Superintendent's State of the Schools

Metropolitan School District of North Posey
January 9, 2023

Average Daily Membership

Average Daily Membership ("ADM")

ADM is the number of eligible students enrolled in a school corporation on a particular day ("count day") designated by the State Board of Education. ADM is utilized in the State funding formula to determine the amount of tuition support that the State of Indiana will provide to the school corporation. Increasing or decreasing ADM will impact the amount of funding available to the school corporation.

Since 2014, two count days have occurred – one in September and one in February. For all years displayed but 2018 and 2019, tuition support was adjusted based on each count. For years 2018 and 2019, the February count did not impact tuition support, but the counts are displayed on this indicator for informational purposes.

Beginning with the fall count date for the 2019-2020 school year, school corporations differentiated between students that receive instruction in-person and students that receive instruction virtually. The level of tuition support differs for those students attending virtually. For the 2020-2021 school year, students receiving instruction virtually due to COVID-19 are included in the in-person count for the purposes of this indicator, as tuition support funding for these students is the same as students attending in-person.
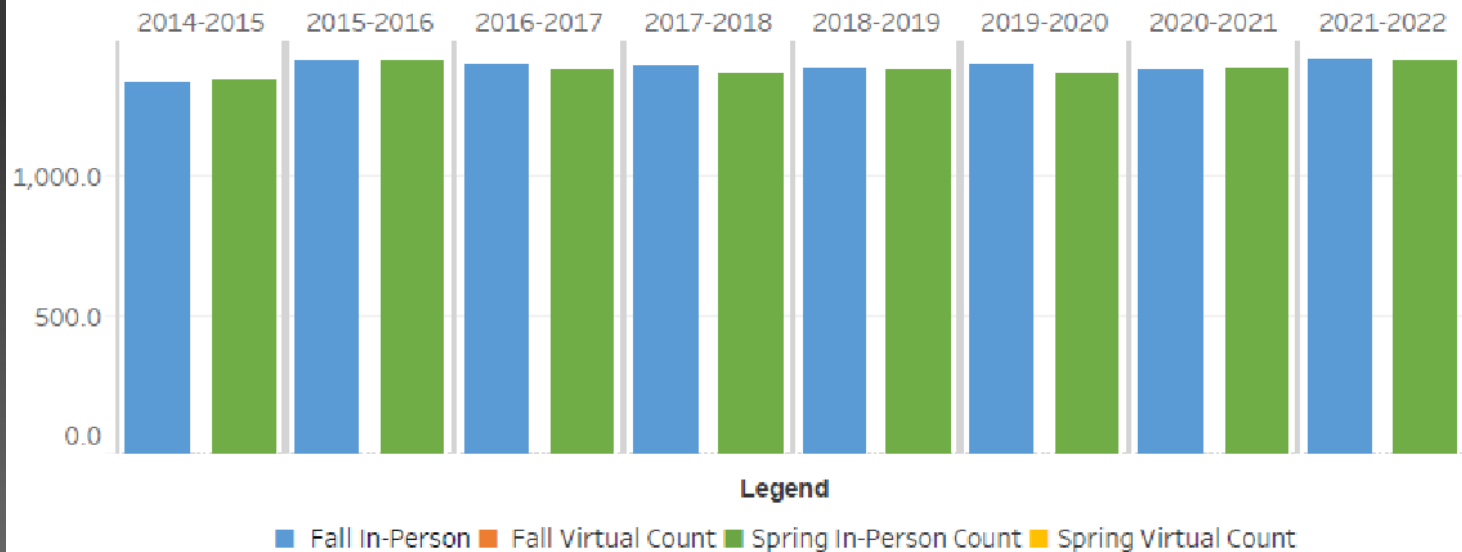
Time Of Year
All

Virtual v In Person
All

Average Daily Membership ("ADM")

