Preparing All Students for Success

The Concord Board of School Trustees met on September 5, 2017 at 7:00 p.m. in Regular Session at East Side Elementary School.

The following business was then conducted after the Pledge of Allegiance:

**Jobs for America’s Graduates (JAG):**
Representatives from Goodwill and Work One were present at the meeting to share information on the Jobs for America’s Graduates program. The program is geared to keeping students in school and provide work-based learning experiences that can lead to career advancement opportunities. The Indiana program graduates 94% of the program participants. Goals and achievements are established, and a one year follow-up program provides additional support for the students after they graduate. JAG Indiana covers the Region 2 of Elkhart, St. Joseph, Kosciusko, Marshall, and Fulton counties. The program has a thirty year history, and is recognized by the Federal government. Elkhart County schools are participating, and the Board will be asked to approve participation by Concord High School at the September 18 meeting.

**Financial Software Proposal – Low Associates:** Mrs. Smith presented a proposal for a financial software package to replace the current vendor. Another vendor had been recommended earlier this year, but it was determined that that package was not a good fit for the corporation needs. Low Associates is an Indiana based company and is familiar with the upcoming changes in the legislative requirements for school corporations. The Business department will move forward with the changes once the approval is made by the Board at the September 18 meeting.

**Sharing from the Board:**
Mr. Trout announced that Craig Koehler, High School Football Head Coach, has been recognized as the Coach of the week, sponsored by the Indianapolis Colts. A member of the Colts office will present the award to Coach Koehler at a recognition to be held Wednesday, September 6 at the High School.

**East Side Elementary School Improvement Report:** Mr. Hartsough began his report by thanking the Board for Referendum Funds which allowed East Side to purchase the large display screen that was in use for the Board meeting.

East Side’s ethnicity and socio-economic-social status has not varied significantly over the past year.

The goals established for the 2016-2017 focused on close reading and argumentative writing. Use of Fundations in K-2 classrooms taught phonemic awareness. The end of year school descriptive writing scores increased 5.8%. The end of year math scores increased 9.2% as measured by STAR math. Every Day Math implementation provided
support for the increased math scores.

The reading data from 2016-2017 was provided for the Board’s information in both reading and math. Teachers began implementing the Close Reading and Argumentative Writing practices based on trainings attended in mid-year.

The Corporation Strategic Plan Goal establishes a target 90% of students K-12 reading at or above grade level by 2022. By the end of the 2017-2018 school year, East Side staff have set a goal of over 85% of the students to be reading on grade level. Fundations in grades K-2 will be used each day. Math scores are targeted to reach 77% by year end. Use of close reading twice a month in the classrooms, teaching with more rigor in kindergarten, and providing the foundations of language usage of capitalization, punctuation, and descriptive sentences will be instrumental in achieving the goal.

Mr. Hartsough provided successes in each area supported by video presentations. Interventions will use a number of staff flooding into a grade level to form smaller groups for learning with more focus on those needing the intense instructions. Staff will provide more success time support for students in need of additional intervention to achieve the growth to master the learning. Recognition of 90% and better attendance is recognized quarterly. Establishing the good attendance record will be beneficial when students move into the High School and wish to participate in the PRIDE certification.

The Indiana Department of Education has recognized East Side Elementary as a Family Friendly School again for 2017-2018. This year is the third year for the designation. East Side will continue to work hard to bridge the gap between parents and the school as they initiate learning clubs, family nights, and continue the Adult English classes. School events like Grade Level meeting nights, Anne’s Kits for Kids, and Reading night provide opportunities for parents to become involved. Use of social media in various ways will encourage parents to become involved as well. Classroom teachers are exploring programs that provide contact with parents to provide information regarding the students’ progress and other information, some on a daily basis.

Mr. Hartsough shared his appreciation for the staff and the great efforts they make each day for the students.

The Board accepted a donation in the amount of $400.00 from the family of Jamie Milnamow, High School paraprofessional who passed away recently, to be used by the Special Education Department.

