

*ADMINISTRATORS PROVIDED MONTHLY REPORTS TO BOARD (EVIDENCE IN BOARD REPORTS)

*SHARED UPDATES ON LAWS IMPACTING EDUCATION (EVIDENCE IN DA MEETINGS AGENDA)

*HAVE HIGH SCHOOL PRINCIPAL COMPLETE CHAMBER OF COMMERCE LEADERSHIP PROGRAM (COMPLETED)

*WEEKLY ACTION PLANS BY PRINCIPALS (EVIDENCE ON FILE)

*KASS/KVEC/KASA/KEDC/KSBA MEETINGS (EVIDENCE IN FOLDER OF ATTENDANCE AND COMMUNICATIONS REPORT)

*ADMINISTRATORS REVISED CSIP/CDIP PLANS (COMPLETED)

*CONTINUOUS REVIEW OF BUDGET AND PLANNING (MONTHLY AND IN BOARD REPORT)

*FOCUS ON PORTRAIT OF A LEARNER (ON-GOING)

*UPDATE AND ADD NEW BOARD POLICIES (EVIDENCE IN BOARD AGENDAS)

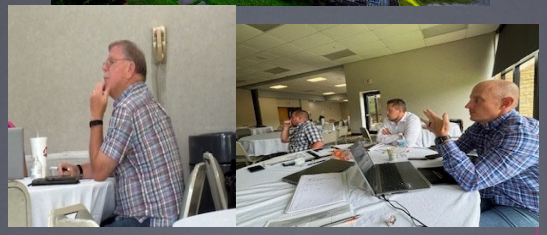




Networking

Superintendent's sharing stories and experiences to assist districts. Gary Cornett-Owsley, Paul Green-Carter, Chris Meadows-Magoffin, Chris Brady-Marion County.





Lee County Administrative Retreat-Buckhorn Lake Lodge

Developing the vision for the 2024-25 School year. All Lee County administrators attended.



Commissioner Dr. Fletcher

Attended many meetings with Dr. Fletcher and set with him at the summer KASA Superintendents luncheon.



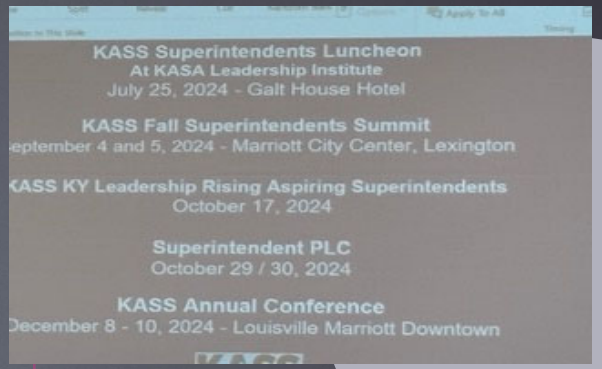
KVEC Meeting

Superintendents monthly meeting with KVEC on instructional strategies. Dr. Rhonda Caldwell of KASA addresses superintendents.



Opening Day

Setting the tone for the 24-25 school year. Theme “Together We Can”.



KASS Luncheon

Setting goals with other Superintendents across the state and networking.



KASA Events

KY Association for School Administrators provide up to date activities to help each school district advance. Dr. Rhonda Caldwell has been a great help to Superintendents.



CAO- Karen Angel

Mrs. Angel keeps our academics on the right track. She basically serves as my number two and I feel comfortable in her decisions and advice for the district.





Lt. Governor Coleman and Ryan Quarles speaks at KASS Winter conference.



KASS- Strategic Planning Process

Superintendent Carrie Ballinger of Rockcastle County explains their strategic planning process to superintendents.



Met with staff at LCE and LCMS/HS

Mr. Angel, Mr. Wright, and myself met with the schools on future safety plans and Emergent 3 App coming to district.



Board Members

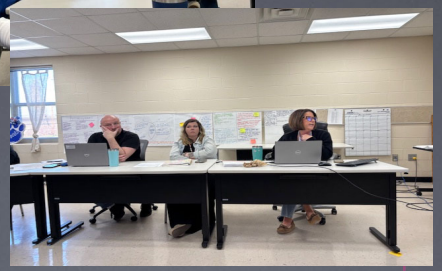
Members reviewing agenda and preparing for a regular board meeting. Shana Hudson sends each board member agenda before meetings and her and Mr. Shuler answers questions they may have.



LPC Meeting

Board and LPC committee at first orientation meeting beginning to make plans for our next four years construction projects.





District Administrative Meeting

District admin meet monthly to discuss current issues, review policies, report out by programs, and plan for the next month.



KSBA (Feb.) –Dr. Jim Flynn KASS Director speaks to the Superintendents

KSBA had a breakfast meeting for the Superintendents and Dr. Flynn and KDE Commissioner Dr. Robbie Fletcher gave guidance for the future as we make plans for our own districts!

Standard 2: Instructional Leadership

The superintendent supports and builds a system committed to shared values and beliefs focused on teaching and learning where performance gaps are systematically eliminated over time and every student graduates from high school college and career-ready.

ACTIONS:

*CONTINUE A NEW TEACHER MENTOR PROGRAM (ON GOING)

*CONDUCTED A NEEDS ASSESSMENT (COMPLETED)

*CLASSROOM VISITS AND WALKTHROUGHS WEEKLY BY CENTRAL OFFICE ADMINISTRATORS (EVIDENCE ON FILE)

*STRESSED HIGH VISIBILITY AND SUPPORT OF CENTRAL OFFICE TO SCHOOLS (COMPLETED)

*ADMINISTRATIVE MEETINGS WEEKLY (EVIDENCE ON FILE)

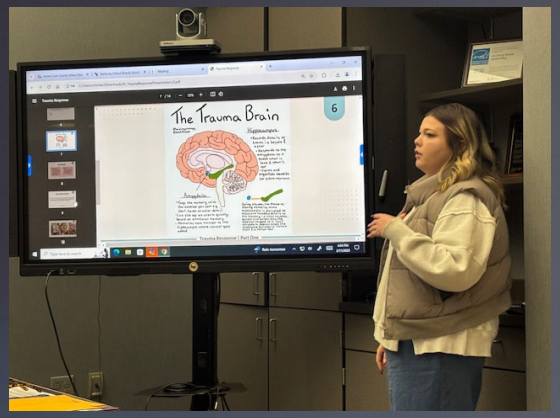
*REVIEW CDIP/CSIP PLANS (COMPLETED)

*SUPPORTED FUNDS FOR VARIOUS PROGRAMS REQUESTED FOR INSTRUCTION (SUPPORTED ONES WE FELT WAS NECESSARY)

*TEACHERS AT LCE TAKE ADVANTAGE OF THE DEEPER LEARNING TRAINING THROUGH KVEC (COMPLETED)

*REVIEW CURRENT SCHEDULES/GRANTS/INITIATIVES WE HAVE AND WHAT TO CONTINUE (ON GOING)

*CREATE A PLAN FOR LCMS/HS ON BRINGING UP TEST SCORES WITH THE CHIEF ACADEMIC OFFICER (ON FILE)



Trauma Training

Trauma Informed training for staff by Social Worker and SRO.



Staff meetings at LCE

Weekly staff meetings planned at each school by principals.





Weekly Administrators Meeting

Central Office administrators meet weekly and once a month all administrators meet.



Scheduling

ATC Principal and HS Principal working on scheduling.



Ag Department

Mr. Smiths class preparing area for future raised beds. Plants in greenhouse growing.



Drones at LCMS/HS

Mr. Jewell and Mr. Smith now qualified to teach a drone class. Kids love it, the future is here.



LCE

LCE students get lesson on steps to making a pizza!



Arts Night

Arts Night at LCE was a huge success!



Tutoring at LCMS/HS

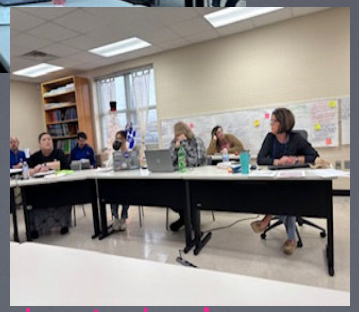
After school programs for instruction. Keeping our kids on track.



Governors Scholar 2025

Jared Lucas was recognized as a Governors Scholar by the board.





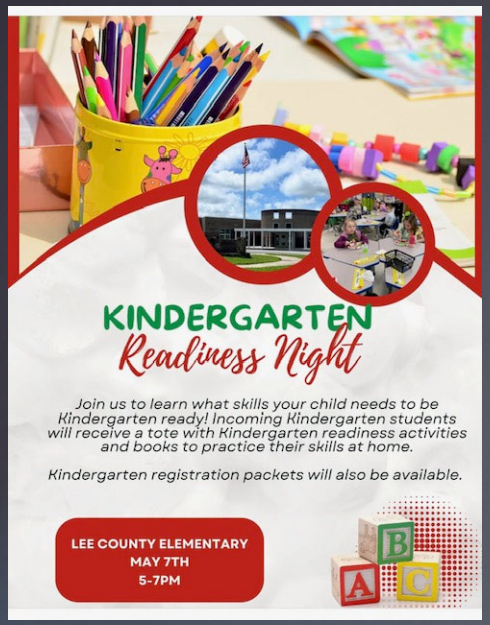
Monthly Admin. Meeting

Each month the districts administrative team meets to discuss current and future programs and activities in the district and share ideals.