Legend

■ Fall In-Person ■ Fall Virtual Count ■ Spring In-Person Count ■ Spring Virtual Count
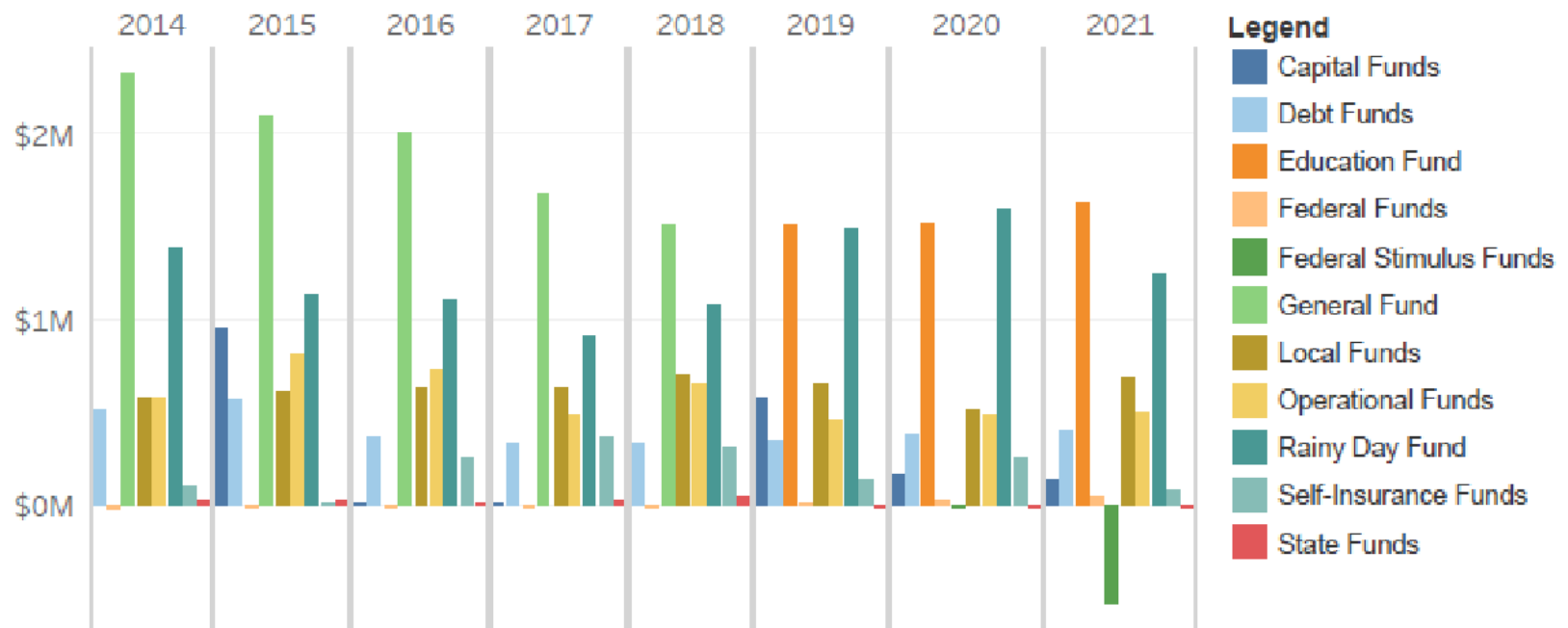
Fund Balances for the District

Fund Balances
Fund Balances as of December of the calendar year listed.

Select Funds by Fund Classification: Classification v Sum
All   Classification

Annual Deficit/Surplus

Annual Deficit/Surplus

This indicator provides a comparison of revenue to expenditures on a calendar year basis, including whether the school corporation had an operating deficit or surplus for that year. **Exceptions can be transfers from one fund to another or adjusting entries for accounting purposes.** Fund balance is also included to assist in identifying situations in which the school corporation utilized existing fund balances to fund expenditures.

Select Funds by Fund Classification:
All

Annual Deficit/Surplus

Legend
- Revenue Exception
- Revenue
- Expenditure Exception
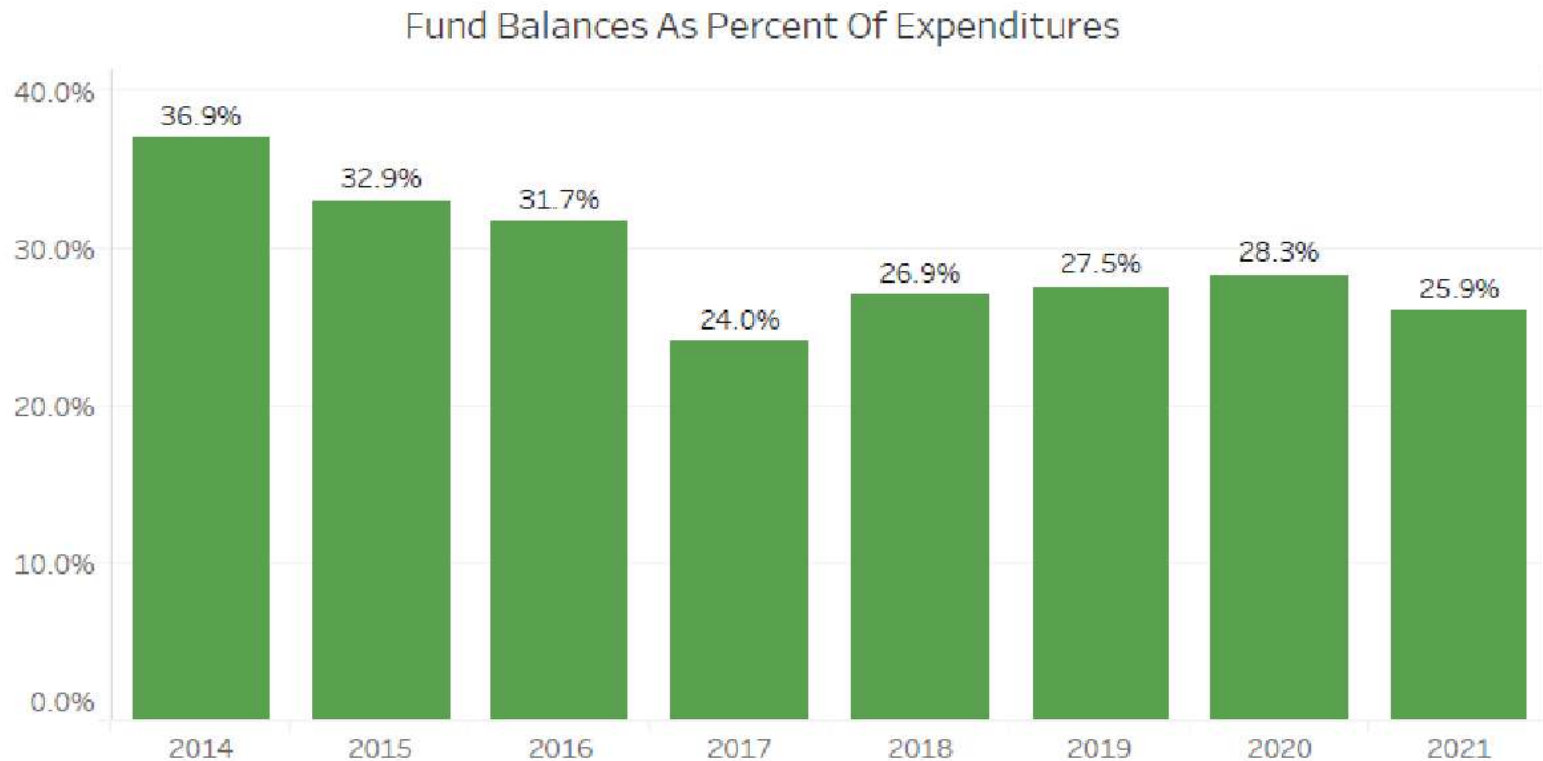- Expenditure
- Deficit Surplus
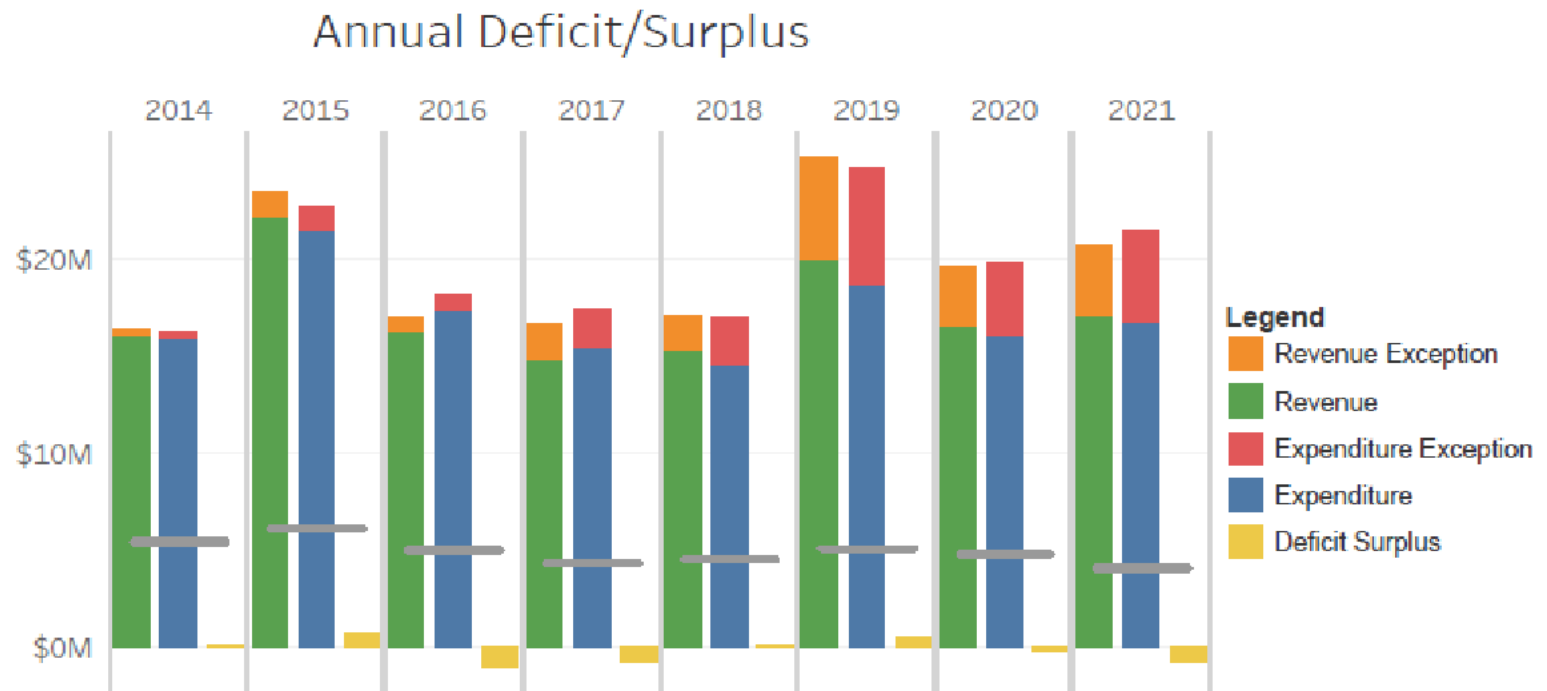
Fund Balances as Percent of Expenditures

