



# Highly Skilled Educator Program Follow-up Report

Research Report No. 391

*Prepared by*

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**Research Report No. 391**

### Legislative Research Commission

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Adopted December 10, 2009

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## **Highly Skilled Educator Program Follow-up Report**

**Program Review and Investigations Committee  
Adopted December 10, 2009**

### **Abstract**

Through the highly skilled educator (HSE) program, the Kentucky Department of Education assigns teachers and administrators to schools and districts that have low accountability test scores. The primary purpose of the program is to improve test scores at those schools and districts. The department selects HSEs from the applicants to the program and provides training. A 2006 Program Review report indicated that schools receiving assistance from only an HSE generally performed no better than schools that did not have an HSE. Schools receiving certain combinations of assistance that included an HSE improved their annual accountability index score by up to 3.5 points more than schools that did not receive such assistance. For the additional 2 years examined in this follow-up report, schools receiving assistance from an HSE—either alone or in combination with other types of assistance—did no better than schools without an HSE. The HSE program may provide benefits that would not be accounted for in schools' index scores, however.



## Foreword

The authors of the report thank the staff of the Kentucky Department of Education, especially Sally Sugg, associate commissioner, and Connie Lester, director, Division of Scholastic Assistance, for providing helpful and timely information about the highly skilled educator program. Appreciation is also extended to staff of the Legislative Research Commission Office of Education Accountability and Interim Joint Committee on Education for their advice and guidance.

Robert Sherman  
Director

Legislative Research Commission  
Frankfort, Kentucky  
December 10, 2009





## Contents

|  |    |
|--|----|
| Summary.....   | v  |
| Highly Skilled Educator Program Follow-up.....   | 1  |
| Status of Recommendations From 2006 Report.....  | 1  |
| Highly Skilled Educators .....   | 4  |
| Annual HSE Program Spending Is About \$5 Million.....  | 7  |
| The Number of HSEs Is Declining .....  | 8  |
| Current Average HSE Compensation Is About \$85,000.....  | 8  |
| Scholastic Audits and Commonwealth School Improvement Fund Grants.....                               | 9  |
| Evaluation of HSEs’ Impact on Accountability Index Scores .....                                      | 10 |
| Statistical Analysis .....   | 11 |
| Limitations of This Research.....  | 13 |
| Other Potential Benefits .....   | 14 |
| Similar Programs in Other States .....   | 15 |
| Alabama.....   | 15 |
| Georgia .....  | 16 |
| Louisiana .....  | 16 |
| North Carolina .....   | 16 |
| South Carolina .....   | 17 |
| Tennessee.....   | 17 |
| Major Conclusions.....   | 18 |
| Works Cited.....   | 19 |
| Appendix A Schools With HSEs, School Year 2000 to School Year 2008 .....                             | 21 |
| Appendix B Commonwealth School Improvement Fund Grants,<br>Fiscal Year 2003 to Fiscal Year 2008..... | 31 |
| Appendix C Regression Analysis Estimates.....  | 39 |

### List of Tables

|   |  |    |
|---|--|----|
| 1 | Schools Receiving HSE Assistance by Assistance Classification,<br>School Year 2003 to School Year 2008.....  | 5  |
| 2 | Statistical Results for Annual Improvement in School Accountability Index<br>Scores by Type of Assistance Received, School Year 2003 to School Year 2008 ..... | 13 |

**List of Figures**

A Total and Contracted Expenditures for the HSE Program,  
Fiscal Year 2001 to Fiscal Year 2009..... 7

B Highly Skilled Educators, School Year 2000 to School Year 2009..... 8

C Average Salaries of HSEs Compared to Their District Salaries,  
School Year 2000 to School Year 2009..... 9

D Average Change in Accountability Index Scores by Quintile,  
School Year 2007 to School Year 2008..... 11

## Summary

At its November 2008 meeting, the Program Review and Investigations Committee voted to initiate a follow-up study to its 2006 report *Highly Skilled Educator Program*. The purpose of the follow-up is to describe the status of recommendations from the 2006 report, summarize changes to the highly skilled educator (HSE) program since 2006, and update the statistical analysis of HSEs' impact on school accountability test scores.

The General Assembly created the Highly Skilled Educator program in 1998. The program's primary purpose was to improve low Commonwealth Accountability Test System scores at certain schools by assigning an HSE to help improve teaching and learning strategies. Highly skilled educators are specially trained teachers and administrators.

The 2006 report adopted by the Program Review and Investigations committee had nine recommendations. Six of the nine have been fully implemented, one has been partially implemented, and two no longer apply.

Recent legislative activity and changes at the Kentucky Department of Education have altered the nature of the HSE program. Legislation enacted in 2009 eliminated accountability classifications, which were used to identify schools that were in need of assistance from an HSE. To determine which schools will be offered assistance now, the department considers achievement gaps and the percentages of proficient and distinguished students in math and reading at a school. The department also changed the structure of the HSE program. Instead of assigning an HSE directly to a school, the department now has HSEs work with district staff and may assign other education professionals to work as a team with the HSE. This means that the HSE program as it now exists cannot be compared with the HSE program that serves as the basis of analysis for this report.

The 2006 report concluded that schools receiving certain combinations of assistance that included an HSE had statistically significant annual improvements of up to 3.5 points in their accountability index scores. Schools receiving assistance from only an HSE, however, generally performed no better than schools that did not receive assistance from an HSE. For the additional 2 years examined for this report, schools receiving assistance from an HSE—either alone or in combination with other types of assistance—did no better than schools without an HSE. The HSE program may provide other benefits that cannot be analyzed statistically.



## Highly Skilled Educator Program Follow-up

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This follow-up to a 2006 Program Review study describes the status of recommendations from the earlier report, summarizes recent changes to the highly skilled educator (HSE) program, and updates the statistical analysis of HSEs' impact on school accountability test scores.

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The General Assembly created the highly skilled educator program in 1998. The program's primary purpose was to improve low Commonwealth Accountability Test System scores at certain schools by assigning an HSE to help improve teaching and learning strategies.

In 2006, the Program Review and Investigations Committee adopted the report *Highly Skilled Educator Program* (Commonwealth). At its November 2008 meeting, the committee voted to initiate a follow-up study that would describe the status of recommendations from the earlier report, summarize changes to the highly skilled educator (HSE) program, and update the statistical analysis of HSEs' impact on school accountability test scores.

The General Assembly created the highly skilled educator program in 1998. The program's primary purpose was to improve low Commonwealth Accountability Test System (CATS) scores at certain schools by assigning an HSE to help improve teaching and learning strategies.

HSEs are specially trained teachers and administrators. An educator who wishes to become an HSE applies to the Kentucky Department of Education (KDE). The department selects and trains HSE candidates and assigns them to schools or school districts.

The 2006 report concluded that schools receiving assistance from only an HSE generally performed no better or worse than schools that did not receive such assistance. Schools receiving certain combinations of assistance that included an HSE, however, showed statistically significant annual improvements of up to 3.5 points in their accountability index scores.

In this follow-up report, an additional 2 years of data were examined. Again, schools that received assistance from only an HSE performed no differently than schools that did not receive assistance from an HSE. No other combinations of assistance that included an HSE proved to be statistically significant for these 2 years.

### Status of Recommendations From 2006 Report

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Program Review's 2006 report contained nine recommendations. Six of the nine have been fully implemented, one has been partially implemented, and two no longer apply.

The 2006 *Highly Skilled Educator Program* report adopted by the Program Review and Investigations Committee contained nine recommendations. Six of the nine have been fully implemented, one has been partially implemented, and two no longer apply. Each recommendation and its status is provided below.

### Recommendation 2.1

Under the authority established in KRS 158.6455 (4) to promulgate administrative regulations, the Kentucky Department of Education should clearly define “threshold” as it is used in this statutory section. This would clarify the type of schools to which a highly skilled educator may be assigned.

The recommendation has been implemented. “Threshold” is no longer a part of KRS 158.6455; it was removed in one instance and changed to “accountability measures” in another by Senate Bill 1 of the 2009 Regular Session.

### Recommendation 2.2

The Kentucky Department of Education should work with the General Assembly to establish definitive policies that specify the amount of HSE compensation and the process for determining such compensation. This could be accomplished through changes in statute or regulation or through budget language.

The recommendation has been implemented. 703 KAR 5:170 states that

the salary for participation in the highly skilled educator program shall be 135 percent of the local educator’s total district salary but shall not be more than the average principal salary in the school district with the highest average principal salary. However, an educator who continues in the program beyond the first year shall be eligible for any salary increases the educator would have received as a certified employee in the school district in which the educator was employed when the educator entered the program.

### Recommendation 2.3

The Board of Education should provide, as directed by KRS 158.782 (1), “guidelines for providing highly skilled education assistance to schools and school districts.”

The recommendation has been implemented. KDE established a process and guidelines for identifying which schools and school districts may need state assistance, including assistance from an HSE.

#### Recommendation 2.4

Because HSEs appear to have an inconsistent understanding of how long they may serve, the Kentucky Department of Education should provide detailed descriptions and/or training to highly skilled educators to clarify the current practice of limiting service to three years.

The recommendation has been implemented. The department continues to cover tenure and contracts in HSE training. HSEs also continue to receive and sign an *HSE Oath* that states, in part, “I understand that as an HSE...I will be working under a one-year contract renewable for a possible 2<sup>nd</sup> year, and then for a possible 3<sup>rd</sup> year. This contract may not be renewed without cause.”

#### Recommendation 2.5

The Kentucky Department of Education should establish a formal process for school administrators, faculty, parents, and others to comment about the performance of HSEs currently assigned to schools.

The recommendation has been partially implemented. KDE staff are still working on setting up a mechanism to get feedback from parents about HSE performance. Department staff receive district-level feedback online.

#### Recommendation 2.6

The Kentucky Department of Education should provide more on-site HSE reviews and maintain and regularly update a database that includes HSE school assignments, the amount of time HSEs work at each school, HSE compensation, and HSE home school district information.

The recommendation has been implemented. According to KDE staff, each HSE was visited once in the fall and once in the spring of school year 2009.<sup>1</sup> During these visits, department staff met with the HSE and the principal of the school where the HSE was assigned. KDE staff provided Program Review staff with information identifying HSE school assignments, compensation, and home school districts for the most recent period. HSEs are now required to submit a monthly report to the department specifying the number of days they worked at each assigned school.

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<sup>1</sup>The 2009 school year began in 2008 and ended in 2009. The same format for referring to school years will be used throughout this report.

**Recommendation 3.1**

The Kentucky Department of Education should compile and produce annual school-level reports of Commonwealth School Improvement Fund expenditures. The department should ensure that school districts comply with all financial reporting requirements.

This recommendation has been implemented. KDE now has annual reports that describe Commonwealth School Improvement Fund grant expenditures.

**Recommendation 3.2**

The Kentucky Board of Education and the Kentucky Department of Education should review and report on the statutory or regulatory authority to provide Commonwealth School Improvement Funds to schools not classified as In Need of Assistance based on their accountability index scores.

**Recommendation 3.3**

The Kentucky Board of Education and the Kentucky Department of Education should develop and use a formal process, preferably through administrative regulation, that identifies and ranks which schools are eligible for targeted assistance Commonwealth School Improvement Fund grants.

Recommendations 3.2 and 3.3 are no longer applicable. According to KDE staff, the department no longer provides Commonwealth School Improvement Fund grants to schools that are not identified as In Need of Assistance.

**Highly Skilled Educators**

Several changes have been made to the HSE program in recent years. These include how HSEs work with school and district personnel and which schools are identified as needing assistance.

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Until school year 2008, HSEs typically worked alone or only with school personnel such as the principal. HSEs now work with a team of district, school, and other education professionals.

Until school year 2008, HSEs typically worked alone or only with school personnel such as the principal. Now, HSEs work more collaboratively with district and other school staff. According to KDE staff, once assigned, HSEs work with a team of district, school, and possibly other education professionals to improve student performance. Monthly reports are submitted to KDE detailing the participants and the types of activities and decisions made by these teams.



Through school year 2009, HSEs provided assistance to schools that had low accountability index scores and that were unable to meet improvement goals. School performance, or how well a school was preparing its students, was measured by these accountability index scores. Each school’s score was based on how well its students did on various tests and other nonacademic factors including dropout and retention rates. Schools were then classified into three general categories: meeting goals, progressing, or needing assistance. Those identified as meeting goals or progressing usually did not receive state assistance. Schools identified as needing assistance frequently received help, including assistance from an HSE.

Schools identified as needing assistance were divided into three groups, or levels. Level 1 schools were the closest to moving out of assistance; Level 3 schools were the furthest. All schools classified as Level 3 were required to receive assistance from an HSE. For all other schools, HSE assistance was optional.

Table 1 shows the number of Level 1, 2, and 3 schools that received assistance from an HSE. Overall, Level 1 schools received assistance from an HSE less frequently than Level 2 schools. Although every Level 3 school received assistance from an HSE, some HSEs were assigned to an entire school district, usually because the district had several low-performing schools. HSEs assigned to school districts are not included in Table 1.

Schools not classified as needing assistance could request assistance from an HSE. The department evaluated those requests on a case-by-case basis.

**Table 1**  
**Schools Receiving HSE Assistance by Assistance Classification**  
**School Year 2003 to School Year 2008**

| Assistance Classification | HSE        | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
|---------------------------|------------|------|------|------|------|------|------|
|                           | Assistance |      |      |      |      |      |      |
| Level 1                   | Yes        | 1    | 1    | 12   | 9    | 8    | 7    |
|                           | No         | 27   | 27   | 4    | 7    | 6    | 7    |
| Level 2                   | Yes        | 9    | 26   | 15   | 13   | 12   | 12   |
|                           | No         | 22   | 5    | 0    | 2    | 2    | 2    |
| Level 3*                  | Yes        | 29   | 28   | 15   | 14   | 11   | 9    |
|                           | No         | 0    | 1    | 0    | 1    | 2    | 4    |

Note: HSEs assigned to school districts are not included.

\*Each Level 3 school had an assigned HSE or received assistance from an HSE assigned to the district.

Source: Program Review staff analysis of data provided by KDE.

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Legislative changes made to the state's accountability testing system in 2009 changed how schools are identified as needing assistance. HSE assistance is no longer mandatory.

Legislative changes made to the state's accountability testing system in 2009 effectively eliminated accountability classifications and, therefore, the requirement that all Level 3 schools receive assistance from an HSE. KDE now uses a different method to identify schools that may need assistance.

To determine which schools will be offered assistance, the department considers achievement gaps and the percentage of proficient and distinguished math and reading students at a school. HSE assistance is no longer mandatory.<sup>2</sup>

According to KDE staff, schools offered assistance must formally accept or decline that assistance. For schools accepting assistance, the school principal and district superintendent must sign a memorandum of understanding with KDE that states they will work in a collaborative manner to, among other things, ensure equitable allocation of resources and faithfully use assistance from KDE. For schools that decline assistance, the principal and superintendent must still sign a memorandum of understanding which states that they will, among other things, develop, implement, and monitor a school improvement plan.

Appendix A lists each school and district that received HSE assistance from school year 2000 to school year 2008.

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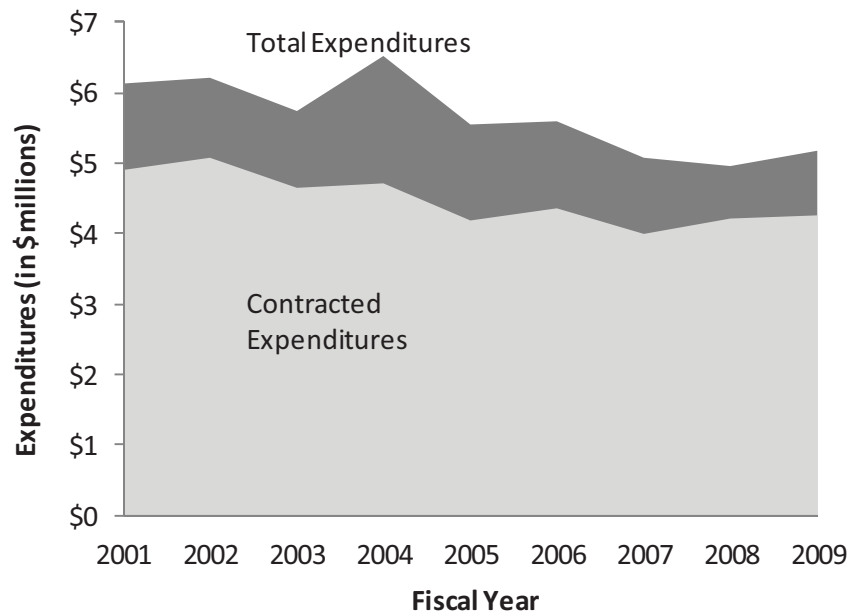
<sup>2</sup>According to KDE staff, the agency is working to revise its administrative regulations related to the assignment of HSEs.

### Annual HSE Program Spending Is About \$5 Million

HSE program's expenditures have declined from \$6.1 million in fiscal year 2001 to \$5.2 million in FY 2009.

The HSE program is funded by the general fund. Total program expenditures have declined in recent years due to declining appropriations. In fiscal year 2001, the HSE program spent \$6.1 million, but that fell to \$5.2 million in FY 2009. Contracted expenditures, which are primarily used to pay for HSEs, accounted for about 80 percent of program spending during this period. Figure A shows total and contracted expenditures for the HSE program by fiscal year.

**Figure A**  
**Total and Contracted Expenditures for the HSE Program**  
**Fiscal Year 2001 to Fiscal Year 2009**



Source: Program Review staff analysis of adopted biennial budget documents from various years and information retrieved from eMars.

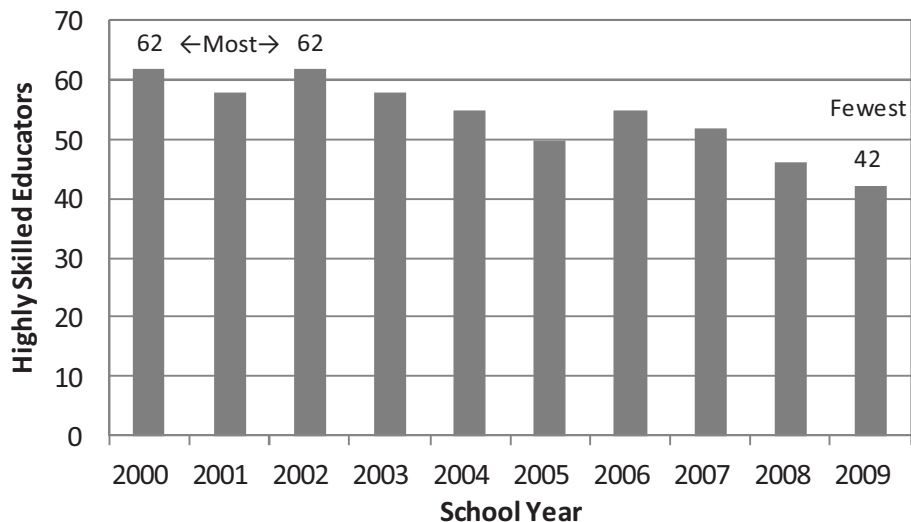
Other major expenditures during this period include

- travel reimbursement for HSEs averaging \$520,000 per year,
- salaries and benefits of KDE staff averaging \$305,000 per year, and
- computer hardware averaging \$38,000 per year.

### The Number of HSEs Is Declining

Figure B shows that the number of HSEs per school year has also been declining. The school years with the most HSEs were 2000 and 2002 when KDE contracted with 62 HSEs. For school year 2009, 42 HSEs had contracts.

**Figure B**  
**Highly Skilled Educators**  
**School Year 2000 to School Year 2009**



Source: Program Review staff analysis of data provided by KDE.

### Current Average HSE Compensation Is About \$85,000

HSEs are currently paid 135 percent of their daily district rate up to the average principal salary in the school district with the highest average principal salary (703 KAR 5:170).

Highly skilled educators are currently paid 135 percent of their daily district rate up to the average principal salary in the school district with the highest average principal salary (703 KAR 5:170). For school year 2010, the maximum salary that an HSE could earn in the first year is \$107,000.<sup>3</sup> After the first year, the salary cap may be exceeded if an HSE would have received an increase from the home school district had he or she not been an HSE (703 KAR 5:170).

Previously, HSE salaries were not tied to average principal salary. HSEs received a 135 percent increase that could not exceed \$90,000 in the first year. That cap was raised to \$100,000 for school year 2009.

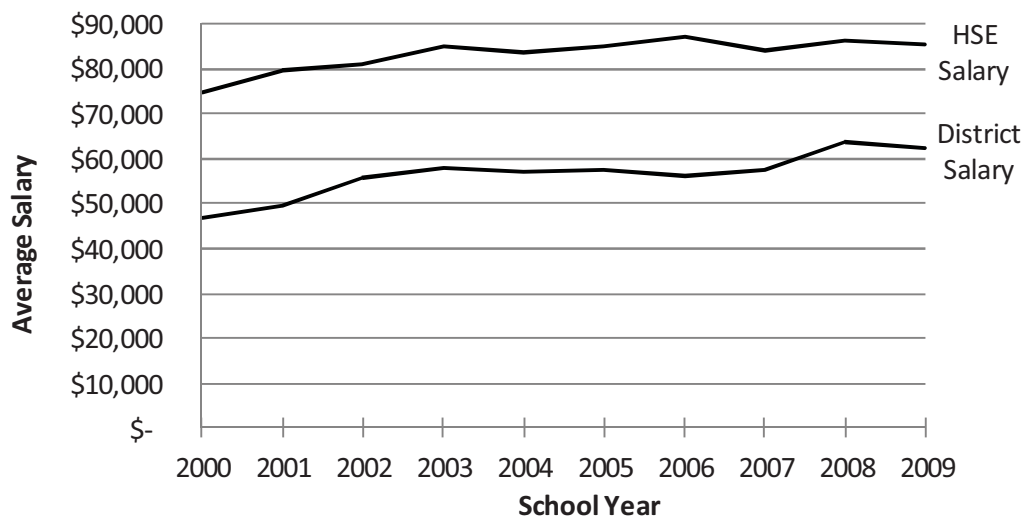
<sup>3</sup> A salary cap is not incorporated in administrative regulation. It is a policy decision of the Department of Education.

The average HSE salary in school year 2009 was \$85,427.

Figure C shows the average annual salaries of HSEs and the average district salaries the educators would have earned had they not become HSEs. Average HSE salary has increased from \$74,954 in school year 2000 to \$85,427 in school year 2009.

For school year 2000, HSEs earned 60 percent more than they did in their district positions, but that difference decreased to 37 percent by school year 2009. According to data provided by KDE, one reason for this change is that relatively more teachers than administrators were initially hired as HSEs. Because teachers generally have 180-day contracts in their district but 240-day contracts as HSEs, their total HSE salaries are much larger than their teacher salaries. Administrators typically already work under 240-day contracts; becoming an HSE does not add work days for them. Also, administrators' salaries are typically higher than teachers' salaries, so their salaries typically increase less because they are closer to the maximum HSE salary.

**Figure C**  
**Average Salaries of HSEs Compared to Their District Salaries**  
**School Year 2000 to School Year 2009**



Source: Program Review staff analysis of data provided by KDE.

### Scholastic Audits and Commonwealth School Improvement Fund Grants

Scholastic audits identify problems in schools. Commonwealth School Improvement Fund (CSIF) grants provide money to schools to help them implement solutions to the problems identified in the audits.

Scholastic audits and Commonwealth School Improvement Fund (CSIF) grants are complementary programs. Scholastic audits identify problems in schools. CSIF grants provide money to schools to help them implement solutions to the problems

identified by the audits. Among other purposes, schools can use CSIF grants to pay for professional development, consultants, reading and assessment materials, software, and certain travel expenses. A school may not use CSIF grants to pay the salary of an existing teacher or to pay for more than 20 percent of equipment costs, such as computers (KRS 158.805(4)).

