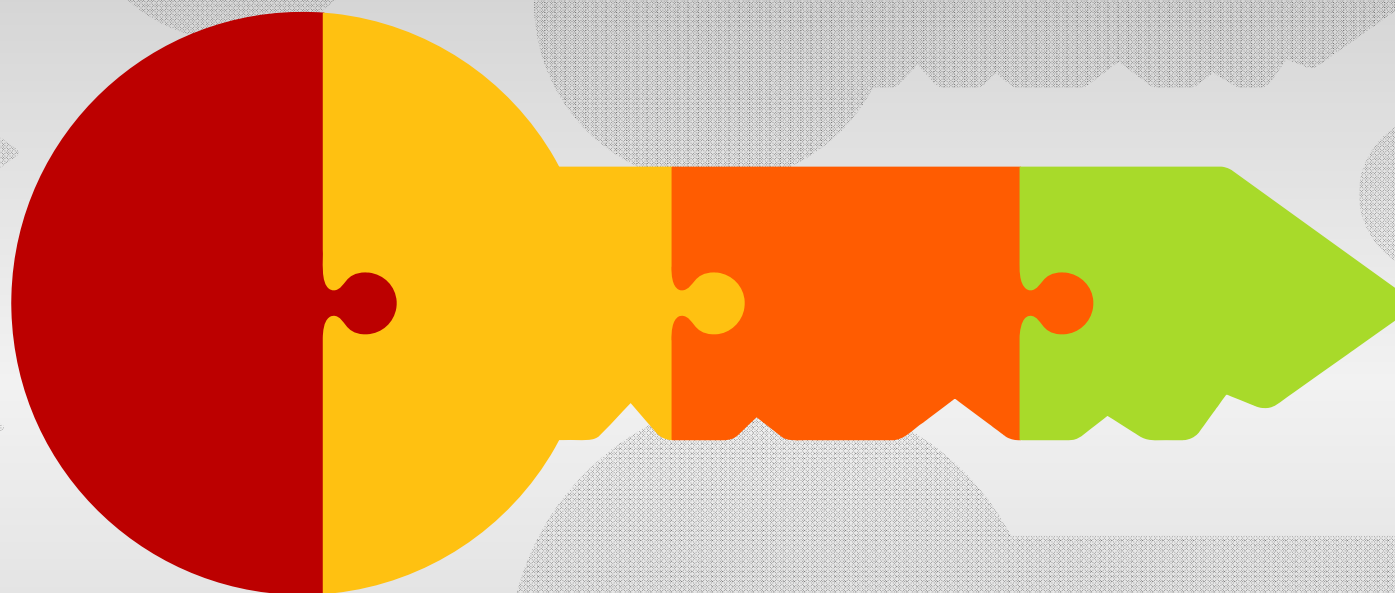




Preparing Students Today for the Opportunities of Tomorrow

August 30, 2016
Edward Graham, Ph.D.

STAFFING UPDATE

- 
- ✓ Kailee Dorr – Student Teacher
 - ✓ Matt Howell – IT Tech
 - ✓ Mike Johnson – Auditorium Tech
 - ✓ Morgan Sanford – IT Tech

Retirements and Resignations

- ✓ Mary Jo Emmendorfer
- ✓ Brandy Hardenburg
- ✓ Shalynne Hickmott
- ✓ Amanda Kebbe
- ✓ Darren Mort
- ✓ Sandy Reinhart
- ✓ James Spaetzel
- ✓ Rochelle Stall
- ✓ Luann Szukhent

Transfers

- ✓ Kathy Dillon-Dowd – 6th Grade Social Studies
- ✓ Carrie Kovach - Kindergarten
- ✓ Angela Reilly – 3rd Grade
- ✓ Christine Sackrider – 7th Grade Social Studies

New Hires

- ✓ Shaun Brewer – 2nd Grade
- ✓ Sharon DeRossett – Elementary Secretary
- ✓ Sarah Ludens – MS Special Education
- ✓ Dustin Mayner – 5th Grade
- ✓ Ryan McClellan – HS ELA & Social Studies
- ✓ Kerry Munsey – 4th Grade
- ✓ Mike Roberson – Industrial Arts
- ✓ Sarah Schmidt – Tuition-Based Preschool/GSRP



