

The Board of School Trustees of Madison Consolidated Schools conducted a Work Session on Thursday, September 5, 2019, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 5:00 p.m.

The following members of the Board of School Trustees were present:

Mr. Rob Kring, President
Mrs. Jodi Yancey, Vice-President
Mr. Larry Henry, Secretary
Mrs. Joyce Imel, Member
Mrs. Jeanne Dugle, Member

The following Central Office Administrators were present:

Dr. Jeffery Studebaker, Superintendent
Mrs. Bonnie Hensler, Director of Finance and Human Resources
Mrs. Angela Vaughn, Director of Special Education and Special Services
Mr. Michael Gasaway, Director of Secondary Education
Mr. Kevin Yancey, Director of Facilities and Special Projects

The following also attended the Work Session:

Steering Committee

Dr. Studebaker, Chair
Mr. Gasaway
Mrs. Vaughn
Mrs. Tara McKay
Mrs. Ashley Schutte

Financial Sustainability Team

Mrs. Hensler, Chair
Dr. Studebaker
Mr. Henry
Mr. Kring

Communication & Customer Service Team

Mrs. Schutte, Chair
Mrs. Julie Willhite

Facilities Maintenance & Improvement Team

Mr. Kevin Yancey, Chair
Dr. Studebaker
Mrs. Hensler
Mr. Gasaway
Mrs. Yancey
Mr. Kring
Mr. Jason Schafer
Mr. David Ferguson
Mr. Jay Roney

Social, Emotional, & Behavioral Wellness Team

Mrs. Vaughn, Chair
Mrs. McKay
Mrs. Imel
Ms. Betsy Sullivan
Mrs. Sarah Lytle
Ms. Nina Alcorn

Curriculum and Instruction Team

Mr. Michael Gasaway, Co-Chair
Mrs. Darla Mahoney
Mrs. Ruthi McGarry
Mr. David Horvath
Mr. Ronnie Lawhead
Mr. Dan Grill
Mrs. Jennifer Hensler
Ms. Jill Deputy
Mrs. Imel
Mrs. Dugle
Mr. Scott Schick
Mrs. Phyllis McLaughlin

Public

Mrs. Phyllis McLaughlin

WORK SESSION

Dr. Studebaker welcomed everyone to the Work Session. He said the work session was to discuss the 2019-2024 Strategic Plan.

Mr. Kring thanked those who were a part of the Strategic Plan. He said as a Board member it is nice to have a plan in place to move forward.

2019-2024 Strategic Plan

Process of Development

- Roundtables, Research, Surveys, Listening
- Committee Work
- Strategic Plan for 2019-2024

Mission, Vision, Shared Beliefs

Board of School Trustees

Shared Beliefs

We believe that:

- A safe environment is essential for learning.
- Everyone can and will learn.
- Nurturing relationships and caring environments are necessary for individuals to thrive.
- Every person is unique and has equal worth.
- Diversity is a valuable asset that strengthens and enriches our community.
- Education is the shared responsibility of students, families, teachers, staff and community.

Mission Statement

Valuing diversity and excellence, the Madison Consolidated School Corporation's mission is to educate and inspire each student to succeed and responsibly build the future.

Vision Statement

Building the Future

Communications & Customer Experience

Team Members:

Ashley Schutte, Chair
Trinady Abbott
Julie Willhite
Charisa McMahon
Kathy Lynch
David Richards

ThoughtExchange Survey Responses:

- 89% email delivery rate on both online surveys
 - 'Internal' survey of families and staff
 - 5.6% response rate on Communication
 - 9.3% response rate on Customer Experience
 - Quality over quantity - sound, constructive feedback reported

- Average response rate for online surveys
 - 10-15% (surveygizmo.com)
 - 20-30% with incentives (peoplepulse.com)
- Factors impacting response rate:
 - Purpose
 - Length
 - Format of questions
 - Design
 - Mobile optimization
 - Frequency

What we Heard:

- We do not allow for advance planning
- There is no standard expectation in place for timely response
- Proactive approaches are appreciated but sporadic
- Securing updates and measures within district are appreciated
- Smiles go a long way...*focus on heart attitudes, not issues*

Where we will Focus:

Training Topics:

Staff

- *Empathy and customer obsession perspectives*

Parents (survey for identified topics of interest)

- *Google Classroom*
- *Skylert* - imperative we have accurate contact information
- *Skyward/Family Access*
- *Social media use/tracking*

Implementation:

- Building level communication plan (HS Student Services is piloting)
- Proactive utilization and entries to building-level Events Calendar
- Ongoing website navigational/content improvement (site merge in process)

Systems Development:

Standardize and track response rates

- Develop our baseline
- District-wide accountability

How we will Track:

Let's Talk!