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CSIF appropriations declined from \$2.7 million in FY 2001 to \$1.5 million in FY 2008. In FY 2009, the Kentucky Department of Education chose to use its CSIF appropriation to fund scholastic audits instead of providing grants to schools.

State appropriations to the CSIF program have declined in recent years. In FY 2001, CSIF appropriations were \$2.7 million, but they fell to \$1.1 million, a 59 percent decrease, by FY 2009. Although most CSIF grants were used by schools, some grants were not entirely expended, and unused balances lapsed to the state's general fund. In FY 2009, KDE chose to use its CSIF appropriation to fund scholastic audits instead of providing grants to schools.

Appendix B identifies the schools that received CSIF grants and the amounts they received from FY 2003 to FY 2008.

### **Evaluation of HSEs' Impact on Accountability Index Scores**

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A simple comparison of the change in annual accountability index scores between schools that receive assistance from an HSE and schools that do not is incomplete because other factors are not accounted for.

One way HSEs' impact on school performance has been measured is a simple comparison of the change in annual accountability index scores of schools that receive assistance from an HSE and schools that do not. This type of analysis is incomplete because it does not account for other factors that might also affect the annual change in a school's accountability index score. For example, characteristics of students, parents, teachers, and schools vary and may have an impact.

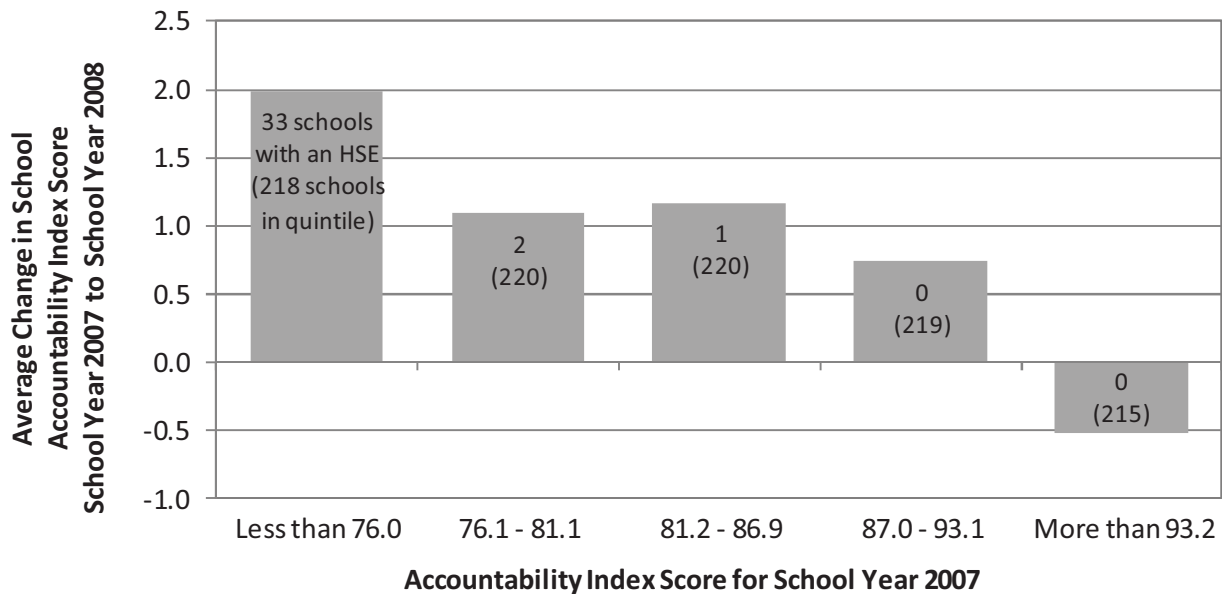
A school's accountability index score prior to the arrival of an HSE should also be taken into account. For the analysis shown in Figure D, schools were divided into quintiles based on their accountability index scores for school year 2007.<sup>4</sup> The figure shows that schools with higher accountability index scores had smaller changes in their index scores from school year 2007 to school year 2008 compared to schools with lower accountability index scores. For example, schools with accountability index scores of 87.0 to 93.1 (out of 140) for school year 2007 showed, on

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<sup>4</sup>Some schools had the same index score. The cut-off points were adjusted to avoid having schools with the same score placed in different quintiles, so the number of schools in each quintile is not exactly one-fifth of total schools. There are 5 fewer schools in the smallest quintile compared to the largest quintile out of a total of 1,092 schools.

average, a 0.7 point increase in their index scores the following year. Schools with index scores below 76.0 had, on average, a 2.0 point increase. This pattern of smaller average gains for schools with high index scores and larger average gains for schools with low index scores consistently appears in data for other years. There are several potential explanations for this pattern.

**Figure D**  
**Average Change in Accountability Index Scores by Quintile**  
**School Year 2007 to School Year 2008**



Source: Program Review staff analysis of KDE data.

Schools with higher index scores may have more difficulty improving their scores than schools with lower scores.

Schools with higher index scores may have more difficulty improving their scores than schools with lower scores, perhaps because the school has already implemented many positive changes. Schools with low accountability scores, on the other hand, may not have implemented the easier, less expensive, or less controversial changes, such as practice tests, necessary to improve index scores. As a result, scores for schools with low index scores may rise by a larger amount than scores for other schools. Since HSEs are predominantly assigned to schools with low accountability index scores, an evaluation of their impact must consider the school's starting index score.

### Statistical Analysis

A regression analysis was performed to determine whether HSEs have a statistically significant impact on the annual change in schools' accountability index scores. This statistical test considered HSEs' impact while controlling for other factors including

characteristics of schools, parents, teachers, and students. A complete list of factors is provided in Appendix C.

Table 2 provides a summary of the results of the statistical analysis for school years 2003 to 2008. Results through 2006 were originally reported in the 2006 Program Review report. Because some factors used in that report were no longer available and some new factors were considered in this follow-up report, the analysis was updated using a consistent set of factors for each year. The results shown in Table 2 may not be identical to those found in the 2006 report. The results do retain the same level and direction of statistical significance. Appendix C has the full results.

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Schools that received assistance from only an HSE did not show any statistically significant gains in their annual accountability index scores compared to other schools. Schools that received assistance in the form of a CSIF grant and a scholastic audit, however, did occasionally show statistically significant improvement. The same was true for schools that received a combination of assistance that included a CSIF grant, scholastic audit, and HSE.

For each year examined in this report, schools that received assistance from only an HSE performed no better than schools that did not have an HSE when controlling for other factors.

For schools that received a CSIF grant and a scholastic audit, the change in annual accountability index scores was 2.3 points greater than other schools for school year 2003 and 2.6 points greater for school year 2005 but no better in any other year examined.

Schools that received a CSIF grant, a scholastic audit, and assistance from an HSE had gains of 3.7 points for school year 2003 and 2.6 points for school year 2005. However, they had no statistically significant change for school year 2008, the only other year when this combination of assistance was made.<sup>5</sup>

For school year 2007 only, schools that received a scholastic audit, but not assistance from an HSE or a CSIF grant, improved by 2.9 points more than other schools.

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<sup>5</sup> Part of the reason might be due to limited numbers of schools receiving these types of assistance. For example, only five schools received a CSIF grant and assistance from an HSE for school year 2008.



**Table 2**  
**Statistical Results for Annual Improvement in School Accountability**  
**Index Scores by Type of Assistance Received**  
**School Year 2003 to School Year 2008**

| Assistance           | 2003    |              | 2004    |              | 2005    |              | 2006    |              | 2007    |              | 2008    |              |
|----------------------|---------|--------------|---------|--------------|---------|--------------|---------|--------------|---------|--------------|---------|--------------|
|                      | Schools | Score Change | Schools | Score Change | Schools | Score Change | Schools | Score Change | Schools | Score Change | Schools | Score Change |
| HSE only             | 15      | —            | 20      | —            | 11      | —            | 12      | —            | 13      | —            | 10      | —            |
| CSIF only            | 8       | —            | 28      | 1.6          | 26      | —            | 51      | —            | 2       | —            | 7       | —            |
| Audit only           | 51      | —            | 20      | —            | 23      | —            | 10      | —            | 14      | 2.9          | 3       | —            |
| HSE and CSIF         | 1       | —            | 52      | —            | 8       | —            | 34      | —            | 0       | —            | 28      | —            |
| HSE and audit        | 3       | —            | 0       | —            | 1       | —            | 1       | —            | 0       | —            | 0       | —            |
| CSIF and audit       | 33      | 2.3          | 0       | —            | 20      | 2.1          | 1       | —            | 4       | —            | 0       | —            |
| HSE, CSIF, and audit | 34      | 3.7          | 0       | —            | 31      | 2.6          | 0       | —            | 29      | —            | 0       | —            |
| With assistance      | 145     |              | 120     |              | 120     |              | 109     |              | 62      |              | 48      |              |
| No assistance        | 953     |              | 979     |              | 977     |              | 991     |              | 1,021   |              | 1,023   |              |
| Total                | 1,098   |              | 1,099   |              | 1,097   |              | 1,100   |              | 1,083   |              | 1,071   |              |

Note: “—” indicates that the factor was not statistically significant at the 0.05 confidence level. “CSIF” is Commonwealth School Improvement Fund. Appendix C shows results with all factors included.

Source: Program Review staff analysis of data provided by KDE.

### Limitations of This Research

Although the statistical analysis previously described reaches some general conclusions about the impact HSEs have on changes in school accountability index scores, there are several important limitations.

First, the statistical model used here explained less than 15 percent of the variance in annual school accountability index scores. This suggests that other factors may better explain why annual school accountability index scores change by different amounts.

Second, for the years included in this analysis, all Level 3 schools were required to receive assistance from an HSE. Because assistance was not optional, it is difficult to determine whether the assignment of an HSE to a Level 3 school or unique characteristics of those schools were responsible for changes in annual accountability index scores.<sup>6</sup>

Third, recent legislative actions substantially changed the state’s testing system. For example, the types of tests students take and

<sup>6</sup> The statistical analysis was performed with and without Level 3 schools. The results were similar.

when they take them were changed by Senate Bill 130 from the 2006 General Assembly. To account for the fact that these changes may make historic comparisons of school index scores invalid, KDE prepared tables that adjusted index scores correspondingly. According to department staff, this allows for some historic integrity in the data. Index scores from school years 2007 and 2008 may still not be directly comparable with data from previous years, however.

### **Other Potential Benefits**

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HSEs may provide other benefits not accounted for in the statistical analysis.

Although statistical evidence is lacking, the HSE program may provide and HSEs may receive various other benefits. These potential benefits were identified from interviews conducted by Program Review staff and from published reports.

First, persons trained as HSEs may gain valuable skills. According to the seven HSEs interviewed by Program Review staff for the 2006 report, the HSE training provided by KDE was intensive and helped HSEs improve their teaching and leadership skills.

Second, the training provided by the HSE program may help HSEs complete their certification as principals or superintendents. It is unclear what impact this might have on subsequent school accountability index scores.

Third, HSEs may help some number of individual students improve their performance on the CATS assessments. However, KDE cannot associate individual student performance with specific efforts of HSEs.

Fourth, it has been suggested that HSEs help improve school curriculum, instructional coordination, school leadership, professional development, and morale. These factors cannot be readily assessed in terms of how they might affect changes in annual school accountability index scores.

## Similar Programs in Other States

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Other states operate programs similar to Kentucky's highly skilled educator program. For this report, Alabama, Georgia, Louisiana, North Carolina, South Carolina, and Tennessee were examined.

Other states operate programs similar to Kentucky's highly skilled educator program. For this report, six southeastern states were examined: Alabama, Georgia, Louisiana, North Carolina, South Carolina, and Tennessee. Each state has implemented a specialized school assistance program that involves sending teachers or other trained personnel into low-performing school to help improve test scores. Each state identifies schools that are more likely to benefit from additional assistance, but school performance is determined and defined differently in each state.

### Alabama

The Alabama Department of Education assigns one full-time special service teacher to certain poorly performing schools. These teachers collaborate with a regional state team leader to find help for these schools. The department also contracts with mentors to principals who regularly visit a selected set of schools. The department also assigns a full-time chief academic officer and a full-time chief administrative officer to help low-performing schools improve (SERVE).

According to department staff, the school improvement program has a \$3 million budget, which is approximately \$2 million less than before recent budget reductions.

Salaries for school-based team members average \$69,000 with benefits plus a \$5,000 incentive. The number of school-based team members fluctuates based on district data and has ranged from 10 to 25 team members. Salaries for district-level team members average \$88,400 with benefits plus a \$7,000 incentive. Alabama has 11 district-level team members.

According to department staff, surveys asking about perceptions and anecdotal evidence have been collected and used to examine the program's effectiveness. A quantitative analysis is being developed.

## **Georgia**

Failing schools in Georgia receive assistance from an instructional care team provided by a regional educational service agency. Each instructional team includes up to five experienced teachers, one experienced principal, and one reading specialist. A more intensive and directed level of assistance is provided through state-mandated school improvement intervention teams, which consist of team leaders who work in the assigned school every day (SERVE).

## **Louisiana**

Poorly performing schools are required to receive on-site technical assistance from the state through its distinguished educator program. Distinguished educators are trained and assigned to a particular school for 2 years. Their main responsibilities include assisting schools in the development of improvement plans, facilitating the development of a school curriculum aligned with state tests, working with the school to involve parents and community members, and assisting with professional development (Council). Louisiana's program was modeled after Kentucky's program.

According to staff from Louisiana's Department of Education, the distinguished educator program has a \$2.1 million budget.

Louisiana employs 17 distinguished educators with salaries of \$80,000. These positions also entail expenditures for travel and professional development.

## **North Carolina**

According to staff from the North Carolina Department of Public Instruction, the state provides assistance to six low-performing school districts. Each district receives assistance from a transformation leader. Schools within the district, after an evaluation, may receive assistance from school transformation coaches and instructional coaches. As of 2009, there were 13 school transformation coaches and about 25 instructional coaches.

School transformation coaches must have principal experience. They are compensated according to the state's salary grade system, which, for many school transformation coaches, pays less than for comparable principal positions.

Because providing transformation leaders and coaches to districts and schools began just 2 years ago, evidence of the program's effectiveness is limited.

### **South Carolina**

In 1998, South Carolina created the teacher specialist on-site program. Among other tasks, teacher specialists presented best practices for teaching and learning, demonstrated effective teaching, identified needed changes in classroom instructional strategies, and supported teachers in acquiring new skills (SERVE). Schools received assistance based on students' test scores.

Teacher specialists, according to staff from the South Carolina Department of Education, were paid the average salary of teachers in South Carolina, plus a 50 percent premium based on the average salary of teachers in the southeast.

According to department staff, the state-funded teacher specialist program ended in 2009. In its place, schools were given the option to pay for their own teacher specialists using state and local funds, but few did.

### **Tennessee**

The Tennessee Department of Education provides assistance to high-priority schools through its exemplary educator program. Exemplary educators are veteran teachers, principals, or superintendents selected and trained by the department. They work with schools to help improve student achievement (State of Tennessee). The program is administered by a nonprofit organization.

For school year 2005, there were 120 exemplary educators. A study completed the following year determined that 75 percent of schools receiving assistance from an exemplary educator achieved adequate yearly progress under the federal No Child Left Behind Act (Edvantia).

## Major Conclusions

This report has three main conclusions.

KDE has fully implemented six of the nine recommendations made in the 2006 report, and one has been partially implemented. Two other recommendations no longer apply.

Recent legislative activity and department changes have significantly altered the nature of the HSE program. As a result, it is difficult to compare the current HSE program with the HSE program that served as the basis for the 2006 Program Review report.

Expanding on the original statistical analysis in the 2006 report, it appears that HSE assistance in conjunction with a CSIF grant and a scholastic audit may sometimes have a statistically significant positive effect. Schools receiving assistance from only an HSE, however, continue to show no statistically significant impact on the change in a school's annual accountability index score.

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## Appendix A

### Schools With HSEs School Year 2000 to School Year 2008

| District and School         | 2000 | 2001 | 2002 | 2003 | 2004 | 2005 | 2006 | 2007 | 2008 |
|-----------------------------|------|------|------|------|------|------|------|------|------|
| Augusta Independent         |      |      |      |      |      |      |      |      |      |
| Augusta Elementary          |      |      |      |      |      | ■    | ■    |      |      |
| Augusta Independent         |      |      |      |      |      | ■    |      |      |      |
| Augusta High                |      |      |      |      |      | ■    | ■    |      |      |
| Barbourville Independent    |      |      |      |      |      |      |      |      |      |
| Barbourville Elementary     |      |      |      | ■    | ■    |      |      |      |      |
| Bell County                 |      |      |      |      |      |      |      |      |      |
| Lone Jack Center            | ■    |      |      |      |      |      |      |      |      |
| Rightfork Center            | ■    |      |      |      |      |      |      |      |      |
| Bellevue Independent        |      |      |      |      |      |      |      |      |      |
| Bellevue High               |      |      |      |      |      | ■    |      |      |      |
| Berea Independent           |      |      |      |      |      |      |      |      |      |
| Berea Community High        |      |      |      |      |      | ■    | ■    |      |      |
| Bourbon County              |      |      |      |      |      |      |      |      |      |
| Millersburg Elementary      |      |      |      | ■    | ■    |      |      |      |      |
| Bowling Green Independent   |      |      |      |      |      |      |      |      |      |
| Dishman McGinnis Elementary |      |      |      | ■    | ■    | ■    |      |      |      |
| L C Curry Elementary        |      |      |      | ■    |      |      |      |      |      |
| Parker Bennett Curry Elem.  |      |      |      |      | ■    |      |      |      |      |
| Boyd County                 |      |      |      |      |      |      |      |      |      |
| Boyd County High            |      |      |      | ■    | ■    |      |      |      |      |
| Catlettsburg Elementary     |      |      |      |      |      | ■    | ■    |      |      |
| Boyle County                |      |      |      |      |      |      |      |      |      |
| Junction City Elementary    |      |      |      |      |      | ■    |      |      |      |
| Breathitt County            |      |      |      |      |      |      |      |      |      |
| Breathitt County High       |      |      |      | ■    | ■    |      |      |      |      |
| L B J Elementary            | ■    |      |      |      |      |      |      |      |      |
| Marie Roberts-Caney Elem.   |      | ■    | ■    |      |      |      |      |      |      |
| Rousseau Elementary         | ■    |      |      |      |      |      |      |      |      |
| Sebastian Middle            | ■    | ■    | ■    |      |      |      |      |      |      |
| Breckinridge County         |      |      |      |      |      |      |      |      |      |
| Breckinridge County Middle  |      |      |      |      | ■    | ■    | ■    |      |      |
| Custer Elementary           |      |      |      |      | ■    |      |      |      |      |

| <b>District and School</b>        | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Bullitt County</b>             |             |             |             |             |             |             |             |             |             |
| Bernheim Middle                   |             | ■           |             |             |             |             |             | ■           | ■           |
| Hebron Middle                     |             |             |             |             |             | ■           | ■           |             |             |
| Mount Washington Elementary       |             |             |             |             |             | ■           |             |             |             |
| Nichols Elementary                |             |             |             |             | ■           |             | ■           |             |             |
| <b>Campbellsville Independent</b> |             |             |             |             |             |             |             |             |             |
| Campbellsville Elementary         |             |             |             | ■           | ■           |             |             |             |             |
| Campbellsville High               |             |             |             |             | ■           |             | ■           |             |             |
| Campbellsville Middle             |             |             |             | ■           | ■           |             |             |             |             |
| <b>Carroll County</b>             |             |             |             |             |             |             |             |             |             |
| Carroll County Middle             | ■           |             |             |             | ■           |             |             |             |             |
| <b>Caverna Independent</b>        |             |             |             |             |             |             |             |             |             |
| Caverna High                      |             |             |             |             |             |             |             | ■           | ■           |
| <b>Christian County</b>           |             |             |             |             |             |             |             |             |             |
| Christian County High             |             |             |             |             |             |             |             | ■           | ■           |
| Christian County Middle           |             | ■           |             |             |             |             |             |             |             |
| Crofton Elementary                | ■           |             |             |             |             |             |             |             |             |
| Highland Elementary               | ■           | ■           |             | ■           | ■           | ■           | ■           |             |             |
| Hopkinsville Middle               |             |             |             |             |             |             |             | ■           | ■           |
| Indian Hills Elementary           | ■           |             |             |             |             |             |             |             |             |
| North Drive Middle                |             | ■           | ■           | ■           |             | ■           | ■           | ■           | ■           |
| Pembroke Elementary               |             |             |             | ■           | ■           |             |             |             |             |
| <b>Clark County</b>               |             |             |             |             |             |             |             |             |             |
| Hannah McClure Elementary         |             |             |             |             | ■           |             |             |             |             |
| <b>Clay County</b>                |             |             |             |             |             |             |             |             |             |
| Burning Springs Elementary        |             | ■           | ■           |             |             |             |             |             |             |
| Clay County                       | ■           | ■           |             |             |             |             |             |             |             |
| Clay County Middle                |             |             | ■           |             |             |             |             |             |             |
| Goose Rock Elementary             |             | ■           | ■           |             |             |             |             |             |             |
| Paces Creek Elementary            |             | ■           | ■           |             |             |             |             |             |             |
| <b>Cloverport Independent</b>     |             |             |             |             |             |             |             |             |             |
| Frederick Fraize High             |             |             |             |             |             | ■           | ■           | ■           | ■           |
| William H Natcher Elementary      |             |             |             |             |             | ■           | ■           |             |             |
| <b>Corbin Independent</b>         |             |             |             |             |             |             |             |             |             |
| Corbin Independent                |             | ■           |             | ■           |             |             |             |             |             |
| <b>Covington Independent</b>      |             |             |             |             |             |             |             |             |             |
| First District Middle             | ■           | ■           | ■           |             |             |             |             |             |             |
| Glenn O Swing Elementary          |             | ■           | ■           |             |             |             |             |             |             |
| Holmes Junior High                |             | ■           | ■           | ■           | ■           |             |             |             |             |
| Holmes Junior Senior High         |             |             |             |             |             | ■           | ■           |             |             |

| <b>District and School</b>         | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Covington Independent cont.</b> |             |             |             |             |             |             |             |             |             |
| Holmes High                        |             | ■           |             | ■           | ■           | ■           |             |             |             |
| John G Carlisle Elementary         |             | ■           | ■           |             |             |             |             |             |             |
| Latonia Elementary                 |             |             |             | ■           | ■           | ■           | ■           |             |             |
| Ninth District Elementary          |             | ■           | ■           |             |             |             |             |             |             |
| Two Rivers Middle                  |             |             |             |             |             | ■           | ■           |             |             |
| Sixth District Elementary          |             | ■           |             |             |             |             |             |             |             |
| <b>Crittenden County</b>           |             |             |             |             |             |             |             |             |             |
| Crittenden County Middle           |             |             |             |             |             |             |             | ■           | ■           |
| <b>Danville Independent</b>        |             |             |             |             |             |             |             |             |             |
| Danville High                      |             |             |             |             |             | ■           | ■           |             |             |
| <b>Elliott County</b>              |             |             |             |             |             |             |             |             |             |
| Elliott County High                |             |             |             |             |             |             |             | ■           | ■           |
| <b>Fairview Independent</b>        |             |             |             |             |             |             |             |             |             |
| Pine Acres Elementary              | ■           |             |             |             |             |             |             |             |             |
| Renfro Elementary                  | ■           |             |             |             |             |             |             |             |             |
| <b>Fayette County</b>              |             |             |             |             |             |             |             |             |             |
| Academy at Lexington Elem.         |             |             |             | ■           | ■           |             |             |             |             |
| Arlington Elementary               |             |             |             |             |             | ■           | ■           | ■           | ■           |
| Bryan Station High                 |             |             |             |             |             | ■           | ■           | ■           | ■           |
| Bryan Station Traditional Magnet   |             |             |             |             |             | ■           | ■           | ■           |             |
| Cardinal Valley Elementary         |             |             |             | ■           | ■           | ■           |             | ■           |             |
| Crawford Middle                    | ■           | ■           |             |             |             |             |             | ■           | ■           |
| Deep Springs Elementary            |             |             |             |             |             |             |             | ■           |             |
| Dixie Elementary Magnet            |             |             |             |             |             | ■           | ■           |             |             |
| Harrison Elementary                | ■           |             |             |             |             |             |             | ■           | ■           |
| Johnson Elementary                 |             |             |             |             |             |             |             | ■           | ■           |
| Leestown Middle                    | ■           | ■           | ■           | ■           | ■           |             |             | ■           | ■           |
| Madeline M Breckinridge Elem.      |             |             |             | ■           | ■           | ■           | ■           |             |             |
| Mary Todd Elementary               |             |             |             |             |             |             | ■           | ■           |             |
| Russell Cave Elementary            |             |             |             |             |             |             |             | ■           | ■           |
| Southern Middle                    |             |             |             |             |             |             |             | ■           |             |
| Tates Creek Elementary             |             |             |             | ■           | ■           |             |             |             |             |
| Tates Creek Middle                 |             |             |             | ■           | ■           |             |             |             |             |
| Winburn Middle                     |             | ■           |             |             |             | ■           | ■           | ■           |             |
| Yates Elementary                   |             |             |             | ■           | ■           |             |             |             |             |
| <b>Fleming County</b>              |             |             |             |             |             |             |             |             |             |
| Ewing Elementary                   |             |             |             | ■           | ■           |             |             |             |             |

| <b>District and School</b>     | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Floyd County</b>            |             |             |             |             |             |             |             |             |             |
| Allen Central Middle           |             | ■           | ■           |             |             |             |             |             |             |
| Betsy Layne Elementary         |             |             |             | ■           |             |             |             |             |             |
| J M Stumbo Elementary          |             | ■           | ■           | ■           | ■           |             |             | ■           | ■           |
| James A Duff Elementary        | ■           |             |             |             |             |             |             |             |             |
| South Floyd Middle             |             | ■           | ■           |             |             |             |             |             |             |
| <b>Franklin County</b>         |             |             |             |             |             |             |             |             |             |
| Bondurant Middle               |             |             |             |             |             |             |             | ■           | ■           |
| Elkhorn Middle                 |             |             |             | ■           | ■           |             |             |             |             |
| Peaks Mill Elementary          |             |             |             |             |             |             |             | ■           | ■           |
| <b>Fulton County</b>           |             |             |             |             |             |             |             |             |             |
| Fulton County Elementary       |             |             |             | ■           | ■           | ■           | ■           |             |             |
| Fulton County High             |             |             |             | ■           | ■           |             |             | ■           | ■           |
| <b>Fulton Independent</b>      |             |             |             |             |             |             |             |             |             |
| Fulton City High               |             |             |             |             | ■           | ■           | ■           |             |             |
| <b>Gallatin County</b>         |             |             |             |             |             |             |             |             |             |
| Gallatin County Middle         |             | ■           |             |             |             |             |             |             |             |
| Gallatin County Upper Elem.    |             | ■           | ■           |             |             |             |             |             |             |
| <b>Garrard County</b>          |             |             |             |             |             |             |             |             |             |
| Camp Dick Robinson Elem.       |             |             |             | ■           |             |             |             |             |             |
| <b>Green County</b>            |             |             |             |             |             |             |             |             |             |
| Green County High              |             |             |             | ■           | ■           |             |             |             |             |
| <b>Greenup County</b>          |             |             |             |             |             |             |             |             |             |
| Greenup County High            |             |             |             | ■           | ■           |             |             |             |             |
| Wurtland Middle                | ■           |             |             |             |             | ■           | ■           |             |             |
| <b>Hardin County</b>           |             |             |             |             |             |             |             |             |             |
| Bluegrass Middle               |             |             |             |             | ■           |             |             |             |             |
| Parkway Elementary             |             |             |             | ■           | ■           |             |             |             |             |
| Radcliff Middle                |             | ■           |             |             |             |             |             |             |             |
| <b>Harlan County</b>           |             |             |             |             |             |             |             |             |             |
| Black Mountain Elementary      | ■           |             |             |             |             |             |             |             |             |
| Evarts High                    | ■           | ■           | ■           |             |             |             |             |             |             |
| Green Hills Elementary         |             | ■           | ■           |             |             |             |             |             |             |
| Hall Elementary                |             |             | ■           |             |             |             |             |             |             |
| James A Cawood High            |             |             |             |             | ■           |             |             |             |             |
| Loyall Elementary              | ■           |             |             |             |             |             |             |             |             |
| Verda Elementary               |             | ■           |             |             |             |             |             |             |             |
| Wallins Elementary             | ■           |             |             |             |             |             |             |             |             |
| <b>Harrodsburg Independent</b> |             |             |             |             |             |             |             |             |             |
| Harrodsburg High               |             |             |             |             |             | ■           | ■           |             |             |
| Harrodsburg Middle             | ■           |             |             | ■           | ■           | ■           | ■           |             |             |

| <b>District and School</b>          | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Hart County</b>                  |             |             |             |             |             |             |             |             |             |
| Bonnieville Elementary              |             | ■           | ■           |             |             |             |             |             |             |
| Munfordville Elementary             |             |             |             |             | ■           |             |             |             |             |
| <b>Henderson County</b>             |             |             |             |             |             |             |             |             |             |
| South Heights Elementary            |             | ■           | ■           |             |             |             |             |             |             |
| <b>Hickman County</b>               |             |             |             |             |             |             |             |             |             |
| Hickman County Elementary           |             |             |             |             | ■           |             |             |             |             |
| <b>Hopkins County</b>               |             |             |             |             |             |             |             |             |             |
| Madisonville North Hopkins High     |             |             |             |             | ■           |             |             |             |             |
| <b>Jackson County</b>               |             |             |             |             |             |             |             |             |             |
| Jackson County High                 |             |             |             | ■           | ■           | ■           | ■           | ■           | ■           |
| <b>Jefferson County</b>             |             |             |             |             |             |             |             |             |             |
| Atherton High                       |             |             |             | ■           | ■           |             |             |             |             |
| Atkinson Elementary                 | ■           |             |             |             |             | ■           | ■           | ■           | ■           |
| Byck Elementary                     | ■           |             | ■           |             |             |             |             |             |             |
| Camp Taylor Elementary              | ■           |             |             |             |             |             |             |             |             |
| Central High                        |             |             |             |             |             | ■           | ■           |             |             |
| Chenoweth Elementary                |             |             |             | ■           |             |             |             |             |             |
| Conway Middle                       | ■           |             |             |             |             |             |             |             |             |
| Hawthorne Elementary                |             |             |             | ■           | ■           |             |             |             |             |
| Hazelwood Elementary                | ■           |             |             | ■           | ■           |             |             |             |             |
| Iroquois High Magnet Career Academy |             | ■           | ■           | ■           | ■           |             |             |             |             |
| Iroquois Middle                     |             | ■           | ■           | ■           | ■           | ■           | ■           | ■           | ■           |
| Jacob Elementary                    |             | ■           | ■           | ■           |             |             |             |             |             |
| Kenwood Elementary                  |             | ■           | ■           |             |             |             |             |             |             |
| Lassiter Middle                     | ■           | ■           | ■           |             |             | ■           | ■           |             |             |
| Lincoln Elementary                  |             | ■           | ■           |             |             |             |             |             |             |
| Minors Lane Elementary              |             |             |             |             |             |             |             | ■           | ■           |
| Moore Traditional High              |             | ■           |             |             |             |             |             |             |             |
| Okolona Elementary                  |             |             |             | ■           | ■           |             |             |             |             |
| Portland Elementary                 |             |             |             | ■           | ■           |             |             |             |             |
| Rangeland Elementary                |             | ■           | ■           |             |             |             |             |             |             |
| Robert Frost Middle                 | ■           | ■           | ■           |             | ■           | ■           | ■           | ■           | ■           |
| Roosevelt Perry Elementary          | ■           |             |             |             |             |             |             |             |             |
| Semple Elementary                   |             | ■           | ■           |             |             | ■           | ■           | ■           | ■           |
| Shawnee High Magnet Career Academy  |             | ■           | ■           |             |             | ■           | ■           |             |             |
| Shelby Elementary                   | ■           | ■           | ■           |             |             |             |             |             |             |
| Slaughter Elementary                | ■           |             |             |             |             |             |             |             |             |
| Southern Leadership Academy         | ■           | ■           | ■           | ■           | ■           | ■           | ■           | ■           | ■           |

| <b>District and School</b>                         | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|--|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Jefferson County cont.</b>                      |             |             |             |             |             |             |             |             |             |
| Stonestreet Elementary                             |             |             |             | ■           | ■           |             |             |             |             |
| Thomas Jefferson Middle                            | ■           |             |             | ■           | ■           | ■           | ■           |             |             |
| Valley Traditional High                            |             |             |             |             |             |             |             | ■           | ■           |
| Western Middle                                     | ■           | ■           | ■           | ■           |             |             |             | ■           | ■           |
| Western MST Magnet High                            |             | ■           | ■           | ■           |             |             |             |             |             |
| Westport Traditional Middle<br>& Fine Arts Academy |             |             |             |             |             |             |             | ■           | ■           |
| Wilkerson Traditional Elem.                        |             | ■           | ■           |             |             |             |             |             |             |
| <b>Jessamine County</b>                            |             |             |             |             |             |             |             |             |             |
| East Jessamine High                                |             |             |             |             | ■           |             |             |             |             |
| Hattie C Warner Elementary                         |             |             |             |             | ■           |             |             |             |             |
| <b>Knott County</b>                                |             |             |             |             |             |             |             |             |             |
| Beckham Combs Elementary                           |             | ■           | ■           |             |             |             |             |             |             |
| Caney Creek Elementary                             |             | ■           | ■           |             |             |             |             |             |             |
| Cordia High  | ■           |             |             | ■           | ■           | ■           |             |             |             |
| <b>Knox County</b>                                 |             |             |             |             |             |             |             |             |             |
| Artemus Elementary                                 | ■           |             |             |             |             |             |             |             |             |
| Boone Elementary                                   | ■           |             |             |             |             |             |             |             |             |
| Dewitt Elementary                                  | ■           | ■           | ■           | ■           | ■           |             |             |             |             |
| Flat Lick Elementary                               | ■           |             |             |             |             |             |             |             |             |
| Girdler Elementary                                 | ■           |             |             |             |             |             |             |             |             |
| Knox Central High                                  |             |             |             | ■           | ■           |             |             |             |             |
| Knox County Middle                                 |             |             |             |             |             | ■           |             |             |             |
| Lynn Camp High                                     |             |             |             |             |             |             |             | ■           | ■           |
| <b>Laurel County</b>                               |             |             |             |             |             |             |             |             |             |
| London Elementary                                  |             |             |             |             |             | ■           | ■           | ■           |             |
| <b>Lawrence County</b>                             |             |             |             |             |             |             |             |             |             |
| Blaine Elementary                                  |             |             |             |             |             |             |             |             | ■           |
| Fallsburg Elementary                               | ■           |             |             |             |             |             |             |             |             |
| Lawrence County High                               | ■           |             |             | ■           | ■           | ■           | ■           |             |             |
| Louisa Elementary                                  | ■           |             |             |             |             |             |             |             |             |
| Louisa Middle                                      | ■           |             |             |             |             |             |             |             | ■           |
| <b>Lee County</b>                                  |             |             |             |             |             |             |             |             |             |
| Lee County Middle                                  |             |             |             | ■           | ■           | ■           |             |             |             |
| <b>Leslie County</b>                               |             |             |             |             |             |             |             |             |             |
| Beech Fork Elementary                              | ■           |             |             |             |             |             |             |             |             |
| Hayes Lewis Elementary                             |             |             |             |             |             | ■           | ■           |             |             |
| Leslie County Middle                               |             | ■           | ■           |             |             |             |             |             |             |

