

The Board of School Trustees of Madison Consolidated Schools conducted a Work Session on Wednesday, February 1, 2012, at the Administration Building, 2421 Wilson Avenue, Madison, Indiana, at 1:00 p.m.

The following attended the Work Session:

Mr. R. Stephen Gookins	Mr. Carl Glesing
Mr. Michael Robinson	Mr. Greg Bentz
Mr. Darrell Auxier	Mrs. Lisa Cutshall
Mrs. Kathy May	Mrs. Shelli Reetz
Mr. Carl Schaum	Mr. Kevin Yancey
Mr. Todd Bass	Dr. Katie Jenner
Mrs. Lori Slygh	

The following topic(s) were discussed:

1. **MCHS Comparative Analysis Data**

Mr. Yancey, Dr. Jenner and Mrs. Slygh gave the following presentation:

Madison Consolidated High School Comparative Analysis

Study Goals

- Determine how we can better serve our community through allowing the greatest opportunity for our students to “compete” with peers in other school districts;
 - ✓ What are the selling points for MCHS?
- Development of a five year curriculum plan for MCHS
 - ✓ Refer to MCHS Comparative Analysis document

School Selection Process

Schools were selected on the basis of geography and/or benchmark

- Benchmark
 - ✓ Center Grove High School
 - ✓ Columbus East High School
 - ✓ Floyd Central High School
- Regional
 - ✓ Switzerland County High School
 - ✓ South Ripley High School
 - ✓ Scottsburg High School
 - ✓ Jennings County High School
- Local
 - ✓ Southwestern High School
 - ✓ Shawe Memorial High School

Study Variables

- Student Population
- Free/Reduced Lunch Percentage
- Special Education Percentage

Target Comparison Areas

- Graduation Rate data*
- Advanced Placement Exams data
- End of Course Assessment data*
- ACT and SAT data

*Represents data used to determine a high school's AYP.

Graduation Data

Then? – 72% (2009-2010 school year)

Now?

- Studying Data (Individual Cohort Data), and
- Implementing/Improving upon Strategies
 - ✓ AVID (Advancement VIA Individual Determination)
 - Services approximately 120 students per school year
 - ✓ J.A.G. (Jobs for America's Graduates)
 - Started in January 2011; highest retention rate in State
 - Funded by the Region 9 Workforce Board
 - Services approximately 40 students per school year
 - ✓ Pathways Learning Center (Ag building)
 - Already two graduates for the Class of 2012
 - Services 20+ students per school year
 - ✓ Virtual Learning Center (in-school)
 - Already five graduates for the Class of 2012
 - Funded by private community donations
 - ✓ Graduation Mentors
 - CEC is working to develop a community mentor program to work with at-risk students (Southwestern & Madison working together)

MCHS Virtual Lab 2011-2012

First Semester Statistics

- ❖ 80 credits earned
- ❖ Four would-be drop-outs became High School graduates
 - ✓ (Two are working, two are attending Ivy Tech)
- ❖ 55 students served in school
- ❖ Nine students served at home
- ❖ 37 different courses used

Second Semester Statistics (after 3 ½ weeks)

- ❖ Nine credits earned
- ❖ One more High School graduate

- ❖ 50 students being served in school
- ❖ 12 students being served at home
- ❖ 45 different courses in use

Advanced Placement Data

- Then? – 17.4% passing AP exams (2009-2010 school year)
 - ✓ Scores are highly competitive with Benchmark Schools
- Now?
 - ✓ State Goal : 25% should be passing AP exams and/or receiving dual credit upon graduation
 - ✓ Academic Honors Diploma = approximately \$950.00 per student
 - Requires 4.0 credits of AP and/or dual credit coursework
 - ✓ Curriculum Plan – strategies determine which classes should be offered (based on dual credit potential, teacher certification, curriculum analysis with benchmark schools)

