

Logan County Schools

Creating and Realizing a Profile of Success Throughout a District

Overview:

Location: Russellville, KY

Mission: To enable all students to acquire the knowledge and skills necessary to become successful, contributing citizens.

Profile: Public district

Start of Partnership: 2018

Vision: Preparing all learners for life's journey

Grade range: PK-12

Website: www.logan.kyschools.us

Student Impact: 3,300 students



Background. Since 2018 Logan County Schools have been realizing their vision to “Prepare all learners for life's journey.” They opened a newly built Career and Technical Center. At the same time, they tapped into their local community to answer the following question: *“What could we do to help our students be successful in their career and in their community?”* This collaboration with neighboring school districts, local businesses, and nearby employers led to the development of the district’s profile of a graduate.

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*“We aren’t just
creating students.
We are creating
better citizens.”*

**- Paul Mullins,
Superintendent,
Logan County Schools**

Next, work began with teachers to define the graduate profile competencies, articulate what success looks like, and create opportunities for students to own their learning. It became clear that an important component was missing: creating opportunities for *teachers* to own their learning.

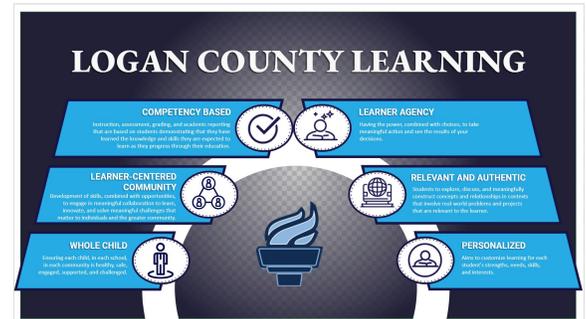
This was the genesis of a volunteer committee of teachers and administrators, self-named the LC Innovators, deeply invested in changing the way they were “doing school” by empowering all learners—students and teachers alike—to own their learning. Together, with Learner-Centered Collaborative, they have been doing just that.

Our Work Together. Embracing a learner-centered approach, the path of the LC Innovators work is largely determined by the committee. Recognizing that success hinges on buy-in from the entire learning community, the team regularly tests, reflects, shares and refines their work with input from all school sites. Together the team has tackled many of the key steps to successful, learner-centered district transformation.

Profile of Success. The team determined that they needed to start with revisiting (and ultimately revising) the recently developed Graduate Profile. While initially a challenging decision for the admin team to accept, past work was leveraged to evolve the Graduate Profile to a Profile of Success with competencies that applied to both students and adults in the district.



Learning Model. With a clear and aligned profile, the team got to work defining their learning model and the competencies needed for success, which double as both student and educator competencies. Much of this work was informed by what has become a highly valued protocol in Logan County: *Learning Walks*, which offer an opportunity to observe and reflect upon the actual learning experiences throughout the district.



Framework for Success. Given the community spans a wide geographical distance, a shared understanding of the model and how all the components fit together is critical. This clear Framework for Success centers around the Profile for Success, identifies that competencies that apply to both students and educators, and is wrapped with “how” the district is bringing its vision to life with teachers and students.



Resources for Success. The team has also created a [website](#) with accessible and actionable tools and resources for all those in the community helping to bring the district vision to life with learners. In addition to offering a clear articulation of the learner profile and competencies, it features curated, examples that demonstrate desired practices throughout the district.

Resources include educator competency rubrics and assessment tools that support an ongoing learning process of self-reflection, peer assessment, and educator observations over time to show evidence of patterns and trends that inform ongoing development.



Impact and Next Steps. The team continues to partner with Learner-Centered Collaborative to ensure their shared vision and learning model are realized throughout the district. They are building out their educator competencies and professional learning to support self-assessment practices and professional growth plans—all supported with strategies and examples that help guide educators to create experiences that align to their Profile of Success. Meanwhile, the administration team is focusing on dispositional hiring connected to their educator competencies. By all accounts, since the work is being designed by teachers it is also being embraced by teachers. Over the course of two years:

- the LC Innovators have worked to identify the needs, seek input, and create a shared vision.
- each site team has identified how to bring the district goals to life at their site and has created their action plan.

Next, the focus will be on building capacity and high-quality, competency-based professional learning that meets all educators where they are.