| <b>District and School</b>  | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Letcher County</b>       |             |             |             |             |             |             |             |             |             |
| Arlie Boggs Elementary      | ■           |             |             |             |             |             |             |             |             |
| Beckham Bates Elementary    |             | ■           | ■           |             |             |             |             |             |             |
| Fleming Neon Elementary     | ■           |             |             |             |             |             |             |             |             |
| Fleming Neon High           | ■           |             |             |             |             |             |             |             |             |
| Letcher Elementary          | ■           |             |             |             |             |             |             |             |             |
| Letcher High                |             |             |             |             | ■           |             |             |             |             |
| <b>Lewis County</b>         |             |             |             |             |             |             |             |             |             |
| Lewis County Middle         |             | ■           | ■           |             |             |             |             |             |             |
| <b>Lincoln County</b>       |             |             |             |             |             |             |             |             |             |
| Kings Mountain Elementary   |             |             |             | ■           | ■           |             |             |             |             |
| Lincoln County High         |             |             |             |             |             |             |             | ■           | ■           |
| McKinney Elementary         |             | ■           | ■           |             |             |             |             |             |             |
| <b>Livingston County</b>    |             |             |             |             |             |             |             |             |             |
| Livingston Central High     |             |             |             |             | ■           |             |             |             |             |
| Livingston County Middle    | ■           |             |             |             |             |             |             |             |             |
| <b>Ludlow Independent</b>   |             |             |             |             |             |             |             |             |             |
| Ludlow High                 |             |             |             |             |             | ■           |             |             |             |
| <b>Madison County</b>       |             |             |             |             |             |             |             |             |             |
| Mayfield Elementary         |             |             |             |             |             | ■           | ■           |             |             |
| <b>Magoffin County</b>      |             |             |             |             |             |             |             |             |             |
| Herald Whitaker Middle      |             | ■           |             |             |             |             |             |             |             |
| John T Arnett Elementary    |             |             | ■           | ■           | ■           |             |             |             |             |
| Middle Fork Elementary      |             | ■           | ■           |             |             |             |             |             |             |
| Prater Borders Elementary   |             |             |             |             | ■           |             |             |             |             |
| <b>Marion County</b>        |             |             |             |             |             |             |             |             |             |
| Lebanon Middle              |             | ■           |             |             |             |             |             |             |             |
| <b>Martin County</b>        |             |             |             |             |             |             |             |             |             |
| Grassy Elementary           | ■           | ■           | ■           |             |             |             |             |             |             |
| Inez Middle                 | ■           |             |             | ■           | ■           |             |             |             |             |
| Mouth of Pigeon Roost Elem. |             |             |             |             | ■           |             |             |             |             |
| Sheldon Clark High          | ■           |             |             |             |             |             |             | ■           | ■           |
| Warfield Elementary         |             | ■           | ■           |             |             | ■           |             |             |             |
| Warfield Middle             | ■           | ■           |             |             | ■           | ■           | ■           |             |             |
| <b>McCreary County</b>      |             |             |             |             |             |             |             |             |             |
| McCreary Central High       |             |             |             |             |             | ■           |             |             |             |
| Pine Knot Middle            |             | ■           | ■           |             |             |             |             |             |             |
| Whitley City Elementary     |             | ■           | ■           |             |             |             |             |             |             |
| Whitley City Middle         |             | ■           | ■           |             |             |             |             |             |             |

| <b>District and School</b>  | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|-----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Menifee County              |             |             |             |             |             |             |             |             |             |
| Menifee County High         | ■           |             |             |             |             |             |             |             |             |
| Mercer County               |             |             |             |             |             |             |             |             |             |
| Mercer County Senior High   |             |             |             |             |             |             |             | ■           |             |
| Metcalfe County             |             |             |             |             |             |             |             |             |             |
| Metcalfe County Middle      |             | ■           |             |             |             |             |             |             |             |
| Middlesboro Independent     |             |             |             |             |             |             |             |             |             |
| Middlesboro Middle          | ■           |             |             |             |             |             |             |             |             |
| Newport Independent         |             |             |             |             |             |             |             |             |             |
| Newport Middle              |             | ■           |             |             |             |             |             |             |             |
| Nicholas County             |             |             |             |             |             |             |             |             |             |
| Nicholas County Elementary  | ■           |             |             |             |             |             |             |             |             |
| Owen County                 |             |             |             |             |             |             |             |             |             |
| Bowling Middle              |             |             |             | ■           | ■           | ■           | ■           | ■           | ■           |
| Owsley County               |             |             |             |             |             |             |             |             |             |
| Owsley County High          |             |             |             |             |             | ■           | ■           |             |             |
| Paducah Independent         |             |             |             |             |             |             |             |             |             |
| Cooper Whiteside Elementary | ■           |             |             |             |             |             |             |             |             |
| Paducah Middle              |             |             |             |             |             |             |             | ■           | ■           |
| Perry County                |             |             |             |             |             |             |             |             |             |
| A B Combs Elementary        |             |             |             |             | ■           |             |             |             |             |
| Buckhorn Elementary         |             |             |             | ■           | ■           |             |             |             |             |
| Buckhorn High               |             |             |             |             | ■           |             | ■           | ■           | ■           |
| Leatherwood Elementary      | ■           |             |             |             |             |             |             |             |             |
| Lost Creek Elementary       |             |             |             | ■           | ■           |             |             |             |             |
| Perry County Central High   |             |             |             |             |             | ■           |             |             |             |
| Viper Elementary            | ■           |             |             |             |             |             |             |             |             |
| Willard Elementary          |             | ■           |             |             |             |             |             |             |             |
| Pike County                 |             |             |             |             |             |             |             |             |             |
| Blackberry Elementary       |             |             |             |             |             | ■           | ■           |             |             |
| Majestic Knox Creek Elem.   |             |             |             | ■           | ■           |             |             |             |             |
| Phelps High                 |             | ■           |             |             |             |             |             |             |             |
| Providence Independent      |             |             |             |             |             |             |             |             |             |
| Broadway Elementary         | ■           | ■           |             | ■           | ■           |             |             |             |             |
| Providence High             |             |             |             | ■           | ■           | ■           | ■           |             |             |
| Pulaski County              |             |             |             |             |             |             |             |             |             |
| Northern Middle             |             |             |             |             | ■           |             |             |             |             |
| Shopville Elementary        | ■           |             |             |             |             |             |             |             |             |
| Southern Middle             | ■           | ■           |             |             |             |             |             |             |             |
| Russellville Independent    |             |             |             |             |             |             |             |             |             |
| Russellville Middle         |             |             |             |             | ■           |             |             | ■           | ■           |



| <b>District and School</b> | <b>2000</b> | <b>2001</b> | <b>2002</b> | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|----------------------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Shelby County              |             |             |             |             |             |             |             |             |             |
| Shelby County East Middle  |             |             |             |             |             |             | ■           |             |             |
| Shelby County West Middle  |             |             |             |             |             |             | ■           |             |             |
| Wright Elementary          |             |             |             |             | ■           |             |             |             |             |
| Trigg County               |             |             |             |             |             |             |             |             |             |
| Trigg County Middle        |             |             |             | ■           | ■           |             |             |             |             |
| Union County               |             |             |             |             |             |             |             |             |             |
| Morganfield Elementary     |             |             |             |             | ■           | ■           | ■           |             |             |
| Uniontown Elementary       |             |             |             |             | ■           |             |             |             |             |
| Warren County              |             |             |             |             |             |             |             |             |             |
| Warren East High           | ■           |             |             |             |             |             |             |             |             |
| Warren East Middle         | ■           |             |             |             |             |             |             |             |             |
| Wayne County               |             |             |             |             |             |             |             |             |             |
| A J Lloyd Middle           | ■           |             |             |             |             |             |             | ■           |             |
| Wayne County Middle        |             |             |             |             |             |             |             | ■           |             |
| Webster County             |             |             |             |             |             |             |             | ■           |             |
| Providence Broadway Elem.  |             |             |             |             |             |             |             | ■           |             |
| Sebree Elementary          |             |             |             |             | ■           |             |             |             |             |
| West Point Independent     |             |             |             |             |             |             |             |             |             |
| West Point Elementary      |             | ■           | ■           |             |             |             |             |             |             |
| Whitley County             |             |             |             |             |             |             |             |             |             |
| Whitley County Middle      | ■           |             |             |             |             |             |             |             |             |



## Appendix B

### Commonwealth School Improvement Fund Grants Fiscal Year 2003 to Fiscal Year 2008

| District and School        | 2003     | 2004     | 2005     | 2006     | 2007     | 2008     |
|----------------------------|----------|----------|----------|----------|----------|----------|
| Anderson County            |          |          |          |          |          |          |
| Emma B Ward Elementary     | \$31,786 | \$31,608 |          |          |          |          |
| Ashland Independent        |          |          |          |          |          |          |
| George M Verity Middle     | 29,786   | 28,790   |          |          |          |          |
| Augusta Independent        |          |          |          |          |          |          |
| Augusta Elementary         |          |          | \$13,521 | \$13,521 |          |          |
| Augusta High               |          |          | 13,137   | 13,137   |          |          |
| Ballard County             |          |          |          |          |          |          |
| Ballard Memorial High      |          |          | 11,624   | 3,413    |          |          |
| Barbourville Independent   |          |          |          |          |          |          |
| Barbourville Elementary    | 16,368   | 13,974   |          |          |          |          |
| Barren County              |          |          |          |          |          |          |
| Barren County Middle       | 31,242   | 30,842   |          |          |          |          |
| Temple Hill Elementary     | 14,893   | 11,895   |          |          |          |          |
| Bell County                |          |          |          |          |          |          |
| Yellow Creek Center        |          |          | 6,434    | 3,013    |          |          |
| Bellevue Independent       |          |          |          |          |          |          |
| Bellevue High              |          |          | 20,335   | 20,335   |          |          |
| Berea Independent          |          |          |          |          |          |          |
| Berea Community High       |          |          | 18,095   | 18,095   |          |          |
| Bourbon County             |          |          |          |          |          |          |
| Millersburg Elementary     | 12,427   | 8,420    |          |          |          |          |
| Bowling Green Independent  |          |          |          |          |          |          |
| Dishman McGinnis Elem.     | 14,388   | 11,183   |          |          | \$14,880 | \$14,880 |
| L C Curry Elementary       | 14,116   | 10,800   |          |          |          |          |
| Parker Bennett Curry Elem. |          |          |          |          | 16,414   | 16,414   |
| Boyd County                |          |          |          |          |          |          |
| Boyd County High           | 34,873   | 35,958   |          |          |          |          |
| Catlettsburg Elementary    |          |          | 17,536   | 17,536   |          |          |
| Boyle County               |          |          |          |          |          |          |
| Junction City Elementary   |          |          | 17,553   | 17,553   |          |          |
| Breathitt County           |          |          |          |          |          |          |
| Sebastian Middle           |          |          | 21,328   | 2,791    |          |          |

