



# MONTGOMERY COUNTY SCHOOLS

## NEWS RELEASE

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**MEDIA CONTACT:** Donna McGuire

Office: 859-497-8760

E-Mail: [donna.mcguire@montgomery.kyschools.us](mailto:donna.mcguire@montgomery.kyschools.us)

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**FOR IMMEDIATE RELEASE:**

### **Montgomery County Schools Named to Best Places to Work in Kentucky**



The Montgomery County School System was the only school district in the state named as a 2014 Best Places to Work in Kentucky competition award winner and one of only 29 listed in the large company category (500 or more employees). The Best Places to Work program is operated by the Kentucky Society for Human Resource Management and the Kentucky Chamber of Commerce, and is based on FORTUNE magazine's "100 Best Companies to Work for in America."

Selection was based upon a comprehensive Employer Benefit & Policies Questionnaire, as well as the Employee Engagement & Satisfaction Survey. The Best Places to Work program administered the on-line, voluntary employee engagement survey to 350 school employees, which they selected at random.

The Best Places to Work designation is aligned with results from the statewide 2013 TELL (Teaching, Empowering, Leading and Learning) Working Conditions Survey. The Montgomery County School District had one of the highest increases in the state from 2011 to 2013, including being one of the few to achieve a 100% response rate. Additionally, more than 100 potential applicants from across the state visited the district's 2013 Employment Expo, indicating that the school district's improvements and successes have established the Montgomery County School System as a desirable place to work. The school district also conducts an internal workplace and civility assessment annually.

Chairman of the Montgomery County Board of Education, Kenney Gulley, was pleased that the district won the Best Places to Work Award. "The Montgomery County School District has really focused on improving student achievement over the past two and one half years. The Superintendent and district administrators realize that to create sustainability we must have a balance of respect and professionalism among staff that accompanies elevated performance

expectations. It is exciting to see these improvements in our school culture and that staff like working here and find it rewarding. Our vision is to be Top 10 in everything we do and we expect that to include the workplace.”

Superintendent of Schools, Dr. Joshua Powell, echoed Mr. Gulley’s sentiments. “The most significant variable in changing a district is to change the culture of civility in the district. The cost of failing to do so is measured in turnover, absenteeism ... and in learning. Changing the culture is about setting high expectations across the district. This has enabled us, over the past two years, to accomplish incredible feats, such as job growth, employee raises, increased test scores from 132<sup>nd</sup> to 29<sup>th</sup>, lowering the faculty to student ratio to 22:1, developing both an alternative and an accelerated school, providing extensive technology upgrades, and experiencing high levels of success among students and staff, academics and athletics.”

As a winner the school district will have rights to the winner’s logo, be featured in the Best Places to Work in Kentucky Magazine, be recognized at an upcoming awards dinner, and receive an analysis, feedback and a consultation session.