The Board approved the employments of Kelsey McAdams, High School Nurse; April Zehr, High School Media Center Specialist and Department Chairperson; Karen Hanlon, High School Mathematics Teacher; Preston Morris, High School Support Services Paraprofessional; Kim Stoll, Junior High School Building Services Custodian; Clay William, High School Building Services Custodian/Maintenance; Colleen Nissley, East Side Special Education Paraprofessional; Sarah Suski, West Side Elementary Title 1 Paraprofessional; Ravina Sabnis, West Side Elementary Special Education Paraprofessional; Martha Morales, East Side Elementary Instructional Paraprofessional; Kimberly Fegley, East Side Elementary Bridges Paraprofessional; Jazmin Harper, Intermediate School Special Education Paraprofessional; Heeydi De Santos, Intermediate School Instructional Paraprofessional; Angela Boyd, Taira Sotebeer, Jessie Yoder, Lynne Daub, Lois Willoughby, Ox Bow Elementary Special Education Paraprofessionals; Debbie Parker, Rachel VanderWerf, Ox Bow Elementary Title 1 Paraprofessionals; Diane Lucchesse, Ox Bow Elementary Instructional/SOAR Paraprofessional; Abigail Hershberger, Angela Shoemaker, Joan Straight, Stacey Scott, Beth Bender, Christine Rotheker, Ox Bow Elementary Instructional Paraprofessionals; Jewel Yoder, Ox Bow Elementary Instructional/Technology Paraprofessional; Juanita Arroyo, Ox Bow Elementary English as Second Language Paraprofessional.
The Board approved the transfer of Sandy McFadden from East Side Elementary Building Services Custodian to Lead Custodian.

The Board accepted resignations from Judy Geary, Junior High School Instructional Paraprofessional; Gary Neterer, Junior High School Special Education Paraprofessional; Kristen Whitaker, West Side Elementary Media Center Coordinator; Sonia Estrada- Tapia, West Side Elementary Special Education Paraprofessional.

The Board approved the extra duty employments for Michael McComish, High School Technology Education Chairperson; Kelly Chupp, High School Head Volleyball Coach; Kristy Turner, Jason Ramsey, High School Assistant Volleyball Lay Coaches; Ashley Plummer, High School Junior Varsity Volleyball Lay Coach; Courtney Harper, High School Freshman Volleyball Lay Coach; Lalo Rolon, High School Football Offensive Coordinator; Sam Vaughan, High School Defensive Football Coordinator; CJ Shafer, Tim Koontz, Kyle Magnuson, High School Varsity Football Assistant Coaches; Micah Ware, High School Freshman Football Lay Coach; Adam Cantwell, High School Freshman Assistant Football Lay Coach; Matt Nicoson, Gregg Lee, High School Boys Cross Country Lay Coaches; Darrin Tucker, Mike Auger, Boys Golf Assistant Coaches; Luke Saleh, Kristen Weatherholt, Junior High School Life Club/Leadership Team Sponsors; Andrew Cowells, Junior High Social Studies Department Chairperson; Chelsea Saleh, Alyssa Varacalli, Junior High School Yearbook Sponsors; Kyle Magnuson, Jennifer Higley, Junior High School Team Coordinators; Megan Stevens, Junior High School Varsity/Junior Varsity Basketball Lay Cheer Coach; Trevor Wilmore, Junior High Grade 7 Boys Junior Varsity Basketball Lay Coach; Jordan Beck, Junior High Grade 8 Boys Junior Varsity Basketball Lay Coach; Tim Osborne, Junior High School Grade 8 Boys Varsity Basketball Lay Coach; Dan Demien, Junior High School Grade 7 Boys Varsity Basketball Coach; Brianne Tepe, Kim Howenstine, Jen Donaldson, Kris Gingerich, Ashley Teall, South Side Elementary Core Team Members; Brianne Tepe, Ashley Hage, South Side Elementary Student Council Sponsors; Melissa Cornish, South Side Elementary Yearbook Lay Sponsor; Cynde Jay, Traci Cook, Sherri Nelson, Faith Aukerman, Anne Reverman, West Side Elementary Grade Level Leaders; Jenna Langel, West Side Elementary Yearbook Sponsor; Debbie Ridenour, West Side Elementary Core Team Member; Jill Hostetler, Joni Long, Laurie Rhoades, Marcia Hershberger, Ox Bow Core Team Members; Alison Kirkton, Amy Kirkpatrick, Marcia Hershberger, Deb Sallee, Joni Long, Ox Bow Elementary Core Team Leaders; Laurie Rhoades, Ox Bow Intramurals Sponsor; Allyson Wolf, OX Bow Elementary Music Concerts; Elizabeth King, Ox Bow Elementary Journalism Club Sponsor; Taylor Freymuth, Adam Yoder, Ox Bow STEM Club Sponsors; Patti Roberts, Ox Bow Strategies Team Leader; Alison Kirkton, Adrienne Dolph, Kim Newburn, Amy Kirkpatrick, Ox Bow Elementary Strategies Team Members; Jill Hostetler, Tech/Digital Club Sponsor; Mark Weldy, Intermediate School Strategies Team Member; Cathy Murray, Intermediate School Core Team Member; Jennifer Outlaw, Intermediate School Grade 5 Girls Basketball Coach; Grades 5 and 6 Girls Soccer Coach, Grades 5 and 6 Girls Volleyball Coach; Jeff Spicher, Intermediate School Grade 5 and 6 Girls Soccer Lay Coach; Allyson Wood, Intermediate School Grades 5 and 6 Volleyball Lay Coach; Janet Jones, Intermediate School Webmaster; Deb Beebe, Intermediate School Book/Reading Club Sponsor; Jason Stone, Intermediate School Grades 5 and 6 Girls Soccer Coach, Grades 5 and 6 Girls Basketball Coach, Grades 5 and 6 Boys Basketball Coach; Nathan Geise, Intermediate School Grades 5 and 6 Volleyball Coach, Grades 5 and 6 Girls Soccer Coach, Grades 5 and 6 Boys Basketball Coach.

