



# **Hale Area Schools – 2012**

## ***Creating a 21<sup>st</sup> Century School***

# Hale Area Schools – 2012

## *Creating a 21<sup>st</sup> Century School*



- Our Financial Achievements
- Our Technological Progress
- Our Student Achievement Focus
- The Importance of Order to Achieve Learning
- The Communication Policies at Hale Area Schools
- How **You** Can Help Hale Area Schools



# Our Financial Achievements



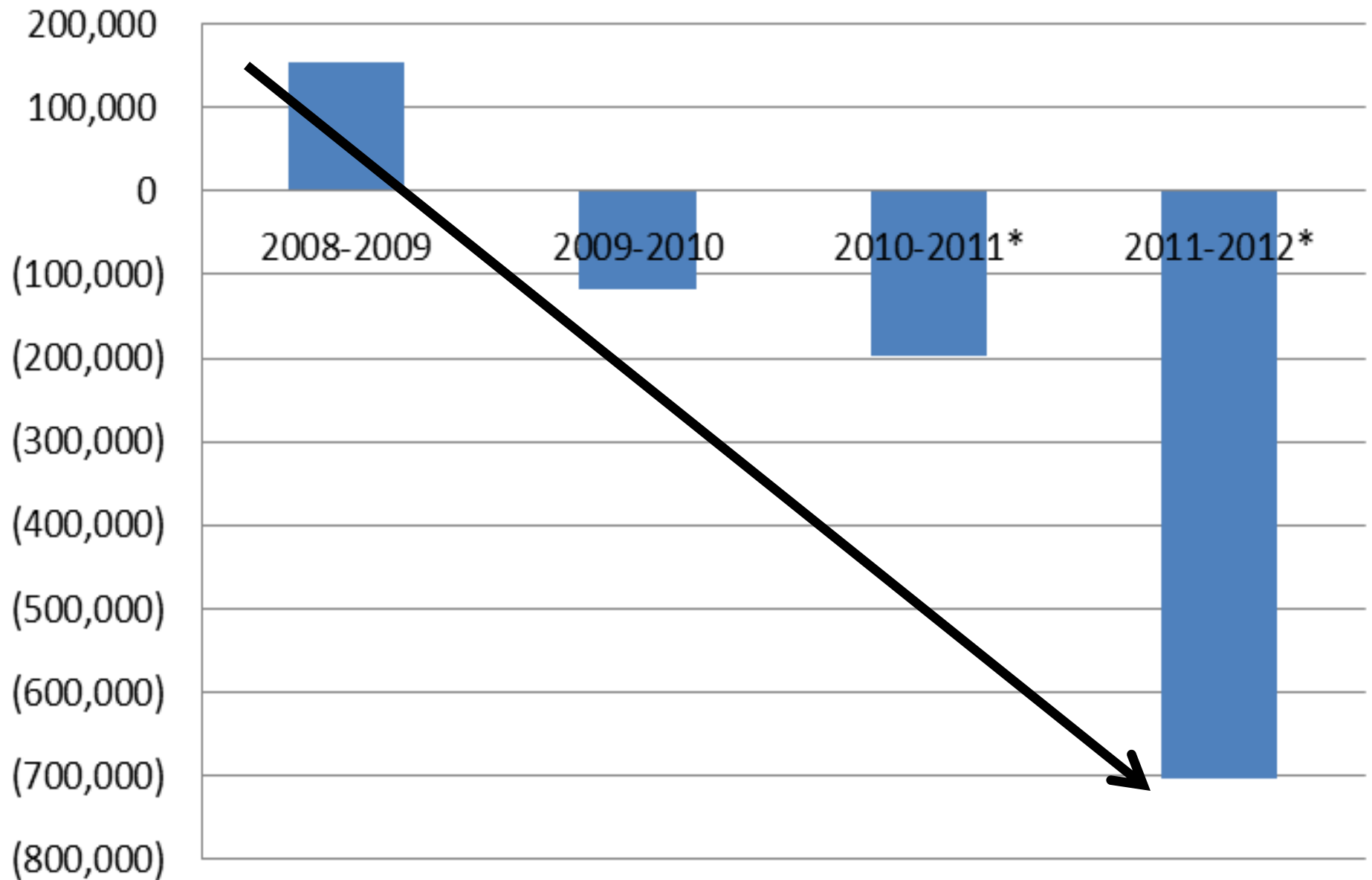
# Our Financial Achievements

## *How the crisis unfolded*



- At the beginning of school year 08-09, Hale Area Schools had a fund balance of \$154k.
- By the end of that school year, the fund balance had gone deficit to (\$118k).
- This triggered a requirement for Hale Area Schools to submit a deficit elimination plan to the Michigan Department of Education in Lansing.
- By the end of school year 09-10, the fund balance had dropped further to (\$135k).
- Hale Area Schools resubmitted a new deficit elimination plan to MDE.
- By the end of school year 10-11, the fund balance had dropped to (\$703k) and we had not made our obligations.

# Beginning Fund Balance



# Our Financial Achievements

## *How the crisis unfolded*



- As this crisis unfolded, your Board of Education was faced with very few options:
  - State issued Emergency Financial Manager
  - Potential School Closure
  - Rethink, redesign, and reprioritize our educational system and find our way out of the situation
  - We chose to find our way out. We discovered someone who wanted to help us find the path...

...and we hired him.

# Our Financial Achievements

*Decisions your School Board made*



- Hiring of Mr. Ron Kraft as Superintendent
- Negotiated with Hale Federation of Teachers
- Negotiated with Steelworkers Union (support staff)
- Privatization of custodial personnel
- Closure of the former High School building

# Our Financial Achievements

*How everyone stepped up to save Hale Area Schools*



- Administration and Teachers agreed to at least 15% reduction in salary and increased health care costs
- Support staff agreed to reduction in benefits
- Retirement packages were negotiated
- Buy-out packages were negotiated

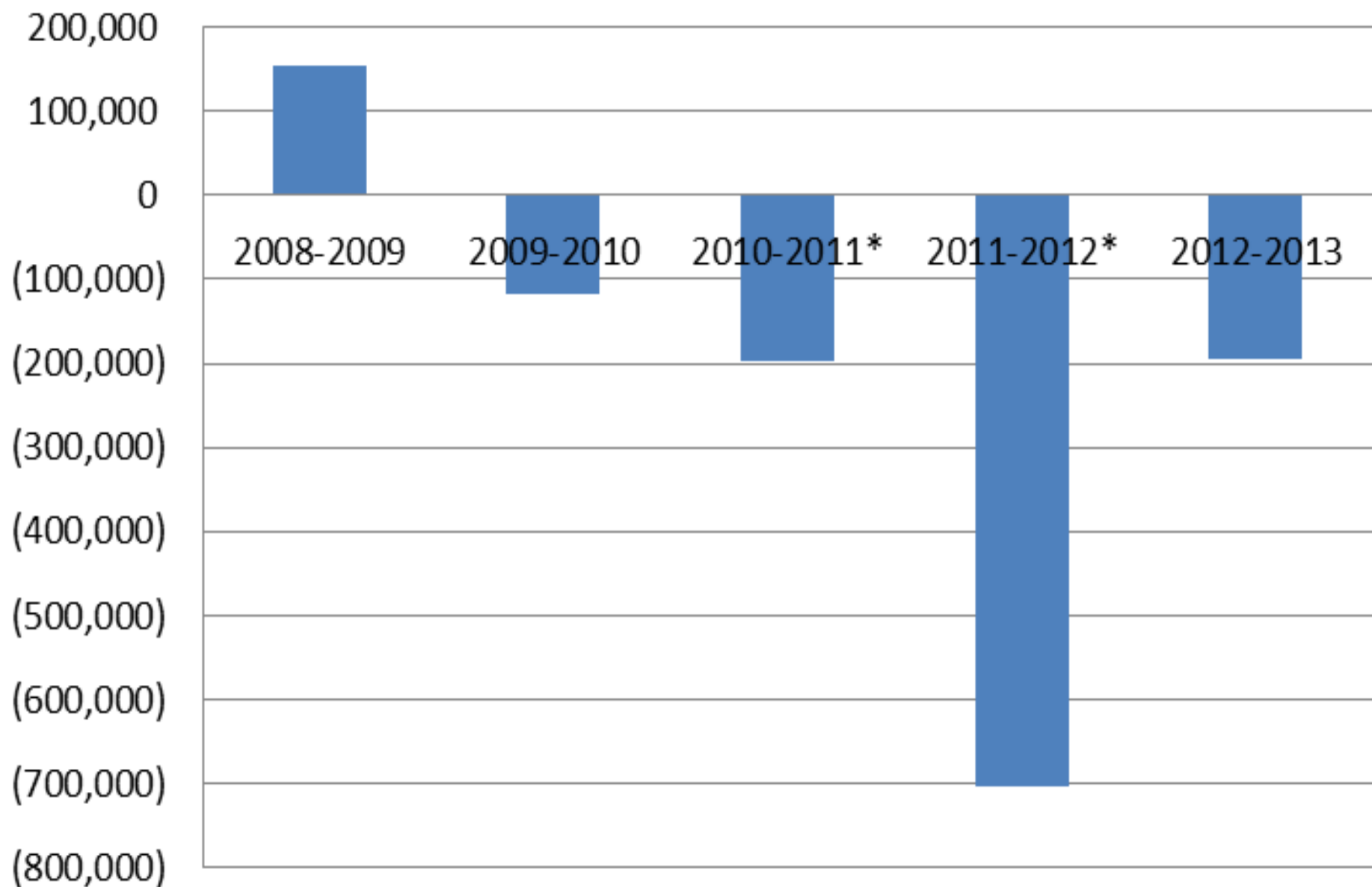
# Our Financial Achievements

*How everyone stepped up to save Hale Area Schools*

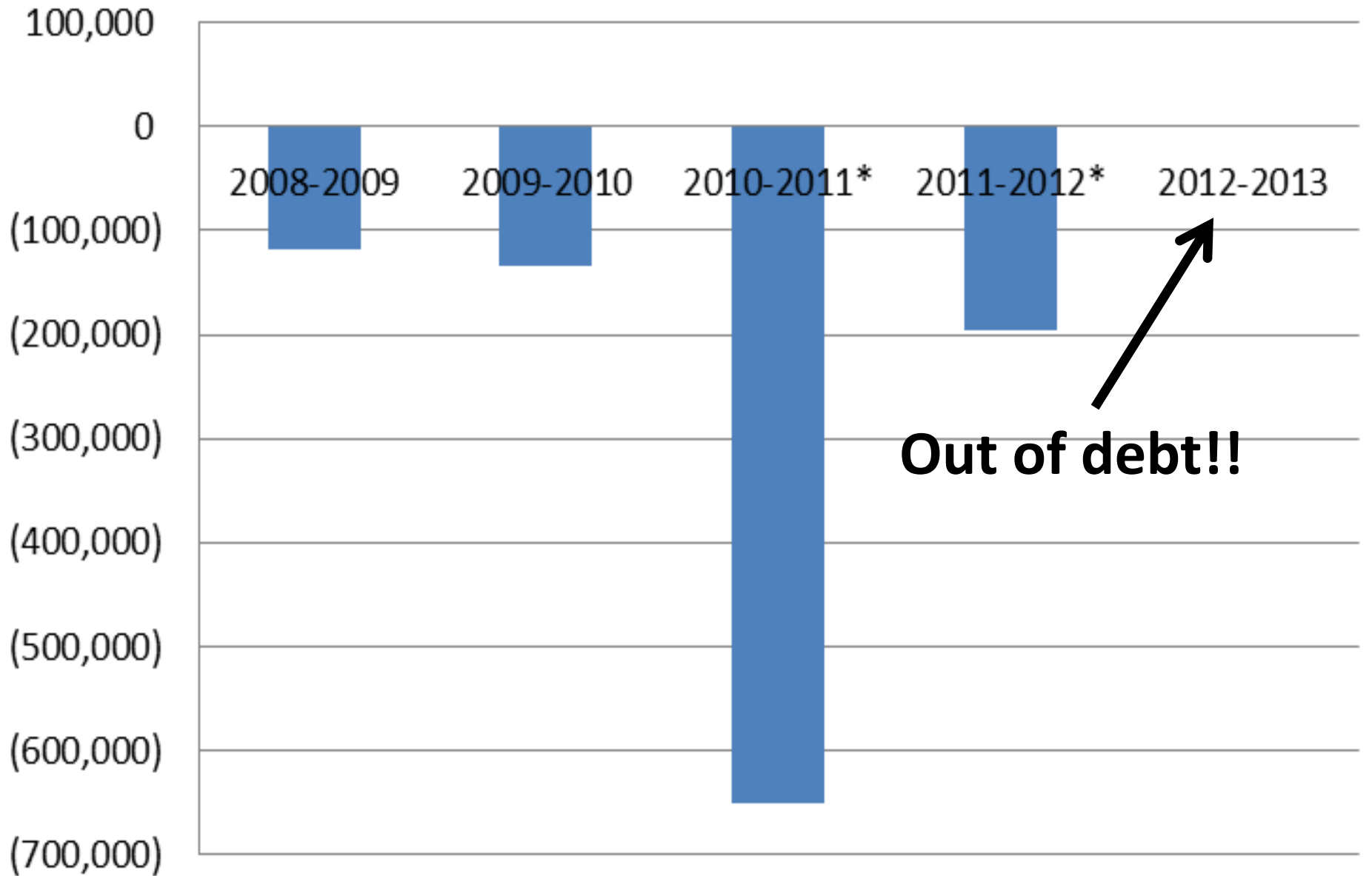


- As a result, our debt has been reduced by over a half million dollars with a commitment to be out of debt by June 2013.
- We are on schedule to meet all of our financial obligations that were required by Lansing.
- The MDE has advised us that we are no longer required to do monthly update meetings; they are very satisfied with our current academic and financial progress.
- We were given a clean audit for 11-12 showing no issues and we were complimented by the auditor on our financial achievements and growth.

# Beginning Fund Balance



# Ending Fund Balance



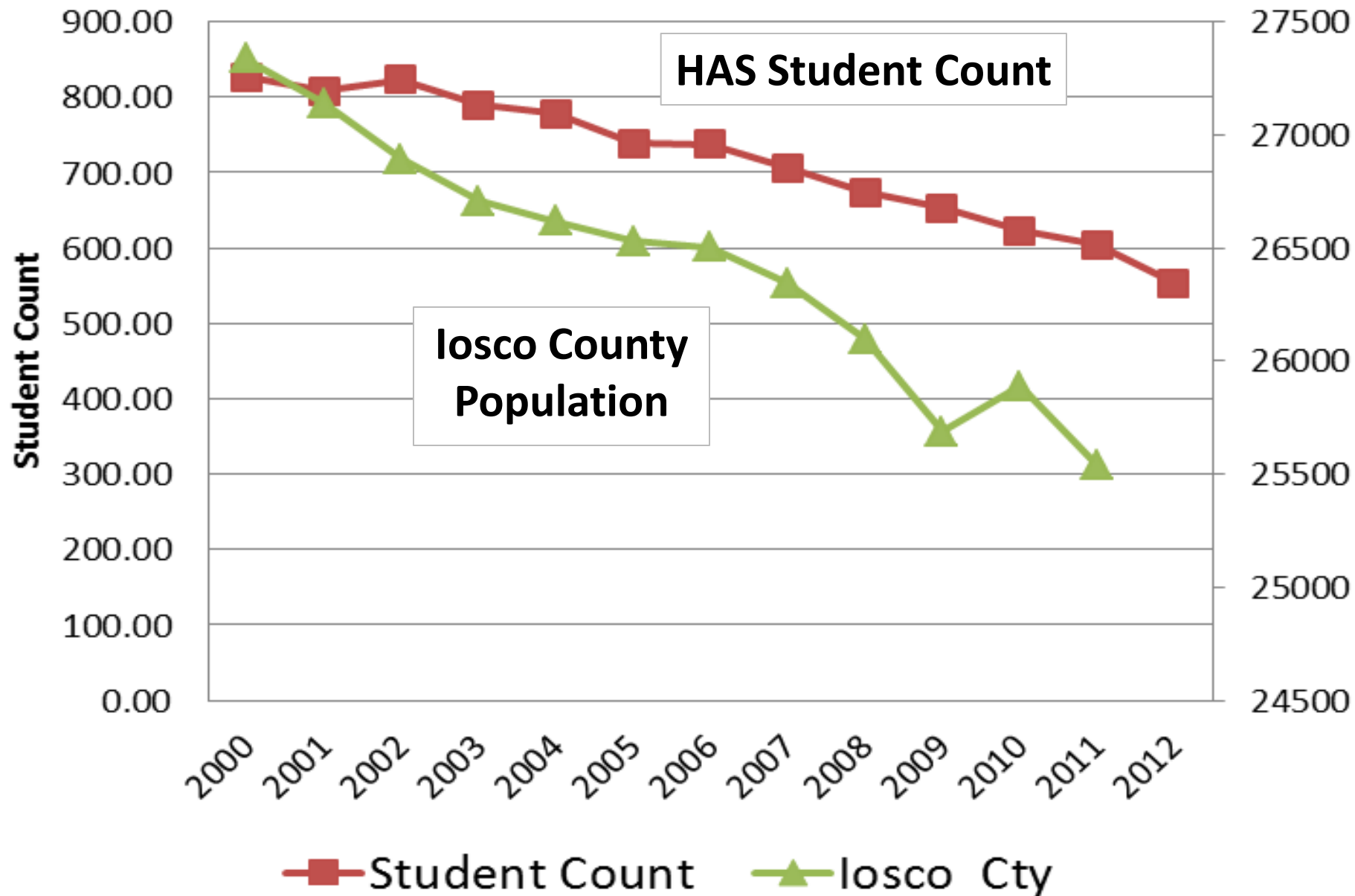
# Our Financial Achievements

*How everyone stepped up to save Hale Area Schools*

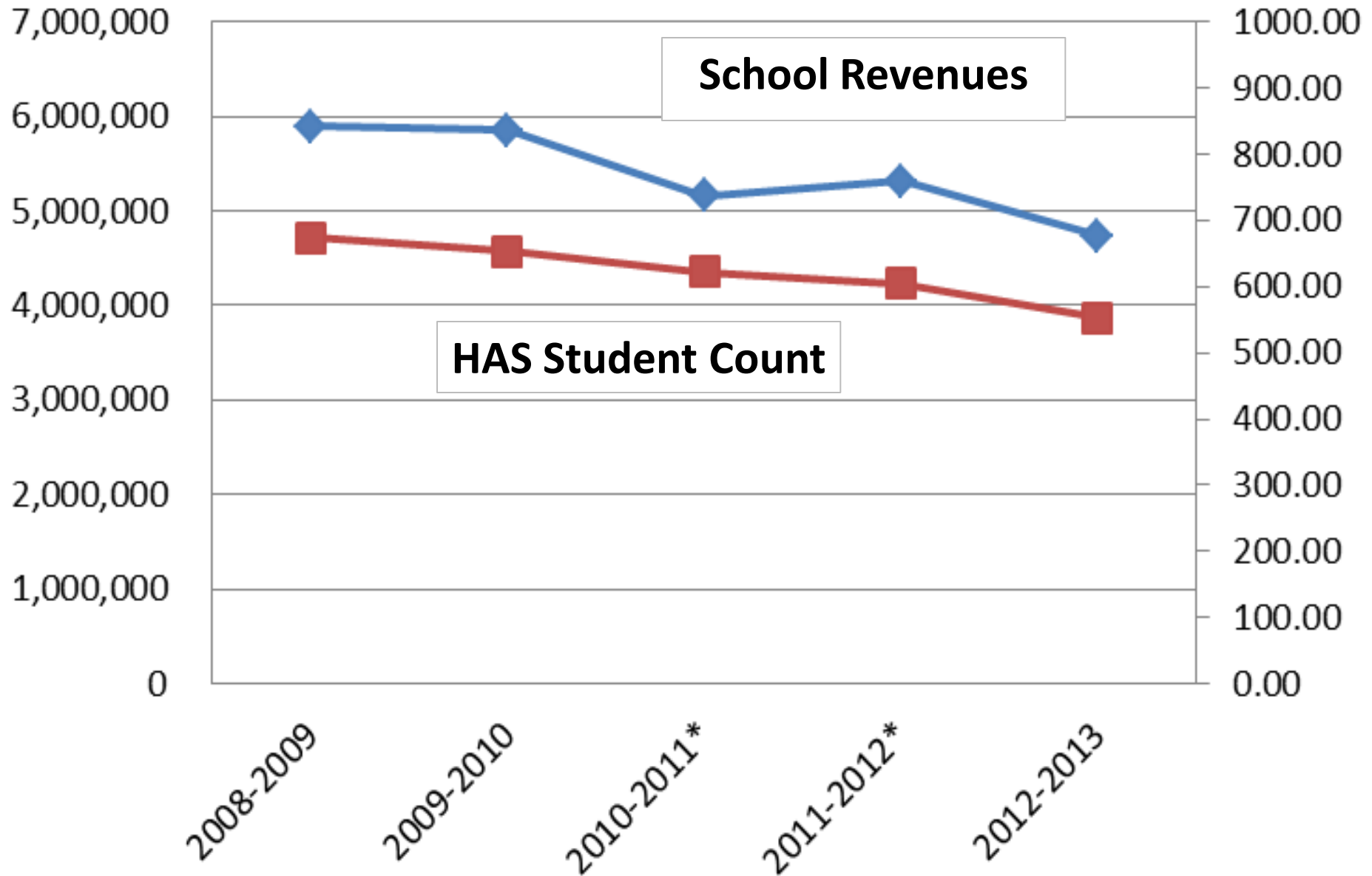


- These were very difficult decisions during a critical time.
- The sacrifices made by our administration, staff, and support staff are why we still have a Hale Area Schools today!