Fund Balances as Percent of Operations Expenditures

This indicator considers the ability of the school corporation to maintain operations in the event of delays in revenue by utilizing existing fund balance to fund operations. Fund balances for this metric include the Education Fund, General Fund, Operating Referendum Fund, Operational Funds, and Rainy Day Fund

Select Funds by Fund Classification:
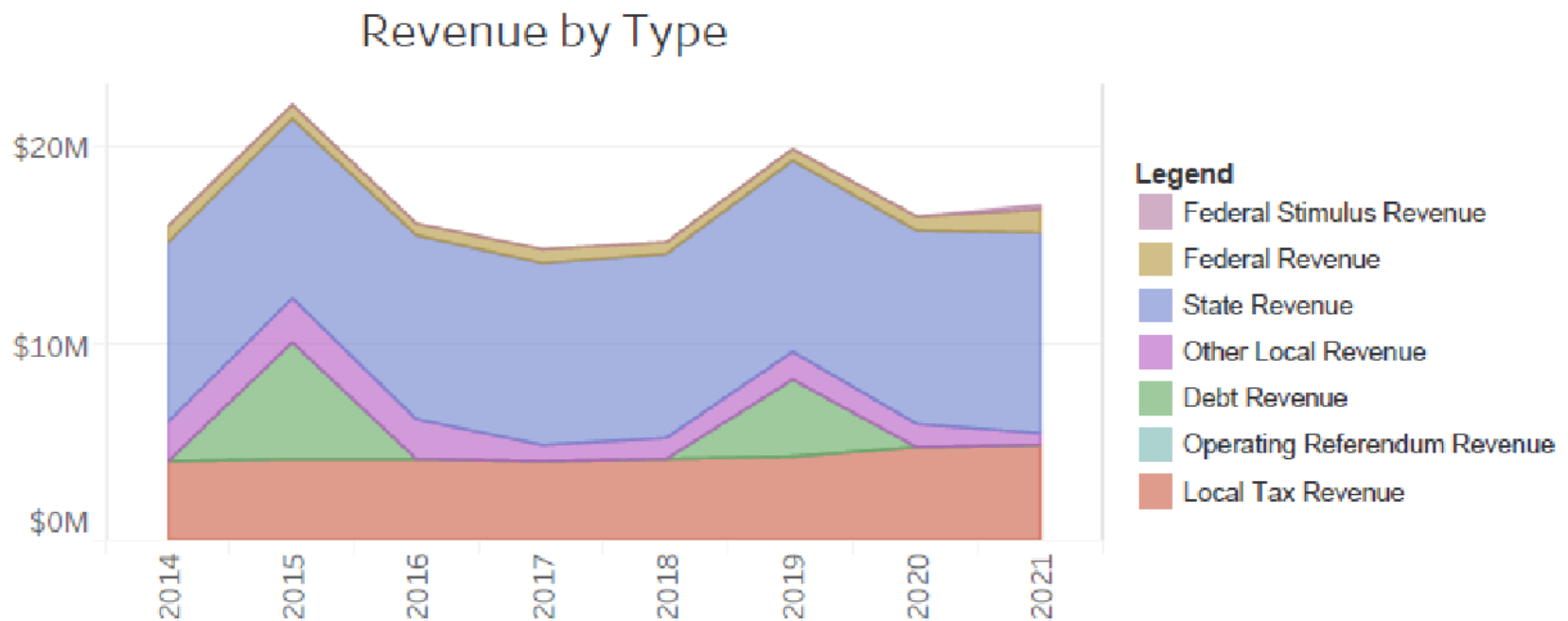All

Fund Balances As Percent Of Expenditures

Year	Percent
2014	36.9%
2015	32.9%
2016	31.7%
2017	24.0%
2018	26.9%
2019	27.5%
2020	28.3%
2021	25.9%