OPENING SCHEDULE

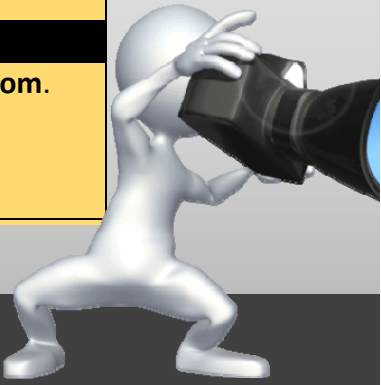


STAFF "BACK TO SCHOOL" AGENDA

DATE	TIME	TOPIC
Tuesday, August 30	7:30 a.m. – 8:00 a.m.	Light refreshments
	8:00 a.m. – 11:00 a.m.	All Staff – Auditorium
	11:00 a.m. – Noon	Lunch on Your Own
	Noon – 3:00 p.m.	Classroom Prep*
Wednesday, August 31	8:00 a.m. – 11:00 a.m.	Todd Whitaker presentation @ Swartz Creek Performing Arts Center** (lunch on your own)
	1:00 p.m. – 3:00 p.m.	Staff Meetings
	6:00 p.m. – 8:00 p.m.	Open House

*The flu-shot clinic will begin at 12:30 p.m. on Tuesday, August 30 in the KHMS multi-purpose room. Building principals and other supervisors will work with their respective staff members in order to accommodate individuals who wish to take advantage of this service.

**Bus transportation will be available for interested individuals



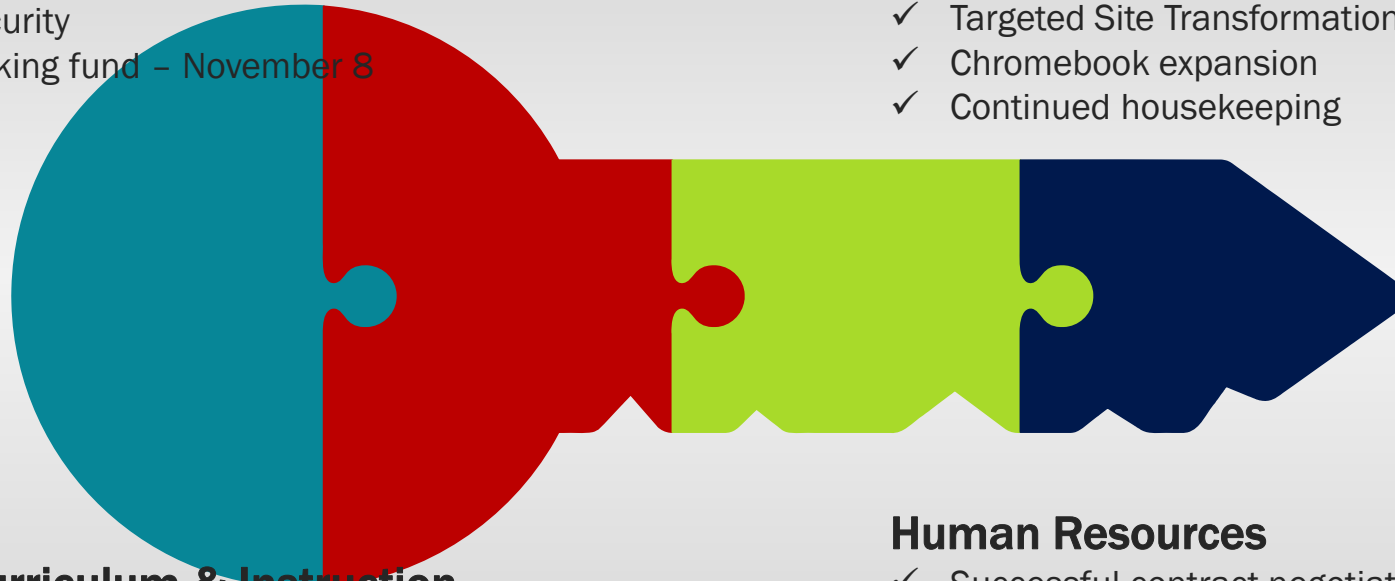
PICTURE DAY – Wednesday, August 31 beginning at 2:00 p.m.

