



PERRY COUNTY BOARD OF

DEVELOPMENTAL DISABILITIES

ACADEMY FOR LEADERSHIP ABILITIES

ANNUAL REPORT 2023-2024





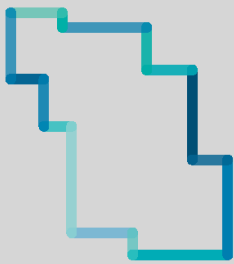
COLLABORATIVE PARTNERS



Table of Contents

Collaborative Partners	1
Table of Contents	2
Letter from our Leaders	3
New Lexington City Schools Outcomes	4
Pre and Post Survey Results	7
Crooksville Exempted Village Schools Outcomes	8
Pre and Post Survey Results	11
Teacher and Participant Feedback	12
Perry County Job & Family Services Programs Outcomes	15





Dear Perry County Partners,

We are pleased to partner with all four Perry County School Districts for another year with Academy for Leadership Abilities® (ALA). This would not be accomplished without the unique partnership between Perry County Job and Family Services (PCJFS) and Perry County Board of Developmental Disabilities (PCBDD).

Our vision for ALA includes integrating children with developmental disabilities into the same classroom as children that the state identifies as typical. We challenge these children to practice leadership concepts together to break down barriers families living in Appalachia may encounter. This annual report shows some different results for the school districts. The data strategically aligns with the missions of PCBDD and PCJFS. Together, we are impacting the lives of Perry County people to be supportive of each other.

The mission of PCJFS' is to build a stronger community by providing an effective support system that empowers children, adults, and families with the resources they need to achieve economic stability and success. The PCBDD mission of connections to promote abilities and enrich lives compliments the PCJFS mission and together, we have embarked on a movement to change the culture of Perry County. Through this unique partnership, ALA has been shared with children and adults in Perry County.

The PCBDD is grateful to the many people who have chosen this journey of personal and professional growth for Perry County residents. Their efforts, in a variety of ways, make the Academy for Leadership Abilities® a positive, real-life experience.

Respectfully,

David Couch

Shelly Lackey



NEW LEXINGTON CITY SCHOOLS OUTCOMES

Casey Coffey, Superintendent

NEW LEXINGTON MIDDLE SCHOOL

ALA was introduced into middle school classrooms at New Lexington City Schools in January 2017, utilizing the same curriculum, concepts and facilitation style that had been successful at Southern Local Schools. The session sizes vary as the program continues to evolve. After a successful start in the middle school, two high school sessions for credit were added to the schedule. Currently, New Lexington High School staff facilitate the high school sessions.

Enrollment

ENROLLMENT BY GRADE

GRADE	2021-2022	2022-2023	2023-2024
7th	7	6	8
8th	10	8	3
Totals	17	14	11

The middle school session, for 7th & 8th grade students provides the foundation of ALA in a combined setting. New Lexington School administrators continue to see the value of ALA in their district and view offering ALA sessions to their students as a priority. Support for the ALA class, students, and service projects is clear and offers opportunities for participant growth.

PARTICIPANT ENROLLMENT BY STATUS

	2021-2022	2022-2023	2023-2024
Typical	26	29	5
	46%	55%	45%
IEP/DD	30	24	6
	54%	45%	55%
Totals	56	53	11

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.





BENEFITS OF ALA

In 2023-2024, 82% (9/11) of participants did not have any disciplinary incidents throughout the school year, while 18% (2/11) of the participants had disciplinary incidents. Of the two participants with disciplinary incidents, they accounted for only one disciplinary action each.

DISCIPLINARY ACTIONS / INCIDENTS

	2021-2022	2022-2023	2023-2024
Part. w/no incidents	45	30	9
Part. w/incidents	11	23	2
Total # of part.	56	53	11
Total # of incidents	27	28	2

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.

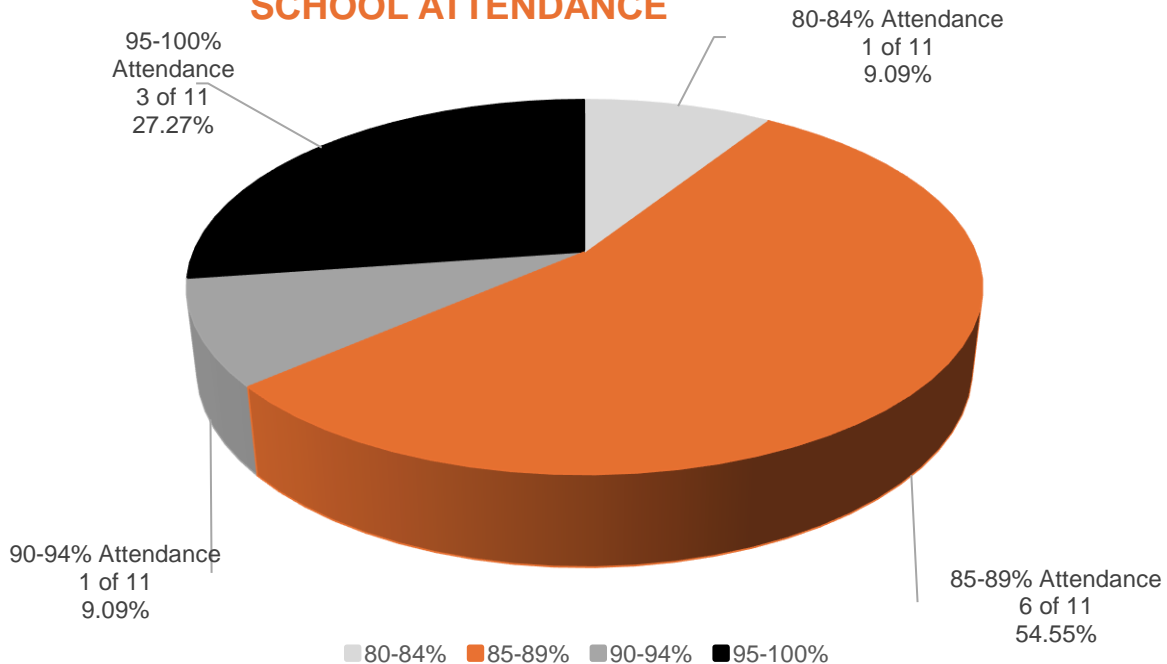
What is ALA best at?

"Bringing many different types of students together."

"Promotes students to be a more positive influence in school."

"Providing opportunities for social interaction and developing positive social/life skills."

SCHOOL ATTENDANCE



COURSE OUTCOME

	2021-2022	2022-2023	2023-2024
Pass	39	39	11
Fail	0	0	0
TOTAL	39	39	11

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.

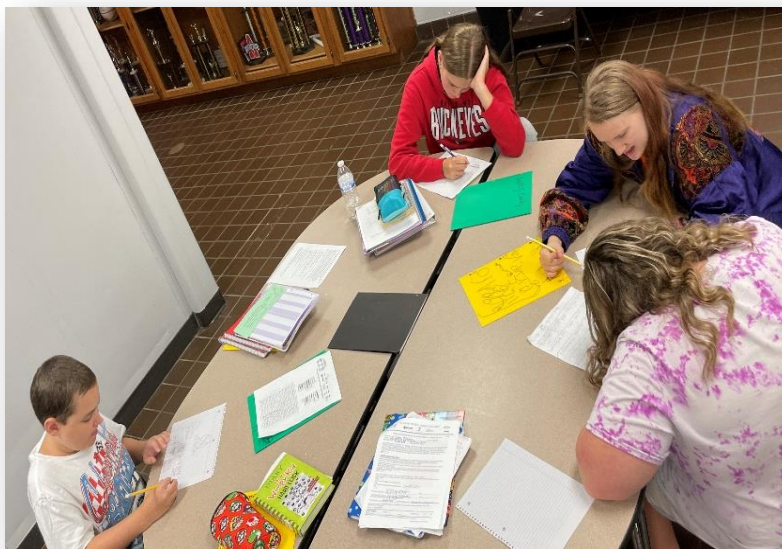
5 participants (45%) increased GPAs

Increase in GPA					
0.01-0.1	0.1-0.2	0.2-0.3	0.3-0.4	0.4-0.5	0.5+
1	0	1	1	1	1

6 participants (55%) decreased GPAs

Decrease in GPA					
0.01-0.1	0.1-0.2	0.2-0.3	0.3-0.4	0.4-0.5	0.5+
0	0	0	1	1	4

New Lexington Middle School saw an increase in GPAs for 45% of the students who participated in the Academy for Leadership Abilities class.



