I want to thank all of the individuals who participated in the development of the Estill County Schools Strategic Plan. I hope everyone in Estill County will join us in an effort to reach excellence in each of the identified areas found in this brochure. The purpose of this plan is to serve as a roadmap for all of us as we strive to attain our vision of College and Career Readiness for every student.

I have communicated our vision during every opportunity that has presented itself during this past year and I will continue to do so each and every chance I get. I believe that every child in Estill County has a destiny to accomplish something great in their life and the lives of others! If each of us truly believes in these words, Estill County will become a District of Distinction.

The Board of Education and I strive to ensure that each and every employee realizes their importance to our district and feel appreciated for the job they do. All of our employees truly make a difference in the lives of our children every day, so we have an obligation to make sure Estill County is a great place to work.

In order for us to “Stay on Track for Excellence”, we must form real partnerships within our community. Our district must continue to involve all stakeholders in our decision making processes. Let us continue to reach out to our parents, business partners, local and civic leaders as we map the direction of this school system for years to come. This school district belongs to the people of Estill County and we are here to serve the needs of our students and community.

Join us on this exciting journey as we make a difference in the lives of our children and the future of our county.

Sincerely,

Jeff Sylor
Superintendent
WE ARE PURSUING OUR MISSION
BY WORKING TOWARD 
THESE GOALS:

Goal 1: **Achieve Student Excellence**
- **Novice Reduction:** Reduce the percent of all students scoring novice in reading from 32% to 16%, and math from 17.7% to 8.85% by end of school year 2020.
- **Attendance:** Achieve 95% student attendance across all schools within the district by 2018.

Goal 2: **Achieve Workforce Excellence**
- Achieve 95th percentile performance on all key workforce measures.
- **Growing Teacher Leaders:** Increase level of teacher influence on decision making within the school according to the Teaching, Empowering, Leading and Learning Kentucky (TELL-KY) Survey from 76.6% to 85% by end of school year 2020.

Goal 3: **Achieve Community Excellence**
- **Classified Engagement & Satisfaction:** Achieve classified workforce engagement and satisfaction of 95% rating by the end of school year 2020.

Goal 4: **Achieve Financial Excellence**
- **Process Improvement:** Achieve $15,000 financial savings each year through 2020.
- **Student Computer Implementation Financial Plan:** Allocate financial resources into the fiscal budget, each year, to cover the cost of implementing and supporting a 1:1 ratio of students to computers.
- **Maintain Contingency Fund:** Maintain 9% Contingency.

Goal 5: **Achieve Operations and Infrastructure Excellence**
- Create a system to monitor operations and infrastructure for Estill County Schools to reduce cost and increase efficiency by end of school year 2020.
- **Reducing Transportation Costs:** Reduce transportation operating costs by 2.5% per year through 2020.
- **Safety Upgrades:** Enhance facility security by improving equipment and technology at all facilities to meet Kentucky Center for School Safety Standards by 2018.
- **Energy Conservation:** Reduce energy usage by 5% per year through 2020.

WE THE ESTILL COUNTY SCHOOL SYSTEM AND COMMUNITY VALUE:
1. Attendance being a priority.
2. Promoting citizenship through a positive work ethic.
3. Determination and perseverance in all WE do.
4. Stakeholders working together to prepare ALL students for life beyond high school.
5. Teachers providing high quality instruction in which all students are actively engaged.

WE THE ESTILL COUNTY SCHOOL SYSTEM AND COMMUNITY BELIEVE:
1. Teachers, staff, students, parents, and community need to feel valued.
2. IF schools, students, parents, and community work together, ALL students can achieve a high level of success!
3. In fostering a safe and nurturing environment.
4. Everyone has potential; it is up to US to develop that potential.
5. Everyone should develop a growth mindset to promote confidence and hard work.