Facilities

- ✓ Buildings look great!
- ✓ HVAC system
- ✓ Adaptive playground
- ✓ Expanded bike path
- ✓ Security
- ✓ Sinking fund – November 8

Technology

- ✓ No more thin clients
- ✓ WIFI upgrade
- ✓ Office 2016 and Email 365
- ✓ IT Support
- ✓ Targeted Site Transformation Grant
- ✓ Chromebook expansion
- ✓ Continued housekeeping



Curriculum & Instruction

- ✓ New high school math materials
- ✓ MAISA Reading units
- ✓ Expanded preschool options
- ✓ Full media center staffing
- ✓ MCC Northern Tier
- ✓ Personal Finance & Baker College

Human Resources

- ✓ Successful contract negotiations
- ✓ Position realignments
- ✓ Summer lunch program
- ✓ Custodial services

SUMMER WORK...

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.

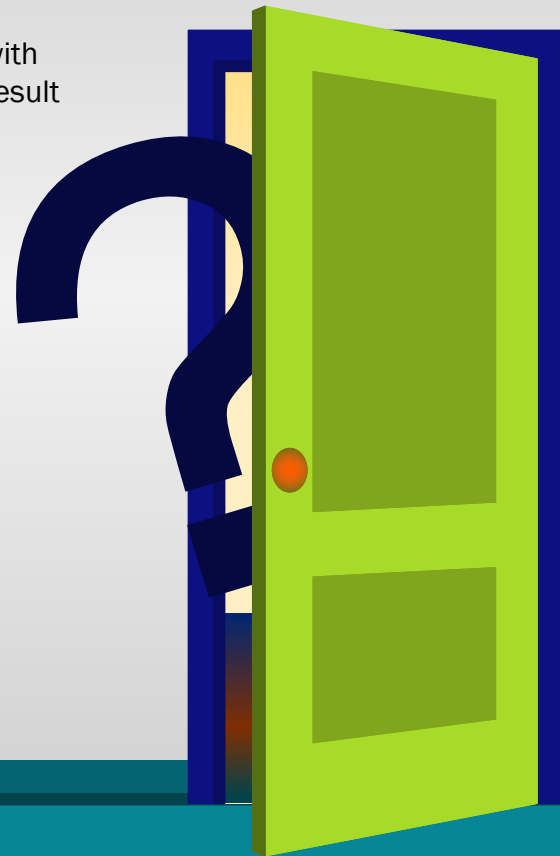
Eye Protective Devices

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 20, 2016**, for the students served by the educational institution.

Bloodborne Pathogen Training



REQUIRED ANNUAL CERTIFICATIONS AND SAFETY AWARENESS



Purchasing

- All purchases (internal, general fund, grants, etc. need prior approval via the P.O. process
- When doubt – ASK!
- Request P.O. early
- The theory of *"It's easier to ask for forgiveness than permission"* does not apply to public funds
- We are not in the business of "No"

Cash Management

- Invoices trigger payment
- DON'T KEEP CASH
- Use deposit slips
- **Avoid even the appearance of "evil-doing"**

Fundraising

- Get approval FIRST
- Complete final report
- Board policy and public accounting
- **Avoid even the appearance of "evil-doing"**

Reporting Absences

- MEA members report via AESOP
- AESOP link on webpage under STAFF tab
- All other employees call LeeAnn Bloomfield at **8816** during the school day (6:00 a.m. to 3:30 p.m.) or **810.591.8816** at other times. Leave name, building, and hours/start time.

NUTS AND BOLTS...