PRE and POST SURVEY RESULTS

Participants completed pre and post surveys, with the same questions asked at the beginning (or when a participant joined in the class) and at the end of the school year. The results below show an increase in the understanding of integrity, leadership, self-respect (improvement), an increase in wanting to be active in the community, and the desire to improve themselves.

For the 2023-2024 school year, five participants reported participating in ALA previously.

I am a leader.

	Pre-Survey				Post-Survey			
	2022-23		2023-24		2022-23		2023-24	
Strongly Disagree	4%	2	0%	0	0%	0	0%	0
Disagree	6%	3	27%	3	0%	0	22%	2
Neutral	51%	24	37%	4	54%	21	45%	4
Agree	28%	13	9%	1	33%	13	22%	2
Strongly Agree	11%	5	27%	3	13%	5	11%	1
# Answered	47		11		39		9	

I want to use my leadership skills and be active in my school and community.

	Pre-Survey				Post-Survey			
	2022-23		2023-24		2022-23		2023-24	
Strongly Disagree	2%	1	10%	1	3%	1	0%	0
Disagree	2%	1	10%	1	10%	4	0%	0
Neutral	39%	17	20%	2	13%	5	67%	6
Agree	46%	20	50%	5	45%	17	22%	2
Strongly Agree	11%	5	10%	1	29%	11	11%	1
# Answered	44		10		38		9	

Rank the following skills in order of importance for a person to perform leadership responsibilities.

Pre-Survey		Post-Survey
Skills	Overall Rank	Skills
Responsibility	1	Integrity
Attitude	2	Making Decisions
Integrity	3	Attitude
Making Decisions	4	Responsibility
Problem Solving	5	Personal Core Values
Personal Core Values	6	Trusting
Trusting	7	Problem Solving
Organization	8	Organization

I want to improve myself.

	Pre-Survey				Post-Survey			
	2022-23		2023-24		2022-23		2023-24	
Strongly Disagree	2%	1	10%	1	3%	1	0%	0
Disagree	2%	1	10%	1	3%	1	0%	0
Neutral	11%	5	40%	4	11%	4	56%	5
Agree	35%	16	20%	2	24%	9	11%	1
Strongly Agree	50%	23	20%	2	59%	22	33%	3
# Answered	46		10		37		9	

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.



CROOKSVILLE EXEMPTED VILLAGE SCHOOLS OUTCOMES

Kevin Smith, Superintendent

CROOKSVILLE MIDDLE SCHOOL

ALA was introduced into Crooksville Middle School in the Fall of 2019, utilizing the same curriculum and concepts that have been successful at Southern Local and New Lexington City Schools. There was a huge difference in how the sessions were structured, as the Crooksville Administration wanted to offer the opportunity for every 7th and 8th grader to participate in ALA sessions. ALA was set up as one of the Crooksville Middle School “Specials” classes, where students were separated into groups and rotated between each Specials class. In the Fall of 2021, ALA was again restructured at Crooksville Schools to include a high school class. Currently, Crooksville offers two middle school classes as well as two for credit high school classes, allowing students multiple opportunities for growth.

Do you think that ALA is helping change the culture of the school?

“The students seem more responsible.”

“Students seem to be happier and have more pride in themselves and their community.”

“ALA helps support the core values of our school of being kind and doing the right thing (having integrity).”

ENROLLMENT

ENROLLMENT BY GRADE

GRADE	2021-2022	2022-2023	2023-2024
5th	77	0	0
6th	85	0	0
7th	86	75	79
8th	84	72	76
Totals	332	147	155

Middle school sessions offer the foundation of ALA in a setting that allows growth with peer groups. With two separate classes offered on a semester rotation, ALA concepts were structured to maximize topics and introduce the foundation of Service Projects, allowing students to connect and work to build positive culture within the school district.



PARTICIPANT ENROLLMENT BY STATUS

	2021-2022	2022-2023	2023-2024
Typical	275	142	127
	79%	79%	82%
IEP/DD	72	38	28
	21%	21%	18%
Totals	347	180	155

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.