Band and Choir puts on a Spring Concert in Sedley Auditorium under the direction of Mr. Tony Barrett.



K-Readiness Program

LCE offers a night for parents to show what their child needs for K readiness.



NISL Teachers Recognized

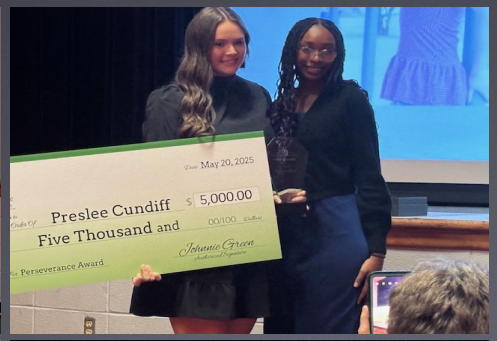
Amber Maul and Bethany Maul recognized by board for their work in NISL during 24-25 school year on projects to help instruction,



Valedictorian and Salutorium

Preslee Cundiff and Alyson Bowling recognized at Board meeting for their achievements.









Seniors Award Night

Many seniors received scholarships and awards to post secondary and colleges!





LCMS Academics/Athletics

Middle school students recognized for academics and athletics by the staff and coaches.



EKU Dual-Credit Program for 25-26 School year

Next years seniors have option with EKU to enroll in on-campus classes. Principal Noble talks to students.



Literacy Grant

Board recognizes Literacy Grant writers Carla Lyons, Cynthia Johnson, and Jana Durbin who wrote and received a KDE Grant for multiple years for over a million dollars.

Standard 3: Cultural Leadership

The superintendent understands and acts on the important role a system's culture has in the exemplary performance of all schools. He/she works to understand the people in the district and community as well as their history and traditions as they move forward to support and achieve district goals. The superintendent must be able to improve the district culture, if needed, to align the work of adults with the district's goals of improving student learning and infusing the work with passion, meaning, and purpose.

ACTIONS:

*HONORED OUR VETERANS AND FIRST RESPONDERS PROGRAM (COMPLETED-SEE PHOTOS)

*SENT MANY THANK YOU CARDS TO STAFF/RECOGNIZED STAFFS BIRTHDAYS (EVIDENCE IN PHOTOS ON WEB PAGE)

*RECOGNIZED STAFF AND STUDENTS AT BOARD MEETINGS (EVIDENCE IN BOARD AGENDA)

*HIGH VISIBILITY AT ALL EVENTS-SCHOOL AND COMMUNITY BY MYSELF AND ADMINISTRATORS (EVIDENCE IN COMMUNICATIONS REPORT TO BOARD)

*WEEKLY NEWSPAPER CLIPPINGS (EVIDENCE IN LOCAL PAPERS)

*READIFEST, FESTIVALS, OPENING DAY EVENTS (EVIDENCE IN COMMUNICATIONS REPORT)

*PARTICIPATE WITH STUDENTS/COMMUNITY IN WOOLY WORM ACTIVITIES (EVIDENCE IN COMMUNICATIONS REPORT)





Grandparent Day

LCE host major event for a week for grandparents. Each day a different grade level seen grandparents with a snack.







Girls First Volleyball Game

Girls do an astounding job in volleyball. Senior Trinity Price serves the ball.



Art night at LCE

LCE lunchroom full of art displays from students a great event.



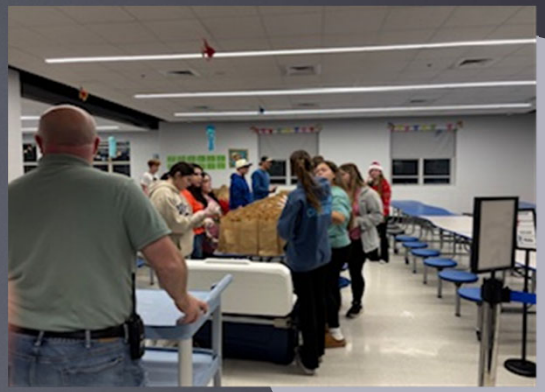
Cross Country Event

Great meet at KY Horse Park for the State CC Race our team did a great job with one finishing in top 50 for state.



LCE Girls Basketball

Lee County Elementary girls basketball this year have done well with Coach Townsend!



Beta Club

Beta Club prepares bags of fruit and candy treats for all LCE students and also read to them.





Readifest-LCE

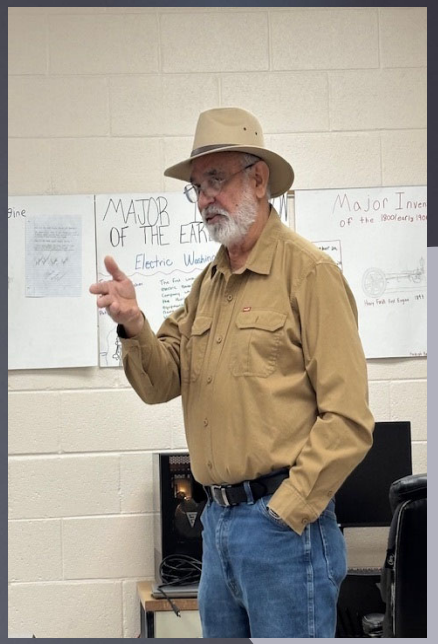
Annual event with community involvement and civic involvement. County Judge, chief of police, mayor, sheriff, and jailer always help out.





Veterans Day at LCE

Students lined out at the circle to wave and pay tribute to our county veterans.



Black History Month

Mr. Thompson talks about Black History in Lee County to a class of students.





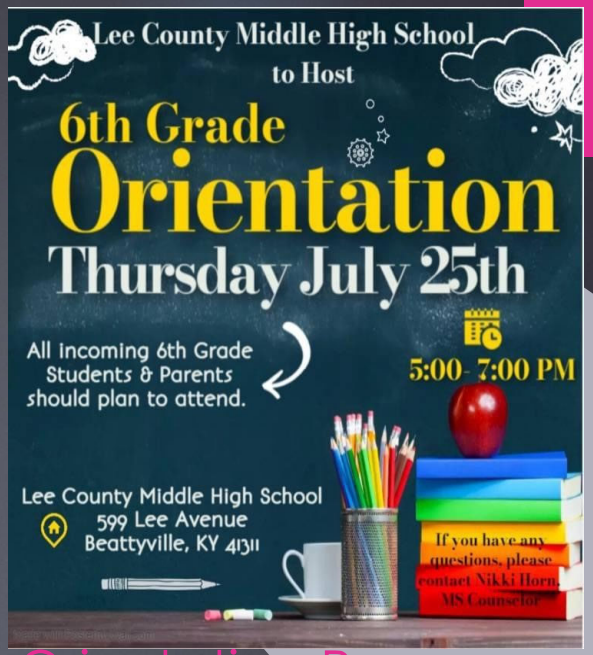
Retirement Recognition

Sherry Profitt and Michelle Estes recognized by the board for many years of service.



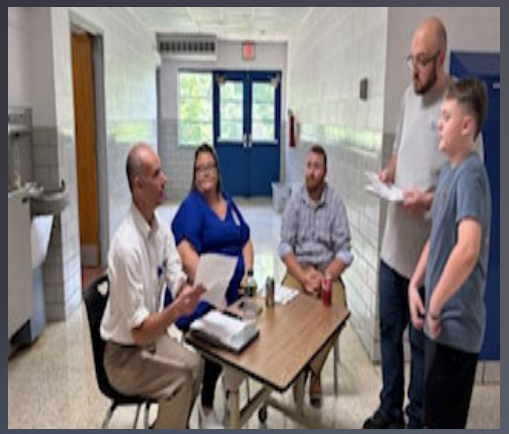
Open House

LCMS/HS host Open Back to School Event.



Orientation Program at LCMS

New 6th graders have own night to explore building and meet their teachers.



Middle School Orientation

Part of orientation program for LCMS and meet the teachers.





Golf Team

The newest members of LCHS Golf team, Jacoby Begley and Casey Roberts.





Morning Greetings

Staff and students greeted each morning at LCE and LCMS/HS by principals, SRO's, and other staff. I rotate schools to help greet each morning. Mrs. Napier addresses students each morning in gym and does recognitions and pledge.







First Responders Parade at LCE

Special day for our emergency personnel from city police, sheriffs dept., EMT's, fire department, search and rescue, and State Police. Brooke Moore and Tyler Noe pictured from Sheriffs Department.



LCE Book Fair



LCE new playground for Special needs and K-Students

Playground in memory of those employees lost to Covid. Bill Bailey, Rhonda Estes, Heather Antle.

