Referendum Progress Report
WINTER 2024

In 2018, Avon-Washington Township voters supported the students of Avon Schools by approving an Operating Referendum. Voters shared clear priorities and corporation leaders promised that referendum funds would only be used for specific purposes. Referendum funds are never used for construction/renovation, transportation, administrative positions, or technology/equipment.

Promises Made

☑ Added 50 PreK-4th Grade Positions
☑ Added 24 5th-6th Grade Positions
☑ Added 26 7th-8th Grade Positions
☑ Added 38 Grade 9-12 Positions

Lower Class Sizes

☑ We have added full-time Related Arts Teachers, Instructional Coaches, and School Counselors in all elementary schools
☑ Special Education Teachers and School Counselors are experiencing reduced caseloads
☑ We have been able to add full-time Band, Orchestra, and Choir teachers at AIS East & West
☑ The Student Career and Internship program now supports more than 100 AHS students

Promises Kept

Average/Target Class Sizes

<table>
<thead>
<tr>
<th>Grade</th>
<th>Average</th>
<th>Target</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kindergarten</td>
<td>19.6</td>
<td>22</td>
</tr>
<tr>
<td>Grades 1-4</td>
<td>21.6</td>
<td>25</td>
</tr>
<tr>
<td>Grades 5-6</td>
<td>22.0</td>
<td>25</td>
</tr>
<tr>
<td>Grades 7-8</td>
<td>24.5</td>
<td>25</td>
</tr>
</tbody>
</table>

138 TOTAL POSITIONS

☑ Increased Starting Teacher Pay
☑ Increased Mid-Career Teacher Pay
☑ Increased Top Teacher Pay

Increased Teacher Compensation

☑ 28% SINCE 2017
☑ 44% SINCE 2017
☑ 23% SINCE 2017

☑ Added 29 Grade K-6 Assistants
☑ Added 7 Grade 7-12 Assistants
☑ Added 3 District Tech Specialists
☑ Added 2 School Resource Officers
☑ Expanded Extracurricular Activities

More Student Supports & Activities

41 TOTAL POSITIONS

Clubs at AHS
20 Clubs at each Middle School (MS)
4 MS Asst. Football & Track Coaches
MS Baseball & Softball are returning in spring ‘24.
# Academic Impact

Thanks to six school years with lower class sizes, more competitively paid educators, and increased student supports, Avon students are thriving academically — performing in the top 10% of Indiana school districts.

<table>
<thead>
<tr>
<th>Year</th>
<th>Failed Referendum</th>
<th>Successful Referendum</th>
</tr>
</thead>
<tbody>
<tr>
<td>2011</td>
<td>19</td>
<td>28</td>
</tr>
<tr>
<td>2012</td>
<td>16</td>
<td>35</td>
</tr>
<tr>
<td>2013</td>
<td>19</td>
<td>23</td>
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<td>2014</td>
<td>23</td>
<td>32</td>
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<tr>
<td>2015</td>
<td>23</td>
<td>26</td>
</tr>
<tr>
<td>2016</td>
<td>35</td>
<td>28</td>
</tr>
</tbody>
</table>

ACSC’s Rank out of 292 Indiana School Corporations in % of Students Passing Both English-Language Arts and Math

## Avon High School Students Earn National Accolades

Students in the AHS Class of ’24 were in 6th grade when the referendum passed in 2018. Their recent academic successes reflect the work being done in all ACSC schools and the supports in place since our community supported the referendum.

### 2023 National Blue Ribbon School
AHS is one of only 353 schools in the nation — and the only public high school in Indiana — to win this prestigious honor in 2023. The award recognizes the school’s overall academic performance. Maple Elementary also earned this honor in 2017.

### 2023 BOA Grand National Champions
The Avon Marching Black & Gold won the 2023 Bands of America Grand National Championship. This was the band’s 16th consecutive 1st-, 2nd-, or 3rd-place finish and their fourth victory at this national competition.

## AHS Graduates Compile Impressive Numbers

Several facts and figures point to the accomplishments of the AHS Class of ’23 and the value of an Avon diploma for students and their families.

- **Graduation Rate**: 97.4%
- **GPA**: 28.5%
- **Scholarships Reported**: $12M
- **Value of College Credits Earned**: $3M

## Voices

These educators have a unique perspective on how the referendum has impacted them, their roles, the students in their classrooms, and our community. Hear more voices at avon-schools.org/referendum.

### Janet Craig
**Kindergarten Teacher, Maple Elementary**

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.

### Jamie Nibbs
**Mild Disabilities Teacher, Avon High School**

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.

### Katie Bonilla
**Art Teacher, Sycamore Elementary**

Before the referendum, I taught Art at two elementary schools. I taught 38 classes every week and had nearly 1,000 students! It’s not easy to make meaningful connections with that many individuals. The referendum allowed ACSC to give every elementary school their own related arts team, so now I teach at one school. I really get to know my students and their families in a way that just wasn’t possible before. Relationships help me inspire my students and grow their artistic capacities. I am a better, more impactful teacher because of the important changes the referendum provided.

### Dean Westman
**Performing Arts Department Chair, Director of Orchestras, AHS**

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!

These fantastic results are impossible without our supportive community. **Thank you!**