MATERIAL SAFETY DATA SHEETS

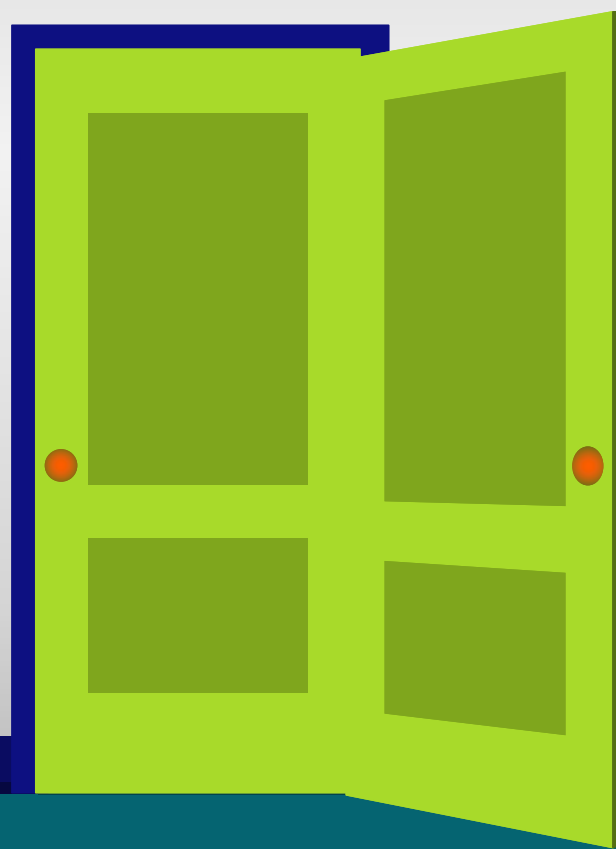
New Hazard Communication Standards (HCS) require chemical manufacturers, distributors, or importers to provide Safety Data Sheets (SDSs) (formerly known as Material Safety Data Sheets or MSDSs) to communicate the hazards of chemical products.

Employers are required to maintain a comprehensive list of all the products used by the district and make it available to all employees.

SDSs are loaded into an online notebook accessible through our webpage ([MSDS Management](#))

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.**



Grade ⁽²⁾	2015-2016		2014-2015		2013-2014		2012-2013		2011-2012		2010-2011		2009-2010	
	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter	Fall	Winter
K	107.70	111.16	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	113.27	110.91	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	96.78	97.90	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	77.40	74.29	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	95.53	95.13	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	96.12	92.47	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	87.03	86.09	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	95.93	94.19	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	108.94	110.44	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	95.93	96.08	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	115.53	114.49	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	123.32	119.60	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	194.63	183.10	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.	41.39	40.15	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	1449.50	1426.00	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	253.82	244.00	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⁾	57.50%		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