| <b>District and School</b>        | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|-----------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Breckinridge County</b>        |             |             |             |             |             |             |
| Breckinridge County Middle        | \$31,902    | \$31,772    | \$31,201    | \$31,201    |             |             |
| Custer Elementary                 | 13,165      | 9,460       |             |             |             |             |
| <b>Bullitt County</b>             |             |             |             |             |             |             |
| Bernheim Middle                   |             |             | 17,098      | 4,408       | \$20,258    | \$20,258    |
| Hebron Middle                     |             |             | 40,839      | 40,839      |             |             |
| Lebanon Junction Elementary       |             |             | 11,207      | 2,536       |             |             |
| Mount Washington Elem.            |             |             | 31,742      | 31,742      |             |             |
| <b>Caldwell County</b>            |             |             |             |             |             |             |
| Caldwell County Elementary        | 40,688      | 42,107      |             |             |             |             |
| <b>Campbell County</b>            |             |             |             |             |             |             |
| Donald E Cline Elementary         | 18,698      | 17,257      |             |             |             |             |
| <b>Campbellsville Independent</b> |             |             |             |             |             |             |
| Campbellsville Elementary         | 22,902      | 21,136      |             |             |             |             |
| Campbellsville High               | 21,893      | 19,713      |             |             |             |             |
| Campbellsville Middle             | 27,300      | 25,288      |             |             |             |             |
| <b>Carlisle County</b>            |             |             |             |             |             |             |
| Carlisle County Middle            | 13,708      | 10,226      |             |             |             |             |
| <b>Carroll County</b>             |             |             |             |             |             |             |
| Carroll County High               |             |             | 21,835      | 3,855       |             |             |
| <b>Carter County</b>              |             |             |             |             |             |             |
| East Carter Middle                |             |             | 17,430      | 5,106       |             |             |
| Olive Hill Elementary             |             |             | 12,390      | 5,021       |             |             |
| West Carter Middle                |             |             | 17,211      | 4,646       |             |             |
| <b>Casey County</b>               |             |             |             |             |             |             |
| Liberty Elementary                | 16,271      | 13,837      |             |             |             |             |
| <b>Caverna Independent</b>        |             |             |             |             |             |             |
| Caverna High                      |             |             |             |             | 14,643      | 14,643      |
| <b>Christian County</b>           |             |             |             |             |             |             |
| Christian County High             |             |             |             |             | 45,720      | 45,720      |
| Crofton Elementary                |             |             | 6,008       | 2,119       |             |             |
| Highland Elementary               |             |             | 15,418      | 15,418      |             |             |
| Hopkinsville Middle               |             |             |             |             | 34,425      | 34,425      |
| North Drive Middle                |             |             | 39,098      | 39,098      | 26,726      | 26,726      |
| Pembroke Elementary               | 21,524      | 19,193      |             |             |             |             |
| <b>Clark County</b>               |             |             |             |             |             |             |
| Hannah McClure Elementary         | 14,757      | 11,703      |             |             |             |             |
| <b>Cloverport Independent</b>     |             |             |             |             |             |             |
| Frederick Fraize High             |             |             | 11,960      | 11,960      | 11,620      | 11,620      |
| William H Natcher Elem.           |             |             | 13,735      | 13,735      |             |             |

| <b>District and School</b>          | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|-------------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Covington Independent               |             |             |             |             |             |             |
| Covington Independent               |             |             | \$68,644    | \$68,644    | \$43,883    | \$43,883    |
| John G Carlisle Elementary          |             |             | 6,183       | 2,485       |             |             |
| Latonia Elementary                  | \$28,951    | \$27,613    | 20,398      | 20,398      |             |             |
| Crittenden County                   |             |             |             |             |             |             |
| Crittenden County Middle            |             |             | 28,853      | 28,853      | 16,932      | 16,932      |
| Cumberland County                   |             |             |             |             |             |             |
| Cumberland County High              |             |             | 6,134       | 2,383       |             |             |
| Danville Independent                |             |             |             |             |             |             |
| Danville High                       |             |             | 37,240      | 37,240      |             |             |
| Jennie Rogers Elementary            | 14,990      | 12,032      |             |             |             |             |
| Dawson Springs Independent          |             |             |             |             |             |             |
| Dawson Springs High                 | 13,844      | 10,417      |             |             |             |             |
| Elliott County                      |             |             |             |             |             |             |
| Elliott County High                 |             |             |             |             | 19,955      | 19,955      |
| Fayette County                      |             |             |             |             |             |             |
| Arlington Elementary                |             |             | 16,578      | 16,578      |             |             |
| Bryan Station High                  |             |             |             |             | 45,633      | 45,633      |
| Cardinal Valley Elementary          | 20,951      | 20,431      |             |             |             |             |
| Crawford Middle                     |             |             | 18,503      | 7,361       |             |             |
| Dixie Elementary Magnet             | 19,048      | 17,750      | 32,886      | 32,886      |             |             |
| Johnson Elementary                  |             |             | 5,830       | 1,745       | 14,405      | 14,405      |
| Leestown Middle                     |             |             |             |             | 26,812      | 26,812      |
| Lexington Traditional Middle Magnet |             |             |             |             | 27,784      | 27,784      |
| Madeline M Breckinridge Elementary  | 18,931      | 17,586      | 28,269      | 28,269      |             |             |
| Russell Cave Elementary             |             |             |             |             | 15,010      | 15,010      |
| Tates Creek Elementary              | 19,009      | 17,695      |             |             |             |             |
| Tates Creek Middle                  | 39,737      | 40,767      |             |             |             |             |
| Yates Elementary                    | 16,873      | 14,686      |             |             |             |             |
| Fleming County                      |             |             |             |             |             |             |
| Ewing Elementary                    | 15,145      | 12,251      |             |             |             |             |
| Floyd County                        |             |             |             |             |             |             |
| Allen Central High                  |             |             | 11,434      | 3,013       |             |             |
| Betsy Layne Elementary              |             |             | 12,677      | 5,625       |             |             |
| JM Stumbo Elementary                |             |             |             |             | 17,256      | 17,256      |
| Prestonsburg High                   |             |             | 22,272      | 4,774       |             |             |
| South Floyd High                    |             |             | 11,401      | 2,944       |             |             |
| Frankfort Independent               |             |             |             |             |             |             |
| Frankfort High                      | 20,922      | 18,345      |             |             |             |             |

| <b>District and School</b>      | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Franklin County                 |             |             |             |             |             |             |
| Bondurant Middle                | \$31,223    | \$30,814    |             |             | \$27,827    | \$27,827    |
| Elkhorn Elementary              | 25,446      | 24,720      |             |             |             |             |
| Elkhorn Middle                  | 37,931      | 38,222      | \$17,831    | \$5,948     |             |             |
| Peaks Mill Elementary           |             |             |             |             | 24,351      | 24,351      |
| Fulton County                   |             |             |             |             |             |             |
| Fulton County Elementary        | 20,844      | 18,236      | 16,390      | 16,390      |             |             |
| Fulton County High              | 19,466      | 16,293      | 15,907      | 1,906       | 14,837      | 14,837      |
| Fulton Independent              |             |             |             |             |             |             |
| Fulton City High                | 14,369      | 11,156      | 25,338      | 25,338      |             |             |
| Garrard County                  |             |             |             |             |             |             |
| Camp Dick Robinson Elem.        | 22,922      | 21,163      |             |             |             |             |
| Grayson County                  |             |             |             |             |             |             |
| Grayson County Middle           |             |             | 23,848      | 8,085       |             |             |
| Green County                    |             |             |             |             |             |             |
| Green County High               | 20,213      | 19,392      | 16,989      | 4,178       |             |             |
| Hardin County                   |             |             |             |             |             |             |
| Bluegrass Middle                | 32,582      | 32,730      |             |             |             |             |
| Parkway Elementary              | 25,892      | 25,349      |             |             |             |             |
| Radcliff Middle                 |             |             | 17,037      | 4,281       |             |             |
| Harlan County                   |             |             |             |             |             |             |
| Evarts High                     |             |             | 6,442       | 3,030       |             |             |
| Hall Elementary                 |             |             | 6,652       | 3,472       |             |             |
| Harrodsburg Independent         |             |             |             |             |             |             |
| Harrodsburg High                |             |             | 15,713      | 15,713      |             |             |
| Harrodsburg Middle              | 19,136      | 15,828      | 20,219      | 20,219      |             |             |
| Hart County                     |             |             |             |             |             |             |
| Munfordville Elementary         | 18,019      | 16,300      |             |             |             |             |
| Henry County                    |             |             |             |             |             |             |
| New Castle Elementary           | 21,990      | 19,850      |             |             |             |             |
| Hickman County                  |             |             |             |             |             |             |
| Hickman County Elementary       | 17,572      | 15,671      |             |             |             |             |
| Hopkins County                  |             |             |             |             |             |             |
| Madisonville North Hopkins High | 44,338      | 47,251      |             |             |             |             |
| Jackson County                  |             |             |             |             |             |             |
| Jackson County High             | 27,310      | 27,347      | 40,644      | 40,644      | 27,892      | 27,892      |

| <b>District and School</b>                | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|---|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Jefferson County</b>                   |             |             |             |             |             |             |
| Atherton High                             | \$43,931    | \$46,676    |             |             |             |             |
| Bates Elementary                          | 22,980      | 21,245      |             |             |             |             |
| Central High                              |             |             | \$40,366    | \$40,366    |             |             |
| Chenoweth Elementary                      | 29,825      | 28,844      |             |             |             |             |
| Hawthorne Elementary                      | 26,893      | 24,713      |             |             |             |             |
| Hazelwood Elementary                      | 16,834      | 14,631      |             |             |             |             |
| Iroquois Middle                           |             |             | 39,431      | 39,431      | \$27,028    | \$27,028    |
| Lassiter Middle                           |             |             | 38,551      | 38,551      |             |             |
| Minors Lane Elementary                    |             |             |             |             | 17,062      | 17,062      |
| Okolona Elementary                        | 18,019      | 16,300      |             |             |             |             |
| Robert Frost Middle                       |             |             | 26,411      | 26,411      |             |             |
| Semple Elementary                         |             |             | 22,266      | 22,266      |             |             |
| Southern Leadership Academy               | 29,523      | 30,466      | 32,771      | 32,771      | 25,613      | 25,613      |
| Stonestreet Elementary                    | 27,980      | 26,245      |             |             |             |             |
| Stuart Middle                             |             |             | 24,921      | 10,340      |             |             |
| Thomas Jefferson Middle                   | 46,086      | 49,713      | 53,729      | 53,729      |             |             |
| Valley Traditional High                   |             |             |             |             | 35,829      | 35,829      |
| Western Middle                            |             |             |             |             | 20,560      | 20,560      |
| Western MST Magnet High                   |             |             | 12,673      | 5,617       |             |             |
| Westport Traditional Middle and Fine Arts |             |             |             |             | 38,485      | 38,485      |
| <b>Jessamine County</b>                   |             |             |             |             |             |             |
| East Jessamine High                       | 36,776      | 38,639      |             |             |             |             |
| Hattie C Warner Elementary                | 23,893      | 22,531      |             |             |             |             |
| <b>Kenton County</b>                      |             |             |             |             |             |             |
| James A Caywood Elem.                     | 17,009      | 14,877      |             |             |             |             |
| Simon Kenton High                         | 48,688      | 53,380      |             |             |             |             |
| Taylor Mill Elementary                    | 20,465      | 19,747      |             |             |             |             |
| <b>Knott County</b>                       |             |             |             |             |             |             |
| Cordia High                               | 13,359      | 9,733       |             |             |             |             |
| Knott County Central High                 |             |             | 17,365      | 4,970       |             |             |
| <b>Knox County</b>                        |             |             |             |             |             |             |
| Flat Lick Elementary                      |             |             | 5,806       | 1,693       |             |             |
| Knox Central High                         |             |             | 18,139      | 6,595       |             |             |
| Lynn Camp High                            |             |             |             |             | 22,158      | 22,158      |
| <b>Laurel County</b>                      |             |             |             |             |             |             |
| London Elementary                         |             |             | 26,563      | 26,563      |             |             |
| <b>Lawrence County</b>                    |             |             |             |             |             |             |
| Louisa Middle                             |             |             | 22,037      | 4,281       |             |             |