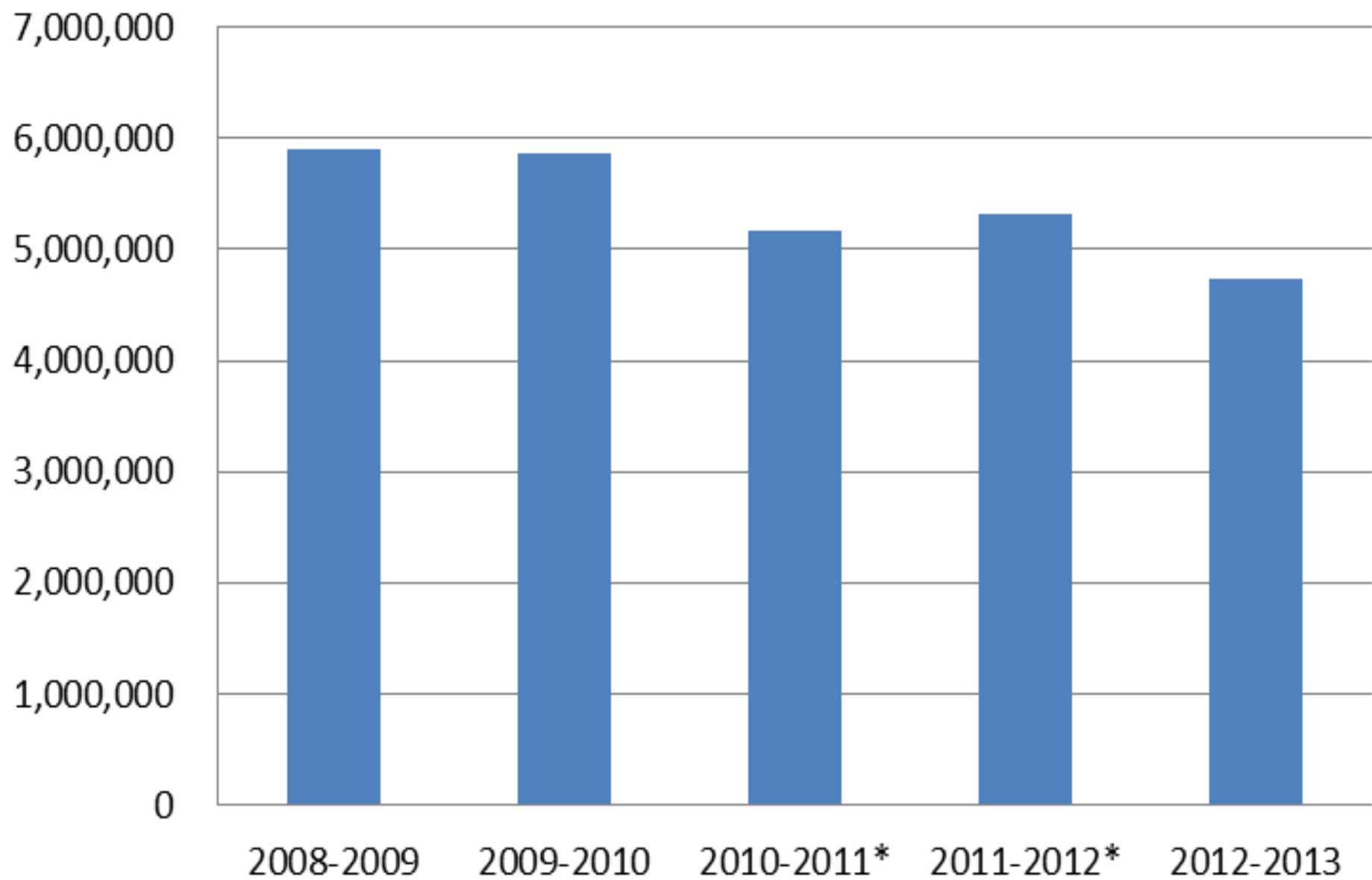
# Population & Student Decline



# Revenues & Student Count



# Revenues



**Declining Student Count =**

**Declining Revenues =**

**Declining Dollars to  
Support Kids**

# Our Commitment to Students

Programs Hale Area Schools continues to offer even under decreasing revenue:

- Band
- Choir
- Athletics (no Pay for Play)
- Transportation (Bus program continued)
- Bay Arenac ISD Technology Center
- IRESA Vocational Technology Education
- Family nights
- Mobile dentist



# Our Commitment to Students

Programs we have added even under decreasing revenue:

- Spanish
- Expanded E2020 High School Courses
- 21<sup>st</sup> Century Technology course
- Tutoring before and after school
- Biology II and Chemistry II will be offered next year
- Extended-day programs until 6:30 p.m., Saturday School, and Sunday School (based on individual need)



# Our Commitment to Our Community

Hale Area Schools also offers utilization of the school building and facilities to the community

- PRIDE assemblies
- Rachel's Challenge
- Square Dancers
- Boys and girls softball programs
- Little Eagles basketball program
- Boy and Girl Scout programs
- Extended summer school program
- Many others



# Our Commitment to Our Facilities

Facility improvements made during decreasing revenues:

- Fixed leaking roof
- Installed exterior cement drainage system
- Repaired water damaged gym floor
- Installed brighter, 21<sup>st</sup> Century energy efficient lighting into the gym
- Restriped the gym and gym floor



**T8**  

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# Our Technological Progress



# Our Technological Progress

## 2010: The Creation of Hale Area Schools Mission Statement

MISSION STATEMENT: Hale Area Schools will equip students with the **innovative and technological** skills to transfer knowledge from the classroom to the global workplace.

Responses we received from school staff:

*“The mission statement is terrible! What innovative and technology skills are we giving our students? If you get rid of the words innovative and technology, it would sound ok.”*

*“Does the board really believe we can make technology improvements in the middle of a financial crisis?”*

# Our Technological Progress

2010: The Creation of Hale Area Schools Mission Statement

Not only did your board believe it, but we also found someone that shared the same belief that we did...

...and we hired him.

***Hale Area Schools will equip students with the innovative and technological skills to transfer knowledge from the classroom to the global workplace.***



# Our Technological Progress

Technology we have added:

- Clickers – a set for every classroom
- 200 iPads
- E2020
- MobiPads
- Spanish course interactive via Distance Learning
- BrainWare Safari
- Reading Eggs / Reading Eggspress / Study Island
- Digital projectors
- Document cameras
- Will have mini-labs in each K-6 classroom prior to Christmas
- Skyward Student Software with Family Access to be implemented
- New financial software to be implemented the first of the year



# Our Student Achievement Focus



# Our Student Achievement Focus



*2010: Creation of Hale Area Schools Vision Statement*

VISION STATEMENT: Our graduates will be prepared to become **successfully employed** and contributing members of the global society.

***All*** students will learn.

***All*** students will be prepared to become employed.

***All*** students will contribute to society.

# Our Student Achievement Focus

*2010: Creation of Hale Area Schools Vision Statement*

There was a suggestion at the time that some kids in our community couldn't learn.

Your board didn't believe that. We found someone else that didn't believe that either...

...and we hired him.

***Our graduates will be prepared to become successfully employed and contributing members of the global society.***

# Our Student Achievement Focus



***“All students will learn.”***

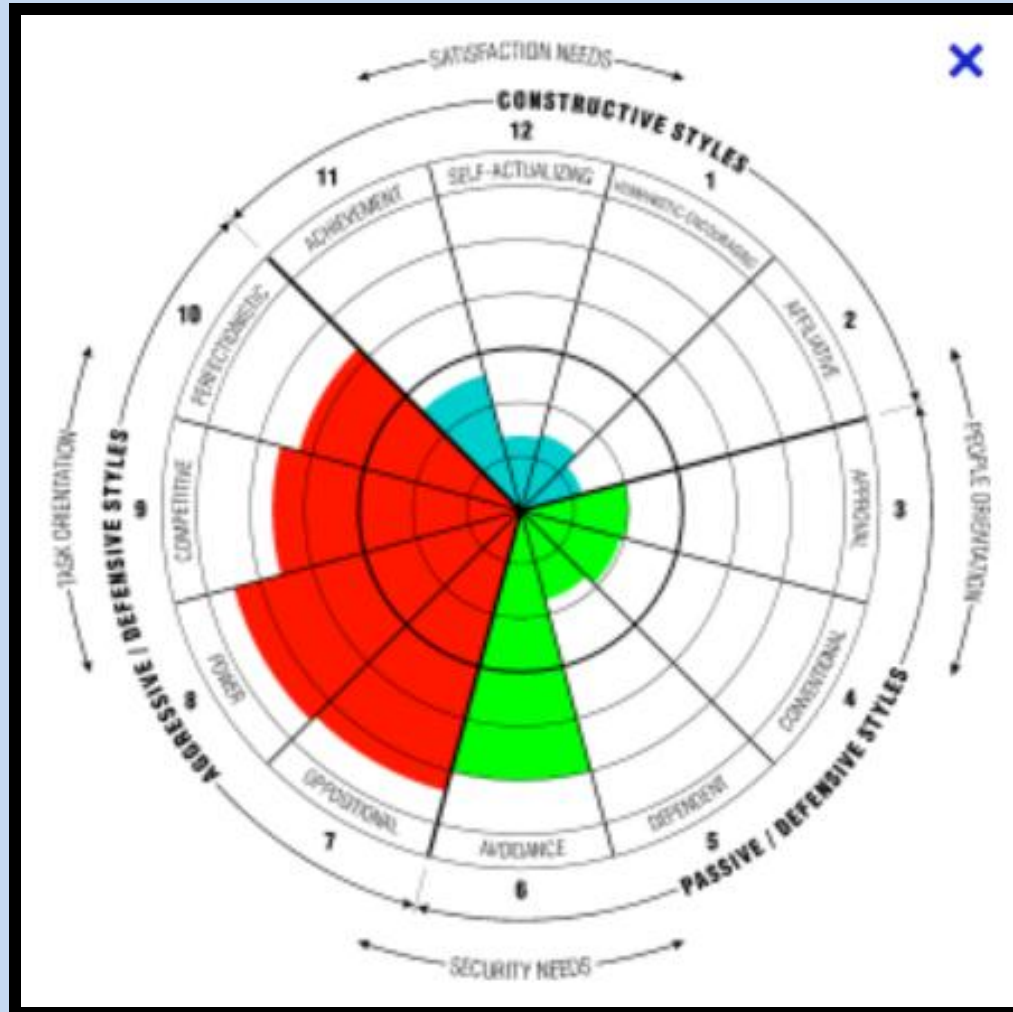
Our staff is trained to meet the needs of all our students

- LSI / OCI
- PDCA (Plan/Do/Check/Act)
- Seven Correlates of Effective Schools
- Book Study; Marzano’s “Classroom Instruction that Works”
- Total Quality Management
- TESA (Teacher Expectations/Student Achievement)
- Formative and Summative Assessments
- Math & ELA Mastery Assessments
- Clickers, ExamView Software, MobiPads
- Differentiated Instruction

# LSI/OCI

Life Styles Inventory

Organizational Culture Inventory



# PDCA

Plan-Do-Check-Act



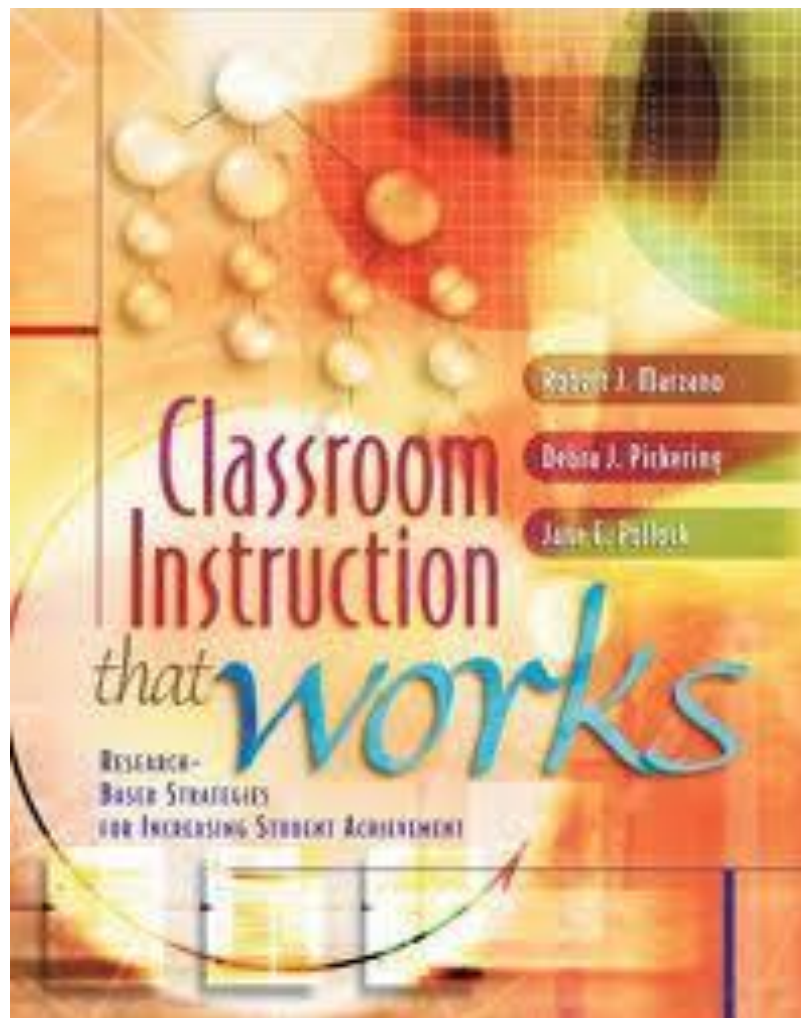
# The 7 Correlates of Highly Effective Schools

*(Lawrence W. Lezotte)*

1. Instructional Leadership
2. Clear and Focused Mission
3. Safe and Orderly Environment
4. Climate of High Expectations
5. Frequent Monitoring of Student Progress
6. Positive Home-School Relations
7. Opportunity to Learn and Student Time on Task

# Classroom Instruction That Works

*Robert J. Marzano*



# Classroom Instruction That Works

*Robert J. Marzano*



- \* Identifying similarities and differences.
- \* Summarizing and note taking.
- \* Reinforcing effort and providing recognition.
- \* Homework and practice.
- \* Nonlinguistic representations.
- \* Cooperative learning.
- \* Setting objectives and providing feedback.
- \* Generating and testing hypotheses.
- \* Questions, cues, and advance organizers.