End of Course Assessment Data

- Then? 4 of 17 indicators (AYP – 2009-2010)
- Now? 9 of 17 indicators (AYP – 2010-2011)
 - ✓ Acuity assessment and data
 - Started in 2011-2012 school year
 - ✓ Teachers development of quarterly assessment
 - Started in 2010-2011 school year
 - ✓ Data meetings with Program Leaders and Team
 - Started in 2011-2012 school year
 - ✓ Track student failure rates
 - English 9, 10
 - Algebra I
 - Special Education
 - Start of 2010-2011 school year – 54 pages after 1st Term
 - Start of 2011-2012 school year – 9 pages after 1st Term
 - Positive change in school culture/climate

ACT and SAT Data

- Then?
 - ✓ 20 ACT in 2008
 - ✓ 1014 SAT in 2009
- Now?
 - ✓ Competitive with Benchmark Schools
 - ✓ ACT/SAT Preparation Course
 - Start: 2012-2013 School Year

Selling Points of MCHS

- Academics
 - ✓ AP and Dual Credit Curriculum
 - ✓ PLTW (Project Lead the Way)
 - ✓ Services to “Middle Child” (e.g., J.A.G., AVID)
 - ✓ Clubs/Organizations (e.g., FFA, various service clubs)

- Arts
 - ✓ The MCHS Art Academy
 - Presentation at Board Meeting 2/8/2012
- Athletics
 - ✓ Hoosier Hills Conference
- Infrastructure
 - ✓ Future – High School Renovation

Mr. Gookins commended the high school for the analysis. He said the high school administration is coming up with a plan to help the high school survive. He said in the last seven years Madison has lost 300 students. Mr. Gookins said our corporation has too many buildings. He said savings from electric, fuel and maintenance and buildings could go to funding educational programs. Mr. Gookins said we need to merge governances with Southwestern. He said his passion is educational opportunities for children. He estimated the savings of ½ million dollars if the merger took place; i.e. one superintendent, one treasurer, one transportation director, one school attorney. Mr. Bass said Southwestern was approached two years ago about a possible merger. Mr. Gookins suggested asking again to focus on children and educational responsibilities. Mr. Gookins said the high school has a blue print to make the high school better.

2. **Rainy Day Fund**

Mr. Gookins distributed the Resolution for the Establishment of the Rainy Day fund dated December 18, 2001. Mr. Gookins said per fiscal year, the amount transferred to a rainy day fund may not exceed ten percent (10%) of the political subdivision's total budget. He said at this time we have \$178,000.00 in the Rainy Day fund.

3. **Review Transportation Budget**

Beginning Balance as of January 1, 2006	\$580,160	
Projected Ending Balance as of December 31, 2006	\$685,499	\$105,339
Beginning Balance as of January 1, 2007	\$685,499	
Projected Ending Balance as of December 31, 2007	\$884,189	\$198,690
Beginning Balance as of January 1, 2008	\$884,189	
Projected Ending Balance as of December 31, 2008	\$697,296	(\$186,893)
Beginning Balance as of January 1, 2009	\$697,296	
Projected Ending Balance as of December 31, 2009	\$626,293	(71,003)
Beginning Balance as of January 1, 2010	\$626,293	
Projected Ending Balance as of December 31, 2010	\$476,240	(\$150,053)
Beginning Balance as of January 1, 2011	\$476,240	
Projected Ending Balance as of December 31, 2011	\$373,655	(\$102,585)
Beginning Balance as of January 1, 2012	\$373,655	
Projected Ending Balance as of December 31, 2012	\$225,263	(\$148,392)

Mr. Gookins said the transportation costs are greater than revenue. He said the transportation fund will be in deficit financing in two year or less.

Mr. Gookins said he would recommend moving un-appropriated Capital Projects Funds and Bus Replacement funds to a Rainy Day Fund. He said this would be brought to the March board meeting.

