



THE DISTRICT Correspondent

March 2020

A Free Publication of Madison Consolidated Schools

Paper Gives Student Opportunities to Implement Learning



By **ASHLEY SCHUTTE**

Communications Coordinator

Meet Maddie Felts, The District Correspondent Intern. Maddie is a senior at MCHS and will be attending Indiana University Southeast in the fall majoring in Graphic Design.

“At the beginning of the school year, I reached out to MCHS Graphics teacher Mrs. Marlene Pietrykowski to see if there was a student who would be interested in learning more about how the layout and design piece of the newspaper production process works - and we hit the jackpot!” shared Ashley Schutte, Communications Coordinator who also oversees The District Correspondent initiative.

“The intent of our paper all along has been to include more and more student work.” Schutte continued. As this project continues to take shape my intent is to work closely with our teachers to identify students who have an interest in the fields of photography, journalism, graphic design, etc. The end goal is to increase the amount of student contri-

bution in the paper so our community can see the amazing work these young adults are capable of producing.”

Since August 2018, The District Correspondent has been delivered free of charge to homes in our community as a way of sharing the many incredible things going on in our schools. “The long-term plan for

this marketing tool was to evaluate course availability and options, utilize instructional time, and coordinate student availability in order to gradually include students in the writing, layout, and advertising design - to eventually work side-by-side in the overall process of publishing as part of their learning experiences,” shares Schutte. “While a little quicker than anticipated, this edition will be our first opportunity to build the paper in its entirety.”

Maddie, who is well-versed in the design software, has worked since the beginning of the school year on bits and pieces of the paper learning the more technical aspects of the layout portion of the production process. “Maddie was much more hands-on for the December issue in preparation of more of a lead role coming into this edition,” states Schutte. “She has been a blessing. I have asked a lot of her as we jump right into this new adventure - she has been very patient with me as I am trying to learn the

software side of the project. We make an awesome team!”

“We are always looking for ways our students can apply a real-world application of their classroom learning,” shared Mrs. Jennifer Hensler, Senior Class Counselor/College & Career Readiness Coordinator. “With new graduation requirements recently adopted by the state, one piece of the pathway requirement is an internship opportunity where students actually go to a workplace and apply their learning. This project is a unique opportunity and the perfect fit for Maddie to gain experience that she can take to IUS with her as part of her portfolio.”

A number of stars had to align in order to make this particular opportunity available and successful. First, a student must be interested in the curriculum around journalism, marketing, and graphics. Successful completion of required courses providing them the foundational elements is very helpful. Their overall course schedule must allow for time to work on the project either on or off-campus. They have to be able to manage their time effectively - similar to that of a project manager responsible for deadlines, workflow, design content, and effective communication with stakeholders. And finally, and perhaps most importantly, have an understanding of the scope of this type of project and take a great deal of pride in the work they produce.

“Ideally, we would be able to identify an underclassman we could work with for a few years and fill a pipeline from the ELA, Journalism, and Graphics classes,” shares Schutte. “However, most of the time the students who have the experience and time are the upperclassmen, simply because of the academic schedules and class requirements. This is the exciting part of the project we are still unpacking. I get very excited when I think about the possibilities of building a team of collaborators (students and teachers) who are willing to help share our incredible stories, accomplishments, and adventures.”

As our Career and Technical Education curriculum expands at MCHS our goal is to identify and place students with local companies through internships. Currently, MCHS has students from our Advanced Manufacturing, Engineering (Cub Manufacturing, Cub Engineering), Medical/Health Sciences, Business, and Welding programs placed in internships for the spring semester. “We are forever grateful to our community business partners who see the benefit to their business, as well as, the value for our students and work with us to place them in positions where they can apply real-world applications to the things they learn in the classroom,” shared Hensler. “As our programs continue to grow and expand, we now have employers reaching out to us to offer their

assistance, who are looking for well-rounded, dependable students to fill positions in their companies. A handful of these internships have moved into more permanent summer or part-time employment opportunities for some of our students. In a few instances, we have been able to place students in full-time, high wage-earning, positions with Technical Certificates upon graduation. That is a win-win for everyone!”

Maddie will graduate in May with an Academic Honors Diploma and a Madison Fine Arts Academy distinction. She is a three-year Thespian where she has had production roles ranging from backstage to center stage. She is also a member of the National Honor Society. Maddie is currently preparing her roles in the upcoming productions of Newsies and Clue, as well as, working on her senior Fine Arts Academy project “The Marvelous Wonderettes” where she and her best friend, Vanina Kelsey, are directing and acting in the project.

With unprecedented closures and cancellations, our theatre program is assessing dates for rescheduling performances.

Follow MCHS Theatre on Instagram - Madison Theatre @madisontheatre_in and Madison Fine Arts Academy @mcs_artsacademy.

Theatre work continues with next phase planned

The external work on the Madison Theatre project continues to take shape. Phase II plans for technology and lighting were approved as part of the bond project and this internal work will be integrated into the overall timeline. Additional updates to the renovated venue will include new paint and carpeting and a new stage floor. While the estimated completion date continues to be pushed out, students and theatre patrons anxiously await the finished venue with hopes of re-opening the Opal E. Sherman Auditorium for theatre productions when school begins in August 2020.



Preschool and Kindergarten
2020 - 2021 Registration

Due to recent school closures, our registration events at **Anderson Elementary** and **Lydia Middleton Elementary** will be rescheduled at a later date.

Be sure to follow us on Facebook
@Future Cubs Connect



Madison Consolidated Schools operates one high school, one middle school and four elementary schools (each including preschool) serving approximately 2,700 students and their families in the Madison/Jefferson County, Ind., area.

Our goal is to inspire success, boost confidence through critical thinking and problem-solving, and encourage collaborative learning. Our rigorous academic curriculum includes a diverse curriculum path into our Fine Arts Academy, multi-faceted college-and-career-readiness programs, and work-based learning opportunities.