# Formative & Summative Assessments



Formative Assessments:

*Qualitative feedback (rather than scores)*

Summative Assessments:

*Monitor educational outcomes*

# Math Mastery Assessments

Kindergarten Math	Sept.	Oct.	Dec.	Feb.	Apr.	June
Recognize shapes	56%	78%				
Compare numbers to 10 without manipulatives	31%	44%				
Draw shapes	19%	41%				
Rote count to 100 by 10's	12%	26%				
Count forward from a # (e.g. 15 16 ___)	23%	26%				
Recognize numbers to 30	12%	19%				
Count objects to 30	0%	7%				
Addition to 10 using manipulatives	0%	7%				
Subtraction to 10 using manipulatives	0%	7%				
Rote count to 100 by 1's	3%	3%				
Write numbers to 30	0%	3%				
Add fluently to 5	0%	0%				
Subtract fluently to 5	0%	0%				

# Math Mastery Assessments

Seventh Grade Math	Sept.	Oct.	Dec.	Feb.	Apr.	June
Multiply and divide real numbers fluently (positive and negative integers)	71%	71%				
Add and subtract real numbers fluently (positive and negative integers)	31%	37%				
Use proportions to solve equivalent fractions	29%	31%				
Use probability to predict chance of an event occurring.	0%	29%				
Use knowledge of various types of angles to solve for an unknown angle	3%	25%				
Use equations in the form of direct variation and slope intercept form	3%	17%				
Solve for surface area of a 3-D figure	0%	17%				
Use properties of real numbers to solve equations	14%	11%				
Write equations in $y = mx + b$ form	9%	0%				
Determine similar triangles by using informal justification	0%	0%				

# Math Mastery Assessments



Kindergarten Math

First Grade Math

Second Grade Math

Third Grade Math

Fourth Grade Math

Fifth Grade Math

Sixth Grade Math

Seventh Grade Math

Eighth Grade Math

Algebra I

Geometry

Algebra II

# ELA Mastery Assessments

Kindergarten	Sept.	Nov.	Jan.	Mar.	May	June
Recognize rhyming words	42%					
Supply rhyming words	38%					
Name letters -- upper case and lower case	35%					
Produce letter sounds	27%					
Write words through dictation - beginning, middle, and ending sounds	15%					
Recognize sight words	8%					
Blend nonsense words	8%					
Isolate beginning, middle, and ending sounds	4%					
Write sentences through dictation - punctuation, spacing, upper and lower case letter usage, spelling sight words, sounding out words, left-to-right progression, and listening skills	0%					
Compose an opinion piece about a topic - state the topic, state their preference, and give two supporting details	0%					

# ELA Mastery Assessments

Eleventh / Twelfth Grade	Sept.	Nov.	Jan.	Mar.	May	June
Analyze correct word choice.	72%					
Demonstrate conventions of standard English grammar and usage, punctuation, and sentence structure.	48%					
Analyze non-literal language (figurative/connotative speech, satire, irony, sarcasm, understatement), and multiple meanings of words.	43%					
Edit and revise writing.	30%					
Comprehend grade-level material.	28%					
Analyze historical texts from the same time period to identify similar themes.	15%					
Identify correct citations.	1%					
Write a narrative piece.						
Write an informative/explanatory piece.						
Write an argumentative piece.						
Analyze and evaluate effectiveness of author or speaker (structure, tone, points of emphasis, and purpose).						



# **Clickers**

# **ExamView Software**

# **MobiPads**

**How many students have been recognized  
as a State Champion from our school  
this year?**

**A. 0**

**B. 1**

**C. 2**

**D. 3**

**E. 4**

**How many iPads do we currently have on hand for our students?**

- A. 50**
- B. 100**
- C. 150**
- D. 200**
- E. 250**

**How many correlates of highly effective schools were previously listed?**

- A. 3**
- B. 5**
- C. 6**
- D. 7**
- E. 10**

**How many dollars per student does the State allocate for education this year?**

- A. \$7320**
- B. \$7116**
- C. \$6966**
- D. \$6846**
- E. \$7140**

**How many weeks of summer school were offered at Hale in 2012?**

- A. 5**
- B. 4**
- C. 3**
- D. 2**
- E. 1**

**How many years of High School Math are required for a diploma in the State of Michigan?**

**A. 1**

**B. 3**

**C. 5**

**D. 4**

**E. 2 1/2**

**Do students in the State of Michigan need an online learning experience in order to fulfill their graduation requirements?**

**A. Yes**

**B. No**

**C. Can I text a friend for Help?**

**D. Does Facebook count?**

**How many new members of National Honor Society were inducted from Hale Monday night?**

- A. 10**
- B. 13**
- C. 17**
- D. 20**
- E. 21**

**What percentage of our students are receiving a free lunch this year?**

- A. 25%**
- B. 35%**
- C. 50%**
- D. 75%**
- E. 100%**

**Rounding to the nearest 10, how many chairs were set up for tonight's meeting?**

- A. 160**
- B. 210**
- C. 290**
- D. 320**
- E. 350**

# Self Assessment

Take the number of questions you got right and multiply that by 10. Did you receive an:

- A. A 90-100%
- B. B 80-89%
- C. C 70-79%
- D. D 60-69%
- E. E Less than 6 Correct

# **Bonus Question #1:**

## **Hale Sample Election**

**How will you Vote November 6<sup>th</sup>?**

- A. Obama**
- B. Romney**
- C. Undecided**
- D. Unhappy with all Choices**

## Bonus Question #2

How many Runs have the Tigers scored so far in tonight's World Series game?

- A. 0
- B. 1
- C. 3
- D. 5 or more!!!!

**Was the information presented thus far helpful in answering your questions?**

**A. Yes**

**B. No**

# Our Student Achievement Focus

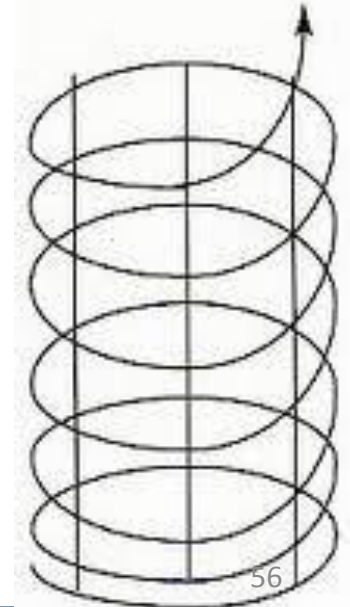
All professional development connects to student achievement

- Curriculum calendars
- Warm ups/Cool downs
- Spiraling
- BrainWare Safari
- Movement to Common Core State Standards
- Disaggregating and utilizing data
- Course pre-, mid, and post-assessments
- Integrating technology into instruction
- Scheduling intervention time during the school day
- Creating tutorials & enrichments to meet students at their level and building students' knowledge and skills
- Having high expectations for all
- Inclusionary model for special education (POHI, LD, EI)

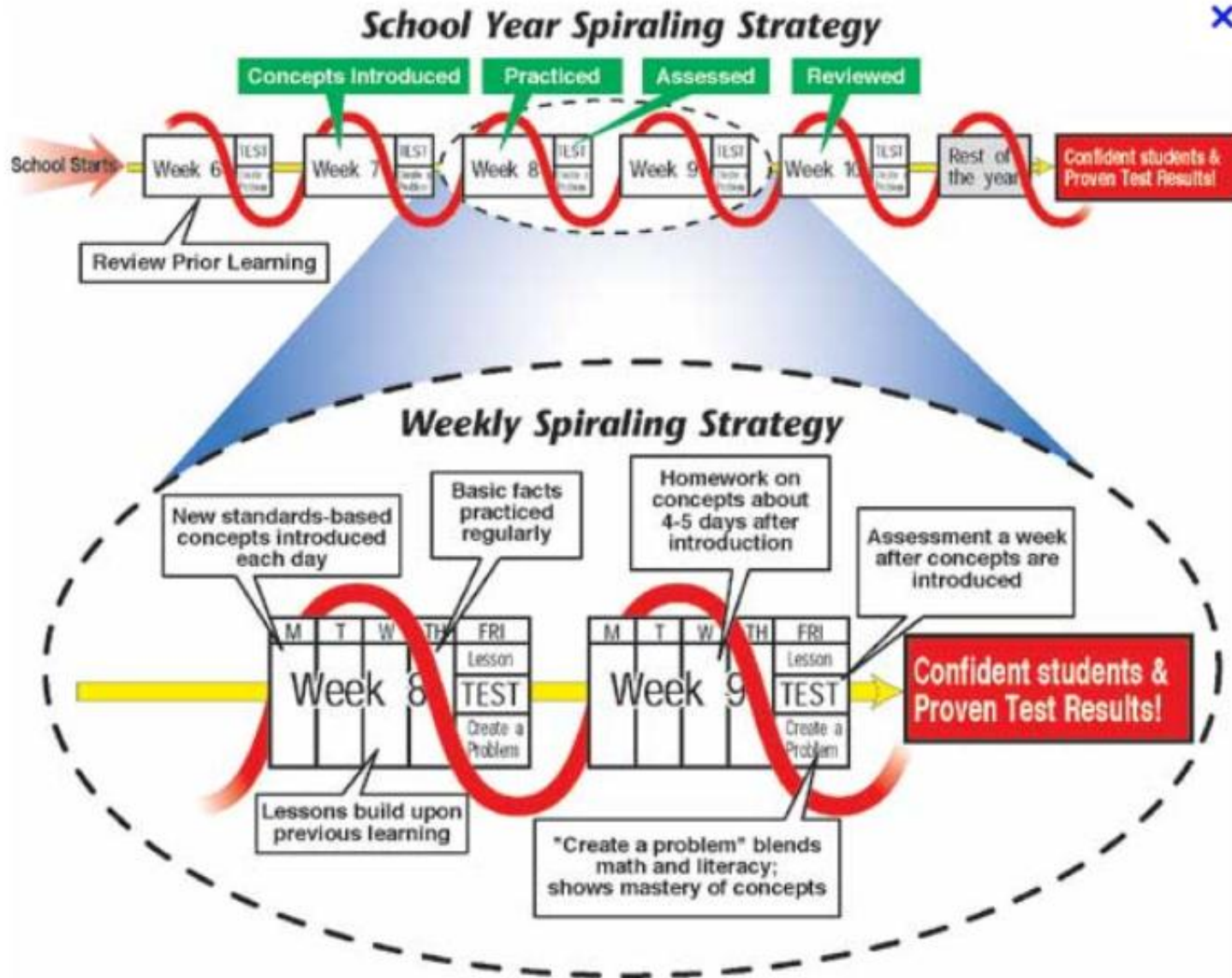
# Spiraling Teaching Technique



1. Basic facts of a subject are learned, without worrying about details.
2. As learning progresses, more and more details are introduced.
3. Concepts are reemphasized many times to help enter them into long-term memory.



# Spiraling Teaching Technique



# Brainware Safari

- Take what is now known about the brain from neuroscience research,
- Combine them with the best practices of video-game technology,
- To produce the most comprehensive, effective and engaging brain building software on the market.



# Brainware Safari – 8 Principals

**Principle 1: Neuroplasticity (brain changes in response to environment)**

**Principle 2: Automaticity (repeat steps embedding into memory)**

**Principle 3: Cognitive skills are highly integrated and interdependent, like a web.**

**Principle 4: The importance of the visual system.**

**Principle 5: The need for progressive and appropriately sequenced challenge.**

**Principle 6: The importance of frequency and intensity.**

**Principle 7: Feedback.**

**Principle 8: Engagement (fun) is vital.**

# BrainWare® SAFARI





- Our superintendent is working with Roger Stark, President of BrainWare Safari in Chicago on questions, thoughts, ideas, and rationale along with their researchers and philosophers.
- The Brainware safari leadership team is extremely interested in what we are doing in Hale.
- We are extremely interested in the cognitive work that they are doing with the patterning software.
- Mr. Stark has invited our superintendent to make a 30-minute presentation in Washington D.C. alongside researchers from California and New York on what we are doing with cognitive learning in Hale Area Schools.