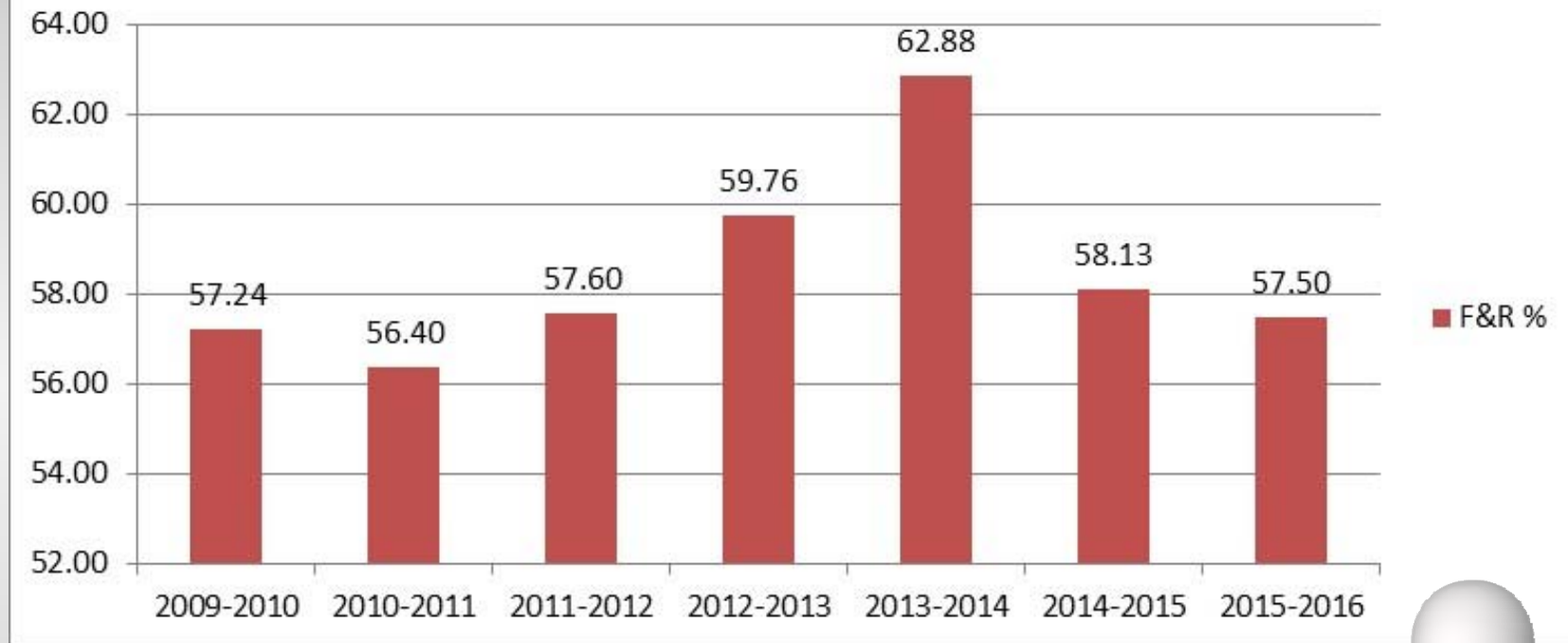
Student Enrollment



STUDENT ENROLLMENT HISTORY

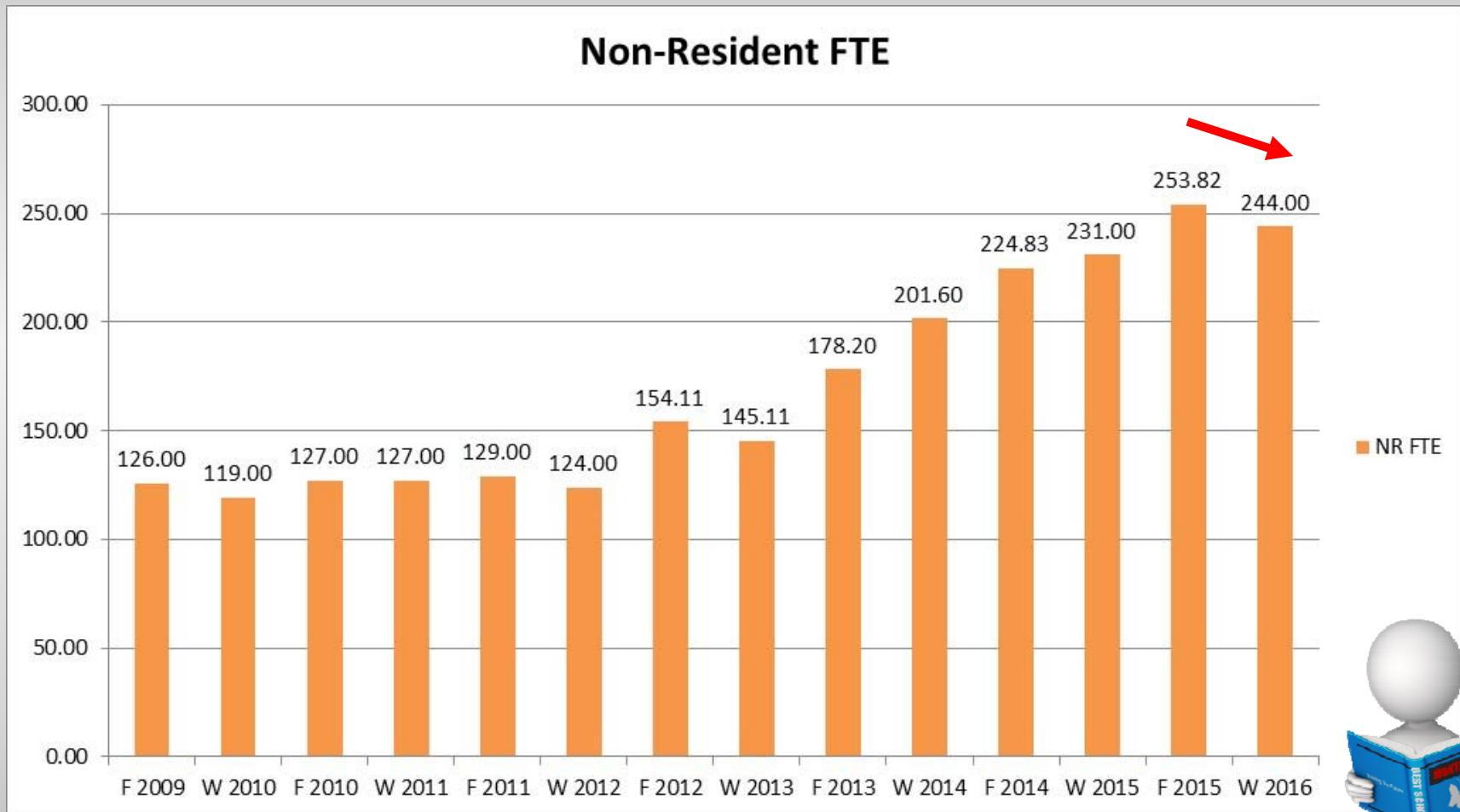


Free & Reduced (as % of total student enrollment)



STUDENT ENROLLMENT HISTORY

- 58 Students that qualify as homeless (up from 43)