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From the Superintendent's Desk

Unprecedented Times

I would like to start by saying that we live in an amazing community and we will work through this situation together. These certainly are unprecedented times we find ourselves in today. The ever-changing landscape of the COVID-19 pandemic is making life challenging for everyone. Be it a new routine, finding childcare in light of school closures, possible loss of work due to a cut in hours or production - all realities many may face. Vince Lombardi once said "Hope is not a strategy." While we can all hope that this crisis will pass with minimal impact, we still have to act aggressively in order to protect our community. We have been working very hard to produce the best plans and options for our students, families, employees, and our community. In the coming days, we will see unprecedented measures enacted by the thoughtful and courageous leaders willing to do what is needed to try to slow



Dr. Jeffery Studebaker

down the spread of the virus. We will work alongside a wide variety of agencies to make sure we continue to do our best for everyone.

Closing schools is only one part of a comprehensive strategy we should be using. Our students should no longer be going to events with a lot of people and they should not be going to places with high-touch surfaces. Continue to wash hands frequently and

avoid touching your face. Disinfecting high-touch surfaces is also an effective way of eliminating microbe transfers.

On a more positive note, registration for next year has begun! If you want to enroll your 3 or 4-year-old in our preschools or your school-aged children in any of our schools, now is the time to do so! It is an exciting time to be a part of the Madison Consolidated Schools! Many exciting improvements are underway or will be within the next few months that will create many opportunities for our students and community. Once we are back in session, we will update the remaining registration nights.

Our students are growing, learning, and reaching for excellence every day in each of our buildings! Join us! It's a great time to be a part of Madison schools!



Students at Rykers' Ridge celebrated Read Across America/Dr. Seuss' birthday with a number of activities last week. All elementary schools celebrated with lots of fun activities, artwork, and READING!

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COVID-19 Update

This information was released to our families on March 13, 2020

The health and safety of our students and staff is always a top priority. With that in mind, we have all been closely monitoring the status of the COVID-19 virus. Our district leadership team held a meeting this morning with Dr. John Hossler of the Jefferson County Health Department to determine the best course of action moving over the next few weeks.

The decision has been made to close all of our schools for face-to-face instruction effective March 16, 2020.

We have done our level-best to capture all necessary information in this document and provide you with specific information for the next few weeks. This is an unprecedented situation and there are questions we don't have answers to at this point but we will do our best to keep you up to date and communicate as quickly and often as possible.

What does this mean?

Madison Consolidated Schools will be closed for face-to-face instruction from March 16 - 20, 2020. Spring Break for both schools will continue as planned the week of March 23 - 27, 2020. Schools will remain closed for face-to-face instruction the week of March 30 to April 3, 2020 and a tentative return date to resume face-to-face instruction has been set for Monday, April 6, 2020.

District leadership and Dr. Hossler have a meeting scheduled on Wednesday, April 1, 2020 to determine a future course of action based on the situation at that time. We will monitor the situation one week at a time with the guidance of our local health professionals, as well as, state level officials.

What events are impacted and how?

(all of this information is subject to change based upon resuming normal operating procedures)

Campus Closures and Personnel

- All Madison Consolidated School campuses and buildings will be shut down at 4 p.m. today, Friday, March 13, 2020

- Only essential personnel will be allowed in buildings beginning Monday, March 16, 2020 and your supervisors will be in touch with you directly to address your work schedule

Academic Hybrid Plan Specifics

March 13th

- Send home student devices and chargers

March 16th - 17th

- State Waiver Days - no online learning requirements

- March 17th hard copy packets available to pick up starting at noon until close of business day Friday

- eLearning assignments must be posted Tuesday evening, March 17 by 5 p.m.

March 18th, 19th, and 20th

- eLearning days

- eLearning assignments must be posted Tuesday evening, March 17 by 5 p.m.

March 21st - 29th

- SPRING BREAK

- All buildings shut down

March 30th - 31st

- State Waiver Days - no online learning requirements

- March 31st please hard copy packets available to pick up starting at noon until close of business day Friday

- eLearning assignments must be posted Tuesday evening by 5 p.m.

April 1st, 2nd, and 3rd

- eLearning days

- eLearning assignments must be posted Tuesday evening by 5 p.m.

Device Pick-up Schedule for students who did not attend school on Friday, March 13, 2020

- Buildings will be open on Tuesday, March 17 after 12 p.m. and Wednesday, March 18 during normal school hours for student device pick up

- It is REQUIRED that all students have their device (or a device at home) they can use to participate in the scheduled mandatory eLearning days

- If a student does not have Internet access, paper packets will be made available for pick up during the same times

- If you do not have Internet access at home and parents would like to have learning packets emailed to them to print at a different location, please contact the school office.

Medicine Pick-up

- If your student has medicine at the school that needs to be picked up, you can do so either today at dismissal or during school hours on Monday, Tuesday or Wednesday of next week.

Athletics

- All spring season practices and games will be suspended until we return

- Absolutely no student athlete presence at our school or on our facilities

- There will be no feeder teams/players allowed in our facilities during this time

- All off-season Conditioning will be suspended until we return

Information on Student Meals and Mental Health Resources

Madison Consolidated Schools plans to make Grab & Go breakfast and lunch meals available for ALL of our students over the extended break. With the quickly changing environment we find ourselves in, we are communicating directly with our families to help determine the best plan of action to make it most convenient for our families who may still be working or not have transportation during this unprecedented situation.

Families have been asked to sign up via our Meals Reservation Form to ensure we have enough food available and ready for pick up at each location. At this

time, there is NO CHARGE for the meals to any student and the pick up/delivery is also free of charge. "Should the need arise, we will look to our community partners for assistance in covering the cost of the meals," states Dr. Jeff Studebaker, Superintendent. "Our goal is to keep the cost and impact as minimal as possible as a way of alleviating some of the stress for our families." "At this time, we are operating on a pick-up basis for meals at each location," shares Tonya Feider, Nutrition and Wellness Coordinator. "We are evaluating other options based on what will be most convenient for our families. We

intervention. The resources are as follows:

Local Resources:

LifeSpring Mental Health (Madison, IN) - (812)265-4513

- You can call this number after hours to reach support staff to assist in non-crisis and crisis situations.

Centerstone (Madison, IN) - (812)265-1918 - (MJHS

will be communicating any changes with them directly over the next few days".

Pick Up Schedule at any school location:

-Monday, March 16, 2020

-Wednesday, March 18,

2020

Spring Break - March 23-

27, 2020, no meals served

-Monday, March 30, 2020

-Wednesday, April 1, 2020

Families with students in more than one school may pick up their meals at the location of their choice for convenience. We ask that they complete the Meal Reservation Google Form for each child and provide their lunch ID code number. In the school field, select the location you will

has an office in the building)

- For after-hours assistance, you can contact the 24/7 crisis line (800)832-5442.

Crisis Lines/Resources:

National Suicide Prevention Lifeline - 1-800-273-

8255

SAMHSA Treatment Referral Helpline - 1-877-726-

4727

The NAMI HelpLine -

be picking meals up from.

A few reminders:

-Our school lunch program is federally funded and has strict requirements we must adhere to in order to continue to receive our funding. One of those guidelines is that we are only able to feed students in our district. We realize these are challenging times for everyone and in some cases, family members may be without jobs or normal income levels. Our hope is that providing a bit of help with a breakfast and lunch meal for each student, each day will provide some relief and stretch your resources a bit further.

-The House of Hope is a

1-800-950-NAMI (6264) or info@nami.org

- It can be reached Monday through Friday, 10 am-6 pm, ET.

Crisis Text Line - Text

HOME to 741741 in the

United States.

-A free, 24/7, confidential

text message service for

people in crisis.

Parent Resource for

Talking to Children about

very valuable resource for

families in our community.

Based on their Facebook

page post on Thursday,

March 12, normal pantry

hours will continue on

Tuesdays from 5 - 8 p.m.

and Fridays 9 a.m. to noon

unless local health officials

order the pantry to close.

Guests are asked to be inside

the pantry 15 minutes

prior to closing in order to

be served.

-The Salvation Army plans

to continue all social services

and programs. Please

contact them for information

on things such as

The Lord's Kitchen feeding

program available to help

families in this time of

need.

COVID-19

[https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-climate-safety-and-crisis/health-crisis-resources/talking-to-children-about-covid-19-\(coronavirus\)-a-parent-resource](https://www.nasponline.org/resources-and-publications/resources-and-podcasts/school-climate-safety-and-crisis/health-crisis-resources/talking-to-children-about-covid-19-(coronavirus)-a-parent-resource)

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We understand that given the recent news of the COVID-19 pandemic, there may be a heightened level of stress, anxiety, and other mental health issues, in addition to any ongoing mental health concerns.

With that said, we want you to know that there

are resources available for

those who need mental

health support and/or crisis

support and/or crisis

Update on facility face-lifts coming to MCHS campus

By **ASHLEY SCHUTTE**

Communications Coordinator

Approval was granted for a landmark renovation to the MCHS Track & Football field facility. "The renovations to this facility are long-overdue and will put our school in a position to not only create a first-class facility, but grow programs, and seek regional revenue-generating events for a number of athletic events and other programs," states Studebaker. "Currently, we have a number of young athletes who travel outside of our area for either practices or tournaments/competitions in track, soccer, marching band, and guard. With this multi-functional space we will be able to host such events adding a potentially large revenue stream and boosting our community economic impact through lodging, tourism, food, beverage,



and retail sales as we bring families to Madison."

The renovations on the track and football field will begin immediately with the lighting and preparation phase. Demolition is tentatively set to begin in May with project completion estimated by August 1, 2020. Renovations will include installation of a

turf field (lined for football and soccer), an 8-lane synthetic surface track, and upgraded, relocated Field event venues.

The turf field will be available to both Madison high school and junior high football programs, as well as, our community youth league feeder system with priority in that order.

The field will also be lined and available for use for high school boys and girls soccer games and possibly a few junior high games as scheduling allows. With the new facility, we will also be able to move the Cubs Marching Band & Color Guard from the parking lot and allow for a more temperature tolerable

practice venue and competition location for large, regional band competitions.

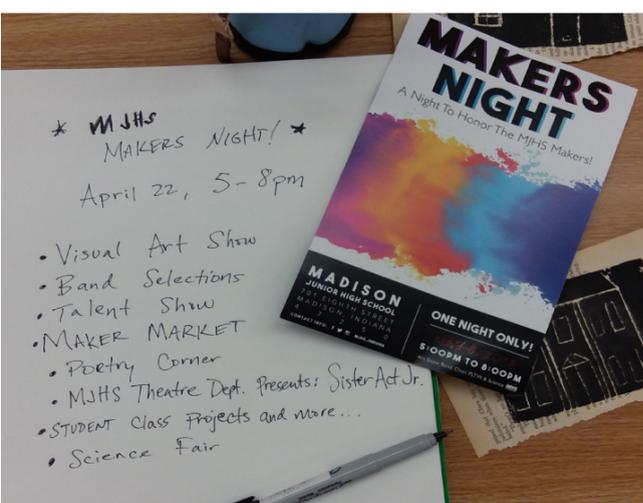
The new track surface will replace the current track which has been deteriorating for some time. Records indicate the last documented maintenance was patch work, done some 10-15 years ago. "The new track facility will provide us a new opportunity to host large track meets, including IHSAA events and other large invitationals," shares Studebaker. "This is something we have not had the facilities to even think about up to this point.

Plans are moving forward to apply to host the IHSAA Track Sectional at Madison in the spring of 2021. The idea of using this venue to create a revenue generating source which will keep our kids practicing and competing closer to home is a win-win for our community."

MAKERS NIGHT at MJHS

By **ASHLEY SCHUTTE**

Communications Coordinator



MAKERS NIGHT is a premier showcase of student talent in the areas of the fine arts. You don't want to miss this unique opportunity to experience their Visual Art Show, MJHS Band selections, student talent show, Poetry Corner, and the annual Science Fair. Make time to visit the MAKER MARKET for handmade items available for purchase. "This is truly an extraordinary night," shares Eric Phagan, MJHS Art teacher. "The kids across our fine arts program work hard throughout the year to practice for their per-

formances and learn the skilled crafts for the items you will see for sale in the marketplace. The proceeds raised from Maker Market sales are reinvested back into the MJHS Fine Arts program."

Each year community partners are invited to work with students to help them learn different skills. This year we have been working with Cara Fox of Little Golden Fox.... on 19th century architecture and ways to market your talents. In previous years, students have learned about the art of plastering, copper gutters, stained

glass, and woodworking. A few of the items available for sale will be mono prints of architectural relics here in Madison, ceramic mugs and bowls, art inspired painted chairs, and more.

Mark your calendar for Wednesday, April 22, 2020 from 5 - 8 p.m. and join us for an evening of great entertainment. Entry to Makers Night is FREE of charge. At the conclusion of the evening, the MJHS Theatre Department will present Sister Act Jr. Tickets will be available at the door for \$5/person.



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Learn More About Our Strategic Plan

Throughout this process we invited community members to be a part of several discussions, share their thoughts, ask questions, and help to identify areas of focus. From those discussions, five areas of focus were identified and our framework began to take shape. We present to you our Strategic Plan. The full document can be accessed on our website at madison.k12.in.us.

1. Communication & Customer Service

Two recurring themes that surfaced throughout all of our discussions were communication and responsiveness - or more importantly, often times the lack of a (timely) response. When we dove a bit deeper and asked some tough questions, we realized that the 'responsiveness' issues boiled down to what we all think of as Customer Service

We all expect a courteous reception, timely response, and accurate information when we visit our doctor, our bank, or favorite restaurant. As customers, we make daily choices where to spend our money, how we use our time, and what we continue to support based on our experiences.

As YOUR school, our goal is to create a welcoming, engaging, and safe environment for your student and family (our customers!) so that you will want to be a part of your student's school experience. We want to create a familial community where communication and customer experience are a priority for everyone in our district.

Using the ThoughtExchange platform, we conducted two separate surveys: one focusing on communication and one focusing on customer experience. The surveys were emailed to families in our district using our SchoolMessenger alert system. The mailing lists were compiled using the emails provided to us in the Skyward Family Access portal.

As part of the implementation plan, we will begin to roll out Let's Talk! which is a multifaceted tool to establish baseline measurements and areas of opportunity for better communication and follow up. Website work continues to be a priority. Phase 1 is complete where our seven separate sites have been combined into one site in an effort to create a more centralized location for information. Phase 2, which is underway, will focus on reducing the number of clicks a customer makes to locate information, streamline navigation, and better organize content focusing on the number of elementary and secondary initiatives available within the district.

IDENTIFIED STRENGTHS & WEAKNESSES

Strengths (sampling of themes from full results)

Communication:

- Communication from principals on important events is appreciated.
- MCS Facebook page is a great way to stay in touch and posts frequently.
- Ability to contact teachers via email is appreciated.
- Teachers who send newsletters home are appreciated.
- The automated call system is a great way to get information out to families.
- Options for customization of texts, phone or emails for receiving information is nice.

Customer Experience:

- Building security at building entrances is appreciated.
- Student celebration and notifications home when students are doing well are appreciated.
- Warm, kind smiles when greeting visitors are appreciated.
- Overall friendly, welcoming, kind, caring staff district-wide.

Weaknesses (sampling of themes from full results)

Communication:

- Notifications home on special events is not done enough in advance.
- Building calendars on our websites do not reflect all events to allow for advance planning by families.
- Skyward is not utilized as well as it could be for messages, grade checks, attendance, etc.
- Expecting students to carry communication home is not effective; parent communication is always a must.
- Sometimes a piece of paper home is nice to have so we can post the information on the fridge.
- There is no consistency among building expectations as far as email/phone call return to parents.
- Timely updates of student grade information are not consistent.

Customer Experience:

- Grades are not updated in a timely manner in Skyward.
- Calls/emails need to be responded to in a timely manner.
- Need better collaborative calendars and event notifications.

Themes identified as available but not communicated well:

1. Personalization of communication preferences (including text opt-in option) available through SkyAlert.
2. Website events calendar and efficient use of calendar sharing at the building level.



SOCIAL, EMOTIONAL & BEHAVIORAL

Goal

Ensure that the social, emotional, and behavioral wellness of student is fostered through appropriate programming, interventions, and supports.

Educational interventions ensure students receive the support needed to acquire the skills being taught in the classroom. These interventions are a personalized plan, when deemed necessary, and address functional, cognitive, behavioral, and social skills that may affect access to a quality education.

Educational supports encompass a wide variety of services and support. Support services include but are not limited to diverse instructional methods, clinical services, or outside resources with community partners which are made available to students to help them accelerate their progress, catch up to peers, meet learning standards, or in some cases meet basic needs - the goal is to help them succeed in school.

Strategies

1. Develop Positive Interpersonal Relationships

Currently, MCS utilizes the Positive Behavior Intervention and Supports (PBIS) Framework to teach and support students in meeting behavioral expectations. The goal is to work with students of all ages to learn to develop and maintain positive interpersonal relationships. We work extensively with our staff to provide training to develop a deeper understanding of student needs and how to identify and implement strategies that align with the underlying issues students face daily.

Parent involvement is a critical component of PBIS and a focus area of this strategy will be increasing parent communication related to the availability of supports. The expansion of Alternative Programs to best meet the needs of MCS students is a primary goal related to student social, emotional, and behavioral wellness.

2. Develop Early Intervention Methods

As with most things, early detection is always best. We will expand our intervention and support practices with current families, continue to increase access to early childhood programming, specifically preschool, and seek to identify underserved populations and connect families to earlier supports and programming.

All schools in the district will implement the use of the Early Warning Intervention and Monitoring System (EWIMS) which helps us to identify warning signs such as behavior, sudden grade fluctuation, or external stressors across buildings and over time which may indicate a student has disengaged and is in need of additional support. We will use this data to drive instruction, support services, and student learning. Through early detection, we will implement targeted and explicit interventions and supports at an earlier onset.

3. Develop School-Community Collaborations

MCS will continue to develop and expand upon its partnerships with community agencies/organizations to provide additional supports and programming. MCS has partnerships in place with local industry, businesses, colleges, medical providers, community organizations, and community resources to develop additional programming and services for our students.

2. Social, Emotional & Behavioral Wellness

Simply stated, this is the process of learning to understand and manage emotions, set and achieve positive goals, feel and show empathy for others around you, develop and maintain healthy relationships, and make responsible decisions.

Ensuring our school environments are supportive of students' social and emotional well-being while also meeting their academic needs is necessary for a student to excel in meeting their educational goals. We believe this is a shared responsibility among our school staff, students, families, and community partners. Each relationship plays an important role in supporting the affective needs - the belief system, emotions, and attitudes of students.

One of our larger committees, this group brought together classroom teachers, school counselors, clinical social workers, parents, community stakeholders, and safety experts to determine the best course of action to expand upon our programming to support the affective needs of students in grades PK-12 by addressing social-emotional learning competencies within all learning environments.

A ThoughtExchange survey was sent to all families outlining the initiative. There were 304 survey participants with 335 thoughts and 9,612 star-ratings within the exchange. The survey data indicated that social, emotional, and behavioral wellness should be an area of continued focus for our schools and is an important aspect of student learning.

3. Curriculum & Instruction

Student learning is the core of our mission at Madison Consolidated Schools. A strong and relevant curriculum paired with high-quality instruction is critical to student learning. A team comprised of teachers, counselors, administrators, parents, and school board members was formed to discuss the scope and importance of current curricular offerings at MCS along with student outcomes at each transition level of the school experience.

A survey of the committee members was used to gather information about current programming, student success, areas for growth, and our vision for future curricular offerings at Madison Consolidated Schools.

In-depth discussions were held at our curriculum and instruction committee meetings. There was a strong focus on student data, the acquisition of skills to be a lifelong learner, the potential to earn certifications/degrees upon graduation, college and career readiness, and graduation rates.

It became evident through our survey, discussions, and student data results that a more appropriate and strategic alignment, as well as, a more uniform curriculum, will support our students as they transition from elementary school to junior high and on to high school.

The curriculum team developed a detailed list of 19 recommendations, summarized in the graphic to the right. A number of these focus on the nuts and bolts of the instructional model. For a more detailed description of the more student/family-focused recommendations, you can view the full plan by visiting madison.k12.in.us and click the Learn More! icon from the home page.

RECOMMENDATIONS

GOAL	TIMELINE	RESPONSIBILITY
Data Meetings	Begin August 2019 and meet on a monthly basis	Principals and Teachers
Implementation of ELA and Math Leaders	Begin August 2019	Curriculum Director, Title I Specialist, Principals, and Teachers
Formation of CFA's Mathematics	September 2019	Curriculum Director, Title I Specialist, Principals, and Teachers
Implementation of Guided Reading with Fidelity	Begin August 2019 with ELA Mentors	Curriculum Director, Title I Specialist, Principals, and Teachers
Review of Electives	Begin August 2019	All Principals
Review of Digital Curriculum, eLearning Days, and Potential Dev. of Online Course Library	Begin August 2019	Principals and Teacher Representation, Five Star Technology Solutions
Implementation of Second Steps Curriculum, Support of Social Emotional Learning Proficiency	Begin August 2019	Elementary Head Counselor, Principals, Counselors, and Teachers
Implementation of Strategies for Mathematics-Poster Solving Problems, CFA's, and Daily Math Review	August 2019	Elementary Principals and Teachers
Reading Comprehension Strategies	2019-2020	JH/HS Principals and Teachers
8.5 Program	Summer 2020	Superintendent, JH/HS Principals, and Teachers
Math/ELA Double Blocks Implemented at Junior High, and High School	Junior High 2020 High School 2019-2020	JH/HS Principals, Counselors, and Teachers
Biology @ High School	2020-21 School Year	HS Principal
Physical Education	2020-21 School Year	JH/HS Principals
Pre-AP Junior High ELA Courses Change to Honors English 7th and 8th	2020-21 School Year	JH/HS Principals and Teachers
Implementation of Madison Career Academy	2020-21 School Year	Superintendent, CTE Coordinator, HS Principal, Teachers

References: (1) Barr, R. D., Gibson, E. L. (2013). Building a Culture of Hope: Enriching Schools with Optimism and Opportunity. Indiana: Solution Tree Press; (2) Jack M. Fletcher (2006) Measuring Reading Comprehension; (3) Naama Sabar & Nitzia Shafiri. The Need for Teacher Training in Curriculum Development, Journal of In-Service Education, 8(1), 22-27; (4) Richardson, J. (2016). The Next Step Forward in Guided Reading. New York, NY: Scholastic; (5) Roos, R. (2014). An Examination of principals in effective high-poverty middle schools with high achievement. Indiana State University: Terre, Haute; (6) Second Step SEL for Elementary School Frey, K. S., Nolen, S. B., Edstrom, L. V., & Hirschstein, M. K. (2005).

Strategic Plan Continued

FACILITIES MAINTENANCE

Strengths

- The district currently operates four elementary buildings, one junior high building, and one high school building. In addition, a former elementary building currently houses office spaces and the high school's alternative program for at-risk students.
- The six main buildings (not including the EO Muncie building) are in good shape in terms of internal appearance, technology equipment and capacity, and student safety.
- Anderson Elementary School just went through a renovation and is in excellent condition.
- The high school has had some painting done in both the main and auxiliary gyms, the weight room has been reconfigured with new equipment, a new roof and HVAC system were installed in the A and M wings, and an addition is being built onto the auditorium.
- The high school also just did a minor renovation in the C-wing that allowed the administration to reconfigure how the students enter and leave the building.
- In addition, the high school and Anderson Elementary schools have recently had new intercom systems installed.
- A local business recently donated a substantial amount of money to build a new building on the high school campus that will allow Cub Manufacturing and Cub Engineering programs to move into new lab and classroom spaces during the winter of 2020.

Weaknesses

- Many buildings are in need of roof repair as well as heating and cooling upgrades.
- The district has not had comprehensive roof, parking lot plan, or comprehensive facility upgrade plan for years.
- In addition, all buildings, with the possible exception of the high school, need security cameras installed or upgraded.
- All buildings, except the high school and Anderson Elementary, need to have intercom system upgrades as well.

Energy consumption within the district's buildings represents a large portion of the Operations Fund's annual cash expenditure. There is a need to be able to increase the energy efficiencies throughout the entire district in order to save money immediately, as well as protect the district against planned rate increases from their electricity provider.

The EO Muncie building was just closed as an elementary building and has begun to house office spaces for a variety of programs and the high school's alternative school. The building is in rough shape; its ultimate future will need to be determined in the near term.

The high school track and football facility is in need of a complete renovation. The track needs to be resurfaced and the field needs a complete reset as its current configuration poses many issues; field is in poor condition, no irrigation, the crown is very pronounced, drainage is poor, there are no locker/training facilities at that location, and the lighting is on the verge of complete failure.

There has been a great deal of discussion regarding the high school weight room's size and student capacity. While new equipment was purchased and the existing room was reconfigured, the space still needs a substantive increase in space in order to increase its capacity for both actual numbers of students using it at one time and for an increase in the type of equipment that can be utilized.

Currently, there is no aerobic workout area and there is currently no opportunity for staff use due to the time availability and lack of equipment.

4. Facilities Maintenance and Improvement

Over the course of the superintendent's entry plan, multiple conversations were had with a wide array of stakeholders. One topic of conversation that consistently came up was a need and desire to do a better job on facility maintenance and to make substantive improvements to the facility infrastructure in a planned manner. The need to develop a long-range plan for basic maintenance was evident, as well as a long-range comprehensive facility upgrade plan that would meet not only current needs but position the district for future needs and success. A Facilities Maintenance and Improvement Team was formed to develop the district's focus and strategy for maintenance and improvement of facilities. The team met several times and met with two different teams of contractors and architects to help develop their plan.

RECOMMENDATIONS

Given the need to replace multiple roofs and HVAC units around the district, the desire to protect the district's energy costs, and the ability and need to generate debt, the opportunity to pair the installation of solar energy with roofing presents a unique and once in a generation opportunity to meet all of these needs. In addition, the district needs robust maintenance and facility upgrade planning that will improve facilities in the short term and position the district for long-term success. The following set of plans represent a comprehensive plan that addresses multiple areas and should develop a reduction in spending on electricity over the next 20 years.

Goals/Plan (Note: Unless specifically noted, EO Muncie is not included in any project.)
New roofs will set the timeline on a 20-year replacement cycle.

2019 PROPOSED PROJECTS

PROJECT	LOCATION	PROJECT GROUP
LED Lighting	All Buildings	2019 Facilities Upgrade
Roof Replacement	Junior High	2019 Facilities Upgrade
Roof Replacement	High School Kitchen	2019 Facilities Upgrade
Roof Replacement	High School Cafeteria	2019 Facilities Upgrade
Roof Replacement	Deputy Elementary	2019 Facilities Upgrade
Roof Replacement	Central Office	2019 Facilities Upgrade
Roof Replacement	Bus Garage	2019 Facilities Upgrade
HVAC Pipe Insulation	Junior High	2019 Facilities Upgrade
Chiller Replacement	Lydia Middleton	2019 Facilities Upgrade
Flue Repair	Lydia Middleton	2019 Facilities Upgrade
Replace Old HVAC Units	Anderson Elementary	2019 Facilities Upgrade
Auditorium Finishes	High School	2019 Facilities Upgrade
Flooring Replacement	Central Office	LM Bond Upgrades
Intercom and Sound Systems	Deputy Elementary	School Safety Bond Upgrade
Intercom and Sound Systems	Junior High	School Safety Bond Upgrade
Intercom and Sound Systems	Lydia Middleton	School Safety Bond Upgrade
Intercom and Sound Systems	Rykers' Ridge	School Safety Bond Upgrade
Security Camera Upgrade	Junior High	School Safety Bond Upgrade
Security Camera Upgrade	EO Muncie	School Safety Bond Upgrade

The timing of this plan is fortuitous in that the district's short-term and long-term fiscal situation is excellent. The district has a substantial amount of debt rolling off in 2021 and our current property tax rate is only approximately 83 cents, which is substantially below where the district should and would normally be.

ADDITIONAL 2019 PRIORITIES

- Finish the Anderson Elementary renovation
 - HVAC issues in the new classrooms need to be corrected
 - Preschool playground needs to be completed
 - Canopy entrances needs to be completed
 - Classroom locks need to be standardized
 - Complete the paving along Cherry Drive and the original parking area
- Finish the High School A-Wing and auditorium renovation
- Finish the Lydia Middleton HVAC reconditioning work

2020 PROPOSED PROJECTS

PROJECT	LOCATION	PROJECT GROUP
Alarm System Upgrade	High School	2020 Facilities Upgrade
Roof Replacement	Anderson (original area)	2020 Facilities Upgrade
Roof Replacement	High School	2020 Facilities Upgrade
HVAC Upgrades	High School	2020 Facilities Upgrade
HVAC Upgrades	Lydia Middleton	2020 Facilities Upgrade
Implement Parking Lot Plan	District (see Parking Plan)	2020 Facilities Upgrade
Athletic Complex Upgrades	High School / Junior High	2020 Facilities Upgrade
Solar Installation	Anderson Elementary	2020 Facilities Upgrade
Solar Installation	High School	2020 Facilities Upgrade
Solar Installation	Deputy Elementary	2020 Facilities Upgrade
Solar Installation	Junior High	2020 Facilities Upgrade
General Maintenance	District	2020 Facilities Upgrade