Revenue by Type

2022-2023 Demographics

- Enrollment:
  - September 16: 1389.24
  - Current: 1379
- Free and Reduced Lunch: 28.2%
- Special Education Population: 18.2%
- English Language Learners: 0.1%
- Number of Certified Staff: 100
  - 79% Highly Effective
  - 19% Effective
- Number of Classified Staff: 125

Current Financial Health

- Education Fund Balance: $1,880,275.50
- Operations' Fund Balance: $1,086,638.89
- Rainy Day Fund Balance: $1,244,452.85
- Per Pupil Expenditure
  - 2020: $8,593.88 (Indiana $9,193.68)
  - 2019: $8,535.94
- 2023 Budget
  - Assessed Values:
    - 2023 Assessed Value: $584,037,526
      - Increase: $95,436,615
    - 2022 Assessed Value: $488,600,911
    - 2021 Assessed Value: $484,868,940
  - Rates:
    - 2023 Rate: 0.9691
    - 2022 Rate: 0.9337
    - 2021 Rate: 0.9273

Current Financial Health

- Levy:
  - 2023: $5,576,530
    - Difference: $1,085,832
  - 2022: $4,490,698
  - 2021: $4,417,689
- Debt:
  - 2010 Bond: $1,489,000; Payoff: 2024
  - 2015 Bond: $5,507,000; Payoff: 2033
  - 2019 Bond: $9,998,000; Payoff: 2038
  - 2022 General Obligation Bond: $1,518,918.65; Payoff: 2024
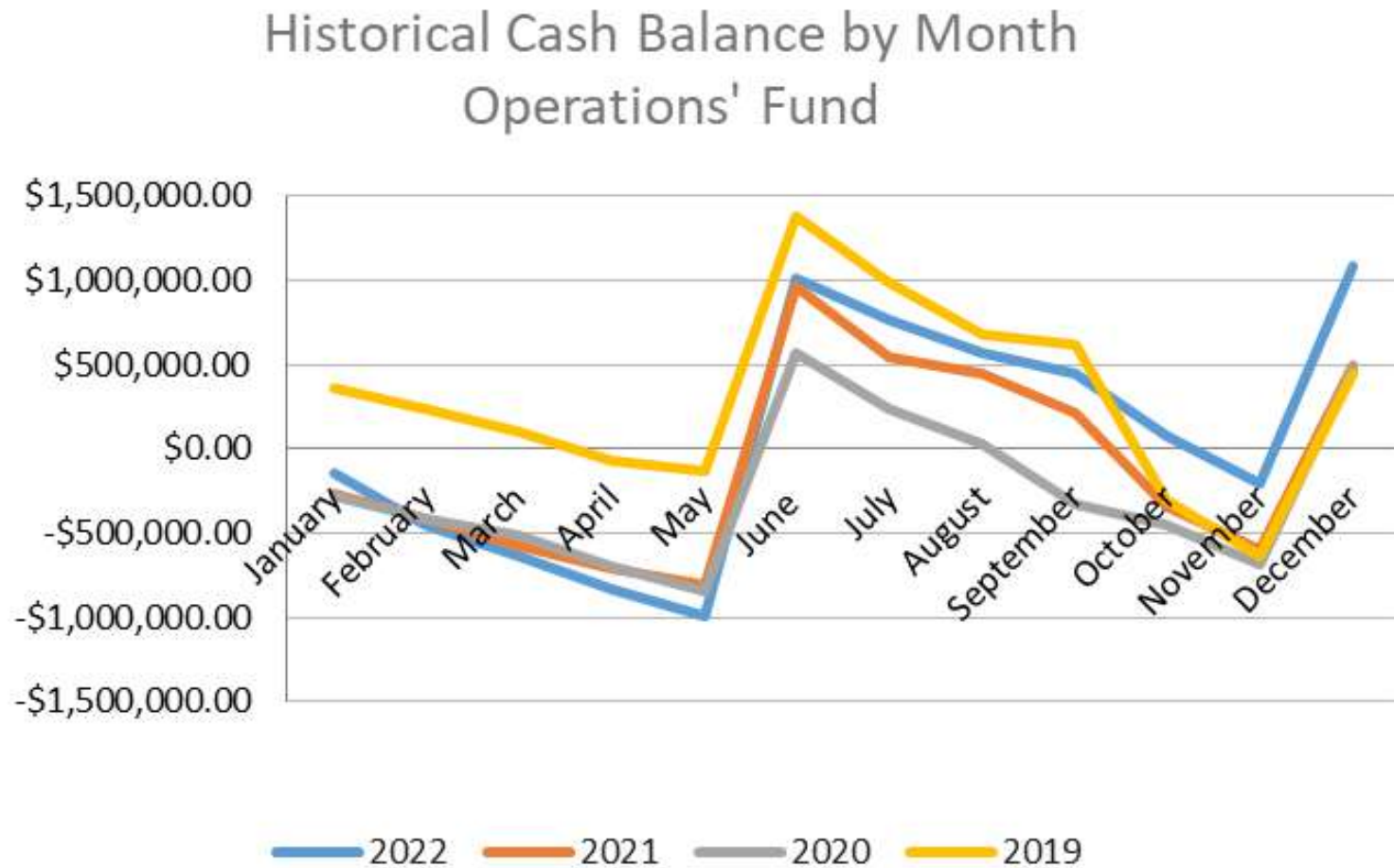- Additional Funding:
  - ESSER I, ESSER II, and ESSER III

