



Welcome Back 2015

Is it Time to Get Out of the Boat?

August 31, 2015
Edward Graham, Ph.D.

Staffing Changes

Retirements, Resignations, and Leaves:

- Lisa Conrad
- Laura Dawson
- Sue Gray
- Julie Kane
- John Lund
- Cindy Newvine
- Rochelle Stall

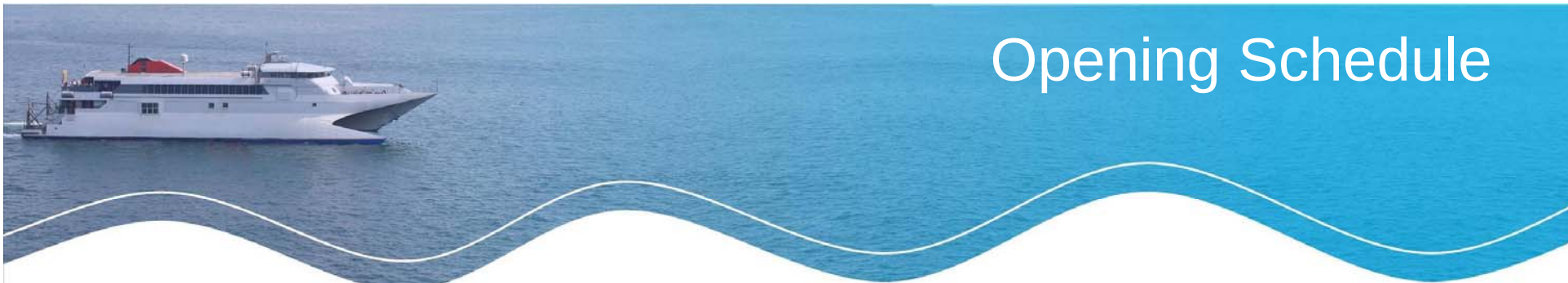
Transfers:

- Jennifer Sweigart to 5th Grade

New Hires:

- Patricia Birchmier – Food Service
- Erin Ciesielski – ELA at KHMS & HMHS
- Shawn Compton – School/Home Coordinator (Carter & Choice)
- Lloyd Dickinson – Transportation
- Ben Dennings & Alli Switalkski – Auditorium Technicians
- Kim DiMeglio – Athletic/Assistant Principal Secretary
- Carrie Kovach – 2nd Grade
- Amy Miglinas – School Success Coordinator at KHMS
- Angela Oliver – Elementary PE
- Jan Reinhart - Paraprofessional
- Diane Ruddy – KHMS Counselor
- Luann Szukhent - Paraprofessional





Opening Schedule



Facilities

- Buildings look great! Thanks to our custodial/maintenance staff
- HVAC work continues

Technology

- Housekeeping...
- Server upgrades
- Reimaging and deployment of nearly 100 computers
- Pilot of Chromebooks

Curriculum

- \$100,000+ of new math materials (K-8)





Required Annual Certifications and Safety Awareness

Constitutionally Protected Prayer

The U.S. Department of Education (USED) requires that each local or intermediate school district or public school academy, as a condition of receiving funds under any portion of the Elementary and Secondary School Act (ESEA) of 1965 as amended, annually certify, to the state agency, that it has no policy that prevents, or otherwise denies participation in, constitutionally protected prayer in public schools.

MDE is required to provide the USED a list of all districts not providing MDE with this certification. A district's failure to submit the required certification may result in the district's loss of funding under ESEA.

Eye Protective Devices

State law requires all public schools and public school academies to provide adequate eye protective devices for students enrolled in courses where danger to the eye exists [MCL 380.1288]. Administrative Code Rules governing Eye Protective Devices require that all public schools and public school academies certify compliance with this requirement.

Constitution Day

Public Law 108-447 requires all educational institutions receiving federal funds to hold an educational program on the United States Constitution on **September 17, 2015**, for the students served by the educational institution.