Funded from COVID (ESSER funds)



Tennis

Two LCHS tennis players advance to State Level.



Senior Trip

Board allowed seniors to go to New York City, chance of a lifetime for many.









College Fair at LCHS

Many colleges and the Army showed up for college day.



Open House at LCMS/HS

Parent involvement activity.



LCE Festival

Parents get pictures with their children at LCE event.





Lee County Blue/White Night

Retired teacher George Chaney recognized for many years of service to Lee County Athletic Programs. 2nd picture is Price family with almost entire family participating-Mother volleyball coach- 3 girls volleyball , two cheerleaders, one MS basketball, son elem. Basketball, baby girl future ????



Homecoming 2025

Homecoming a big success, King Adams and Queen Fox and court.

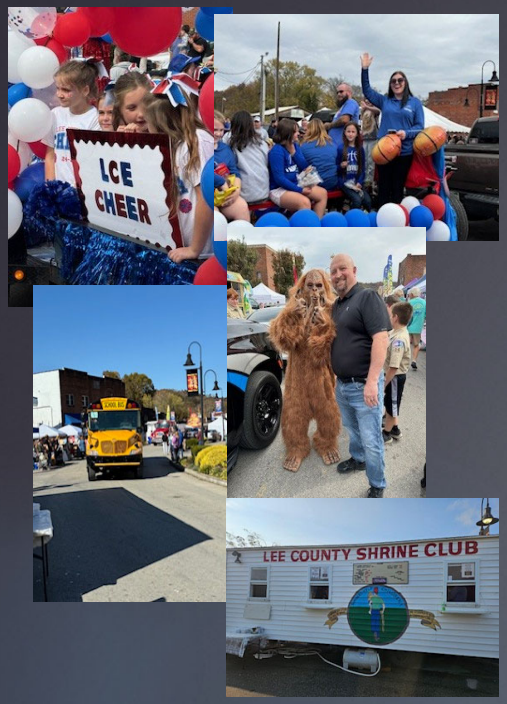


LCE Open House

Spending time with my great nephew (Grayson Price) at LCE Open House.



Senior night at LCHS/MS for Basketball, Cheerleaders, and Band- pictured is my great niece Trinity Price



Wooly Worm

Staff and students enjoyed fall break and the Wooly Worm Festival. Bus was our band returning from the state competition. Mr. Ray Shuler always a familiar face at Shriner booth making funds for our crippled and burn children. Mr. Jamie Shuler ("BigMouth" with his twin brother "BigFoot".



ATC Showcase

Students showcase some of their work.



SRO Day Appreciation

Both schools appreciate their SRO.



LCMS/HS Band

This band was recognized by board for state competition and representing our school district with band director Tony Barrett.



LCMS Cheerleaders

Our students recognized for regional competition with Shakayla Lumpkins and Ashley Semtak.



Toys for Tots

Christian Appalachian Project brought Christmas gifts to Lee County Head start and Elementary students. Lt. Gov. Coleman was also present. Mr. Shuler trying to not get overly excited (from Santa or the Lt. Gov.)



PROM 2025

Students had a great time at Prom and Project Prom. Thanks to all that helped!





FFA Banquet

Mr. Smith had a great FFA Banquet and meal for the 2025 year.





56th District Tournament

Teams traveled to Powell County for tournament. No win but played well!



PRIDE of the Mountains-Band

Band students receive recognition for their state accomplishments under direction of director Tony Barrett



Red Ribbon Week

Student came to school dressed liked Mr. Shuler.



Stress Relief

I do a lot of camping and vacations with our bus mechanic (Wendell Brandenburg and his wife). We have been friends for over 40 years but sometimes he horses around. Part of human resources when you have a friend to come out of retirement to help you.



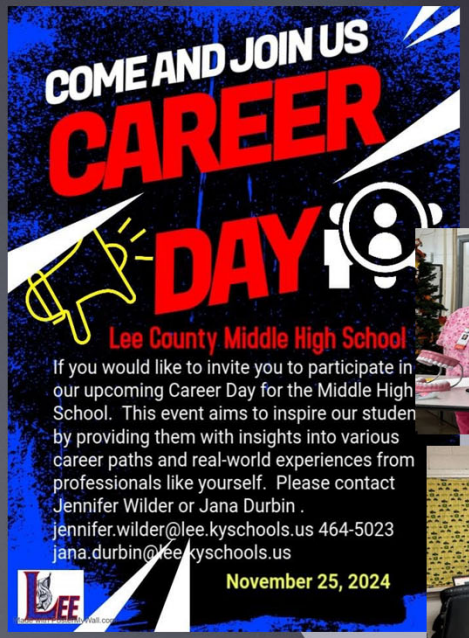
Community give away

FRYSC/YSC/KRCC/School Social Worker gives out over 100 boxes of clothes, etc. donated by a church on Saturday 11/09/24



Fall Festival

Superintendent Shuler wins the chili cook-off at the LCE Fall Festival. FRYSC Director Mrs. Ramey presents him with his trophy and stirring tool.

















Career Day at LCMS/HS

Many locals show up to help with career days at LCMS/HS.





5th Grade Graduation

Mrs. Napier awards certificates to students



LCMS/HS Basketball Team

LCMS/HS basketball team ready to represent the Bobcats!







Drama Play

Art, drama, music, forensic class collaborate to present a fall play to students and parents.






8th Grade Graduation

Many students wanted pictures with school administrators after graduation. Top right hand picture sharing time with my great nephews.






Senior Walk 2025

Seniors get to do final walk at LCMS/HS and LCE.





Senior Graduation

Great group of students graduated 2025.









LCE-Silent Night Program

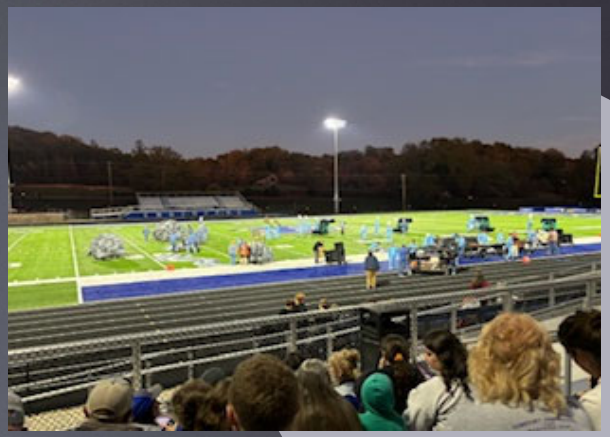
Students stayed after school on 12-13 for Christmas Activities.





LCHS Pancakes

Softball girls did their annual pancake fundraiser with Mr. and Mrs. Claus on 12-14.



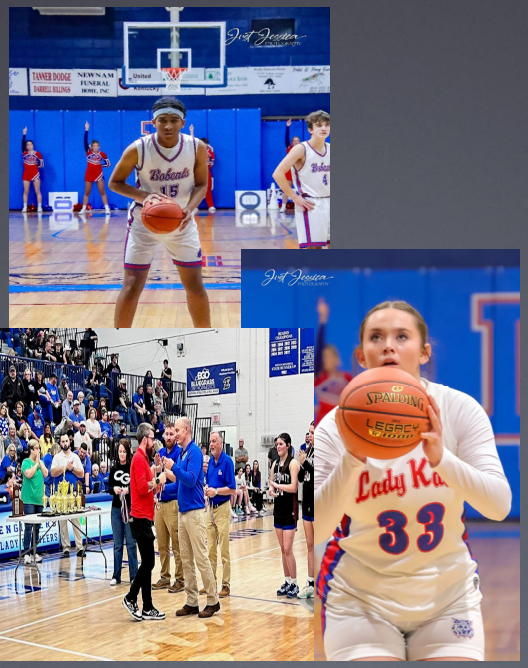
Band

Band in Estill County on their way to State. Was an outstanding performance.



All "A" Basketball

Lee County was selected to host the regional All "A" after the first rounds at our Heber Dunaway Gymnasium. Provided extra funds for our athletic, band and seniors.



Basketball

Boys and girls team represented Lee County well this year. Girls recognized as 56th District runner-up team and advanced to regional finals.



Cheerleaders

Do you like the red uniforms? Some did and some did not. Several games we allowed at half time for the up and coming cheerleaders to cheer our team on with the big cheerleaders.





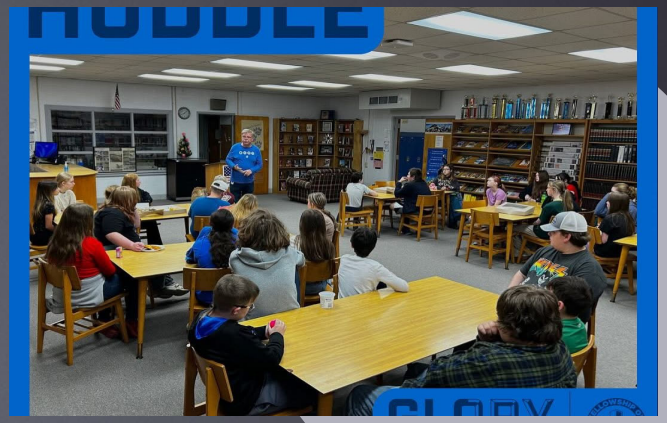
Rogers Explorer/Scholars

Macy Noe, Elijah Caudill, Allison Smith recognized as a Robinsons' Explorer, Olivia Flinchum and Billie Brandenburg, recognized as Robinsons Scholars by the board.