| <b>District and School</b>     | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|--------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Lee County                     |             |             |             |             |             |             |
| Lee County Middle              | \$16,116    | \$13,619    |             |             |             |             |
| Leslie County                  |             |             |             |             |             |             |
| Big Creek Elementary           |             |             | \$5,332     | \$698       |             |             |
| Hayes Lewis Elementary         | 13,029      | 9,268       | 14,080      | 14,080      |             |             |
| Leslie County Middle           |             |             | 16,328      | 2,791       |             |             |
| Lincoln County                 |             |             |             |             |             |             |
| Kings Mountain Elementary      | 12,912      | 9,104       |             |             |             |             |
| Lincoln County High            |             |             |             |             | \$42,826    | \$42,826    |
| Livingston County              |             |             |             |             |             |             |
| Livingston Central High        | 17,553      | 15,643      |             |             |             |             |
| Livingston County Middle       |             |             | 16,008      | 2,119       |             |             |
| Ludlow Independent             |             |             |             |             |             |             |
| Ludlow High                    |             |             | 17,439      | 17,439      |             |             |
| Madison County                 |             |             |             |             |             |             |
| Mayfield Elementary            |             |             | 17,584      | 17,584      |             |             |
| Magoffin County                |             |             |             |             |             |             |
| John T Arnett Elementary       | 11,961      | 7,763       |             |             |             |             |
| Millard Hensley Elementary     | 14,136      | 10,828      | 14,960      | 14,960      |             |             |
| Prater Borders Elementary      | 12,155      | 8,037       | 12,698      | 12,698      |             |             |
| Marshall County                |             |             |             |             |             |             |
| Benton Elementary              | 23,640      | 22,175      |             |             |             |             |
| Martin County                  |             |             |             |             |             |             |
| Inez Middle                    | 21,563      | 19,248      | 11,397      | 2,936       |             |             |
| Sheldon Clark High             |             |             |             |             | 32,763      | 32,763      |
| Warfield Middle                |             |             | 15,890      | 15,890      |             |             |
| Menifee County                 |             |             |             |             |             |             |
| Botts Elementary               |             |             | 15,440      | 15,440      |             |             |
| Metcalf County                 |             |             |             |             |             |             |
| North Metcalf Elementary       | 13,184      | 9,487       |             |             |             |             |
| Summer Shade Elementary        | 13,029      | 9,268       |             |             |             |             |
| Muhlenberg County              |             |             |             |             |             |             |
| Bremen Elementary              | 17,766      | 15,944      |             |             |             |             |
| Greenville Elementary          | 21,427      | 19,056      |             |             |             |             |
| Nelson County                  |             |             |             |             |             |             |
| Bloomfield Elementary          |             |             |             |             | 17,364      | 17,364      |
| Old Kentucky Home Intermediate |             |             |             |             | 14,880      | 14,880      |
| Owen County                    |             |             |             |             |             |             |
| Bowling Middle                 | 24,009      | 22,695      | 32,344      | 32,344      | 19,027      | 19,027      |



| <b>District and School</b>      | <b>2003</b> | <b>2004</b> | <b>2005</b> | <b>2006</b> | <b>2007</b> | <b>2008</b> |
|---------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| <b>Owsley County</b>            |             |             |             |             |             |             |
| Owsley County High              |             |             | \$19,076    | \$19,076    |             |             |
| <b>Paducah Independent</b>      |             |             |             |             |             |             |
| Paducah Middle                  |             |             |             |             | \$33,324    | \$33,324    |
| <b>Pendleton County</b>         |             |             |             |             |             |             |
| Pendleton County High           |             |             | 18,357      | 7,055       |             |             |
| <b>Perry County</b>             |             |             |             |             |             |             |
| A B Combs Elementary            | \$19,475    | \$18,352    |             |             |             |             |
| Buckhorn Elementary             | 14,233      | 10,965      |             |             |             |             |
| Buckhorn High                   |             |             |             |             | 14,211      | 14,211      |
| Lost Creek Elementary           | 12,505      | 8,530       |             |             |             |             |
| Perry County Central High       |             |             | 44,546      | 44,546      |             |             |
| <b>Pike County</b>              |             |             |             |             |             |             |
| Blackberry Elementary           |             |             | 14,677      | 14,677      |             |             |
| Majestic Knox Creek Elem.       | 13,631      | 10,116      |             |             |             |             |
| <b>Providence Independent</b>   |             |             |             |             |             |             |
| Broadway Elementary             | 15,145      | 12,251      |             |             | 15,096      | 15,096      |
| Providence High                 |             |             | 12,953      | 12,953      | 12,181      | 12,181      |
| <b>Pulaski County</b>           |             |             |             |             |             |             |
| Northern Middle                 | 34,601      | 35,575      |             |             |             |             |
| <b>Russellville Independent</b> |             |             |             |             |             |             |
| R E Stevenson Elementary        | 29,145      | 27,887      |             |             |             |             |
| Russellville Independent Joint  |             |             |             |             | 25,484      | 25,484      |
| Russellville Middle             | 31,951      | 29,795      |             |             |             |             |
| <b>Scott County</b>             |             |             |             |             |             |             |
| Georgetown Middle               |             |             | 17,228      | 4,681       |             |             |
| <b>Shelby County</b>            |             |             |             |             |             |             |
| Wright Elementary               | 25,426      | 24,693      |             |             |             |             |
| <b>Todd County</b>              |             |             |             |             |             |             |
| South Todd Elementary           |             |             | 6,592       | 3,344       |             |             |
| <b>Trigg County</b>             |             |             |             |             |             |             |
| Trigg County Elementary         | 38,222      | 38,632      |             |             |             |             |
| Trigg County Middle             | 38,164      | 38,550      |             |             |             |             |
| <b>Trimble County</b>           |             |             |             |             |             |             |
| Trimble County Middle           |             |             | 11,511      | 3,174       |             |             |
| <b>Union County</b>             |             |             |             |             |             |             |
| Morganfield Elementary          | 27,359      | 25,370      | 25,886      | 25,886      |             |             |
| Union County Middle             |             |             | 22,017      | 4,238       |             |             |
| Uniontown Elementary            | 13,767      | 10,308      |             |             |             |             |
| <b>Washington County</b>        |             |             |             |             |             |             |
| Washington County Middle        |             |             | 5,842       | 1,770       |             |             |

| <b>District and School</b> | <b>2003</b>        | <b>2004</b>        | <b>2005</b>        | <b>2006</b>        | <b>2007</b>      | <b>2008</b>      |
|----------------------------|--------------------|--------------------|--------------------|--------------------|------------------|------------------|
| Wayne County               |                    |                    |                    |                    |                  |                  |
| AJ Lloyd Middle            |                    |                    |                    |                    | \$23,379         | \$23,379         |
| Webster County             |                    |                    |                    |                    |                  |                  |
| Sebree Elementary          | \$15,495           | \$12,743           |                    |                    |                  |                  |
| Whitley County             |                    |                    |                    |                    |                  |                  |
| Whitley County Middle      |                    |                    | \$17,742           | \$5,761            |                  |                  |
| <b>Total</b>               | <b>\$2,054,200</b> | <b>\$1,908,700</b> | <b>\$1,764,000</b> | <b>\$1,343,200</b> | <b>\$944,534</b> | <b>\$944,534</b> |

Note: Totals per year are not exact sums of the numbers in each column because grant amounts per school are rounded to the nearest dollar.

## Appendix C

### Regression Analysis Estimates

The dependent variable in the following table is the change in a school's accountability index score. The independent (explanatory) variables are listed below. In the statistical model, the variables that are types of assistance are coded as 1 or 0. For example, the value for each school with "CSIF only" in a specific year is 1, otherwise the value is 0. For assistance types that are combinations, the value for each school in a specific year is 1 if the school received all types of assistance in the combination, for example, an HSE and audit.

#### Types of Assistance

HSE only; CSIF only; audit only; HSE and CSIF; HSE and audit; CSIF and audit; HSE, CSIF, and audit; HSE in the prior year; HSE 2 years prior

#### Characteristics of Schools

Prior year's index score, total enrollment, student-teacher ratio

#### Characteristics of Students

Percentage of students eligible for free or reduced-price school lunch, percentage of students retained, percentage of African American students, percentage of Asian students, percentage of Hispanic students

#### Characteristics of Teachers

Percentage of teachers with a master's degree

#### Characteristics of Parents

Percentage of parents attending at least one parent-teacher conference, hours volunteered per student enrolled

|   | School Year  |              |              |              |              |              |
|---|--------------|--------------|--------------|--------------|--------------|--------------|
|   | 2003         | 2004         | 2005         | 2006         | 2007         | 2008         |
| <b>Types of Assistance—Current</b>              |              |              |              |              |              |              |
| HSE only  | 0.92         | -1.51        | 1.38         | -0.82        | 0.03         | 0.94         |
| CSIF only                                       | 1.98         | <b>1.60</b>  | <b>1.91</b>  | 0.42         | -1.24        | -1.12        |
| Audit only                                      | 0.01         | 0.59         | -0.36        | 1.79         | <b>2.87</b>  | -2.53        |
| HSE and CSIF                                    | 6.86         | 0.21         | 1.12         | 2.17         | n/a          | -0.74        |
| HSE and audit                                   | -0.38        | n/a          | 4.65         | 0.23         | n/a          | n/a          |
| CSIF and audit                                  | <b>2.29</b>  | n/a          | <b>2.10</b>  | -2.73        | -1.48        | n/a          |
| HSE, CSIF, and audit                            | <b>3.66</b>  | n/a          | <b>2.64</b>  | n/a          | 0.55         | n/a          |
| <b>Types of Assistance—Previous</b>             |              |              |              |              |              |              |
| HSE Prior Year                                  | -0.90        | 0.40         | -0.01        | -0.89        | 1.02         | 2.12         |
| HSE 2 Years Prior                               | -0.77        | 1.26         | <b>-1.82</b> | -1.10        | -0.39        | 0.02         |
| <b>Characteristics of Schools</b>               |              |              |              |              |              |              |
| Prior year's index score                        | <b>-0.12</b> | <b>-0.09</b> | <b>-0.13</b> | <b>-0.12</b> | <b>-0.22</b> | <b>-0.11</b> |
| Total enrollment                                | 0.00         | 0.00         | 0.00         | 0.00         | <b>0.00</b>  | 0.00         |
| Student-teacher ratio                           | <b>-0.11</b> | <b>-0.12</b> | 0.02         | -0.03        | <b>-0.15</b> | <b>-0.16</b> |
| <b>Characteristics of Students</b>              |              |              |              |              |              |              |
| % eligible for free/reduced lunch               | -0.01        | 0.01         | <b>-0.02</b> | 0.01         | <b>-0.05</b> | 0.00         |
| % retained                                      | <b>-0.29</b> | <b>-0.21</b> | -0.01        | <b>-0.24</b> | <b>-0.15</b> | <b>-0.21</b> |
| % African American                              | <b>-0.03</b> | -0.02        | -0.02        | <b>-0.02</b> | <b>-0.04</b> | <b>-0.06</b> |
| % Hispanic                                      | -0.09        | 0.00         | -0.06        | <b>-0.10</b> | 0.04         | -0.03        |
| % Asian   | <b>0.25</b>  | 0.04         | 0.03         | <b>0.33</b>  | 0.21         | 0.04         |
| <b>Characteristics of Teachers</b>              |              |              |              |              |              |              |
| % with master's degree                          | 0.01         | 0.01         | <b>0.04</b>  | 0.01         | <b>-0.03</b> | -0.02        |
| <b>Characteristics of Parents</b>               |              |              |              |              |              |              |
| % attending 1 or more parent-teacher conference | 0.01         | <b>0.03</b>  | 0.00         | <b>0.02</b>  | <b>0.02</b>  | <b>0.01</b>  |
| Hours volunteered per enrolled student          | 0.02         | 0.00         | 0.02         | 0.02         | <b>0.12</b>  | 0.04         |
| Adjusted R-squared                              | 0.12         | 0.08         | 0.11         | 0.09         | 0.14         | 0.11         |
| F value   | 8.26         | 5.69         | 6.81         | 5.49         | 8.50         | 6.84         |
| Prob > F  | <0.0001      | <0.0001      | <0.0001      | <0.0001      | <0.0001      | <0.0001      |
| Durbin-Watson D                                 | 1.85         | 1.81         | 1.98         | 1.87         | 1.84         | 1.99         |
| Number of schools                               | 1,098        | 1,099        | 1,097        | 1,100        | 1,083        | 1,071        |

Statistics in bold are significant at the 0.05 level.