

Concord-O-Gram



Preparing All Students for Success

*The Newsletter of
School Board
Meeting Notables
Volume XXIV Issue 387
November 2017*

The Concord Board of School Trustees met on November 6, 2017 at 5:00 p.m. in Regular Session at Concord Junior High School.

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

Education Center

Technology Space Construction

Update: Mr. Edwards shared an update on the technology offices construction project. Completion is set for November 7 or 8, with the staff occupying the space as soon after. Several photos of the area were shown to give the Board an idea of transformation that has been accomplished.

Concord High School Jobs

for America's Graduates (JAG)

Specialist: Mrs. Cocanower and Mrs. Tahara provided the Board with information on the JAG Specialist who has been hired by Goodwill Industries. Jacob Archambault will begin working with the High School students who have applied for the JAG program. He has attended the

specialist training to prepare him to implement the program. The inaugural year will kick off at the beginning of the second trimester on November 13, 2017.

High School New Course

Proposals: Seven new courses were presented to the Board for consideration and inclusion in the 2018-2019 course selection guide. Two of the courses are specific to the JAG program, Career Information and Exploration – JAG 1 and Career Information and Exploration – JAG II, which are specifically for the students enrolled in the JAG program. Other additions to the course selections are Advanced Placement Microeconomics, Digital Electronics Project Lead the Way, Robotics Design and Innovation, Ethnic Studies, and Indiana Studies. Mrs. Cocanower will be asking the Board for approval under the action items so as to have these courses available when students begin scheduling classes in the near future.

Copier RFP Update:

Mrs. Smith shared information on the copier replacements. Several districts have inquired about a joint proposal for copier acquisitions to modify the costs involved. The request for bids will be sent out early in 2018 after further analysis. The overall cost savings to the corporation could be as much as \$75,000 by submitting bids as a combined request with Wa-Nee and Fairfield at this time.

Revised September 2017

Financial for General Fund and

Grants: As reports have been updated, it was discovered adjustments needed to be made for grants, which changed the totals for the General Fund. Mrs. Smith explained the adjustments to both the General Fund and a revised treasurer's report for the month ending September 2017.

Sharing from the Board:

Board members congratulated the sectional winning teams from the fall sports season. The Marching Minutemen also placed

fifth in their first competition in Class A at the ISSMA State Marching Finals. Several Board members were at the Intermediate School for the Purdue Rube Goldberg exhibition, and witnessed the students' enthusiasm and interest in the robotics team.

Concord Junior High School Improvement Report: Mr. Zook thanked the Board for visiting the Junior High. He shared the Junior High School them of "Our House" which gives the students ownership in all that comprises the Junior High. The common language used pulls everyone together and provides a starting point for conversations when students are struggling, as well as when they are doing well.

The demographics of the building have remained constant, with the free and reduced lunch percentages down a couple of ticks.

Goals established for the 2016-2017 school year were reviewed for the Board. Use of Google classroom by all teachers was considered a success, as they were at 92% of staff on board. The attendance issue continues to plague the Junior High. Instead of improving the attendance rate, the percentage increased approximately eight percent. Students with ten or more absences last year are the focus for this school year, with the new Dean of Students, Mrs. McCray taking that task as a priority. Efforts last year to involve the

parents fell short which contributed to the increase in absences. The mastery learning in math and English fell short of the established goals, and the staff is looking to find the better way for students to demonstrate the critical standards. Proficiency in providing textual support from a nonfiction piece based on the school-wide writing prompt in February had set the bar at eighty percent, which fell short. The decision was made to drop writing prompts for the current year.

The Strategic Plan is the driving force for the 2017-2018 improvement goals, as the 90% level of achievement remains the focus. The ISTEP data was shared with board members. The 2016-2017 scores were within percentage points of being at or above state average in most areas. The Junior High School received a B as the accountability grade, with the percentage increasing 3.5% over the previous year.

Reading levels showed a decrease which will be assessed throughout the year. Use of NWEA will provide the students with feedback and provide incentive and ownership in the scores they receive. To reach the goal of eighty percent of students to meet or exceed reading growth staff will use close reading strategies along with the NWEA reading assessments. The student ownership piece will provide the

goals established and their current level of achievement.

Two argumentative writing activities will encourage students to practice the writing structure to support their evidence and theories. They will be asked to be prepared defend the various excerpts in their writing examples.

The attendance issue will be addressed with several strategies this school year. Over 232 students missed ten or more school days in 2016-2017. Habitual offenders are now assigned a mentor with whom they will check in and out daily. Academic issues are most times tied to attendance. Getting the students to connect to the school makes them want to be present and involved in day to day activities. The results are on track for November as efforts are made to remind kids how important it is to be in school. Family involvement is a key factor in the overall attendance issue as well.

Certified teachers are modifying their instructional delivery to include technology strategies for at least a lesson or a unit of instruction. As staff prepares for the digital age learning, technology use is not only critical but imperative. By the end of the school year, the goal is at least ninety percent of the teaching staff will be using technology for instructional methods. Additional professional development opportunities will

be provided by corporation technology integration specialists.

To improve overall math scores, several initiatives have been implemented. Math labs are showing success, as is direct math supplemental for special education classes. Teachers are able to see which students do not quite get the concepts and those can be retaught.

To connect all students, use of the 5 Star video curriculum addresses social and emotional wellbeing. The students view the weekly video on Monday, and discuss in small groups on Wednesdays. Convocations every Friday to celebrate and inform have been a very effective tool to connect and involve all students.

Mr. Zook shared with the Board that the Junior High School is an exciting place to be with a bright future. The issues are identified and they have plans in place to address them. The Board thanked Mr. Zook and his staff for their informative report as they set the students on course set for this year.

The Board accepted a donation of twelve children's chairs for West Side Elementary from The Office Barn. A donation from Donor's Choice Program of a variety of books valued at \$317.56 was received for Jill Robison's West Side Elementary classroom. A donation from Donor's Choice Program of educational game and centers valued at \$409.56 was received for Melissa Morey's West Side Elementary classroom. A

donation from My Locker for on-line spirit wear sales has been received by the High School, with the Student Council receiving \$115.34, and the Athletic Account \$94.05.

The Board approved the employments of Mayra Aguilar, High School Spanish Teacher, 67%; Shawn McCuen, High School Mathematics Teacher; Kathy Byler, Ox Bow Elementary Instructional Paraprofessional; Callie Mejia, Ox Bow Elementary Multi-Categorical Paraprofessional; Ignacio Echeverria, West Side Elementary Title 1 Reading Paraprofessional; Sage Baltazar and Kristi Buss, Junior High School Special Education Paraprofessionals; Trena Hoff and Anthony Hylkema, High School Building Services Custodians; Rachel Wagner, Intermediate School Food Services Kitchen Assistant.

The Board approved the transfer of Christal Huhta and Katie Peat to East Side Elementary English as Second Language Paraprofessionals from Title 1 and Special Education Paraprofessionals; Lori Bieganski, Intermediate Food Services Manager from Assistant Manager.

The Board accepted resignations from Karen Hanton, High School Mathematics Teacher; Heeydi De Santos, Intermediate School Instructional Paraprofessional; Allison Wood, Intermediate School Instructional Paraprofessional and Grades 5 and 6 Volleyball Lay Coach;

William Moyer, Clay Williams, High School Building Services Custodians.

The Board approved the extra duty employments for Valerie Lambert, Ox Bow Art Fair Sponsor; Kelly Hale-Chupp, Junior High Grade 7 Girls Varsity Basketball Coach; Nic Minder, High School Girls Junior Varsity Basketball Lay Coach; Kyle Mallory, High School Boys Assistant Swimming Lay Coach; Courtney Boots, High School Interim Cheer Lay Coach; Tom Johnson, High School Boys and Girls Head Swimming Lay Coach.

The Board approved the educational conference requests for 85 employees for the months of November, December, January, February, and March.

The Board approved adoption of the 2018-2019 School Year Calendar. First teacher day will be August 13 and first student day August 15. Students' last day would be May 30 with teacher last day May 31. A new adjustment to the previous calendar will be the fall break. K-8 parent teacher conferences will be noon to 8:00 p.m. on October 24. There will be no students October 24,25, and 26, as well as the High School staff. Other breaks are similar to the previous years. Christmas break will begin on December 24, with students and staff in session up to December 21. All Tuesdays are delayed arrival schedule for students.

The Board approved the contract with BoardDocs to allow processing of the school board meeting materials with the electronic site which they provide. Implementation of the new site will take place after the staff and board training projected to occur sometime in the first month or two of 2018.

The Board held a public hearing on the request for an additional appropriation for the Referendum Fund. To move the extra cash balance to the Referendum Fund to allow expenditures, a public hearing must be held. Upon hearing no comments or remonstrance, Board President Mr. Myers declared the hearing closed. The Board then approved the Resolution for the additional appropriation for the Referendum Fund

The Board approved permission to advertise for proposals for 401(a) vendors. The invitation will also be sent to the current 403(b) vendors to provide financial investment advisory and consulting services for the 401(a) accounts. Bids will be sent out to request for proposals on November 7. Soliciting the proposals will provide competitive rates for the investment accounts held by employees.

The Board approved a consistent rate to be used for retired teachers who provide test proctoring services throughout the year. The established rates will pay a regular certified teacher the daily

substitute teacher rate of \$90.00 per day, or \$12.08 an hour if proctoring for a partial day. A retired certified teacher would receive \$125.00 per full day, or \$16.78 per hour for a partial day.

The Board gave permission to advertise for bids for the construction of a secure entrance at Concord High School, and for the replacement of chillers and provide upgrades to the building electrical service at South Side Elementary and East Side Elementary Schools. Bid requests will be sent out in early November, with bids to be awarded by the board in late December.

The Board approved the guidelines presented for the replacement of keys that become lost. The entire district has been rekeyed in the past several months. A total of 2,600 key locks have been changed with new cores and keys. Distribution of 1,319 keys for employees has been completed. A procedure to replace lost keys with a monetary assessment attached is intended to cover the time and materials required to reissue the key(s).

The Board approved the High School Course Proposals which were presented to the Board. The new courses approved are Career Information and Exploration – JAG 1 and Career Information and Exploration – JAG II, Advanced Placement Microeconomics, Digital Electronics Project Lead the Way, Robotics Design and Innovation,

Ethnic Studies, and Indiana Studies. These courses will be added to the course selections for the 2018-2019 school year.

The Board approved the 2017-2018 textbook rental fees for the High School and Junior High School. The fees are presented by the individual courses as the secondary student textbook fees are based on the classes taken by each individual student.

The Board afforded the public in attendance the opportunity to address the Board on non-agenda items at this time.

The Board will meet in workshop session November 8 at 4:00 p.m. to tour real estate sites for future programs. December 4 the Board will meet in Executive Session at 5:30 p.m., followed by the regular meeting to be held at Intermediate School at 7:00 p.m. The Board will meet at 9:00 a.m. on December 28 for the end of year meeting. The Board will hold their reorganization meeting on January 8 at 7:00 p.m. at the Education Center.

November 10, 2017

Board Meeting Highlights

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The Concord Board of School Trustees met on November 10, 2017, at 8:00 a.m. in Special Session at the Concord Education Center.

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

The Board approved the 2017 – 2019 Master Contract between Concord Community Schools and the Concord Teachers Association. The two year contract was ratified by members of the Concord Teachers association on November 9.

The Board afforded the public in attendance the opportunity to address the Board on non-agenda items at this time. The Board will meet November 17 at 12:00 p.m. in executive session, and 1:00 p.m. in Board Forum, and November 20, at 4:00 p.m. at the Education Center for a regular meeting. December 4 the Board will meet at Concord Intermediate School at 7:00 p.m. December 28 the meeting will be at 9:00 a.m. at the Education Center Community

room. January 8 the Board will meet at 7:00 p.m. at the Education Center for the reorganizational meeting. February 5 the Board meeting will be at 7:00 p.m. at the Education Center, and February 20 the meeting will be at 4:00 p.m. at the Education Center. Board meetings are open to the public