BENEFITS OF ALA

In 2023-2024, 67% (104/155) of participants did not have any disciplinary incidents throughout the school year, while 33% (51/155) of the participants had disciplinary incidents. Of the fifty-one participants with disciplinary incidents, five participants accounted for 33% (37/114) of the total disciplinary actions.



DISCIPLINARY ACTIONS / INCIDENTS

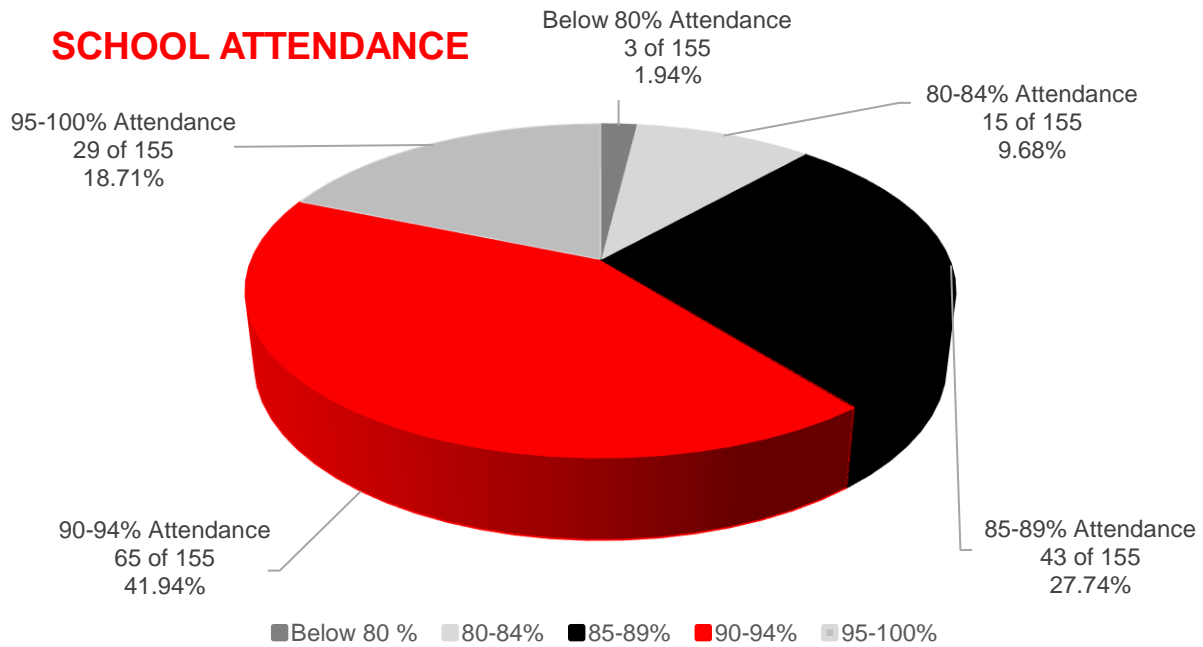
	2021-2022	2022-2023	2023-2024
Part. w/no incidents	279	167	104
Part. w/incidents	66	13	51
Total # of part.	345	180	155
Total # of incidents	129	41	114

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.

COURSE OUTCOME

	2023-2024
Pass	155
Fail	0
TOTAL	155

SCHOOL ATTENDANCE



2023-2024 school year was the first year tracking GPA changes for all Crooksville Middle School participants.

66 participants (43%) increased GPAs

Increase in GPA					
0.01-0.1	0.1-0.2	0.2-0.3	0.3-0.4	0.4-0.5	0.5+
43	10	6	2	1	4

89 participants (57%) decreased GPAs

Decrease in GPA					
0.01-0.1	0.1-0.2	0.2-0.3	0.3-0.4	0.4-0.5	0.5+
48	15	14	8	3	1

Crooksville Middle School saw an increase in GPAs for 43% of seventh and eighth grade students, as all had participated in the Academy for Leadership Abilities® class for a semester during the 2023-2024 school year.



PRE and POST SURVEY RESULTS

Participants completed pre and post surveys, with the same questions asked at the beginning (or when a participant joined in the class) and at the end of the school year. The results show an increase in the understanding of integrity, leadership, self-respect (improvement), an increase of wanting to be active in the community and the desire to improve themselves.

For the 2022-2023 school year, 100 participants (78%) reported participating in ALA previously.

I am a leader.

	Pre-Survey				Post-Survey			
	2022-23		2023-24		2022-23		2023-24	
Strongly Disagree	6%	6	5%	6	3%	3	5%	6
Disagree	12%	12	10%	14	9%	8	11%	14
Neutral	42%	42	49%	66	36%	32	47%	61
Agree	36%	36	30%	40	33%	30	31%	41
Strongly Agree	4%	4	6%	8	19%	17	6%	7
# Answered	100		134		90		129	

I want to use my leadership skills and be active in my school and community.

	Pre-Survey				Post-Survey			
	2022-23		2023-24		2022-23		2023-24	
Strongly Disagree	0%	0	2%	3	5%	4	2%	2
Disagree	10%	10	10%	13	9%	8	7%	9
Neutral	37%	34	35%	47	33%	30	37%	48
Agree	38%	35	37%	50	42%	38	39%	51
Strongly Agree	15%	14	16%	21	11%	10	15%	19
# Answered	93		134		90		129	

Rank the following skills in order of importance for a person to perform leadership responsibilities.

Pre-Survey		Post-Survey
Skills	Overall Rank	Skills
Organization	1	Trusting
Personal Core Values	2	Problem Solving
Problem Solving	3	Integrity
Integrity	4	Making Decisions
Making Decisions	5	Organization
Attitude	6	Responsibility
Trusting	7	Attitude
Responsibility	8	Personal Core Values

I want to improve myself.

	Pre-Survey				Post-Survey			
	2022-23		2023-24		2022-23		2023-24	
Strongly Disagree	3%	3	2%	3	0%	0	1%	2
Disagree	6%	5	2%	3	2%	2	5%	6
Neutral	20%	18	21%	28	21%	18	16%	20
Agree	40%	36	44%	58	38%	32	42%	54
Strongly Agree	31%	28	31%	41	39%	33	36%	46
# Answered	90		133		85		128	

*2021-2022 and 2022-2023 school year data includes high school and middle school numbers, while 2023-2024 is middle school data only.



TEACHER AND PARTICIPANT FEEDBACK

TEACHER FEEDBACK

Teachers or district staff who had interacted with the ALA participants for the full school year were sent a survey in hopes to see the growth of that specific participant over the course of the school year. The questions focused on attitude, abilities, social interactions, participation, character, and influence.

Overall, responses showed an increase in positive aspects with a decrease in negative aspects, showing growth among participants as a whole.

Participants' Attitude – Positive increase from **80% to 87%**

Participants' Skills and Abilities – Positive increase from **83% to 95%**

Participants' Social Interaction – Positive increase from **83% to 85%**

Participants' Participation – Positive increase from **86% to 90%**

Participants' Character – Positive increase from **79% to 92%**

Participants' Integrity – Positive increase from **86% to 95%**

Participants' Positive Influence – Positive increase from **84% to 95%**

“She has had times of struggle in the classroom and socially. She has shown growth in both areas as she has matured throughout the year.”

“This course has pushed her outside of her comfort zone and forced interaction which, I believe, has helped her be more accepting of things she normally struggles with.”

“He has worked to grow socially. He has had to overcome a lot and it has been nice to see him start to make friends and build relationships within the school.”

“She has strengthened her social skills this year. She enjoys ALA and we can see that she has increased her communication skills.”



PARTICIPANT FEEDBACK

“ALA has taught me that integrity is an important part of life and that if you have integrity people are most likely to want to work with you. The better relationship you have with others the most likely to succeed.”

“Made me want to be a better person.”

“It’s helped me with learning how to love myself and how I need to have respect for myself.”

“Helped me with my behavior.”

“Made my attitude better and my choices better.”

“It’s made me more motivated to do things and participate.”

“It is an amazing class that inspires me to be a better person.”

“Taught me to have more respect for myself and others.”

“How to take actions when there is a problem while also being mindful of what is best for others.”

“That it helps you get out of your comfort zone and helps you be able to work with people you usually wouldn’t.”

“ALA is truly an amazing program. There is so much to do and see while in it, and even if it doesn’t seem like it, it betters you as you go along with it. ALA has helped me grow as a person and better everyone around me.”

“Because it shows me things that I need in life and if I didn’t have this class I would probably be a mean kid.”



“Taught me that people should never be underestimated. Introduced me to some amazing friends.”

“I have built leadership abilities and learned how to step up when no one else wanted to. It has truly taught me and my classmates how to include and teach others.”

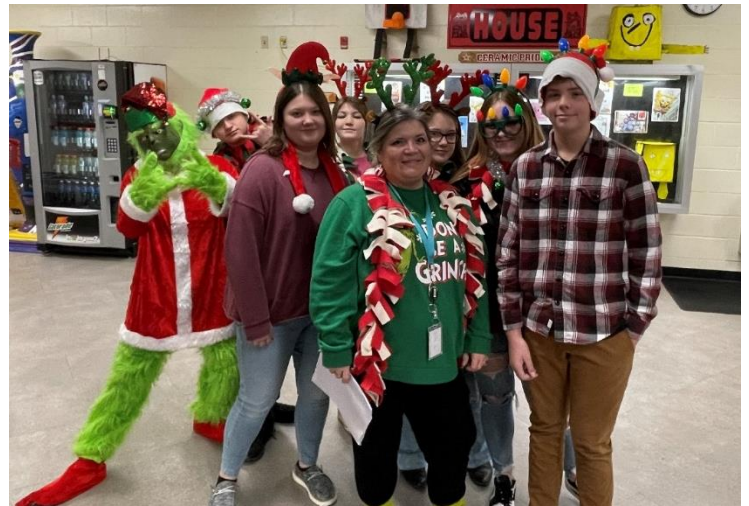
“From ALA, I have learned how to better speak to others and how to compromise on ideas. It has helped me to do group projects more effectively as well.”

“Improved my confidence, my ability to take initiatives and self-advocating.”

“ALA has taught me that people are different and that is okay and to love one another.”



“ALA is the best class to be in because you learn about each other and the different disabilities. In this class we always do fun activities and it’s amazing to be able to be in this class.”



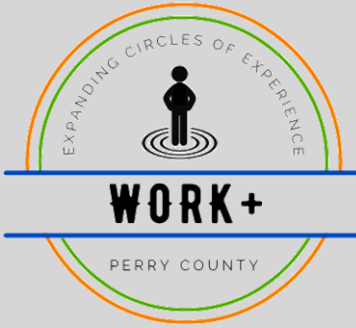
LOOKING AHEAD

2024-2025 SCHOOL YEAR:

New Lexington Middle School will continue to offer a joint 7th & 8th grade class of up to 20 students.

Crooksville Middle School will be offering ALA in smaller, specialized groups to 7th and 8th graders.





PERRY COUNTY JOB & FAMILY SERVICES OUTCOMES

WORK+ (previously CCMEP)

Perry County Job & Family Services implements ALA as a part of the WORK+ (previously CCMEP) programming, as a diversion program for people receiving benefits under the identified platform. The people who participate in ALA sessions at PCJFS are gaining independence and being empowered to live productive lives. From July 1, 2023 through June 30, 2024, PCBDD provided 100 ALA sessions, totaling 85.8 hours of instruction for three WORK+ participants.

WHERE ARE THEY NOW?

1 PARTICIPANT AGED OUT

1 PARTICIPANT MOVED OUT OF COUNTY

1 PARTICIPANT GAINED EMPLOYMENT

HAPCAP SUMMER EMPLOYMENT

During the Summer of 2023, ALA sessions were offered as a part of the HAPCAP Summer Youth Employment Program. Two one-hour sessions were facilitated as a part of orientation for the student workers. Participants discussed integrity, character and reputation, self-control, legacy, success and one small step relating to both personal and professional situations. These participants represented each of the Perry County school districts.





ALA Motto

**“Doing the Right Things,
For the Right Reasons,
With the Right People,
Every Single Time,
To the Best of Your Ability
Even When No One is Looking.”**

**PerryDD.org
740-342-3542**

Academyforleadershipabilities.org