Bloodborne Pathogen Training

The Nuts & Bolts



Purchasing and Cash Management

- **All purchases** – internal, external, grant funded, etc. – need prior approval via the purchase order process. When in doubt – ASK
- Requesting a purchase order early is always better than late (or not at all)
- We are not in the business of “No”
- The theory of *“It’s easier to ask for forgiveness than permission”* does not apply with public funds.
- Invoices trigger payment
- Don’t keep cash – use deposit slips
- Just because we are public employees - avoid all appearances of *“evil-doing”*



Reporting Absences

- MEA members report absences via AESOP
- All other employees call LeeAnn Bloomfield at **8816** during the school day (6:00 a.m. to 3:30 p.m.) or **810.592.8816** at other times. Leave full name, building, and hours/start time.





Material Safety Data Sheets

New Hazard Communication Standards (HCS) require chemical manufacturers, distributors, or importers to provide Safety Data Sheets (SDSs) (formerly known as Material Safety Data Sheets or MSDSs) to communicate the hazards of chemical products. This standards must be met by **June 1, 2015**.

The district must also compile a comprehensive list of all the products used by the district and make it available to all employees no later than **June 1, 2016**.

We have already started the task of compiling the SDSs and are loading them into an online notebook that will be accessible through our webpage. In order for us to meet the Hazard Communication Standards and our commitment to the safety of all employees and students,

We need your help!

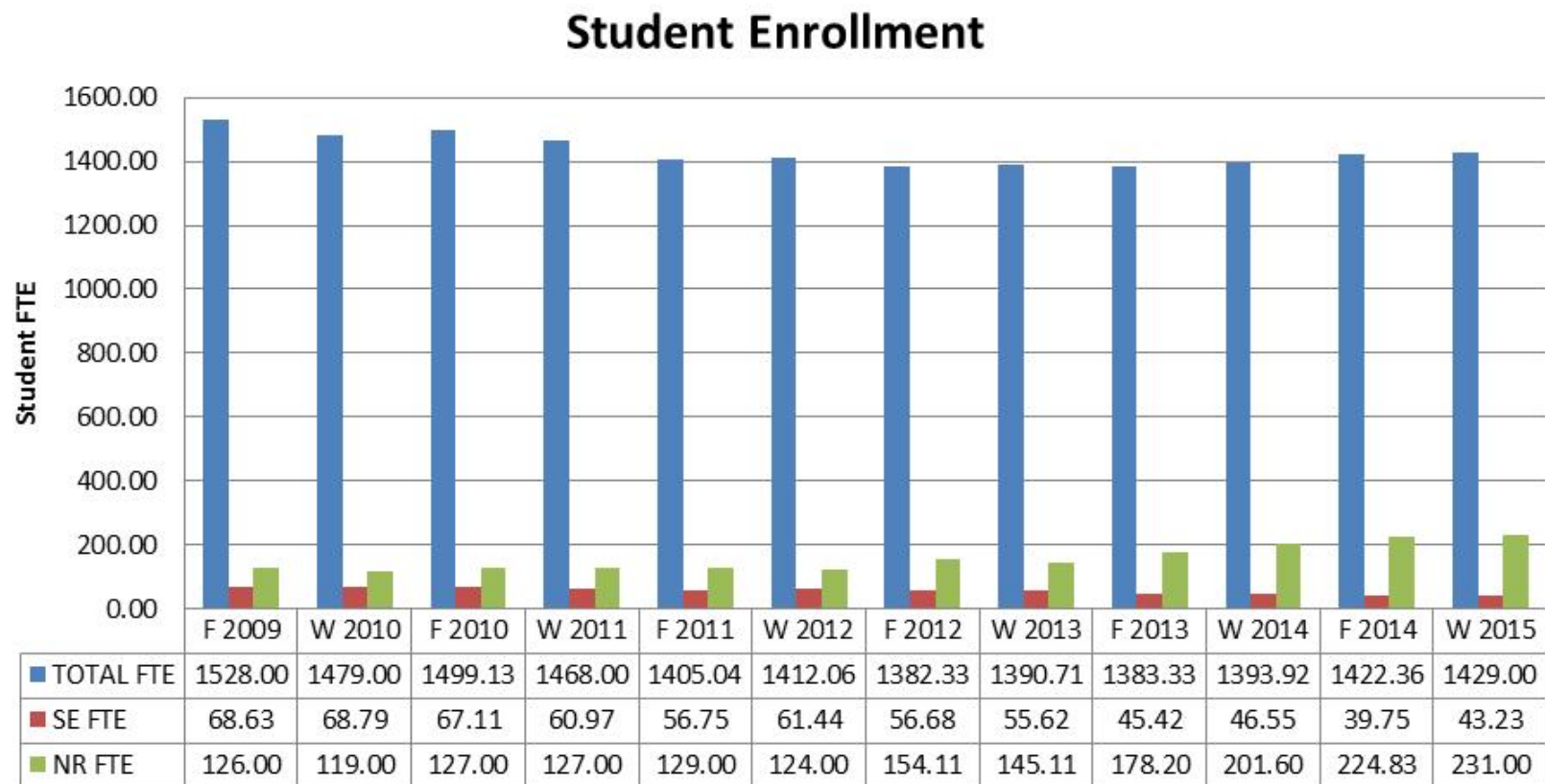
Any product(s) that you receive that contain potentially hazardous chemical materials should also come with a MSDS or SDS. **When you receive those sheets, PLEASE send them directly to Mrs. Mary Anne Kilbourn at Kuehn-Haven Middle School** who is working to compile the list of hazardous materials in our online notebook.