Is a cloud-based, customizable product from K12 Insight which will integrate all aspects of our multiple communication platforms - enhancing community engagement through two-way dialog and accountability.

- Functional area Team Leaders
 - Traffic Control Liaisons
 - Disseminates requests
 - Tracks timing of results and creates exchange log with dates and times
- Dashboard Measures are:

- Categorized by theme
- Track response rate
- Measure satisfaction through immediate feedback loop with each interaction

Social, Emotional, & Behavioral Wellness

Chair: Angie Vaughn

Mindset
Critical-Thinking
Insight
Sensory-Motor Integration
Collaboration
Connection
Regulation

Strategy 1: Develop Positive Interpersonal Relationships

PBIS Implementation	Tiered Fidelity Inventory Data
Professional Development	Satisfaction with professional development
Parent Collaboration	Survey data re: positive relationships
Access to supportive learning environment	Appropriate learning environments available

Strategy 2: Develop Early Intervention Methods

Early Warning Intervention and Monitoring System	IWIMS Rubric
Ensure that families are accessing available resources	Pre-K-2 Student Performance Data
Early Child Care Program for all students	Pre-K-2 Student Performance Data

Strategy 3: Enhance School-Community Collaborations

Develop a coordinated school-community collaboration based on student need	Community Engagement Process Data
Expansion of Student Support Program	Program Assessment Community Partners Survey

Curriculum & Instruction

Co-Chairs:
Michael Gasaway (Secondary)
Jill Mires (Elementary)

Strategies:

1. Data Meetings (Grades Pre-K-12)
2. Implementation of English/Language Arts (ELA) and Math Leaders (Grades K-12)
3. Development of Common Formative Assessments (CFA) Math (Grades K-6)
4. Implementation of Guided Reading English/Language Arts (Grades K-8)
5. Review of Specials Courses Offerings (Grades K-12)

6. Review of Digital Curriculum for Usage and Curricular Support (Grades K-12)
7. Review of eLearning Das and Study of Creation of MCS Library of Online Courses
8. Implementation of Second Steps Curriculum, Support of Social Emotional Learning Proficiencies (Grades K-8)
9. Early Release Time for Professional Development (Grades Pre-K-12)
10. Implementation of Mathematical Strategies to Improve Math Stamina and Problem-Solving Skills (Grades K-8)
11. Implementation of Employability Skills Standards (Grades Pre-K-12)
12. Cross-Curricular Reading Comprehension Strategies (Grades 7-12)
13. 8.5 Program (Grade 8)
14. Math and English/Language Arts Double Blocks Implemented at Junior High and High School
15. Biology – High School
16. Physical Education Course (Grades 6-12)
17. Drop Pre-AP Junior High Course, Change into Honors English (Grades 7 & 8)
18. Development of Madison Career Academy
19. Other Items

Facilities Maintenance and Improvement

Chair: Kevin Yancey

A work session was held on August 27, 2019, to discuss financing for the facilities maintenance and improvements.

Dr. Studebaker gave a brief overview:

- A need for a maintenance program
- Roofs w/energy options

2019

- Roofs under warranty
- Repair insulation on piping at MJHS
- Energy savings (could have savings up to \$300,000 every year for 20 years)
- LED light replacements

2020

- Solar Energy

Financial Sustainability

Chair: Bonnie Hensler

A work session was held on August 27, 2019, to discuss financing for the facilities maintenance and improvements.

Dr. Studebaker gave a brief overview:

- Issue is cash flow
- State flexible with funds
- May change process on bus purchases
- Debt rolling off
- Bonding projects
- Will utilize savings between maintenance and salaries
- At some point will have to discuss what to do with E.O. Muncie (currently housing offices and MAP)
- Limited spacing for professional support staff at Anderson (do an analysis on other buildings)
- Trying to maintain or increase programming (As we are here for children)
- SuperATV helped MCS tremendously

Dr. Stuebaker said the Board would approve the Strategic Plan at the September 11th board meeting. He said after approval the document would be sent to Quantum and would be in brochure form.

Dr. Stuebaker said ThoughtExchange is a powerful tool. He suggested all should download the Event Link app on their telephones; a free athletic event notification app.

Dr. Stuebaker said 15 back sacks had been delivered from Madison Presbyterian Church for students at the Junior High School.

Credits

- Special thanks to all of the Committee Members
- Ashley Schutte for the main document formatting
- Presentation template and backgrounds by SlidesCarnival
- Photographs by Unsplash

Secretary
BY: ps

ATTEST:
