



STAFF TOWN HALL SUMMARIES

SUPERINTENDENT NEXT STEPS:

Completed

In Progress

Not able to do at this time

LINCOLN ELEMENTARY SCHOOL AUGUST 19, 2024

We Do This Really Well...	We Can Get Better At...
<ul style="list-style-type: none"> ● COLLABORATE ● FAMILY ENVIRONMENT ● WORK WELL TOGETHER ● PRINCIPAL WHO LISTENS & WORKS WITH YOU ● EFFECTIVELY COMMUNICATES ● OPEN DOOR FOR BOTH BUILDING ADMINISTRATORS ● COMMUNITY ● COOPERATE: EVERYONE WILLING TO HELP EACH OTHER ● STAFF OPEN TO CO-PLANNING AND COTEACHING ● DRAMA GROUP BY MS. BONILLA ● ADDRESSING NEEDS OF THE FAMILIES ● SPED SUPPLIES EVERYTHING FOR THEIR TEACHERS. THEY DO NOT WANT FOR ANYTHING ● ADMINISTRATORS COMING IN THE ROOMS AND PRESENT IN THE HALLS ● INSTRUCTIONAL COACHES FOR EACH BUILDING 	<ul style="list-style-type: none"> ● COMMUNICATION IN A TIMELY MANNER- ROBOCALLS/ EMAILS ● GUIDELINES FOR FUNDRAISERS ● ATTENDANCE ● MAINTAINING THE BUILDING, HALLWAYS ● EXTRA ACTIVITIES FOR THE KIDS ● WORK ON THE ARTS & GIVE OPTIONS- MUSIC, ART ● EXPAND UNIFIED SPORTS PROGRAM ● DECISIONS MADE AT THE TOP LEVEL, BUT DO NOT CONSIDER EACH SCHOOL'S NEEDS - PLAYGROUND/ BUS ROUTES ● LINCOLN NEEDS STAFF TO COVER SPED STAFF THAT ARE ABSENT. ● NEED SPED COACHES IN THE DISTRICT ● NEW TEACHERS NEED MENTOR TEACHER PROGRAM <ul style="list-style-type: none"> ■ 1 SEMESTER/ 1ST YEAR ■ MEET ONCE A WEEK ■ SET SCHEDULE FOR TOPICS



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<ul style="list-style-type: none"> • HAVING TECHNOLOGY 	<p>TO COVER</p> <ul style="list-style-type: none"> ■ MAKE MORE PERSONAL TO THE BUILDING • NEW TEACHER ORIENTATION PROVIDED AT DISTRICT LEVEL • FIELD TRIPS WERE CANCELED DUE TO INSUFFICIENT BUS DRIVERS • MISSING DIGITAL SIGN • STOP TREATING LINCOLN AS A BLACK SHEEP • MISSING SUPPLIES • DOOR C IS STILL BROKEN • CERTIFICATES FOR LONGEVITY ARE MISSING • POWER ISSUES: OUTLETS DO NOT WORK IN MANY BUILDINGS • NO HOT WATER
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MCKINLEY ELEMENTARY SCHOOL

AUGUST 21, 2024

We Do This Really Well...	We Can Get Better At...
<ul style="list-style-type: none"> • BUILD RELATIONSHIPS WITH COMMUNITY AND PARENTS • GREAT TEAM COLLABORATION • PRIDE IN OUR SCHOOL • HELPFUL COLLEAGUES • ACCEPTING AND WELCOMING TO SOR COACH • WORK WELL TOGETHER • CONCERNED OVER EACH OTHER-FAMILY • CARES ABOUT OUR STUDENTS • TEACH WELL • OPEN TO CONSTRUCTIVE CRITICISM • 7 WILLING TO MAKE CHANGES • ORGANIZED ROOMS & WORKLOAD 	<ul style="list-style-type: none"> • LAST MINUTE CHANGES • NEED TO BE PROACTIVE AND NOT REACTIVE • TRULY LISTEN • THE DISTRICT NEEDS STABILITY- THE TURNOVER IS CRAZY- TOO MANY CHANGES EVERY YEAR • HOLDING PARENTS ACCOUNTABLE TO BRING STUDENTS TO SCHOOL • NOT FAIR TO SET ALL STUDENTS AT THE SAME ACADEMIC EXPECTATIONS. EXAMPLE: EL/ SPED/ NEWCOMERS • TIME TO TRANSITION • CONTINUOUS STAFF TRAINED IN



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- CREATIVE
- WARM & WELCOMING ATMOSPHERE
- ADAPTABLE
- VULNERABLE WITH EACH OTHER
- IMPLEMENTING PROCEDURES
- PRINCIPAL WORKS WITH PROBLEMS AT HAND
- BACK TO SCHOOL FAIR- HAD RESOURCES AVAILABLE
- OFFERED DAYCARE WHEN SCHOOLS COULD NOT OPEN
- PROUD TO BE A CARDINAL
- TECHNOLOGY FOR THE STUDENTS AND STAFF
- VARIOUS FORMS OF COMMUNICATION OFFERED TO PARENTS
- ALL COMMUNICATION IN ENGLISH AND SPANISH
- MAINTENANCE AND CUSTODIAL VERY HELPFUL
- TECHNOLOGY HAS BEEN ON POINT
- DIRECTORS & COORDINATORS ANSWERING CALLS
- FOOD SERVICE IS GOOD
- SOCIOECONOMIC PROGRAMS OFFERING FURTHER EDUCATION FOR TEACHERS, PARAS
- GOOD AT BEING ADAPTABLE
- SECURITY OF OUR SCHOOLS AND OUR STUDENTS
- OPPORTUNITIES FOR FIELD TRIPS: CANOEING, STAR BASE
- TRANSPORTATION PROVIDED FOR OUR STUDENTS
- SHOW UP AND FACE THE CHALLENGES TOGETHER

- TRAUMA FOR STUDENTS AND STAFF
- RECOGNIZE STAFF FOR ACCOMPLISHMENTS & ACHIEVEMENTS- VERBALLY/FINANCIALLY
- HIRE MORE STAFF- SOCIAL WORKERS
- IMPORTANCE OF ATTENDANCE- HOLD ACCOUNTABLE
- RECOGNIZING STUDENTS AND FAMILIES THAT HAVE FULFILLED THE EXPECTATIONS, DOING WELL, AND GROWING
- IN-SCHOOL SUSPENSION AS AN OPTION
- HEALTHY LUNCH FOR TEACHERS
- NEED A LAMINATING MACHINE IN OUR SCHOOLS
- INCREASE BUDGET FOR MY CLASSROOM- ELECTIVE CLASSES AS WELL
- XEROX MACHINES HAVE A LOT OF ISSUES; WANT TO COLOR-COPY
- TIMELY CONTRACT SIGNING
- ROTATE WHERE THE SCHOOL BOARD MEETINGS WILL TAKE PLACE- DIFFERENT BUILDINGS
- BRING BACK PARENT UNIVERSITY



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WASHINGTON ELEMENTARY SCHOOL

AUGUST 22, 2024

We Do This Really Well...	We Can Get Better At...
<p>1st, 3rd, 4th and 6th-grade team works together as a team They all figure things out. They all come together and support each other. The community/children know that their teachers are very supportive. Washington is a family, there is leadership and they support each other. Longevity, helps children progress to the next level/grade The staff doesn't struggle, The Principal's door is always open. Focus, respect, and wrap-around services for the students and staff Staff supports and helps each other, teach each other, and communicate with parents through Class Dojo or by telephone. Go above and beyond for everyone. More connected and appreciative. Teach well, staff always contributes - always gives, pushing forward, staff shows up teacher filled in for her while she out sick, everyone helped Wonderful staff, have had obstacles with some class of 35, teachers still showing</p>	<p>Blend learning with technology. Students have 2 or 3 devices, implement learning, and utilize it very well. Cardinal Family- Senior district walkthrough. Should have the same in elementary for the 6th graders and the 8th graders. More help with elementary transition to Block Parenting classes/workshops Teachers pay a lot out of pocket and purchase stuff for the classroom Building/grounds should be kept up. Not clean inside the building or the outside. Should be welcoming. Marquee for the school The building is filthy inside. Maintenance understaffed. Staff has been cleaning on their own and vacuuming certain areas. Construction company should have helped out or hired more people. Safety hazards for teachers/staff.</p>



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<p>up strong. Cooperative when class needs to be split up.</p> <p><u>What we do really good as SCEC</u></p> <p>Back to School Rally giving back to the kids. People smiling with giveaways. BTSR was great to see everyone and all the services/resources provided with giveaways.</p> <p>McKinney Vento Liaison does a great job</p>	
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HARRISON ELEMENTARY SCHOOL

AUGUST 16, 2024

We Do This Really Well...	We Can Get Better At...
<p>love students</p> <p>relationships with families</p> <p>Staff is great and loves the children</p> <p>Family engagement - resources be a successful, great village to be at Harrison</p> <p>more positive look on things</p> <p>people, parents feel welcomed, greeters at the front door</p> <p>pull together when problems arise, unified at Harrison</p> <p>meet the needs of the Spanish-speaking families, have resources</p> <p>Ready to work - adapt and make it great</p> <p>Kids want to be at Harrison and come to school</p> <p><u>What we do really good as SCEC</u></p>	<p>Special Ed: better at recruiting teachers and retain</p> <p>Professional Development - go outside the box</p> <p>Improve administration to listen to the teachers who are on the front lines with students/families,</p> <p>Should be willing to listen no matter the job title</p> <p>Get more parents involved</p> <p>Promoting - Cardinal bumper stickers, use of billboards</p> <p><u>Billboards</u></p> <p>Parent volunteers</p> <p>Recognize teachers, show the positive in our district, perfect attendance</p>



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<p>Communicate - parents get robo calls, communication, all are welcomed Family Engagement - Rally welcome Special Ed - provided outside services (for example: the daycare when school was delayed) Rising to a challenge, getting ready for school, work well together to get the news out Provide our families with necessities like coats, gloves, t-shirts, etc.</p>	<p>The campus is not clean, windows are not clean New toilet seats Communication can get better Get proper training - have follow-ups to improve practices. Speed Bumps - for safety reasons in front and 144th/145th Street</p>
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EAST CHICAGO CENTRAL HIGH SCHOOL AUGUST 14, 2024

We Do This Really Well...	We Can Get Better At...
<p>Technology – Doing really great. Lineboard, skyward, etc.</p> <ul style="list-style-type: none"> – Administrative team, students first, teachers first, teaching team – Able to relate to the students, and meet them where they are at. Students can talk to their (a) teacher. – helpful, <p>Instructional coaching helps achieve</p> <ul style="list-style-type: none"> – Enjoy support, positive colleagues, good group of people 	<p>Air conditioners</p> <ul style="list-style-type: none"> – Rooms are hot, discomfort, harmful, and dangerous to students and staff <p>Trouble getting instruction materials. Put their request in and the school administration district ignored their requests all summer. Material was not ordered, sent several emails and was told it was not ordered. There should be some form to hold people accountable.</p> <p>School supplies – they order and it takes very long for teachers to receive their supplies. They receive them in March when school is about over.</p>



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Strong department heads and administrative team takes care of their department heads

– support each other, work together with students

Cardinal spirit. Student activities build community and more fun for the students

– students feel safe, and comfortable talking to staff, and SEL support is strong. Students know the staff cares about them a lot. AEP, honors increased their numbers

Back to School Rally

Paper is #1 problem. Teachers only get one ream of paper and they can't order paper with their supply money. It is a struggle.

Chromebook – paper is used more for instructional strategies. Beneficial for college-level classes. Interactive.

Students learn differently and need a hard copy. Teacher highlights. The teacher ends up buying paper out of their pocket.

Accommodations – IEP's

Paper issue - Resource Class – don't know how to write. Teach letters, and how to write a paragraph and sentences.

Paper issue – Bring accountability – learn not to waste and limit yourself.

Paper issue – also adds a break from being on the computer

Instructional material – shouldn't be limited

Digital devices – chrome books not charged. They either bring the computer from home not charged or they do not have a charger. District not replacing chargers. Need paper

Chrome book charger – no computer charging carts

Give teachers a few extra chargers for the class and the teacher will be responsible.



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	<p>- Hire a Spanish social worker- some students are in real need of help and they can help them in their language.</p> <p>Translations – staff who are no longer there would help with translations. They need someone.</p> <p>They do have a CEL in their building</p>
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BLOCK MIDDLE SCHOOL AUGUST 19, 2024

We Do This Really Well...	We Can Get Better At...
<ul style="list-style-type: none"> ● Collaborate well and operate as a family ● Great teachers ● Strong culture ● Advocate for students, families, and ourselves ● Deans discipline well ● Operate as a family ● Hire great teachers ● Great principal ● Good, proactive support ● Welcoming ● Leadership works well together ● A culture of unity created ● Supportive of risk-taking ● Plan great activities 	<ul style="list-style-type: none"> ● Complaining ● Sharing perspectives/concern ● Minimal supplies ● Lack of support ● Being fully staffed ● Building sub ● Knowing the demographics we serve ● Addressing concerns ● Complaints about resources ● Time more time to prepare ● More bilingual staff ● Technical support turnaround ● Spanish interpreting ● Students are 5-6 grade levels below



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- Connect strongly with students
- Good return rate
- Very resourceful
- Allowed to be ourselves
- Care about students above and beyond
- The administration is receptive to feedback
- Great counselors
- Open door policy
- Good job with data
- Respond to a clarion call (bat signal)

What we do really good as SCEC

- Put our information well
- Administrators respond timely
- One band, one sound

- Incentivizing staff, teacher retainment
- Transient teacher population
- Constant change
- 5 principals in 9 years
- Quality committed staff
- reading/math interventions
- Need for alternative school
- Paras in every class
- Carpet in nurse's office
- Nurse supply list
- Better devices
- Parent involvement
- \$100 library/\$50 Social workers
- Pool deck carpet
- Ordering is expensive
- \$250 for art
- Feel like a stepchild
- Building a house from the top down
- Grade retention
- Start and dismissal time
- Differentiated PD
- Lose staff because the offer is too low
- Insurance
- EP Pay -hurtful
- Mentoring program
- Mentoring scaffolds for EP
- NO PD Eval forms
- STEM certified district
- Pool
- More money for field experiences



**CARRIE GOSCH EARLY LEARNING CENTER
AUGUST 29, 2024**

We Do This Really Well...	We Can Get Better At...
<ul style="list-style-type: none"> ● WORK TOGETHER WELL ● IDENTIFY STUDENTS WITH SPECIAL NEEDS AND TAKE THEM TO THE NEXT LEVEL ● HELPFUL STAFF ● COMMUNICATE WITH PARENTS AND STUDENTS WELL ● GETTING TO UNDERSTAND STUDENTS WELL ● A DIFFERENCE BETWEEN STUDENTS THAT ATTEND GOSCH & DON'T BEFORE ATTENDING K- ACADEMICS, EMOTIONAL ● ESTABLISH GOOD RELATIONSHIP WITH STUDENTS AND PARENTS <p><u>What we do really good as SCEC</u></p> <ul style="list-style-type: none"> ● BUS SERVICE- MAKES SURE EVERY KID GETS TO SCHOOL & HOME SAFELY ● GOOD LIBRARY PROGRAMS IN EC ● SPECIAL EDUCATION PROVIDES MANY RESOURCES FOR KIDS AND CLASSROOMS ● BUILD GOOD RELATIONSHIPS & REPAIR RELATIONSHIPS WITH PARENTS ● HAVING STAFF MEMBERS THAT ARE BILINGUAL MAKE STUDENTS FEEL COMFORTABLE 	<ul style="list-style-type: none"> ● COMMUNICATION- TO BE AWARE OF WHAT IS HAPPENING IN EC ● ACADEMICS- WE HAVE STUDENTS NOT READING, NEED TO SET UP PROGRAMS FOR OUR KIDS (READABLE ENGLISH), ● BETTER TRAIN OUR STAFF TO WORK WITH STUDENTS WITH NEEDS- AUTISM ● MORE SUPPORT IN CLASSES TO WORK WITH STUDENTS ● MORE STAFF- TEACHERS & PARAS ● MORE FUNDING ● THE DISTRICT NEEDS TO KNOW WHAT THE EXPECTATION IS FOR CARRIE GOSCH. NOT EVERYONE KNOWS THE RULES & REQUIREMENTS TO WORK AT PRE-K CENTER ● HIRING PROCESS AS A WHOLE TAKES TOO LONG- LOSING STAFF BECAUSE OF THIS ● ATTENDANCE- WE NEED TO GET STUDENTS TO COME TO SCHOOL ● SUBSTITUTING OPTION FOR PARAS ● OFFER PEOPLE MORE PAY, BE MORE COMPETITIVE FOR ALL STAFF ● EVENTS IN HAMMOND ARE OPEN TO EVERYONE. LET EC BE MORE OPEN TO EVERYONE- CIVIC CENTER- SPAGHETTI & CLOTHING DRIVE ● DIRECTOR SHOULD COME TO CARRIE GOSCH & INTRODUCE THEMSELVES



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- TRAINING FOR BEHAVIOR MANAGEMENT FOR ALL STAFF- CONSISTENT
- A CONSISTENT SUPERINTENDENT- NEED SOMEONE TO STAY & BE HERE FOR THE LONG RUN
- SAFETY FOR ALL STUDENTS- ESPECIALLY FOR SPECIAL ED STUDENTS- BUS EVACUATION DRILLS, NURSES NEED TO TRAIN STAFF WITH EPI PENS, SEIZURE PROCESS
- CAN PRE-K BE SEPARATE FOR THE HIRING PROCESS?
- WHY WAS CARRIE GOSCH NOT RENOVATED OR GIVEN AIR CONDITIONING?
- CLEANLINESS OF BUILDINGS, LANDSCAPING NEEDS TO BE SPRUCED UP- SOME BUILDINGS ARE NOT CLEAN
- STRONGER FINE ARTS PROGRAM & BEGIN AT ELEMENTARY- BAND
- SWIMMING PROGRAM
- MORE AFTERSCHOOL ACTIVITIES
- MEET & GREET FOR PRE-K TO K SCHOOLS WITH PARENTS AND STAFF AT THE END OF THE YEAR
- SUGGESTION: HAVE EVERYONE DO THE SAME ENTIRE PROCESS ACROSS THE DISTRICT