See MSDS Management link on the district webpage

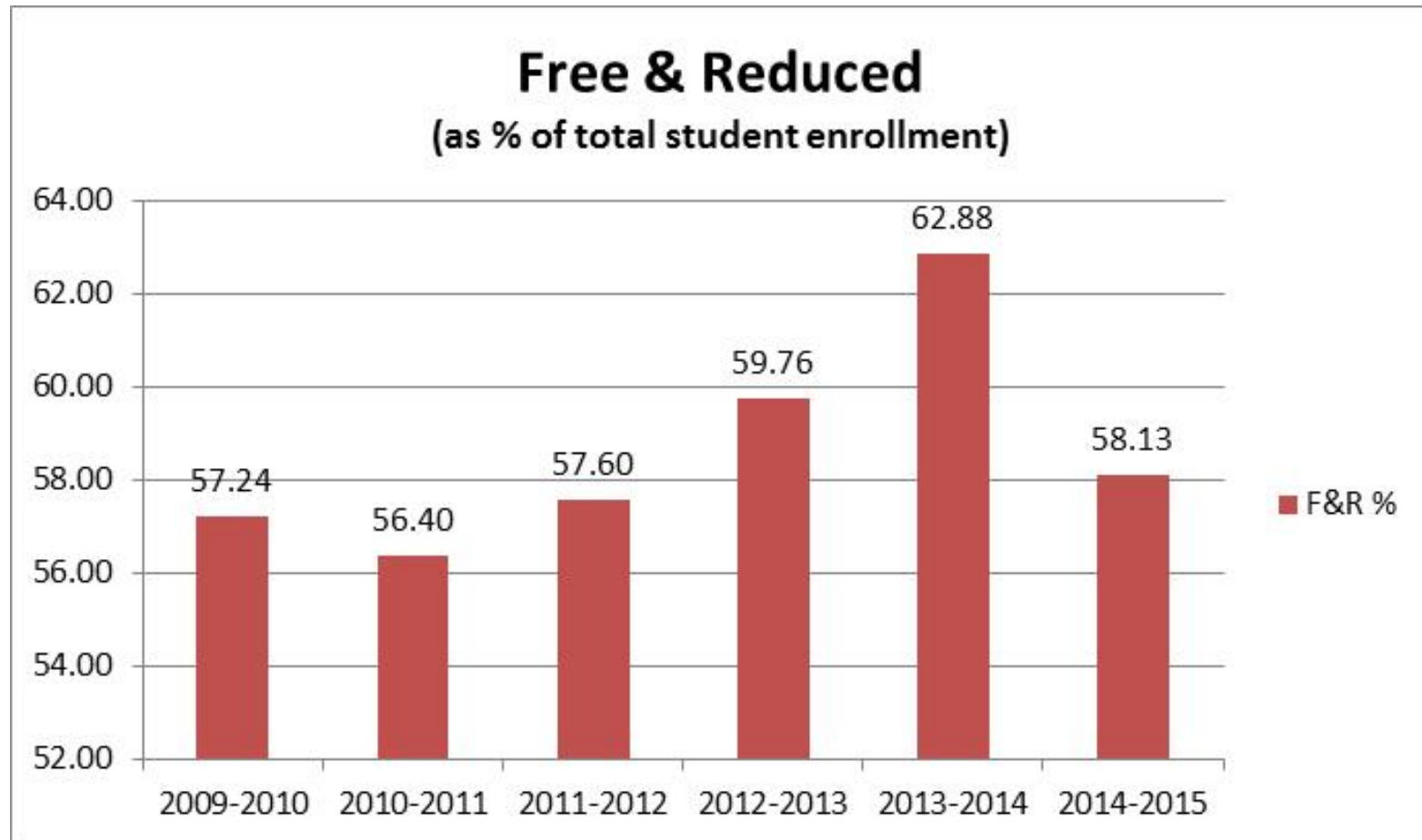
Student Enrollment History

Grade ⁽²⁾	2014-2015		2013-2014		2012-2013		2011-2012		2010-2011		2009-2010	
	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter
K	117.12	112.82	103.32	100.01	91.67	94.96	99.40	100.13	88.36	88.43	79.69	80.22
1	99.67	100.04	86.49	84.52	90.61	89.14	88.01	89.28	103.00	100.79	110.69	108.11
2	77.64	76.10	83.07	83.20	91.98	92.18	80.35	83.36	95.29	98.27	101.86	101.76
3	85.69	87.86	87.62	90.43	80.71	83.76	97.83	99.76	107.60	109.19	104.09	100.47
4	97.60	95.35	86.02	88.00	99.20	99.40	113.08	116.08	104.98	106.81	107.70	106.23
5	87.60	88.65	92.96	92.41	113.47	113.13	98.06	98.68	106.07	106.48	103.00	102.38
6	94.14	95.49	114.18	111.95	92.69	94.67	103.89	105.73	110.33	104.72	110.62	109.45
7	113.01	111.74	94.76	95.43	106.28	111.11	103.79	108.01	113.23	110.47	119.68	119.68
8	99.70	96.33	106.48	102.75	108.97	108.85	110.56	108.26	120.08	114.82	101.71	101.30
9	108.64	112.55	106.66	107.39	117.34	118.99	107.59	104.33	113.68	106.25	134.02	117.81
10	111.97	116.17	123.14	127.11	99.84	103.61	109.48	107.80	119.24	117.35	128.21	119.74
11	133.18	134.61	107.43	113.06	106.23	104.00	108.09	108.04	117.95	115.25	140.46	132.24
12	156.65	158.06	145.78	151.11	126.66	121.29	128.16	121.16	132.21	128.20	117.64	110.82
Spec. Ed.	39.75	43.23	45.42	46.55	56.68	55.62	56.75	61.44	67.11	60.97	68.63	68.79
TOTAL FTE	1422.36	1429.00	1383.33	1393.92	1382.33	1390.71	1405.04	1412.06	1499.13	1468.00	1528.00	1479.00
Non-Resident	224.83	231.00	178.20	201.60	154.11	145.11	129.00	124.00	127.00	127.00	126.00	119.00
F&R % ⁽³⁾	58.13%		62.88%		59.76%		57.60%		56.40%		57.24%	
Notes:												
(1) Data reflect audited counts (DS4120)												
(2) Grade level data reflect general education enrollment only												
(3) Free and reduced data (F&R) based upon February SM-4012 Report												

Student Enrollment History



Student Enrollment History

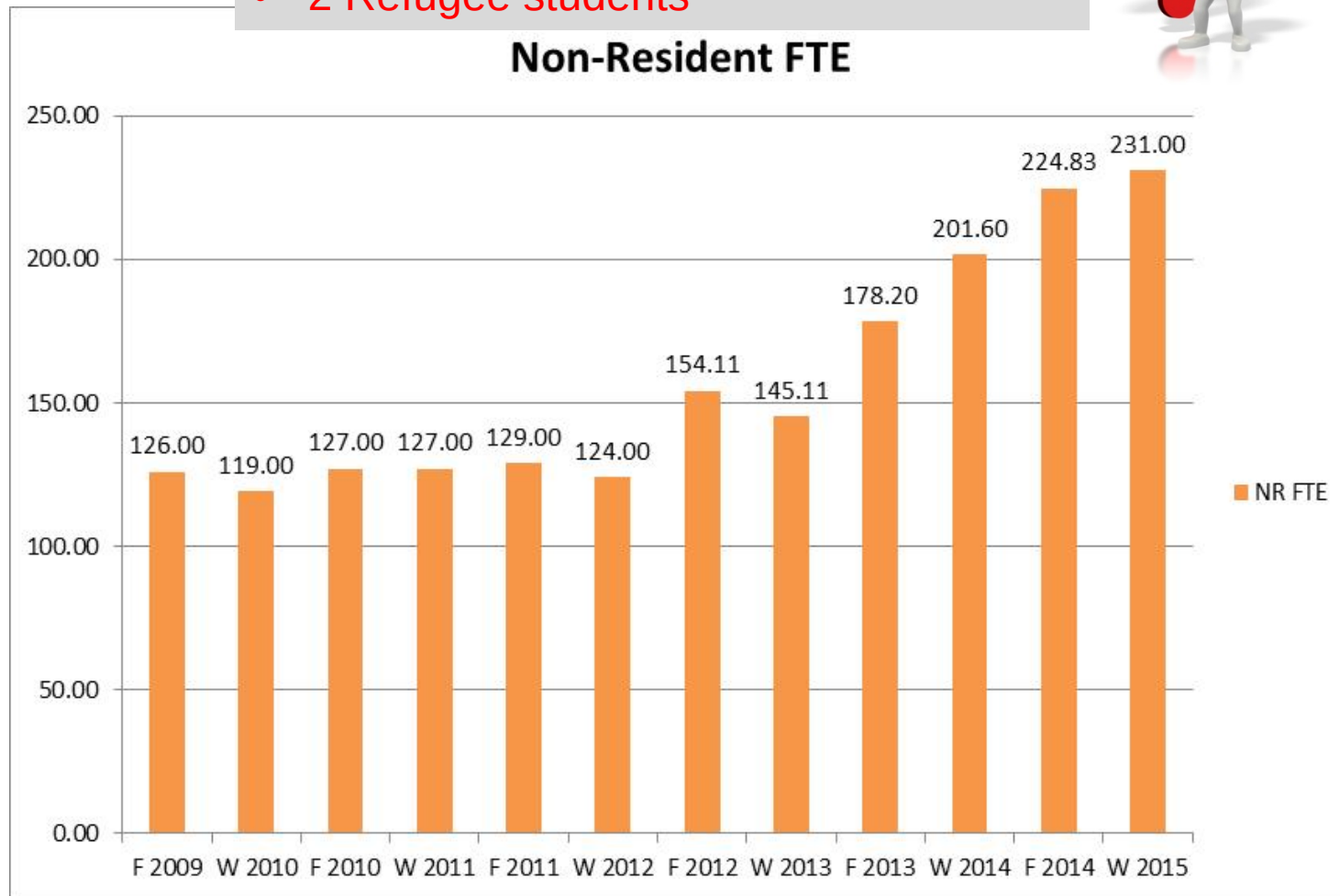


Student Enrollment History

- 43 Students that qualify as homeless
- 2 Refugee students



Non-Resident FTE

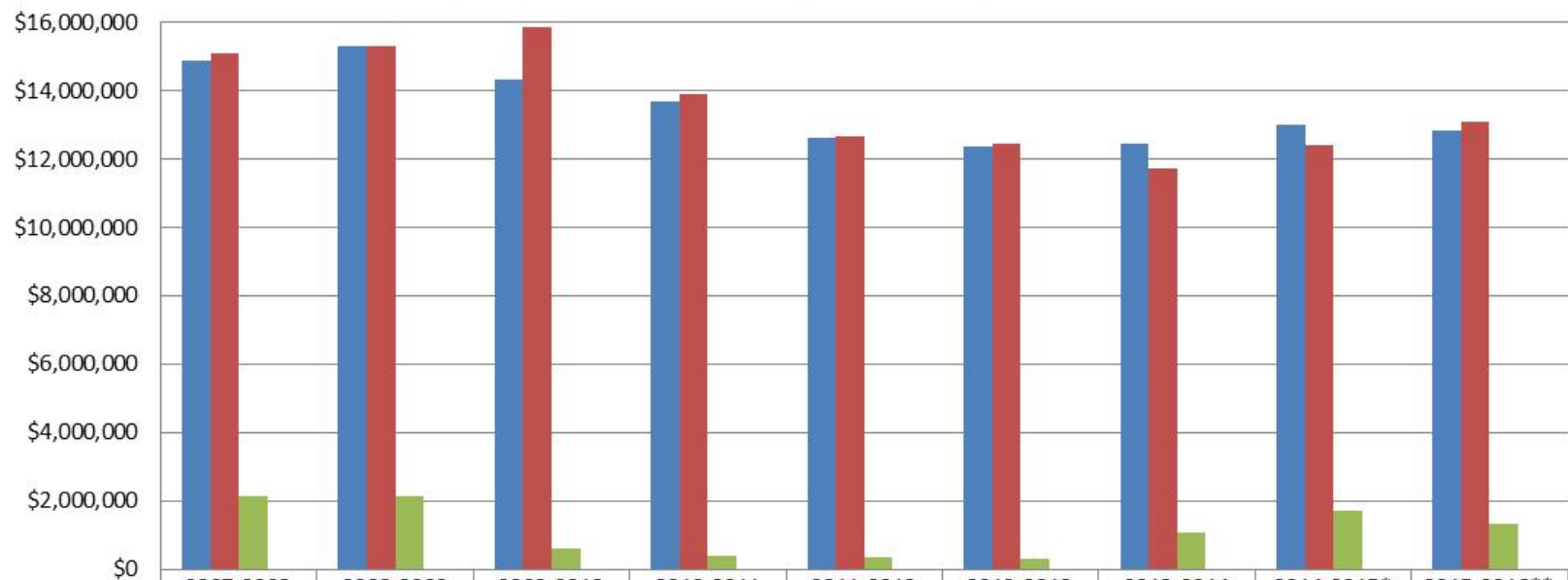


Financial Overview

On August 4, 2015, the voters of the Montrose School District approved the renewal of the non-homestead operating millage by a 3:1 margin. This approval secures that district funding source for the next ten years.

Summary of District Finances

(* Projected/Phase 3 **Projected/Phase 2)



Revenue	\$14,887,319	\$15,292,042	\$14,315,336	\$13,680,870	\$12,628,174	\$12,382,469	\$12,453,442	\$13,021,102	\$12,836,908
Expenditures	\$15,079,852	\$15,289,674	\$15,874,074	\$13,888,373	\$12,676,096	\$12,427,905	\$11,701,705	\$12,394,763	\$13,067,445
Fund Balance (FB)	\$2,153,837	\$2,156,205	\$624,467	\$417,084	\$369,162	\$323,725	\$1,075,462	\$1,701,800	\$1,316,382
FB as % of Expenditures	14.28%	14.10%	3.93%	3.00%	2.91%	2.60%	9.19%	13.73%	10.07%

Caution: Education is a Political, Ideological, and Emotional Topic

State Superintendent of Schools, Mike Flanagan, is proposing a fundamental shift in Michigan public education from local school districts to countywide ones by reducing the current 550 local districts to countywide districts that are largely managed by intermediate school districts.

Rationale:

- A record number of school districts sinking into a deficit.
- Flanagan believes enrollment declines and financial swings would be easier to be absorbed with fewer districts and many major functions to be run at the county level.
- *"If that can't be done right away, the state should give more power to intermediate school districts so operations such as transportation and food services can be consolidated."* Flanagan predicts that countywide districts or his hybrid option could save millions — money he said could be used to teach students.
- Lori Higgins for the Detroit Free Press summarizes two approaches envisioned by Flanagan:
 1. The state could eliminate its local school districts and organize schools by county — there are 83 counties in the state — or by intermediate school district. So a county such as Oakland, with 28 individual school districts and 28 individual superintendents, would become one district with one superintendent and 180,274 students.
 2. A hybrid option would place more power with the state's intermediate school districts by transferring all non-instructional services — such as transportation, business and food service — to the ISDs. Local school districts would focus solely on instruction. The ISDs, for instance, would handle transportation for the entire county, rather than each district having a transportation department. Eventually, some instructional services would be handled at the county level, too, Flanagan said. . . .

Timeline:

- A full switch to a countywide model would require legislative approval, and Flanagan said he expects sizable opposition. The hybrid option, he said, is the one to embrace immediately — though it, too, would require a change in state law.

State and National Trends Already in Motion:

- Michigan PA 96 (i.e. Buena Vista and Inkster)
- Maryland, Florida, and Virginia are among states with countywide school districts.

Source:

Stamm, Alan (July 7, 2013). Deadline Detroit. http://www.deadlinedetroit.com/articles/5503/big_question_should_school_districts_be_countywide



Understanding School Liability



Tort Law

- Courts have acknowledged that schools cannot guarantee the safety of all students
- However, school staff may be legally liable when a student is injured either because of an intentional action against the student or because of negligence
- The average “known” settlement in which students won conclusively or received partial damages



\$430,000 (Zirkel, 2008)



Understanding School Liability



Guiding Questions:

- Did the school have a **duty to protect** the student?
- What was the **“reasonable standard of care”** to apply under the circumstances, and did the school apply that reasonable standard of care?
- If there was a **breach of that reasonable standards**, was it a significant factor in causing a student’s injury?
- Did the victim **contribute** to the injury through his or her own negligence?
- Was there an **actual injury** that can be substantiated?



Was District Policy Followed?



Policy Issues

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Monkey - Question... Suggested Sites Web Slice Gallery

MY EDLINE TOOLS EDIT THIS PAGE HELP Edward Graham :

MONTROSE COMMUNITY SCHOOLS
Preparing Students Today for the Opportunities of Tomorrow

About Us District Parents Schools Staff Students Athletics Contact Us

Flu Shot Clinic Screening Questionnaire.pdf

Policy Briefs

- Aesop
- AppliTrack Login
- AR Bookfinder
- ATOS Analyzer
- Blackboard
- Discovery Education
- GISD Tech Help Desk
- OnCourse Systems
- EdPlan
- EmployeeWeb
- Genesee Intermediate School District
- Illuminate Education