Story Time at LCE

Staff always play the part at LCE for the kids.



FCA

FCA students meet with Minister William Owens before school starts.

Standard 4 Human Resource Leadership

THE SUPERINTENDENT ENSURES THE DISTRICT IS A PROFESSIONAL LEARNING COMMUNITY WITH PROCESS AND SYSTEMS IN PLACE THAT RESULT IN RECRUITMENT, INDUCTION, SUPPORT, EVALUATION, DEVELOPMENT AND RETENTION OF A HIGH-PERFORMING, DIVERSE STAFF. THE SUPERINTENDENT USES DISTRIBUTED LEADERSHIP TO SUPPORT LEARNING AND TEACHING, PLANS PROFESSIONAL DEVELOPMENT, AND ENGAGES IN DISTRICT LEADERSHIP SUCCESSION PLANNING.

ACTIONS:

*HIRED A SRO AND STARTED OUR OWN POLICE DEPARTMENT (COMPLETED-HIRED CHIEF BRANDENBURG)

*UPDATED AT OUR RECRUITMENT AND RETENTION PROGRAM

* BUS DRIVER EVALUATION PROGRAM UTILIZED (NOT COMPLETED)

*UTILIZED A RECRUITMENT VIDEO FOR DISTRICT (COMPLETED)

*PARTNERS FOR RURAL IMPACT IN SCHOOLS- PRI INITIATIVE (ONGOING- YEAR 2)

*USE OF KVEC HOLLER PROGRAMS FOR STAFF TRAININGS (EVIDENCE ON FILE)

*WORKED AT FULFILLING CERTIFIED VACANCIES WITH CERTIFIED STAFF (COMPLETED)

*SCHOOL STAFFING PLANS & ALLOCATIONS (COMPLETED BY BOARD POLICY DATE AND PRESENTED TO BOARD)

*REVIEWED EMPLOYEE EVALUATIONS (COMPLETED)

*REVIEWED BUDGET AND ASK BOARD TO GIVE CLASSIFIED AND CERTIFIED A RAISE (HELPS WITH RECRUITMENT AND RETENTION) (COMPLETED 3% IN 24-25 AND WILL ASK FOR MORE?? 25-26 IF AVAILABLE)

Retirees 2025-Pam Deaton,Leisa Ammerman, Susan Tipton, and Vickie Hinkle



Human Resources



New LCE Speech

Mary Magnet was hired as our new speech person at LCE. She just relocated to Lee County from Florida.



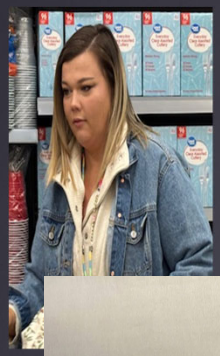
KDE Literacy

Heather Hall assisting with our Literacy program at LCE, she is employed by KDE with no cost for the district.



New Hire

Devin Baker was hired in as a maintenance/bus driver position. He is also helping with our basketball sports programs.





New Social Worker

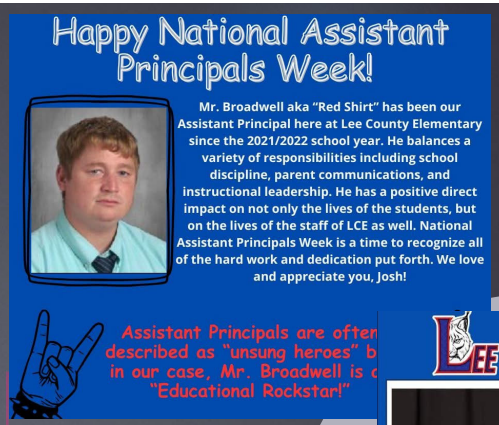
Jessica Hensley came to us from the Cabinet to be our first full time social worker through a grant.





PRI

Michelle Todd and Shakayla Lumpkins PRI representatives for district.





Assistant Principal's Recognized

Josh Broadwell is a great asset at LCE and is growing as a strong instructional leader with Mrs. Napier. Mr. Noe was a big asset at LCMS/HS with Mr. Noble.





Health Fair

Kids and parents enjoyed the health fair.



Community Health Fair at LCE

Variety of health and medical professionals came together for a community health fair fall of 24.



Juniper Health Dental Mobile

Partnership with Juniper Health provided a dental clinic and telehealth to our students.



Staff appreciation at Mr. Nobles Birthday

Many administrative staff had lunch with Mr. Noble on his birthday.



Board recognizes Literacy Grant Writers

Mrs. Durbin, Mrs. Johnson, and Mrs. Lyons recognized for writing a Literacy Grant from KDE that we were rewarded for the district.



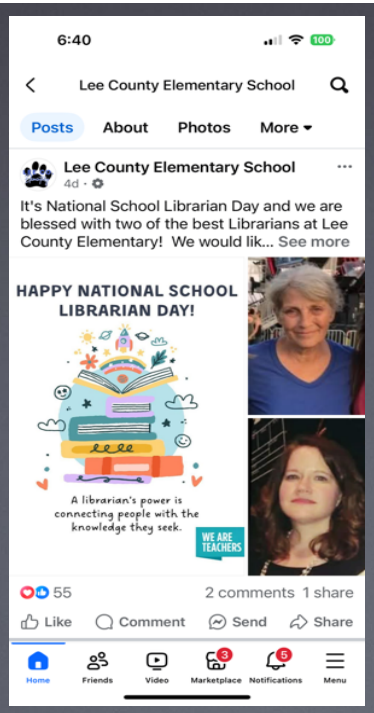
LCE Foodservice

.Staff work hard to deliver meals twice per day to about 900 students.



Bus Driver safety Week

Mr. Wright sees all drivers are fed and appreciated during Bus Safety week as well as dong an early morning evacuation drill.



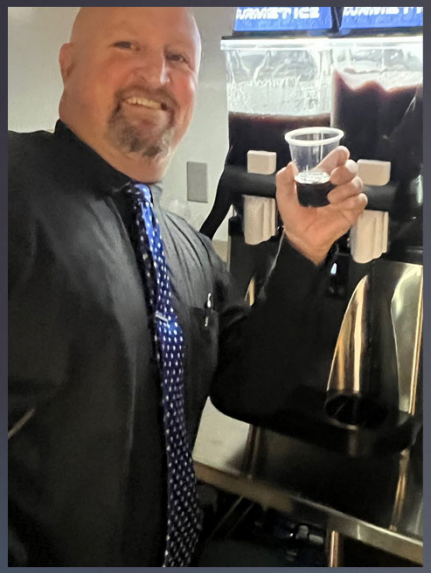
National Librarian day

Mrs. Williams and Mrs. Durbin recognized for Librarians. They do a great job.



Mental Health Counseling

KRCC, Moore Clinic, and Mountain Comp. help with counseling at our schools. Ellen Jennings at an Open House.



Slushies

New slush machine for LCE students.



Cookout

Doing a cookout/potluck on a staff appreciation day for administrative staff working in district to build cohesive relationships and show we are one body. Nothing like country ham donated by Lee County Extension Service.



Police protection at school events

Sheriff, Jailer, SRO, and City Police show presence at all major athletic events. This is at All "A" at the high school.



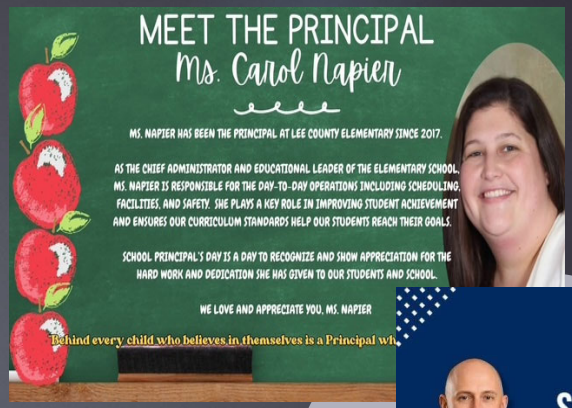
Staff help at games

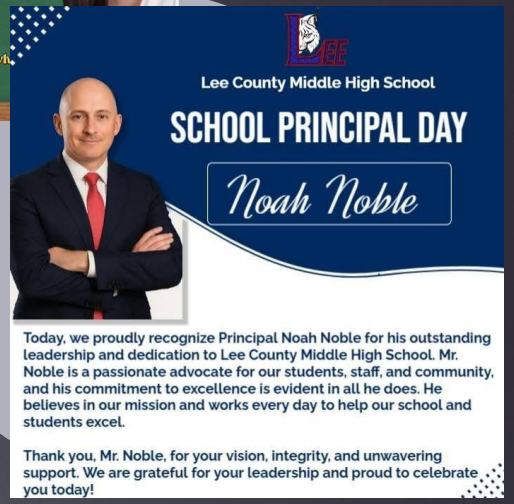
Mrs. Hall. Mr. Wright, and Mrs. Wright step up and help at the All "A" tournament. Score table donated by Moore Care Clinic.