FUTURE PROJECTS

The Facilities Maintenance and Improvement Team identified multiple other projects that could be done as funds become available. These would be potentially completed once the 2019-2020 project cycles are completed. Some of these potential projects include:

- Replacement roof and solar at Rykers' Ridge Elementary
- Additional facility upgrades at the high school
- Anderson Elementary upgrades to Learning Commons and intervention spaces

5. Financial Stability

RECOMMENDATIONS

As noted, the district is in a unique time where its various needs match up perfectly with its ability and need to generate debt. The following set of recommendations recognize that opportunity. It must be noted that by generating debt, the district will be increasing its tax levy from its current rate of 83 cents, but that does not necessarily mean that the tax payers in the district will experience an increase in their property taxes due to the Constitutional limits in place on property taxes. By keeping the district's tax rate higher, the district is ensuring that it receives the needed funding for facility upgrades and maintenance of those facilities. The strategy utilized by bonding the various proposed projects is essentially shifting when the tax revenue goes in order to increase flexibility within the Operations Fund and the Education Fund as well. The following are the recommended goals to create a sustainable financial future for the district.

1. Energy Savings-Related Projects

The district should immediately begin projects related to energy savings. Completing roof replacements at the same time as the solar installation will allow the warranties for both the roof and the solar energy system to match. The projects recommended for 2019 and 2020 are LED lighting replacement, roofing and solar, and HVAC-related upgrades.

2. Use Lease-Bonding for Projects

The district should issue bonds by leasing existing property to pay for most of the energy-savings projects as well as the bulk of the facility improvements. As explained earlier, the district has substantial debt coming off in 2021. By paying for energy-saving projects through the Debt Service Fund, the Operations Fund will see dramatic savings each year. Those savings can then be utilized for other projects or transferred to the Education Fund for teacher raises.

3. Investment

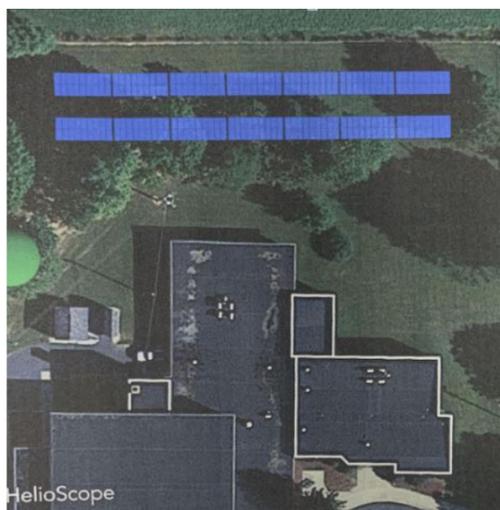
The district should formally begin discussions with the TrustIndiana to develop an investment strategy. TrustIndiana is a local government investment pool under the direction of the Indiana Treasurer of State. The current return on investments can be much better. The focus should be on both a short-term and a long-term plan that will allow the district a safe but worthwhile return on the large cash balances currently maintained.

4. Bus Replacement Funding

When the Indiana legislature created the Operations Fund, it created the opportunity for public schools to have much greater flexibility to use available resources that are generated by property taxes. There is currently a large amount of General Obligation Bond capacity left for the district to use. It is recommended that the district borrow \$1 million in General Obligation Bonds for use to purchase buses for 2019 and 2020. In so doing, the district would save approximately \$400,000 each of those years in the Operations Fund. Those savings can be applied to other Operation Fund expenses.

5. Continued Expansion of Partnerships

Current partnerships with local government and industry have been demonstrated to pay huge dividends to the district and its families. An intentional effort has to be made to continue to develop partnerships wherever such possibilities exist.



Blue panels pictured at left in the artist rendition show an example of ground-level solar array panel installation at Deputy Elementary.

In a study of 2019 electrical costs for these buildings showed annual electrical expenses were:

- Anderson Elementary \$45,558.31
- Deputy Elementary \$18,413.36
- MJHS \$153,139.02
- Administration and Transportation buildings \$14,437.90

- The energy savings expected in year one after the solar arrays are installed are:
- Anderson Elementary \$45,558.31 (100% cost offset)
 - Deputy Elementary \$18,413.36 (90.8% cost offset)
 - MJHS \$64,777.80 (42.3% offset)
 - Administration and Transportation buildings \$14,437.90 (100% cost offset)

The energy savings for just the solar projects in year one are estimated at \$143,187.37 for the Operations budget.

At right, is Madison Junior High School is shown with rooftop installation of solar panels.



Learn More!

2019 - 2024
Strategic Framework

To see the plan in its entirety, please visit madison.k12.in.us and click the link.

Award-winning MCHS JAG chapter heading to state

By **ASHLEY SCHUTTE**
Communications Coordinator

On January 23, 2020, our JAG students competed at the annual Region 9 Career Development Conference (CDC) held at Hanover College. Approximately 100 students from around the region competed in ten categories. Madtown JAG brought home 1st place finishes in several categories, all of which will compete at the state CDC competition. MCHS also represented with several 2nd place finishes. "Our students embraced this opportunity, they dressed the part, conducted themselves professionally, and I honestly couldn't be more proud", shared Whitney Mathews, MCHS JAG

Specialist. "They put a lot of work in their competitions and the preparation paid off."

First Place finishes for Madtown JAG included: Caroline Kirby- Region 9 Outstanding Senior, Abby Kelley- 1st Place Career Presentation, Jacob Smith- 1st Place Public Speaking, Laney Cox, Daesja Jay, and Abby Hanson- 1st Place Project Based Learning, and Madtown JAG received First Place honors for Chapter Marketing Campaign.