Education Fund Historical Cash Balance

Historical Cash Balance by Month
Education Fund
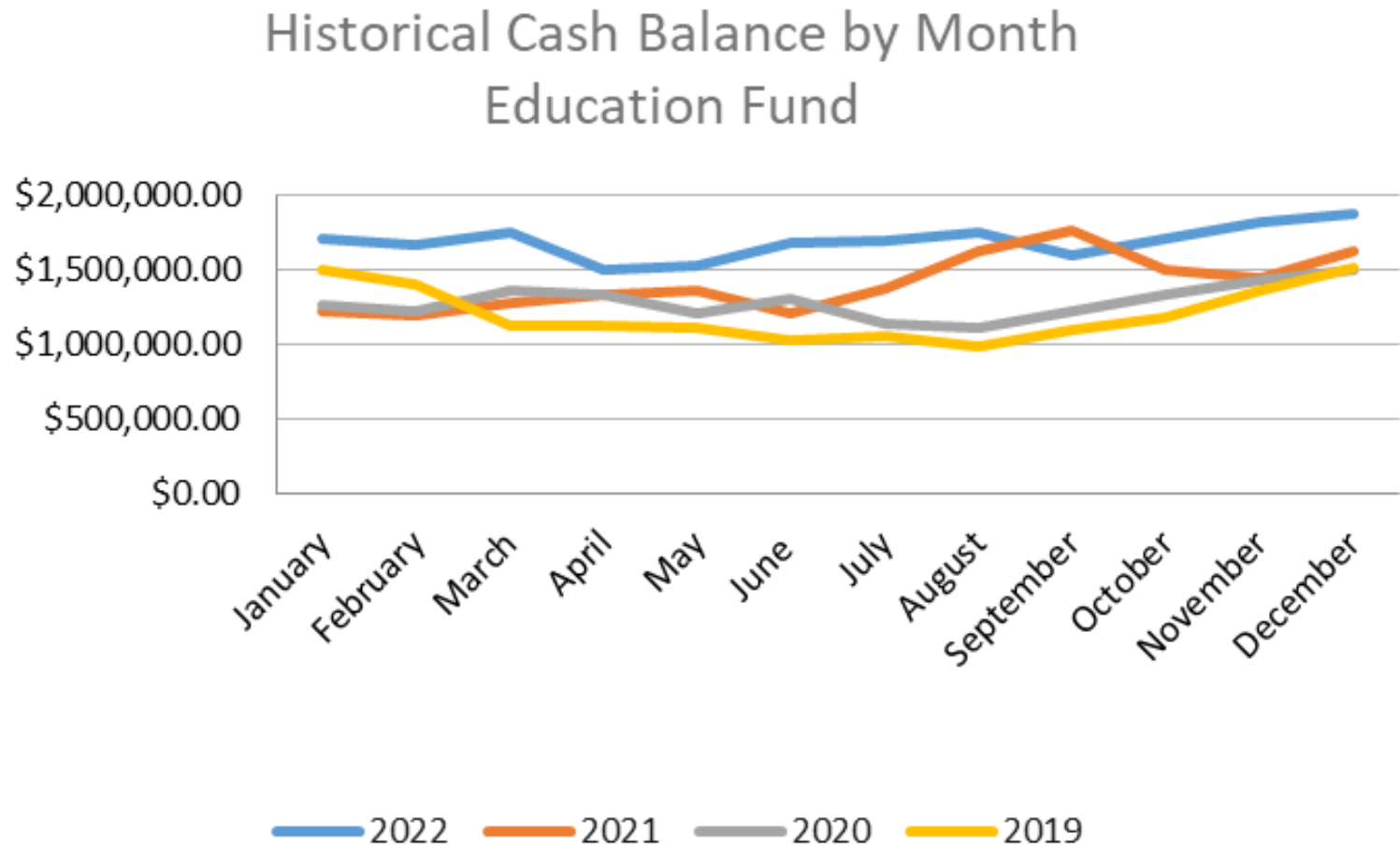
Operations' Fund Historical Cash Balance

Historical Cash Balance by Month
Operations' Fund

Challenges and Opportunities for Education Fund

- ⊙ Challenges
  - ⊙ Sustainability of ESSER Funded Projects
    - ⊙ Elementary Counselor
    - ⊙ Career and Technical Education Coordinator
    - ⊙ Preschool Teachers
  - ⊙ Enrollment
  - ⊙ Cost of Qualified Candidates
  - ⊙ Salary Schedule Inconsistencies
  - ⊙ Rising costs of benefits
  - ⊙ Ongoing Transfers to the Operations' Fund – 15%
- ⊙ Opportunities
  - › Grant Opportunities to Support Instructional Programming
  - › State Revenue and Budget: Proposed 6% Increase

Challenges and Opportunities for Operations' Fund

- Challenges
  - Age of Facilities
  - Remodel of Special Education Classroom
  - Electrical and Natural Gas Expenses
- Opportunities
  - General Obligation Bond
  - Grant Opportunities – Department of Energy

Goal #1: We will create a dynamic and innovative educational experience driven by a whole-student approach.

Action Items	BASELINE Success Measure FY22 (June 30, 2022)	YEAR ONE TARGET FY 23 (June 30, 2023)
Successful implementation of curriculum mapping. (K-12)	Began mapping with ELA K-12	MA (K-12), Sci (6-12), Implementation of ELA (K-12)
Develop a culture of rigor.	Measure understanding of Depth of Knowledge (DOK)	Develop digital DOK professional development videos and resource folder
		Pilot peer observations
		Administer Panoramic Survey 3 - 12
Support and grow mental health support for staff and students	Identify opportunities and audit current practices.	InCompassing Education to provide Trauma Informed Training and Restorative Practices Survey?
Develop K-12 CCR initiatives influenced by a STEM approach.	Partnered with SIEC to hire a CTE Director with emphasis on building 4-year plans for students beginning in 6th grade	Develop CCR program with Nix Companies for high school students
		Build additional pathways
		High Ability Committee revise programing K - 12

Goal #1: We will create a dynamic and innovative educational experience driven by a whole-student approach.

- Curriculum Mapping Progress Update
  - JH/HS mapped math curriculum first semester
  - ELA curriculum maps implemented since the start of the school year.
  - Elementary mapping math second semester
- Culture of Rigor
  - Committee developed Depth of Knowledge folders to share with district
  - Continue to build resources for staff
  -

Goal #1: We will create a dynamic and innovative educational experience driven by a whole-student approach.

- **SEL for staff and students**
  - › SEL PD through Incompassing Education
  - › Incompassing Education provide restorative practices survey

- **K - 12 CCR Initiatives**
  - › High School continues to work with Nix to develop CCR program
  - › Process to apply for Early College Credentials has started.
  - › High ability teachers provided with PD this year to assist with revision of curriculum

Goal #2: We will inspire a culture of investing in our professionals to impact learning and innovation.

	FY22 (June 30, 2022)	FY 23 (June 30, 2023)
We will build leadership capacity across the district	Develop a current list of leadership opportunities	Assess and define current leadership opportunities across the district
		Develop policies and procedures surrounding committee selection.
Success Measures		
Develop a culture of Learning	Hrs.Committed to PD: 10 hrs _____ _	Develop a PD calendar (offer on website) and way for teacher to communicate areas of interest/need
	Amount spent on PD: $60,000 _____ _	INcompassing Education - present 3 session introduction to SEL: **Assess and develop Professional Learning Communities**
	Use 21-22 PD survey response, School Improvement Plans, Student Achievement Data	Develop new learning opportunities *(peer observations, teacher/admin swaps, conferences, etc.)
Success Measures		

Goal #2: We will inspire a culture of investing in our professionals to impact learning and innovation.

	FY22 (June 30, 2022)	FY 23 (June 30, 2023)
Attract and retain high quality candidates	Conduct audit of current staffing: Total staff, % highly qualified teachers, dual credentialed teachers, total years of experiences (by building), % of new hires with 1 or more years of experience, % of new teachers participating in mentorship program, # of mentor teachers, Climate and culture survey data, # of employee appreciation events.	Assess and develop teacher cadet program
		Staff retention will be 95% (exceeds expectations, 90% (meets expectations), and less than 90% (needs improvement)
		Participate in the 3E grant to build a teacher education pathway
Success Measures: Set goals surrounding retention, increase of degrees, and students graduating with desire to enter educational field		

Goal #2: We will inspire a culture of investing in our professionals to impact learning and innovation.