Nurse Appreciation

Scarlett and Rhonda always on duty for the students.





Principal Day

Staff was proud to recognize their Principal's on Principal Day. Mrs. Carol Napier at LCE and Noah Noble at LCMS/HS.







Staff Appreciation

Mr. Wright has a fish fry for his transportation staff for staff appreciation week.



Board recognizes new Teachers

August the new teachers were recognized by school board.

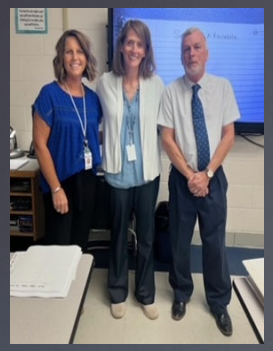


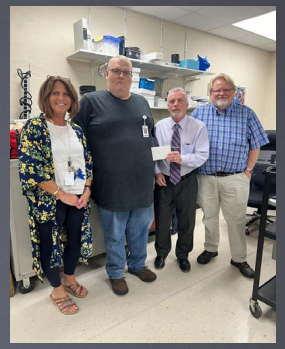


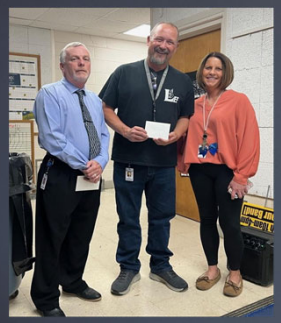
Retirement

Schools and departments recognize their retirees on closing day of school. Tammy at bus garage, Vicki and Pam at LCE, Leisa and Susan at LCMS/HS.

Staff appreciation to employees who have gone above and beyond!! Selected by Administrators each month!

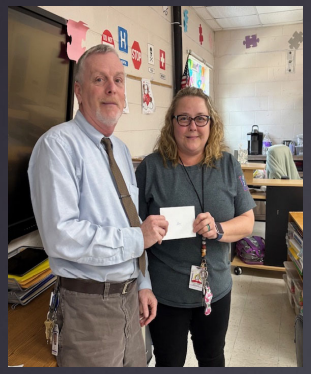



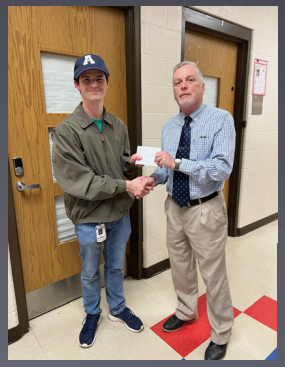
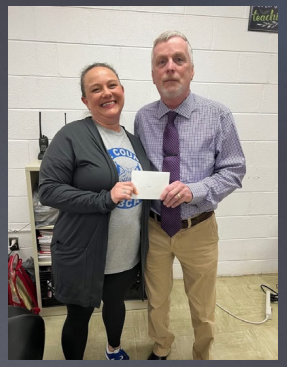





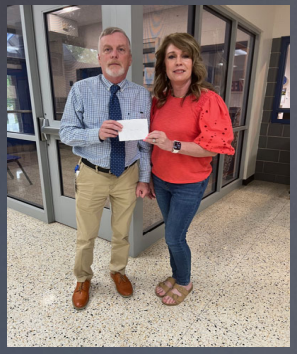




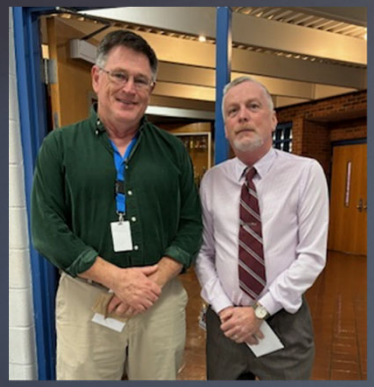


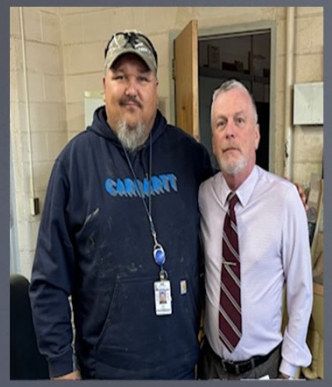









Veterans working for Lee County Schools- Each recognized by a card from administrators-Charles Caudill (Navy), Jason Jewell (Army), Ronald Moore (Navy), Michelle Todd (Air Force)









Perfect attendance for month-Staff







s

STANDARD 5: MANAGERIAL LEADERSHIP

THE SUPERINTENDENT ENSURES THAT THE DISTRICT HAS PROCESSES AND SYSTEMS IN PLACE FOR BUDGETING, STAFFING, PROBLEM-SOLVING, COMMUNICATING EXPECTATIONS, AND SCHEDULING THAT ORGANIZE THE WORK OF THE DISTRICT AND GIVE PRIORITY TO STUDENT LEARNING AND SAFETY. THE SUPERINTENDENT MUST SOLICIT RESOURCES (BOTH OPERATING AND CAPITAL), MONITOR THEIR USE, AND ASSURE THE INCLUSION OF ALL STAKEHOLDERS IN DECISION ABOUT RESOURCES SO AS TO MEET THE 21ST CENTURY NEEDS OF THE DISTRICT.

ACTIONS:

*MET WITH PVA TO GAIN INFORMATION FOR BOARD ON TAX RATES (COMPLETED)

*WEEKLY MEETING WITH FACILITIES AND ASSISTED WITH SAFETY WALKTHROUGHS, HAD A RISK ASSESSMENT PERFORMED (EVIDENCE ON FILE AND IN COMMUNICATION REPORT)

*REVISED ORGANIZATIONAL CHART FOR DISTRICT STAFF RESPONSIBILITIES (COMPLETED-PRESENTED TO BOARD JULY)

*REVIEWED MASTER FACILITY PLAN AND MET WITH OUR RSA (ARCHITECTS) AND BOARD ON PROJECTS STARTED DISTRICT FACILITY PLANNING PROCESS (STEPS IN PROCESS)

*WORK WITH FINANCE DIRECTOR ON FINANCE AND BUDGETS (EVIDENCE IN COMMUNICATION REPORT)

* SUPERINTENDENT ADVISORY COUNCIL AT LCMS/HS (UTILIZED LUNCH TIME TO TALK WITH STUDENTS)

* ROAD CHECK PLAN FOR SEVERE WEATHER AND ORDER MORE NEW BUSES FROM ESSER (COMPLETED)

*MET WITH MAYOR AND COUNTY JUDGE EXECUTIVE ON SRO FINANCING FOR LCMS/HS (COMPLETED-BOTH IN)

*NEW ATC VESTIBULE AND WINDOWS AT LCMS/HS COMPLETED AND SOME HVAC UNITS (COMPLETED)

*NEW DRIVE WITH BLACKTOP AT LCE, NEW WALK AT LCMS/HS AND A FRONT AREA CONCRETED (COMPLETED)



LCE Construction

New security entrance into LCE administrative area done by our maintenance staff.



DPP/Home Visits Vehicle

Purchased a state surplused vehicle for the DPP and others in district making home visits. Old DPP vehicle converted into an SRO vehicle.



Restraint and Seclusion training

Teams at each school trained annually for restraint and seclusion. Trainer Kevin Gray instructs techniques to teachers Brent and Candice Duncil.



LCE New Blacktop

New drive was blacktopped at LCE for safety of parents and students. Thanks to LC Board of Ed. Funds.



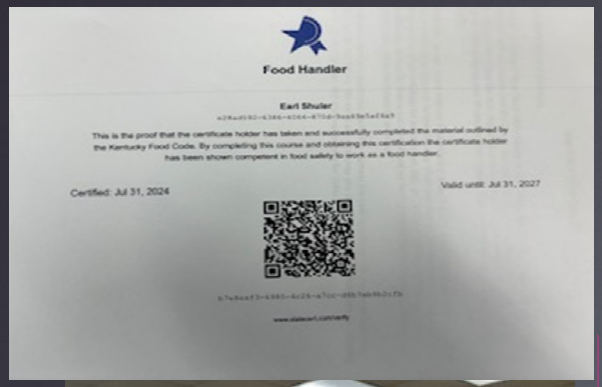
New LCE window Wrap

New LCE window wrap like ones at LCHS. Also, all LCE windows were tinted to meet a special ed child's needs.



New ATC Vestibule

Architects, construction manager, and contractors inspect new vestibule with Mr. Wright, Thomas Miller and myself.