- 3 Refugee students



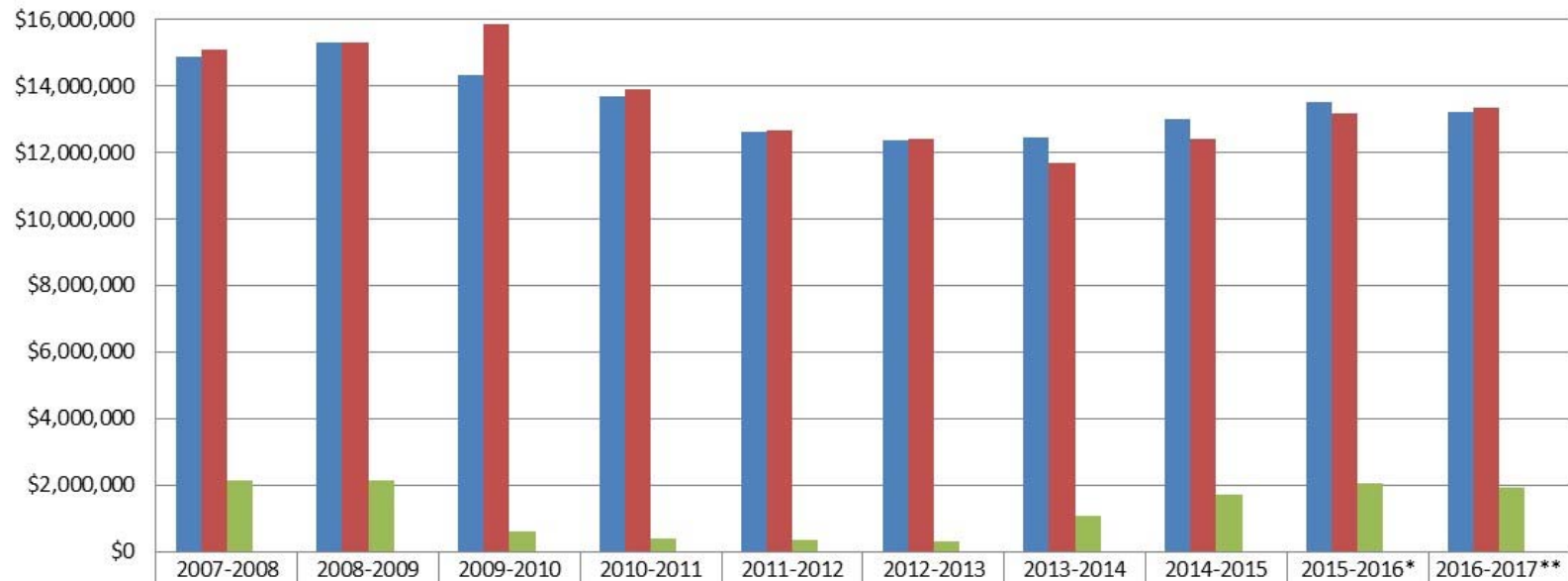
STUDENT ENROLLMENT HISTORY



On November 8, 2016, the residents of Montrose Community Schools will be asked to vote on a .95 mill sinking fund proposal for a period of 7 years.

Summary of District Finances

(* Projected/Phase 2 **Projected/Phase 1)



FINANCIAL OVERVIEW



UNDERSTANDING SCHOOL LIABILITY

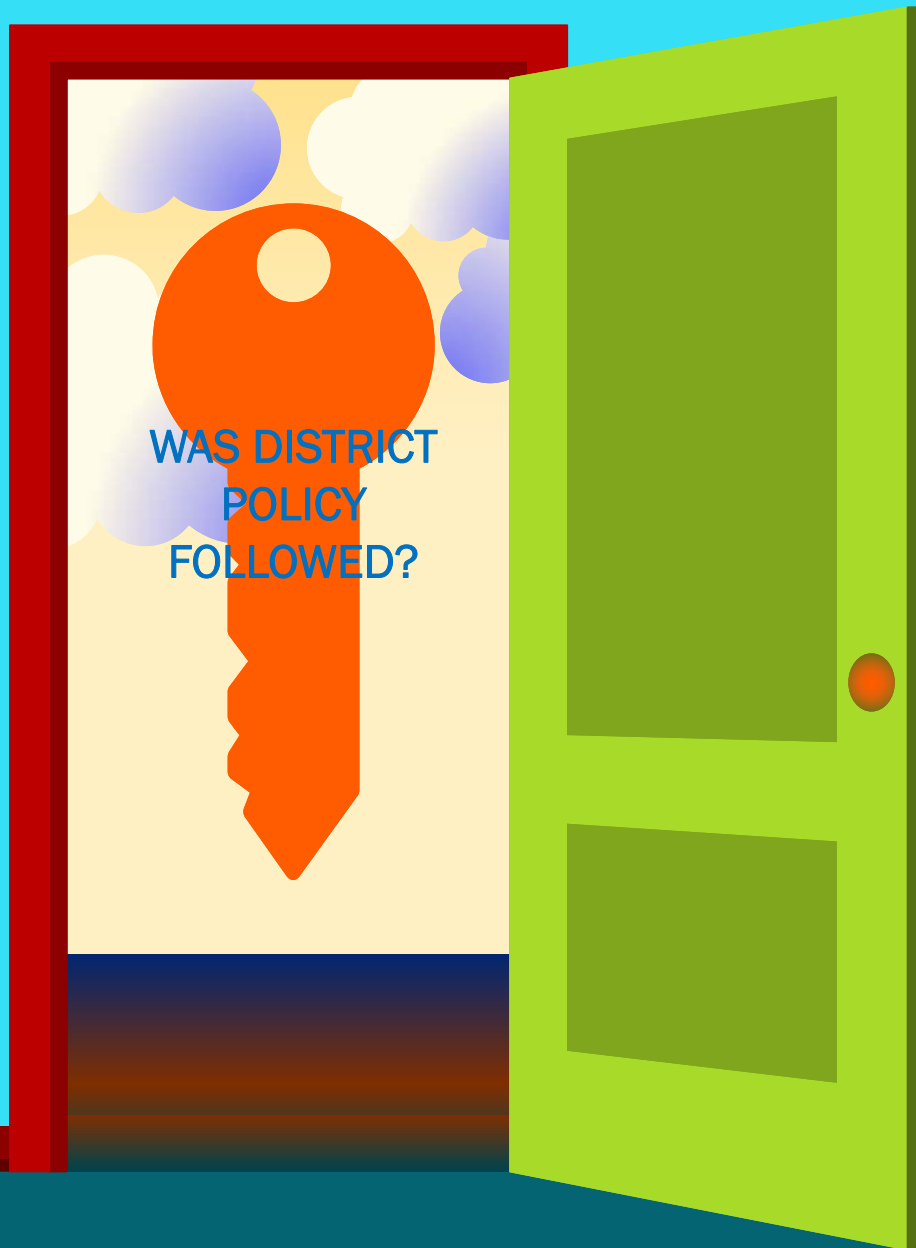
Tort Law

- 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)

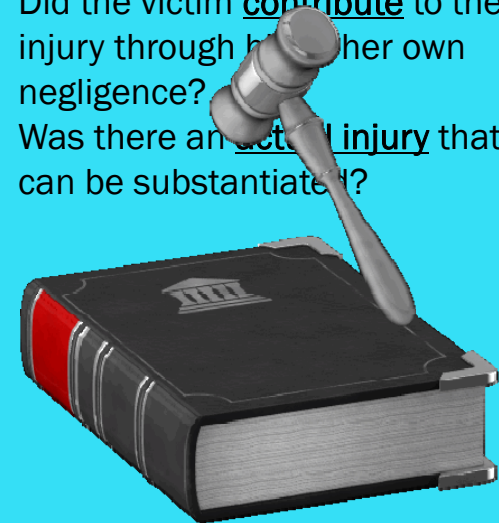


UNDERSTANDING SCHOOL LIABILITY



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?



District Policies & Bylaws

- All policies and bylaws are available online and searchable under the ABOUT US tab.

Policy Briefs & Forms

- AUP
- Bullying
- Field Trips
- Fund-Raising
- FOIA
- Food Service
- Harassment
- IRS Mileage
- Transportation
- Volunteer App
- Wellness

Staff/Student Relationships

- Students are not our peers
- Culture of respect and rapport
- Cultivating gratitude & altruism
- Connecting to something greater than self
- Electronic communication

Messaging

- Packaging is everything
- Power of your word
- Parents trust you
- Rumors
- Social Media
- We're in this together – *for better or for worse*

POLICY AND COMMUNICATION...



THE NOT SO FUN FACTS...

- ✓ **1893** – The year our nation's school system was designed. The design was purely organizational, not student based
- ✓ **124 Years Ago** – The Committee of Ten (university heads) decided when and what students would learn
- ✓ **Today** – Only 1 in 4 high school students graduate college-ready in English, Math, and Science
- ✓ **Today** – Education in the U.S. is ranked only 18th out of 23 industrialized countries
- ✓ **Today** – 66% of children in the U.S. experience academic difficulties

GOOD TO KNOW...

- ✓ Future employers are looking for candidates who are able to: collaborate, work in teams, be creative, think logically and critically, have good communication skills, express curiosity and empathy, and are self-aware
- ✓ 85% of current jobs require some or more college or post secondary education
- ✓ 53% of recent college graduates are under or unemployed
- ✓ 45% of recent college graduates are still living with their parents
- ✓ 65% of today's grade-school children will end up in jobs that have not been invented yet.
- ✓ Millennials will have 15-20 jobs over the course of their working lives
- ✓ The World Economic Forum reports that creativity will become one of the top three skills in demand by 2020
- ✓ Emotional intelligence, never before in the top 10, will become the sixth most in-demand skill by 2020

How will we collectively build and sustain a school district that truly prepares students today for the opportunities of tomorrow?



NOTEWORTHY STATS (Source: Most Likely to Succeed film. Film site: <http://www.mltsfilm.org>)



May your
choices reflect
your hopes – not
your fears.
- Nelson Mandela



Interested in Building the Future



The Montrose Schools is embarking on a focused planning effort to examine our current reality, resources, and aspirations and shape them into a cohesive strategic plan that charts our pathway to educational excellence.

This planning effort will build upon the body of effective schools' research and create a vision of how we meld knowledge, best practice, collaboration, and innovation into a detailed and sustainable plan that reflects the values, culture, and goals of Montrose.

Effective schools are collaborative schools. To leverage the power of collaboration, four meetings are planned:

- **Monday, September 26 at 4:00 p.m.** in the Hill-McCloy High School media center.
- **Monday, December 5 at 4:00 p.m.** in the Kuehn-Haven Middle School media center.
- **Monday, March 27 at 4:00 p.m.** in the Carter Elementary School media center.
- **Monday, May 15 at 4:00 p.m.** in the Hill-McCloy High School media center.

Light refreshments will be provided and meetings will last no longer than two hours.

Any staff members, parents, students, and community members interested in joining this conversation and shaping the future of the Montrose Schools are welcome.

If interested, just let us know by emailing:
egraham@montroseschools.org
or calling 810.591.8812.



Practicing the Art of Possibility...