Current Progress - <u>Build Leadership capacity across the District</u> and <u>Develop a Culture of Learning</u>

1. Create North Posey version of C.P.U. (Connected Pursuits University)
   a. This program is based on the PD model currently being implemented at Crown Point HS
   b. Can be easily altered to meet the needs of our entire district
2. Create Professional Learning groups that represent the entire district (New/Veteran teachers, Elem/Middle/High School teachers, variety of subjects, etc.)
3. PD Groups:
   a. Groups would be led by the principals as well as teacher leaders
   b. Groups would meet for 30 minutes one time per month
   c. All groups would cover the same topic and complete same activities

Goal #2: We will inspire a culture of investing in our professionals to impact learning and innovation.

Current Progress - Build Leadership capacity across the District and Develop a Culture of Learning

4. PD committee will meet throughout this semester to create a monthly calendar of topics. Example:
   a. August - connectivity within the classroom
   b. September - Rigor - What does it look like? How do I incorporate it in my classroom?
   c. October - Student Apathy - How do I combat it in my classroom? My school? My district?

The Goal - Create a Professional Development plan that is relevant to all teachers within our district.   A plan that allows our teachers to work with, learn from and support their colleagues. A plan that allows administration to support and build the leadership abilities of our teachers while also working to meet the needs of all teachers across our district.   Most importantly, create a plan that equips teachers and administration to better serve the needs of all North Posey students from grades K-12.

Goal #3: We will embrace community involvement for engagement in district successes

	FY22 (June 30, 2022)	FY 23 (June 30, 2023)
We will increase student opportunities in the community	Audit of community partnerships. Who, what, when, and how for each partnership.	TBD increase of partnerships
	Audit current service projects, build goals to inform plan.	Develop implementation plan to build a culture of service across the District.
		Build community internship model.
Success Measures		Development of Opportunity Magazine
Promote the District to our community	Audit current communications and marketing strategies.	Develop a communications and marketing plan.
		Hire marketing/communications intern to begin to implement plan.
		Develop a master list of building level activities for community engagement.
Success Measures		Distribution of 2-3 flyers to the community
		Develop 9 teacher focus videos for marketing

Goal #3: We will embrace community involvement for engagement in district successes

Current Community Partners - Result of Survey

- Junior Achievement
- Relay for Life
- Riley Children's Hospital
- Kids Caring and Sharing
- Posey Co. Soil and Water
- Posey Co. Extension
- Hoosier Salon Art Gallery
- Evansville Museum
- Holly's House
- Habitat for Humanity
- Tri-State Food Bank
- Department of Child Services
- Ireland Home Based Services
- Pearison Inc.
- Honor Flight of Southern Indiana
- American Red Cross

- Countrymark Co-Op
- Expressway Automotive Family
- Nix Companies
- Bradley Stevens, Inc.
- Curtis Maruyasu America, Inc.
- MAGIC after school program
- Poseyville Masonic Lodge
- Ronald McDonald House
- Tobacco Free Posey County
- Posey County Sheriff
- Indiana State Police
- Posey EMS / Local Fire Departments
- Albion Fellows Bacon Center

- RGRG
- Big Brothers Big Sisters
- Ivy Tech Community College
- University of Southern Indiana
- University of Evansville
- Kiwanis Poseyville
- STEM / Career Fair Business Partners
- Hirsch's Grocery Store
- Harmonie State Park
- PEERS

Goal #3: We will embrace community involvement for engagement in district successes

Current Progress - Marketing

- Marketing consultant hired by district beginning Fall, 2022 - Casey Voelker
- District employee of the month program established - Fall, 2022
- Steps taken to align branding consistency throughout the district
  - Standardization of logos
  - New district Facebook page
- Enhanced website - District and School levels through Mambo schools

Goal #3: We will embrace community involvement for engagement in district successes

Current Progress - Community Engagement

- Grandparents' night (ST and NE)
  - improved advertisement
  - Food
  - Bingo
- 2nd Annual Fall Homecoming Parade
  - Continued success and development
- Trunk or Treat (ST)
- 1st Annual Parents' Night Out
  - Sophomore class fundraiser
- 1st Annual Spirit of Christmas Toy Drive and Santa visits
  - Christmas tree representing each school and district
  - Ornament activity of each school

- High school "Cookies and Ornaments" activity after school event
- Food Drive
  - HS and Jr HS Student Councils
- College Counseling Night
  - Community outreach event sponsored by NPHS Academics
- Candy Cane Market (NE)
- Veterans' Day Programs
- Family Fun Night
  - North Elementary Spring event

Goal #4: We will responsibly manage our budget, operations, and enrollment.

◉ Progress Update

- ◉ Increase Cash Balance of Education Fund by 2%.
  - › January 1, 2022: $1,624,687.23
  - › January 1, 2023: $1,880,274.58
  - › Increase of 13.6%

◉

◉ Future Plans

- ◉ Meet with PR to determine format for financial communication tool.

- ◉ Develop a tool to tag budgetary expenditures to strategic plan.

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