Calendar

- 08/31/15 Mon **Opening Day for Staff (No Students)**
- 09/01/15 Tue **Staff Professional Development Day (No Students)**
- 09/02/15 Wed **Staff Professional Development Day (No Students)**
- 09/02/15 Wed **Open House**
See more specific information from each school building 6:00pm - 8:00pm
- 09/08/15 Tue **First Day of School for Students (Early Release Day)**
Grades K-4 dismissed at 11:50 a.m./grades 5-12 dismissed at 12:00 p.m.
- 09/08/15 Tue **Finance & Facilities Board Committee Meeting**
Starts at 6:30pm
- 09/08/15 Tue **Employee & Public Relations Board Committee Meeting**
Starts at 7:00pm

News

School Breakfast!
Montrose Schools offers school breakfast daily to all students. Carter Elementary, universal breakfast is offered to all students daily free of... (cont'd)

School of Choice - NOW
The Montrose Community School District will be accepting school choice enrollment applications from resident students for the 2015-2016 school... (cont'd)

Immunization Clinics
The Genesee County Health Department will be working with school districts around the county to provide immunization clinics for families meet... (cont'd)

Kindergarten Roundup!
The first step in helping your child get ready for school is...

District Policies & Bylaws Link

Policy Briefs "Hot Topics"

- Appropriate Use Policy
- Field Trips
- Fund-Raising
- FOIA

Let's Talk...

- Staff/Student Relationships & Communication
- Engineering a Culture of Respect and Rapport



Does Our Work Really Matter?

Who are the children in your
life?

How much does the
quality of their
education mean to
you?

Someone feels the same way
about our students...

So...Is it Time to Get Out of the Boat?

The Facts

- The paradigm of public education has shifted
- Transformation from a “*national*” economy to a “*global*” one
- Technology explosion
- International competition (and comparisons)
- Hyper-accountability has created a culture of “*failure avoidance*”



The Challenge – Get Out of the Boat

- It's not natural
- It's not a sure bet
- What if I fail?
- ***Was Peter a failure?***



The Power of Failure

Who Were They?

- ✓ They failed the sixth grade and took three years to complete the eighth grade because they had trouble learning English. They suffered from a speech impediment, and had great difficulty pronouncing the letter “s”. This individual was defeated in every single election for public office until they became Prime Minister at the age of 62.
- ✓ Did not speak until they were four and did not read until they were seven, causing their teachers and parents to think they were mentally handicapped, slow and anti-social. Eventually, they were expelled from school and refused admittance to the Zurich Polytechnic School.
- ✓ They were cut from the high school basketball team and has stated, *"I have missed more than 9,000 shots in my career. I have lost almost 300 games. On 26 occasions I have been entrusted to take the game winning shot, and I missed. I have failed over and over and over again in my life. And that is why I succeed."*
- ✓ They were fired by a newspaper editor because they *"lacked imagination and had no good ideas."* Shortly after, this individual started a number of short-lived businesses that ended with bankruptcy and failure.

Back to the Question...

- Is it time to get out of the boat?
- Was Peter a failure?
- What did he learn?
- What did he carry with him for the rest of days?
- How did his experience and knowledge influence the world?
- What about the other 11 back in the boat?

Your Work Matters!

**(and teach, clean, fix,
cook, drive, coach, guide,
and lead)**

May Each of us...

- Find absolute certainty regarding the relevance of our work
- Carry the responsibility to welcome the students who walk through our schoolhouse doors each day
- Understand that our students are right and their parents are their partners in shaping their learning
- Embrace the challenge to improve each day – not for the goal of perfection but because it's a goal worth pursuing if no one ever
- Strive to create a great year because it's what we can, and because it simply means Montrose Schools get things

LIVE

**LIKE
SOMEONE
LEFT
THE
GATE
OPEN**



**Have a Great Year – and
Make it Count!**

...AND SEARCHERS