Mr. Robinson discussed the following suggestions that will be considered to work within the financial Restraints:

1. Institute a fluid evaluation test program to extend fluid changing to get the maximum use of the oils and operating fluids in the vehicles. We currently change oil in busses every 6000 miles. With fluid testing we hopefully can extend those intervals to 10-12000 miles. This is becoming the norm using fluid diagnostics. This test can also forewarn of pending issues based on metal and chemical content as shown by testing.
2. Explore fuel hedging using the Indiana Bond Bank. This program is a service being used currently by about fourteen school corporations in Indiana. The design is to provide "insurance" in a highly volatile diesel market. Mr. Gookins and I will be meeting with a representative of Maverick Energy to explore the feasibility of this idea.
3. Look closely at elementary and secondary school start and stop times to eliminate double bus routes.
4. Either eliminate all field trips or charge for all trips a per mile rate based on prevailing fuel prices and driver's pay rate.
5. Investigate with the intent of using a "pay-to-play" policy for all athletic and academic teams to help defray the cost of extra-curricular trips.
6. Look at contracting special needs routes with a transportation service like "Catch-a-Ride."
7. Extend the walk-in diameter for secondary students to the city limits.
8. Change from an hourly rate for corporation drivers to a fixed contracted amount per route based on established miles driven.
9. Eliminate fringe benefits for newly hired drivers.
10. Eliminate door-to-door pickups and establish designated bus stops over the entire MCS district.
11. Merge the school transportation for all of Jefferson County schools using a shared service agreement to eliminate busses covering the exact same pick-up areas.

4. **RISE Evaluation Procedure**

Mrs. Reetz gave an overview of the RISE Evaluation and Development System:

Madison Consolidated Schools Overview

RISE in MCS Timeline

- September: WebEx concerning Title IIA
- October
 - IDOE Innovation Grant announced – Karla Gauger, Missy Demaree, Karen Sindere, Shelli Reetz committee –Dr. Patterson recommends RISE as our best option for the new Teacher Evaluation based on interactions with other superintendents and leadership from IDOE.
 - Input from all principals about use of potential Innovation Grant \$ for RISE implementation.
 - Katie Jenner, Karla Gauger, Karen Sindere and Shelli Reetz – steering committee for RISE – visit to Greensburg confirms that we re on the right track
- November – apply for Innovation Grant (winners announced in "early 2012")
- January
 - Principals and Mr. Gookins visit Greensburg
 - Title II grant submitted with funds allocated to implementation
 - Administrators conclude RISE is the best choice for MCS
 - Shelli Reetz presents RISE overview at staff meetings in every MCS school.

- Administrators are registered for RISE training from IDOE at Wilson Center.

RISE Components

Professional Practice + Student Learning = Summative Evaluation Rating

Professional Practice

- The Indiana Teacher Effectiveness Rubric provides an in-depth description of four performance levels. (Planning, Instruction, Leadership, and Core Professionalism)
- Evaluators will spend more time in the classroom in order to provide frequent, actionable feedback.
- Support for growth.

Student Learning

RISE incorporates multiple measures of student learning.

- Student Learning
 - Individual Growth Model (IGM)*
 - School-wide Learning Measures (SWL)
 - Student Learning Objectives (SLO)

*Only teachers in grades 4-8 ELA/Math have individual growth model data

Summative Performance Levels

- Highly Effective
- Effective
- Improvement Necessary
- Ineffective

Input Committee Members

Teachers
Carla Cheatham
Susan Smith
Tracy Ahlbrand
Mike Modisett
Margie Blatsioris
Susan Wingham

Administrators
Shelli Reetz
Karla Gauger
Karen Sindors
Katie Jenner

RISE Core Belief/MCS/Research

- Nothing we can do for our student's matters more than giving them effective teachers.

Mr. Gookins encouraged the Board members to receive training on RISE.

Mr. Gookins said he would seek board approval on RISE at the March board meeting.

5. SSU Agreement

Mr. Gookins said the SSU agreement would be voted on at the February 8, 2012, board meeting.

Mr. Auxier commended Mr. Gookins for his part in getting the SSU board to approve the agreement.

6. **RIF Policy**

Mr. Gookins said our corporation does not have a RIF policy in place.

Mr. Gookins said he would discuss RIF with corporation discussions at their next meeting. He said the following items need to be considered for potential RIFs:

- 1) Charter School – goal is to have 100 students (have to prepare)
- 2) Stimulus Funds
- 3) Revenue \$500,000 less in CY 2012 than in CY 2011

A discussion ensued regarding RIFs.

Mr. Gookins and Mr. Auxier will meet on a RIF policy.

Secretary
BY: ps

ATTEST:
