

August 6, 2018

A work session of the Board of School Trustees was held at the Peru Civic Center at 5:30 p.m. All Board members were present. Also present were Mr. Watkins, Mr. Durrwachter, Mr. Hall, Mr. Morris, Mrs. Conley, and a local news media specialist.

Mrs. Shuey requested everyone attending announce their name and title. She then turned it over to Mr. Watkins. Mr. Watkins then turned it over to Mr. Hall to begin with budget.

I. Budget -

Mr. Hall reviewed the following topics with visual aids and welcomed questions.

- State setup change
- General fund pie chart - non - instructional part of general fund will go into the general fund
- Request to establish new funds
- Tax rates
- Circuit breaker
- ADM & enrollment
- Salary & experience scatter gram

II. REORGANIZATION OF ASSISTANT SUPERINTENDENT AND CHIEF FINANCIAL OFFICER POSITIONS-

Mr. Watkins stated that it was necessary to do some reorganizing at the central office. He also stated that we must be aware of our central office expenditures. We could possibly have a CFO for Assistant Superintendent and a Director of Technology.

The following changes are proposed:

- For 2018-19 we would operate with only 2 central office executives.
- CFO/Assistant Superintendent would be combined into an Assistant to the Superintendent
- Superintendent will take over the operations and will work with the directors of the respective areas:
- Directors: technology, transportation, food service, maintenance, nursing, custodial
- Assistant to the Superintendent job responsibilities:
 - Primary: Head of Finance
 - Secondary: corporation test coordinator, teacher licensing, hiring substitutes
 - Assist the Superintendent in curriculum, technology, and ordering
- Director of Technology: Proposing the promotion of George Morris to this position
- Radio, TV, Comp. Tech: Increasing duties: Key fobs, ordering
- Data Specialist: Proposed increase of job responsibilities to include:
 - Skyward Student and Financial, Assisting with Title II, III, IV, and summer school grant, bus and lunch Cards, bank reconciliation
- Central Office Receptionist: Position has been replaced by auto attendant (phone) and door attendant (must be buzzed

into the office). Proposing closing the central office from Noon to 1 pm for lunch

- Business Department Positions: Accounts Payable, Payroll Coordinator, Treasurer
- Will have a restructuring of duties (still in process)

All the above information will be further discussed in our executive session.

III. STRATEGIC GOALS FOR 2018 SCHOOL YEAR AND BEYOND -

Mr. Watkins stated that the strategic goals were started in December and put in place so that he could start working with principals to put a building strategic goal in place. I have put in place corporation goals for building our town of Peru. I believe this will be attractive to not only students and parents, but our community as well. Our corporation goals are as follows:

- PCS will ensure educational excellence & equality for every student.
- PCS will provide a safe, positive, and effective learning environment(s) for all students & staff.
- PCS will strengthen school, family, and community engagement(s).
- PCS will have an effective, integrated technology infused climate for management, communication, and classroom instruction.
- PCS will maintain and improve upon our Response to Intervention (current SAIP) practices and expand student interventions for academic and social/emotional growth.
- PCS will fully implement the new Indiana graduation pathway requirements.
- PCS will maintain fiscal integrity and competitiveness in wages and salary and benefits for all employees.

Each building also has their own strategic goals. They are as follows:

Elmwood -

1. 90% of the graduating second grade students will be at grade level on adopted Primary Reading Assessment. (M-Class/DIBELS)
2. 100% of Elmwood students will be taught with Guided Reading and Reader's workshop strategies.
3. 100% of Elmwood students will be taught with Guided Math strategies.
4. 100 % of Elmwood students will work with technology in a one to one setting to facilitate student achievement and classroom management.
5. 100% of Elmwood's curriculum in math and language arts will be mapped during the 2018-2019 school year.
6. Attendance for Elmwood will be at 95% or better for the entire year.

Blair Pointe -

1. Students at Blair Pointe Upper Elementary passage of the language arts portion of the ISTEP+ will increase each year at all grade levels. Students passage of the math portion of the ISTEP+ will increase each year at all grade levels.
2. Blair Pointe Upper Elementary will implement vertical articulation across grade levels as well as curricular boundaries.

3. Guided Reading and Readers workshop training will be provided to 100% of Blair Pointe teachers.
4. Continue the use of technology to facilitate student achievement and classroom management.
5. Review and fully implement the Peru Academic Method
6. Blair Pointe Upper Elementary will incorporate one career-based speaker annually to expose our students to career education.
7. Blair Pointe Upper Elementary will increase student participation in extra-curricular activities.

Peru Junior High School -

1. Peru Junior High School will strive to become a School To Watch based on national criteria such as rigor of teaching, instructional strategies, and curriculum emphasizing essential skills.
2. Peru Junior High School will maintain a positive, educational learning environment by providing an environment our students are proud to attend.
3. Peru Junior High School will continue to grow as instructional leaders and celebrate successes in our building.
4. Peru Junior High School will demonstrate leadership in community engagement by providing clubs and extra-curricular activities to involve students, community members, and staff in the school environment.
5. Peru Junior High School will continue the use of technology to facilitate student achievement and classroom management.
6. Peru Junior High School will continue to improve upon the Peru Academic Model.
7. Peru Junior High School will provide college and career readiness opportunities for all JH students.

Peru High School -

1. Maintain a graduation rate that exceeds the state-average.
2. Create a positive and effective learning environment
3. Increase student and staff participation in extra-curricular activities.
4. Provide college and career readiness opportunities/pathways for all secondary students.

IV. KEY DATA FOR SCHOOL CORPORATION

Mr. Watkins reflected on the achievements of the school corporation, especially with the demographics of our students and economy. He answered questions along the way. Each building level principal will be monitoring their key data very closely. We will provide and share results from the key data. Mr. Watkins stated that a lot of work has gone into this and he's very proud. He also touched on the following:

- Two major assessments
- New I Learn
- Common Principal Goals
 - Being an academic leader
 - Creating a positive climate and culture
 - Effective Communication and Collaboration
- Graduation Pathways to Success
 - Will change pathways to success
 - Graduates must have a high school diploma. They must learn and demonstrate employability skills
- Post-secondary
- I-Step trends

- Peru Academic Method
- Purpose of curriculum mapping
 - Ensure instruction is aligned to Indiana's Content Standards
 - Communicate *what* is being taught, *how* it is being taught, and *why* it is being taught
 - Identify and address gaps and duplications in instruction
 - Provide a sense of ownership and accountability for instruction and assessment
 - Organize content standards, skills, resources, and assessments
 - Serve as the focus of on-going professional development
 - Identify core curriculum priorities at each grade level
 - Instructional improvement and intervention development

VII. ADJOURNMENT

Mr. Watkins wanted to end on a high note. Greatschools.org is a non-for-profit organization and they grade schools. Our rating is a 5-Star rating. If you look at our reviews and data, we are doing great. Overall, we are 7/10. These are great numbers. We have a five-star rating from the public on college readiness. I'm very proud of Peru Community Schools. There are always ways for us to grow, I will find those, and we will implement them as we go. As of right now, I am proud of where we are financially, academically, athletically and with our fine arts. I'm very proud to work with our board. We are in good shape.

With no further business to discuss the work session adjourned at 7:05 p.m.

Secretary,

Charles Wagner

/dc