Food Handler

Earl Shuler

This is the proof that the certificate holder has taken and successfully completed the material outlined by the Kentucky Food Code. By completing this course and obtaining this certification the certificate holder has been shown competent in food safety to work as a food handler.

Certified: Jul 31, 2024

Valid until: Jul 31, 2027



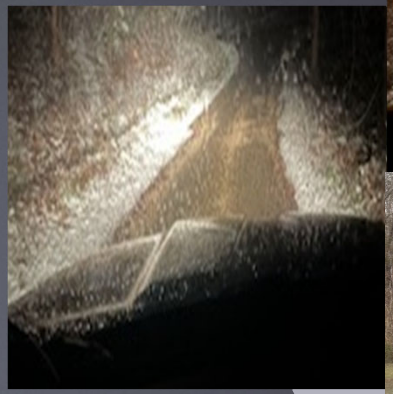
Foodservice

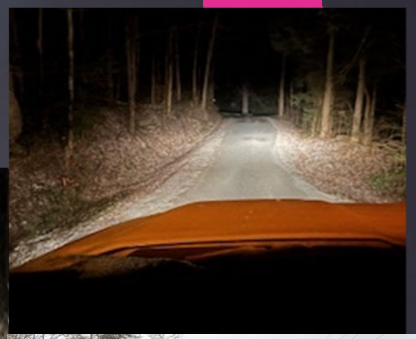
KEMI helps provide foodservice training and safety standards to cooks. I take the training and get my food handler license.



New windows at LCMS/LCHS

Old original exterior windows replace with new double paned windows. Summer of 24 with bonding money.







Road Checks

Checking schools lots and roads at 3:00 am during winter days. Mr. Wright and myself each try to cover most of our routes in a two hour time period.





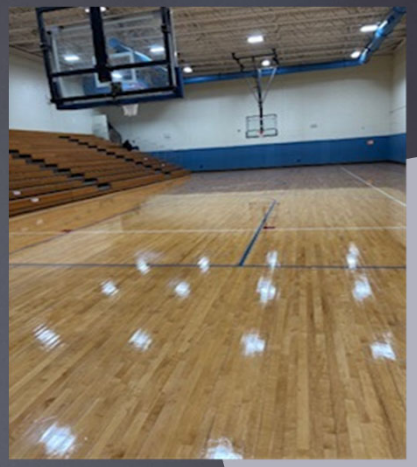
Bus drivers taking a CPR/First Aide class

Bus drivers and coaches required to keep CPR/AED certified!



LCE Water Shut-Off

We had a new shut-off valve that has leaked for many years in the boiler room. Our maintenance crew installed.



LCE Gym Floor

Gym floor refinished Nov. first time since it was built that I am aware of . Provided a high quality shine and help with the safety from the floor being so slick.

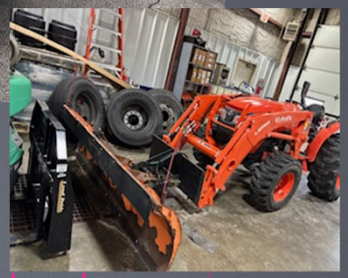


Administrators helping out!

Facilities Director Danny Wright helps his team clear sidewalks.







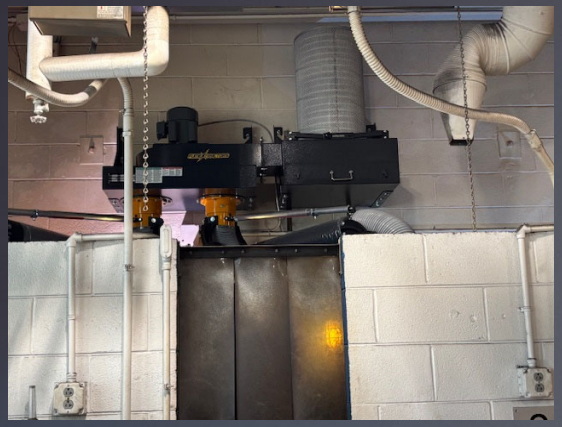
New snow blade and Salt attachment!

To prevent paying for snow removal we were able to purchase a snow plow for our own truck and tractor as well as a salt spreader.



Crisis Manual Update

Safe Schools director Philip Angel reviews crisis manual and building layouts with local first responders before school year begins.



New Ventilation Units ATC Welding

Maintenance installed new units for the welding shop at ATC to meet current codes.



New Windows

All exterior windows double pane being installed at LCMS/HS for energy efficiency.



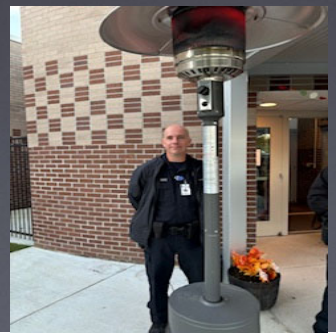
LCE-New Radios

LCE teachers received a two way radio for safety since poor wi -fi and phone reception within the building.



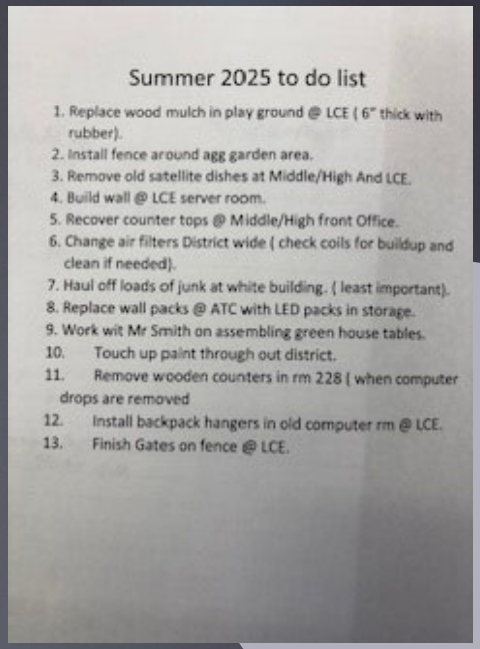
Water leaks at LCHS

During winter snow in January several small leaks opened up in roof.



SRO-LCE/ LCMS/HS

We worked diligently to create an SRO program for all Lee County Schools. We have been approved by the board and KY State Police and the FBI. We met mandated law for an SRO in 24-25 school year for one on each campus. 25-26 we will add our own officer at LCMS/HS and a sub officer.



Summer Maintenance

Floors to be waxed, grass to be mowed, painting to be done, some floors re-tiled, and the work goes on. Mr. Wright, Thomas Miller, and myself determined summer priorities for custodial/maintenance.





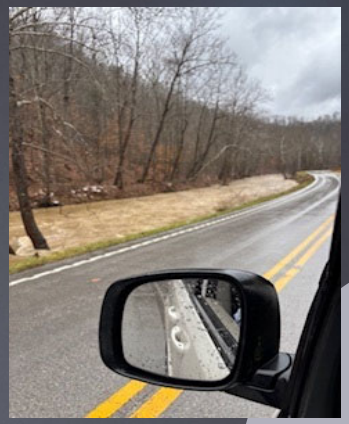
Checking roads in winter

Mr. Wright and myself spent many hours checking roads to determine if we have school or what we can travel safely.



Budgeting

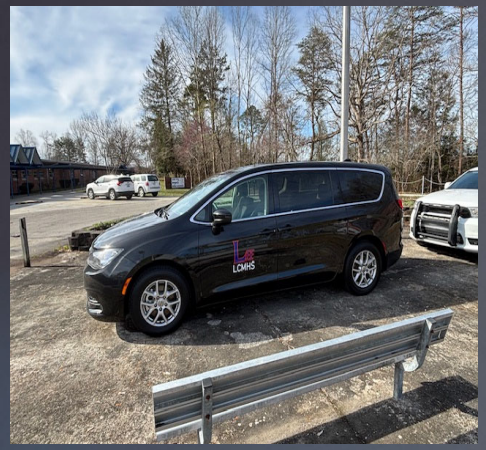
Meet regularly with Finance Director Tina Lucas to ensure our finances are within bounds of our budget.





Road Checks- Spring

Checking roads for flooding and slips along routes we travel.



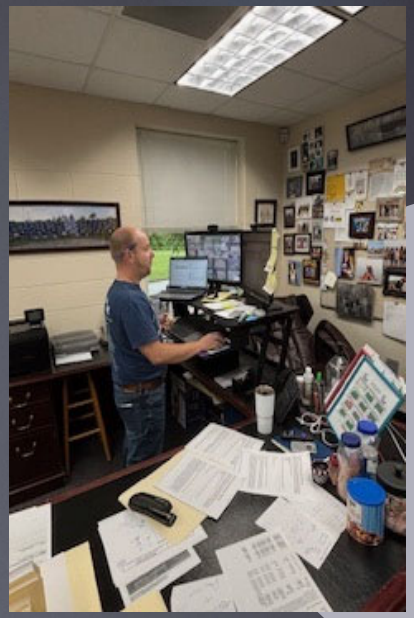
School Vans

At the recommendation of our insurance provider we added a van to each school for staff to use locally for school activities to keep them from using their own vehicles which created a liability.