The Board approved the educational conference requests for 42 employees for the months of...
August, September, October, and November.

The Board approved the Resolution Approving Form of Lease and Resolution Reapproving Building Corporation for the High School Project. The form of lease permits the school corporation to establish a lease for the real estate with the building corporation. The Building Corporation was established previously to oversee construction in the district. These resolutions are legal steps in the construction project to add several new rooms and widened corridors to the High School.

The Board approved a contract for the Learning Management System with PowerSchool Unified Classroom for a three-year period. The system includes online student registration, student information system, assessment and analytics, and learning management system. The program will be phased in over a several year period.

The Board approved the adoption of revised Board Policy 3220.01 which applies to the Teacher Appreciation Grant. The policy will be submitted to the Department of Education and NEOLA for policy revision.

The Board approved the agreement with Strategic Solutions to digitize documents currently in storage. The documents will be scanned offsite in a secure process. The hard copy documents will be shredded to alleviate the need for additional storage room for items that need to be retained, but not in hard paper form.

The Board approved the implementation of the Governor’s Work Ethic Certification for High School junior and senior students. The parameters of the certificate require students to be diligent in areas of attendance, teamwork, persistence in problem solving which will ingrain the ethics and responsibility attributes future employers expect from those in the work force. The program is implemented in the county schools. Discussion regarding the drug screening component is continuing prior to adding that procedure into the required areas needed to achieve the certification.

The Board approved the request from the High School choir directors to take the High School Symphonic Choir to Chicago March 29 through 31, 2018. Students will participate in performance clinic and be critiqued by North Central College faculty prior to their performance for the ISSMA contest. They will also perform in two popular Chicago venues, as well as attend at least two musical productions.

The Board approved the formation of two positions for the Transportation and Building Services Departments. A Transportation Receptionist would be a school year based position to assist with the overwhelming work flow each day. The position of Administrative Assistant to the Director of Building Services. Grounds, and Maintenance would be a 12-month position. With the size of the school district and the many functions performed by the Director, it was determined an assistant would provide the needed support. The positions will be posted for any interested candidates.

Mr. Myers recognized the request by Mr. David Butler to address the Board on non-agenda items. As a parent of three students, Mr. Butler expressed concerns regarding the snack policy in the schools which is worded as to what can be brought in. He does not like the statement that the school will decide and make the final decision on what is and is not given to the students. He feels there is a loss of control as a parent. He also asked questions on PowerSchool and on snow day procedures if a household has one computer and multiple students when the one to one is implemented.
September 18 Ox Bow Elementary will host the Board meeting at 7:00 p.m. The Indiana School Boards Association Annual Fall Conference will be October 2 and 3 in Indianapolis. October 4 the Board will meet at South Side Elementary. October 16 the High School will host the 7:00 p.m. meeting. The November 6 Board meeting will be at the Junior High School at 5:00 p.m. December 4 the Board meeting will be held at Intermediate School at 7:00 p.m. The Board will meet at 9:00 a.m. on December 29 for the end of year meeting.