Second Place finishes were: Will Heitz and Luke Ommen- 2nd Place Entrepreneurship, Kailyn Hostetter- 2nd Place Critical Thinking, and Nick Center-2nd Place Creative Solutions.

The state competition

scheduled for March 13 was postponed by the Department of Workforce Development, due to concerns around the COVID-19 virus. The DWD is considering two options for a future date. Option one would be a possible reschedule of the conference and option two would be a virtual competition should the virus concerns continue.

Photo front L to R: Kailyn Hostetter, Caroline Kirby, Laney Cox, Abby Kelly, Daesja Jay, Mrs. Whitney Mathews, Jacob Smith, Carson Denton, Will Heitz, Nick Center, Abby Hanson, Luke Ommen, and Adrian Guzman.



Congratulations to our MCHS athletes who earned HHC All-Conference, Honorable Mention, and Academic All-State honors for the fall sports season. Go Cubs!



L to R - Chloe Preocanin (HHC All-Conference HM Volleyball), Brooklyn Cornelius (HHC All-Conference Volleyball), Jesse Dyer (Academic All-State Soccer), Harper Watson (Academic All-State Soccer), Lani Stockdale (HHC All-Conference HM Soccer), Kennedy Stidham (HHC All-Conference, Academic All-State Soccer), Noah Caswell (HHC All-Conference HM Football), Trenton Barnes (HHC All-Conference Football), Haniah Kring (Academic All-State Tennis), Carson Denton (HHC All-Conference Soccer), Will Heitz (HHC All-Conference HM Soccer), and Grant Ward (HHC All-Conference HM Soccer). Photo inset Keara Eder (HHC All-Conference Golf)



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to apply for these or other available positions listed.



Congratulations to our 2020 Mayor's Eagles

Submitted by **AMY HOSKINS**

Mayor's Eagles Sponsor

The Mayor's Eagles are a service group of Lydia Middleton 4th Grade Students who volunteer to do service projects at school and in the community. "To become a Mayor's Eagle Member a student must be responsible and a good representative of Lydia Middleton Elementary", states Amy Hoskins, At-Risk Counselor and Mayor's Eagles Adult Leader. "They must have two recommendations, one from a parent and one from a teacher to be selected". The Mayor's Eagles and Mayor Court-

ney had a wonderful time sharing ideas of how they can serve others at school and in the community.

Pictured with Mayor Courtney :

Row 1: Wyatt Overpeck, Beck Richter, Mayor Courtney, Jane Jenner, Hayden Campbell, and Kelsey Lee

Row 2: William Overpeck, Nash Crafton, Landon Lytle, Mary Grace Jenner, Jack Kernen

Row 3: Gabrielle Pattison, Emma Katerberg, Jersey Center, Maddie Guirguis, and Brooke Burnett

Row 4: Corinne Boyd, Claire Miller, Izzy True, and Annalee Hoskins



Career and Technical Education in the Spotlight

By **ASHLEY SCHUTTE**

Communications Coordinator

MCHS senior Bailey Hankins was recently honored by the Governor's Workforce Cabinet Office of Career Technical Education. Bailey was selected as a recipient of the Awards for Excellence for her outstanding achievement as a Postsecondary Career and Technical Education Student.

Bailey is a dual-enrollment student at Madison Consolidated High School and Ivy Tech - Madison Campus. She is studying in the Biomedical Pathway at MCHS taking AP and Honors courses and is set to graduate in May with both Academic and Technical Honors diplomas. Bailey is on track to complete her Medical Assisting Technical Certificate from Ivy Tech in the same timeframe. Bailey has also completed her Certified Nursing Assistant (CNA) at Indiana Health Careers in Sellersburg, IN.

Outside of the classroom, Bailey keeps just as busy with a wide variety of other interests. At MCHS, she is a two-year member of the Health Occupations Students of America (HOSA) organization, a member of the National Honors Society, and is a former member of the FFA

and Team Lead. She is also actively involved as a volunteer in the Human Resources Department one day a week at the King's Daughters' Hospital. In addition to her rigorous academic load and extracurricular activities, Bailey works 24-36 hours per week as a CNA at Thornton Terrace Health Campus in Hanover. "During her two-year employment with us, Bailey has exemplified an amazing work ethic, and a passion for growth in the field that she is choosing to pursue", shared Michelle Weber, ED of Thornton Terrace in a recent recommendation letter. Bailey started as a Resident Care Associate at Thornton Terrace two years ago and quickly made her supervisor aware that she wanted to work towards obtaining her CNA. Weber continued, "Bailey has demonstrated good attendance, is always willing to pick up extra shifts and help when needed. Her PATD (pay attention to details) and passion are evident daily in the care she gives to our residents".

Annabet Garner, Ivy Tech faculty member in the School of Health Sciences, adds "Bailey is an intelligent,

responsible, and personable young woman. In the classroom, she submits complete, well-executed written assignments by following instructional directions with attention to detail. She demonstrates proficiency in the required administrative and clinical psychomotor competencies, and scores above average on cognitive assessments. Her character and work ethic seem well-grounded and no doubt will serve her well as a professional healthcare worker. She has great potential and the wherewithal to be an asset to future employers and the clients they serve".

Following graduation, Bailey hopes to work as a professionally credentialed Medical Assistant while earning a bachelor's degree in nursing, with a long-term goal of working as a Director of Nursing.

On February 18, Bailey and her guests attend the Awards for Excellence Recognition Program where she was honored for demonstrating exceptional personal character and leadership, as well as, excellence in both scholastic and technical skills proficiency.



Bailey is pictured with Blair Milg, Secretary of Career Connections and Talent and Indiana Association of Career and Technical Education Districts President Gene Hack.

Discover Our Passion!



The
Marvelous
Wonderettes

A MADISON FINE ARTS ACADEMY SENIOR PROJECT
BY MADDIE FELTS AND VANINA KELSEY

Written & Created by
ROGER BEAN



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Based on the Disney Film Written By **BOB TZUDIKER** and **NONI WHITE**
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