High Winds at LCMS

Winds took out several trees on campus and a transformer causing schools to be dismissed early 5-16-25.



Public Notifications

Mr. Angel post school messages to parents for special occasions, school closings, and keeps district website updated.

Standard 6- Collaborative Leadership

THE SUPERINTENDENT, IN CONCERT WITH THE LOCAL BOARD OF EDUCATION , DESIGNS STRUCTURES AND PROCESSES THAT RESULT IN BROAD COMMUNITY ENGAGEMENT WITH SUPPORT FOR AND OWNERSHIP OF THE DISTRICT VISION. ACKNOWLEDGING THAT STRONG COMMUNITIES, THE SUPERINTENDENT PROACTIVELY CREATES, WITH SCHOOL AND DISTRICT STAFF, OPPORTUNITIES FOR PARENTS, COMMUNITY MEMBERS, GOVERNMENT LEADERS, AND BUSINESS REPRESENTATIVES TO PARTICIPATE WITH THEIR INVESTMENTS OF RESOURCES, ASSISTANCE, AND GOODWILL.

ACTIONS:

*WORKED WITH ALL PRINCIPAL'S ON EVENTS AND SCHEDULING (COMPLETED)

*DBA, CHAMBER OF COMMERCE, MKRADC, LEE COUNTY RTA, EXTENSION SERVICE, FIRE DEPARTMENT, CITY COUNCIL, MASONIC LODGE, SHRINE CLUB, CHURCHES, NEWSPAPERS, AND OTHERS (EVIDENCE IN COMMUNICATIONS REPORT)

*WORKED WITH YSC AND FRYSC, GEAR-UP, AND PRI (EVIDENCE IN COMMUNICATION REPORT)

*NETWORKING WITH LOCAL SUPERINTENDENTS (EVIDENCE WITH KASA, KASS, KVEC, KEDC EVENTS)

*CLOSE WORK WITH ATC (MET WITH DR. HERALD ON REGULAR BASIS)

*COLLABORATION WITH SCHOOL ADMINISTRATORS ON VARIOUS TOPICS -TRUANCY, PD, SAFE SCHOOLS, ETC. (EVIDENCE IN ADMINISTRATIVE MEETINGS AGENDAS)

*WORK WITH ADMINISTRATIVE TEAM ON NEEDS ASSESSMENT

*ATTEND MONTHLY KEDC LOCAL SUPERINTENDENTS MEETINGS -TO DISCUSS CURRENT ISSUES AND PROBLEMS WE ALL ARE FACING (EVIDENCE IN COMMUNICATIONS REPORT)

*COMMUNITY AGENCIES WITH SCHOOL INVOLVEMENT-KRCC, MOUNTAIN COMP., MOORES MEDICAL CLINIC-COMPLETED

Collaboration Events



Boy Scout Troop

Board members recognize the local boy schout troop at a board meeting.



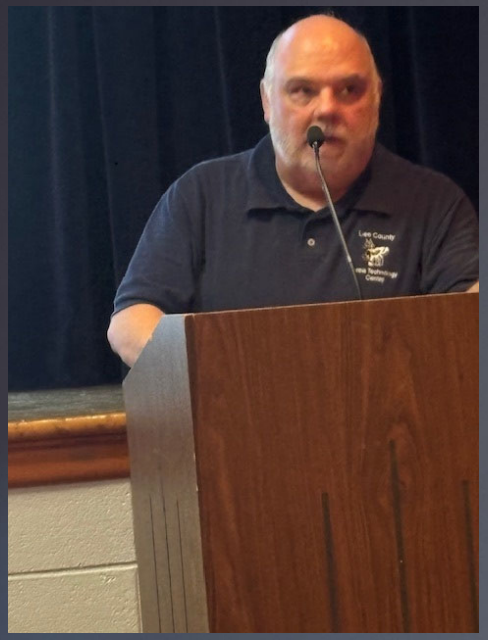
DBA/Main Street Program

Dinner with State Mainstreet Program Director and our Downtown Beattyville Alliance group.



Extension Service

Agents provide many activities for our students and staff. I serve as a member of extension council and past president of the board.



ATC Open House

Fall ATC showcase of students and programs was well attended and organized by Dr. Craig Herald.



Toys for Tots at LCE

Board member William Owens with Santa, Lt. Governor Coleman, and CAP members helping with Toys to Tots Program at LCE.





Head-start Graduation

Head-start students graduates at LCMS/HS Sedley Stewart Auditorium.



DBA

Downtown Beattyville Alliance working toward a better Lee County. I am one of the board members for over 15 years.



Gear-Up

Gear-Up Program recognized by board, Bethany Law, and Alyssa Evans provide funds and activities to support school programs.





KEDC Regional Superintendents Luncheon

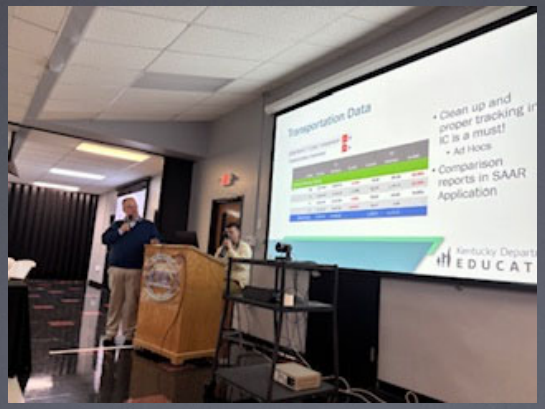
Meeting with other superintendents in region to discuss common concerns!





Lee County Shrine Club

Member since 1985 always trying to support our cripple children's hospitals and burn centers. Time well spent to help a child. Making soup beans at the club house with my grandmas old cast iron pot.



KVEC- Presentation

Chay Ritter from KDE presents a program on SEEK funding and forecast for the 24-25 year and possible legislative items in future



Masonic Lodge-Proctor #213 F&AM

Local Masonic Lodge always doing activities for community and schools (bicycles and scholarships). Member for 42 years. Served as Chaplain this year.



County/City/School

SRO's committed to Lee County Schools with Judge/Mayor/and Superintendent commitments.



YSC Director

Jennifer Wilder always doing something through YSC to help our students, pictured with Carla Lyons our Special Needs Director.









Reality Day at LCMS/HS

Local public servants are always willing to help with various projects.







PRI Initiative

Lee County has Shakalya Lumpkins and Michelle Todd to lead us in our PRI programs and activities.



Career Day

One of the many careers represented on career day. Local jailers and law enforcement.







Tyler Hays Athletic Director

Communicates with various groups on uses of gyms and other activities such as Kiwanis Awards.



Head Start Graduation

Attended the 2024 Head start Graduation Ceremony to view our next years student's. I serve on the Middle KY Board as well.





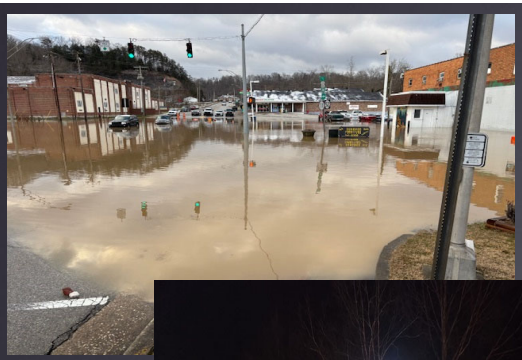
County Judge Executive

Judge Steve Mays keeping our roads clear for the buses and helps provide funds for our SRO Program and serves on various committees as needed (Calendar, MFP)



Roger's Scholars

Board recognizes students who qualified for Rogers Scholars and Roger Explorer Programs with local Universities.





2025 Feb. Flood

Schools and Community came together during the flood. School provided food and shelter. Schools administrative staff collaborated with local and state agencies.







Flooding-Rescue

Schools made available during the 2025 flooding in February. These units from out of state stayed all night in our small gym we coordinated with Lee County EMS Director. Our foodservice help feed students, first responders, and others during the flooding.





Community Involvement

I joined the fire department in 1988 as a charter member and still on the list as an active first responder as well as a certified back-up coroner for Lee County when needed.

Standard 7-Influential Leadership

THE SUPERINTENDENT PROMOTES THE SUCCESS OF LEARNING AND TEACHING BY UNDERSTANDING, RESPONDING TO, AND INFLUENCING THE LARGER POLITICAL, SOCIAL, ETHICAL, AND CULTURAL CONTEXT. FROM THIS KNOWLEDGE, THE SUPERINTENDENT WORKS WITH THE BOARD OF EDUCATION TO DEFINE MUTUAL EXPECTATIONS, POLICIES, AND GOALS TO ENSURE THE ACADEMIC SUCCESS FOR ALL STUDENTS.

ACTIONS:

*ATTENDED MONTHLY CO-OP MEETINGS (KVEC OR KEDC) (EVIDENCE IN COMMUNICATIONS REPORT)

*SCHEDULED CALLS WITH BOARD ATTORNEY (EVIDENCE IN COMMUNICATIONS REPORT)

*PARTICIPATED IN MEETINGS WITH MAYOR, SHERIFF, PVA, JUDGE-EXECUTIVE, CONGRESSMAN HAL ROGERS (COMPLETED)

*ATTENDED CHAMBER COMMERCE, MIDDLE KENTUCKY RIVER COUNCIL (BD. MEMBER), CITY COUNCIL, DOWNTOWN BEATTYVILLE ALLIANCE, EXTENSION COUNCIL, CIVIC ORGANIZATIONS MEETINGS (CHURCH, SHRINERS, MASONIC LODGE, FIRE DEPARTMENT) (COMPLETED)

*ATTENDED KASS SUMMITS-MEMBER OF KASS AND KASA (EVIDENCE IN COMMUNICATIONS REPORT)

*ATTENDED KSBA MEETINGS-LOCAL, REGIONAL AND STATE (ATTENDED LOCAL AND REGIONAL)

*USE OF SOCIAL MEDIA, MESSENGER, AND NEWSPAPERS TO GET MESSAGES OUT (EVIDENCE IN LOCAL PAPERS WEEKLY AND SCHOOL WEBSITES AND FACE BOOK PAGES)

*HIGH VISIBILITY IN SCHOOL ACTIVITIES AND PARENT PROGRAMS (ALWAYS IN COMMUNICATION REPORT)

*MEET WITH OUR LOCAL STATE REPRESENTATIVE AND PROGRAMS THEY HAVE (MET WITH REP. TIM TRUITT VARIOUS TIMES)



State Senate Hearing with New Education Commissioner

Attended final senate hearing on Dr. Robbie Fletcher for KDE commissioner with many other superintendents across the state in support of him,



DBA Spotlight

Downtown Beattyville Alliance gave me a spotlight this year.



Chamber of Commerce Meeting

I try to represent the school at many of the chamber meetings.



Lt. Governor Coleman

Lt. Governor Coleman visits LCE and talks with some of our staff and students in December.



Board Attorney

Grant Chenoweth well know authority on school law serves as our board attorney and provides guidance on a regular basis.



Downtown Beattyville Alliance/City

Continuing to work with community organizations to make Lee County a great place to live and work! Over 2 million given to Beattyville for projects,



KEDC Legislative Breakfast 2024

Got a chance to talk with several legislatures at a KEDC Breakfast and heard their take on Amendment 2



County Coroner

County Coroner Josh Hagan talks with Mr. Shuler who was former county coroner for 12 years. Also both serve on the Museum board.







Superintendents meet with Congressman Rogers

Superintendents from Eastern Kentucky meet with Congressman Hal Rogers on the Education budget for the future at Somerset.

Middle Kentucky

I serve as a board member for Middle KY Community Action Partnership. This group also runs the Lee County Head start Program and utilizes our auditorium for graduation. We also provide special need services to the head start program.



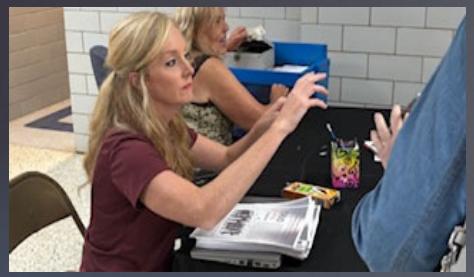
Tim Truitt

Met with Representative Truitt on several occasions this year. A real nice guy and a principal in Jackson County.



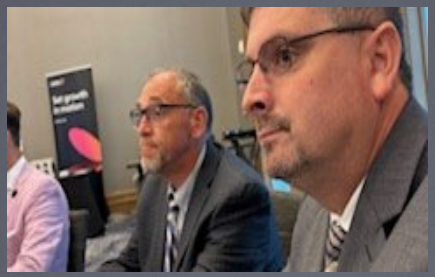
Lt. Governor Coleman

Met our Lt. Governor at KASA conference in Louisville. She is also an educator.



EKU TRIO Program

Ashley Flynn helps our students at LCMS/HS on various events.



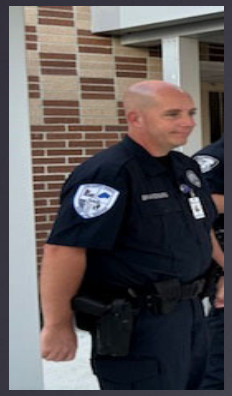
KASS Meetings

Networking with Menifee Superintendent Tim Spencer and Owsley Superintendent Gary Cornett.



Beattyville Special Meeting

Town leaders, Blake Slone-EMS. Scott Jackson-Mayor, Steve Mays-County Judge Executive, Ray Shuler-Superintendent, and Deidra Brandenburg- Tourism, not pictured Teresa Mays DBA Director all meeting on Corps of Engineers report on flooding and steps forward.







SRO's

Chief Greg Brandenburg and John Marshall protects our kids and schools everyday. Greg new chief of Lee County Schools Police department formed in summer of 24.



KEDC

I attended many meetings sponsored by our KEDC Cooperative.

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Mayor Scott Jackson- Always helps with city roads and funds for an SRO- Donnie Best donates many things to the district.

Next Steps from June 2024:

1. SRO in place for LCE and continue funding for LCMS/HS SRO-Completed-new police department for district
2. More time for the Aspiring Administrators Program- use NISL/Deeper Learning for our emerging leaders
3. Administrative retreat - Completed
4. Continue New Teacher Mentor Program-expand to a classified mentor program as well-Completed
5. Work closely with Finance to sustain and keep district solvent-District is Solvent
6. More staff trainings through our insurance providers and KVEC/Insurance Providers-(FREE)Trainings done with foodservice, bus drivers, and other staff
7. Greater use of KVEC and KEDC resources
8. Continue facility upgrades as finances provide based upon MFP Playground at LCE and blacktop drop-off, LCMS/HS-student walkway, more HVAC units, Vestibule at ATC, new windows at LCMS/HS
9. Update Master Facility Plan with KDE –Apply for grant for facilities with KEDC Grant applied for but not awarded
10. Continue with a SAC –Superintendents Student Advisory Council (DID AT LUNCH TIME VARIOS STUDENTS)
11. Educational pathway in place-Do a career pathway booklet with ATC (IN PROGRESS)
12. Continue with our needs assessment and goals as finance allows (ON_GOING)
13. Continue to build partnerships/relationships with our community, schools, and businesses On-going
14. Continue to be part of KVEC, KHSAA, KEDC, KASA, KASS, KSBA and build a superintendents network of friends and mentors Completed
15. Work closely with board members as to their direction for Lee County Schools On-going
16. More classroom observations and visits – time with students and teachers Completed many observations
17. As positions become available at administrative levels to replace with highly qualified individuals with a strong vision and work ethic Replaced new admin secretary for DPP/Transportation, new social worker

Next Steps for school year 2025-26:

- 1. LCSPD-Hire our own SRO for LCMS/HS also a SRO substitute officer-apply for a COPS Grant
- 2. Storage building at LCE
- 3. Finish District Master Facility Plans Updates for KDE
- 4. Tax rates revisit (Look at a Nickle Tax for capital construction)
- 5. Order a new Special Needs Bus
- 6. Combine two administrative positions at LCMS/HS
- 7. Day Retreat for Administrators & Board in July in auditorium
- 8. Possible staff decrease at school(s) due to declining enrollment
- 9. Transportation Shop truck with utility bed
- 10. Stop arm cameras on all buses
- 11. Tennis Courts renovated and bathrooms nearby
- 12. Generators at the Schools
- 13. Review and update our strategic plan for the district

Challenges for Lee County Schools

- 1. Teacher Recruitment- (Finding Qualified and Committed Staff with strong work ethics)
- 2. Declining Enrollment
- 3. Uncertainty of State and Federal Funding
- 4. Fighting Social Media
- 5. Matching pay scales of surrounding districts for staff
- 6. Meeting State unfunded mandates

Seniors 2025-WE HAVE LEAD, EQUIPPED, AND EMPOWERED THEM FOR THEIR FUTURE!

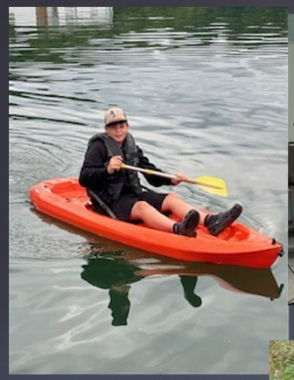


New Four year Contract for Mr. Shuler!





My family and I thank you!!!!!!!!!!!!







Casey Ray (Grandson)-

7th grader 24-25- on golf team, and a boy scout, avid hunter and fisherman.





My wife – Brenda a strong advocate for children-20 plus years in social work and foster care programs. Celebrated our 41 years of marriage July 2024.



Marissa- my only child, local cosmetologist and holds a 4 year degree from EKU in social work.