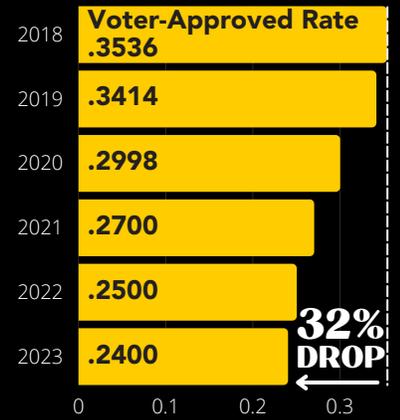




Referendum Progress Report

WINTER 2023



Declining Tax Rate

We are proud to have been successful in addressing our 2018 referendum priorities while lowering the approved tax rate by a total of 32%.

In 2018, Avon-Washington Township voters supported an Operating Referendum. Thanks to the support of our community, we have been able to successfully address three priorities:

- **dramatically improved class sizes,**
- **meaningful raises for teachers and support staff, and**
- **increased supports for our growing student body.**

Referendum funds are **not** used for construction and renovation projects, transportation needs, administrative positions, or technology upgrades. Learn more at avon-schools.org/about.

Reduced Class Sizes

Positions	Results
Elementary (K-4) 38 PreK-4th Grade Teachers 3 Related Arts Teachers 1 Special Education Teacher 2 Instructional Coaches 2 Counselors 2 Innovation Specialists 48 Total Added Positions	Average Class Sizes Current Target Kindergarten 21 22 Grades 1-4 21 25 Full-Time Related Arts Teachers Instructional Coaches School Counselors in ALL elementary schools
Intermediate (5-6) 15 Teachers 4 Related Arts Teachers 2 Special Education Teachers 1 Instructional Coach 2 Counselors 1 Innovation Specialist 25 Total Added Positions	Reduced Class Sizes, Special Ed. Teacher & Counselor Caseloads Average Class Sizes Current Target Core Academics 23 25 Full-Time Band Teachers Orchestra Teachers Choir Teachers in BOTH intermediate schools
Middle School (7-8) 21 Teachers 1 Related Arts Teacher 3 Special Education Teachers 25 Total Added Positions	Reduced Class Sizes, Special Ed. Teacher & Counselor Caseloads Average Class Sizes Current Target Core Academics 24 25
High School (9-12) 27 Teachers 1 English Language Teacher 2.5 Performing Arts Teachers 5 Special Education Teachers 2 Counselors 37.5 Total Added Positions	Reduced Class Sizes, Special Ed. Teacher Caseloads Increased Performing Arts Support Student Career & Internship Support 85-100 students supported

Teacher Compensation



Rising Teacher Salaries

Between 2017, the year before the referendum passed, and 2022, starting teacher pay has grown by 25%. Top teacher pay is up 16% in the same timeframe.



Increasing Stipends

Coaches and club sponsors received an increase in their stipends.

Student Supports & Activities



Additional Support Staff

K-6 Assistants

- 6 English Language
- 10 Special Ed.
- 7 Kindergarten
- 5 Interventionists
- 1 Media
- 3 Field Techs

7-12 Assistants

- 3 English Language
- 3 Special Ed.
- 1 Media
- 1 Clerical



Consistent School Resource Officers

The Referendum pays for one of our district's seven School Resource Officers.



Expanded Extracurricular Activities

Grades K-6

- Additional Clubs and Opportunities
- Increased Support for the Outdoor Learning Center

Grades 7-12

- 60 AHS Clubs
- 20 Clubs at each MS
- 2 MS Asst. Football Coaches
- 2 MS Asst. Track Coaches
- MS Baseball & Softball Coming in 2023-24



We pledged to keep the tax rate as low as possible for our taxpayers. We are very proud to have addressed referendum priorities while lowering the tax rate each year. We have lower class sizes, more competitive teacher pay, and increased opportunities for students. I am so thankful to live in a community that invests in our schools and students.

Scott Wyndham, Ed.D.
SUPERINTENDENT



The referendum provided much-needed improvement for Avon Schools. Community support has resulted in improved academics, smaller class sizes and increased program support have led to healthier classroom environments, and more competitive pay has allowed us to attract and retain high-quality,

dedicated teachers. We are committed to continue providing sound stewardship over the funds entrusted by taxpayers. It's an honor to serve and live in this community.

Sheila Glass
CHIEF FINANCIAL OFFICER



The referendum has allowed us to ensure each school has at least one full-time counselor available to students. Before the referendum, there were 19 school counselors in Avon, and now we have 25. School counselors provide critical services. They support emotional regulation, facilitate social

skill development, teach conflict resolution, and foster growth mindsets. Because counselors help students learn healthy and safe strategies to manage emotions and relationships, students are better able to engage with the amazing instruction their teachers provide.

Krista Fay
SCHOOL COUNSELING & MENTAL WELLNESS COORDINATOR



I supported the referendum to ensure the quality of education the children in our community receive is the very best. Hiring and keeping quality teachers and giving them proper classroom sizes and tools was critical. The other reason was to ensure that our property values are maintained and even

increased. Folks move to Avon and Washington Township because of Avon Schools. If education quality remains high, the appeal of living in the community remains high, too. With the assessed valuation increasing considerably in recent years, it's obvious referendum dollars made a difference.

Don Hodson
WASHINGTON TOWNSHIP RESIDENT



I have had a unique view of our community since I began building the Avon Orchestra program from scratch over 16 years ago. I have seen firsthand the daily miracles that the Avon Performing Arts Programs create for kids not only at AHS but in all our schools. In recent years, the referendum has

helped those miracles continue happening, making a profound impact on our programs, teachers, and students!

Dean Westman
PERFORMING ARTS DEPARTMENT CHAIR, DIRECTOR OF ORCHESTRAS, AHS

Beyond the Numbers

We asked several educators, administrators, and community leaders to describe how the referendum has impacted them, the students in their classrooms, and the community.

Here's how the referendum is making a difference.



As a Special Education Teacher, the referendum has given me the opportunity to build better relationships with my students and families. My caseload of students decreased by five students with the addition of two new teachers funded by the referendum. This allows me more time and

energy to make a bigger impact on education and emotional well-being in school.

Jamie Nibbs
MILD DISABILITIES TEACHER, AVON HIGH SCHOOL



The referendum has made a significant difference for middle school students and teachers. Before the referendum, middle school classes had 30-35 students each. With the successful passing of the referendum, we now have about 25 students in every class.

This allows students easier access for teacher help and support. Middle school teachers used to teach about 165 students each day and now they teach about 125 students every day.

Dan Chapin
PRINCIPAL, AMS SOUTH



As a parent and teacher, I have a unique perspective of life before and after the referendum. Prior to 2018, meeting the needs of all the students was extremely hard because intermediate classroom sizes were at 31, with some up to 33 or 34. Since the referendum, our classroom sizes are at 24.

This is such a big difference. It makes for better classroom management, small group interventions, and one-on-one work with students. The kids also have so many more activities and clubs that they're able to participate in since the referendum. This helps the kids feel connected, which is important with a large school. The referendum has impacted my own children and my students in many positive ways, and many other teachers and parents I know feel the same.

Michelle Howard
6TH GRADE LANGUAGE ARTS & SOCIAL STUDIES TEACHER, AIS EAST



Before the referendum passed, I had 30 students in my class for many years. I was constantly in survival mode. While I never felt like my classroom was unsafe, I was always concerned how I would take care of that many students in the event of an emergency. In recent years, I have had 19 to

22 students in my class. I am better able to meet the needs of all my learners and learning is more manageable for everyone who is involved.

Janet Craig
KINDERGARTEN TEACHER, MAPLE ELEMENTARY



AVON COMMUNITY SCHOOL CORPORATION

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