# Common Core State Standards

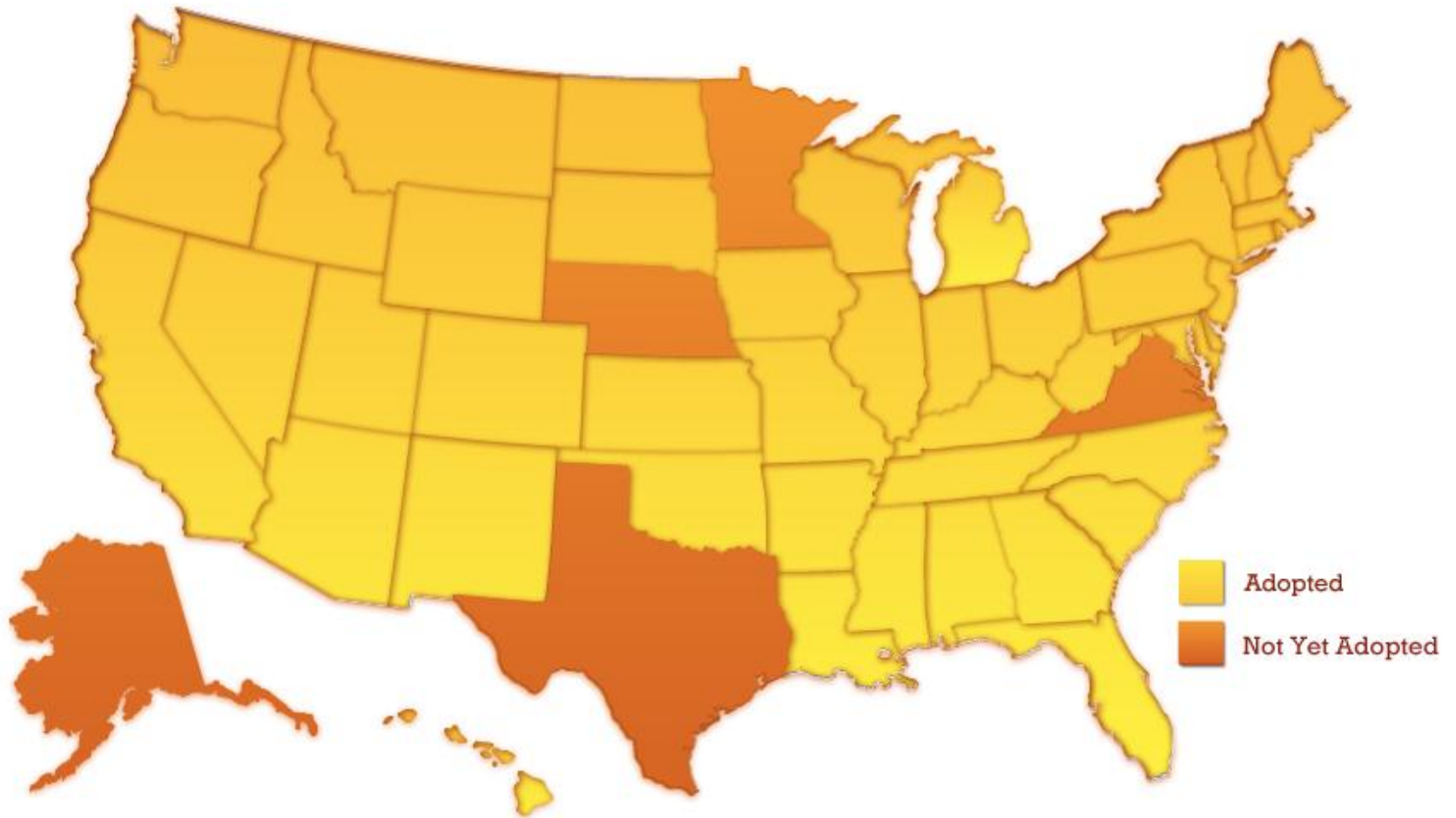


Common standards to ensure that all students, no matter where they live, receive a high quality education consistently, from school to school and state to state.

New summative assessments are scheduled to replace the MEAP and MME in the spring of 2015.

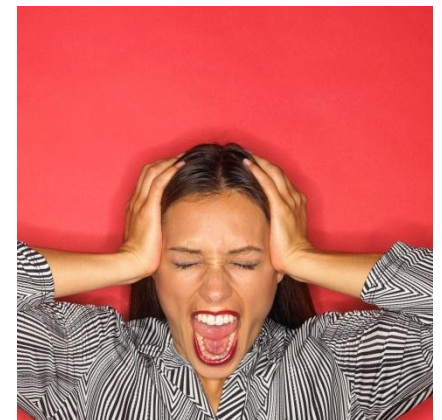
# Common Core State Standards

*States that have adopted Common Core Standards*





# The Importance of Order to Achieve Learning



# The Importance of Order to Achieve Learning

- Teachers shared concerns about how to achieve learning with disruptive students.
- The administration made a decision to do what was needed to create a safe and orderly climate in Hale School classrooms.
- PAX Good Behavior Game.
- Addressing discipline issues
  - Handbooks are given to students at start of school year outlining what is expected. They are signed by students once read.
  - Enforcement of athletic academic ineligibility emphasizes student achievement above athletics.
- The result: Classroom behavior is improving and so is learning.

# The Importance of Order to Achieve Learning

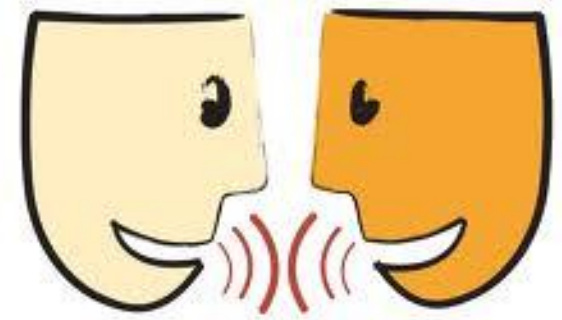
## Meeting Students' Social-Emotional Needs

- Licensed Professional Counselor
- Social Worker
- Home-School Liaison
- School Success Worker





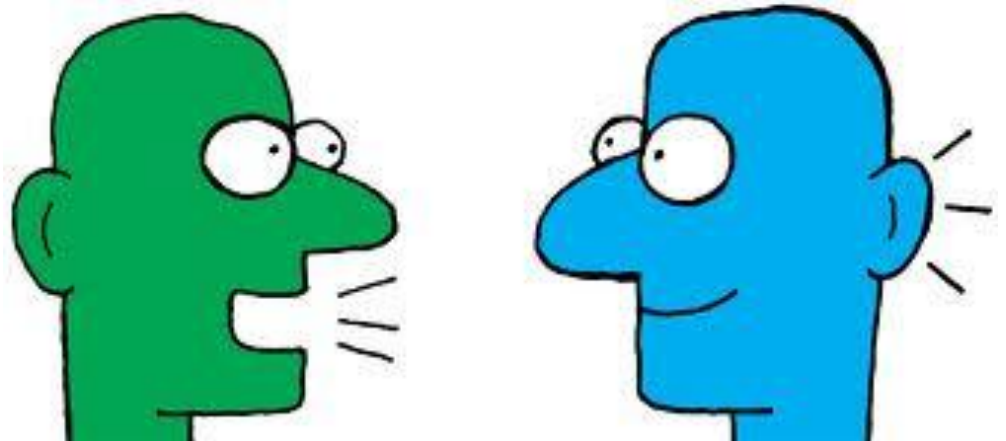
# Communication Policies at Hale Area Schools



# Communication Policies at Hale Area Schools

Communication is important

- Hale Area School Board encourages good and proper communication with your schools.
- You are encouraged to communicate in a courteous and timely manner.



# Communication Policies at Hale Area Schools

Here are some ways we are improving communication with our community:

- Implementation of the “All Call” system.
- Updates on the District Website (calendars, schedules, e-mails).
- State Required Fiscal Transparency Reporting Link.
- Require teachers to contact parents with positives.
- Board of Education meetings each month.
- Community Forums with various organizations (including this presentation to the Hale Area Association).

# Communication Policies at Hale Area Schools

## Hale Area Schools Board of Education Policies for Communication

- All questions regarding the District should be resolved at the lowest possible administrative level.
- Questions about **policies** of the District should be directed to the Superintendent.
- Questions about the **curriculum** of the District should be directed to the superintendent.
- Questions about specific **instructional materials** should be directed to the Principal.
- Questions about **facilities and services** should be directed to the Superintendent.
- Whenever a question is made directly to the Board as a whole or to a Board member as an individual, it shall be referred to the administration for study and possible solution.

# Communication Policies at Hale Area Schools

## Questions about **specific student issues**

- The Principal deserves the professional courtesy to address any student issue questions first.
- If resolution is not attained and needs to go above the Principal, the School Superintendent deserves the professional courtesy to address any of these questions next.
- If resolution is not attained and needs to go above the Superintendent, the School Superintendent will schedule as an agenda item for the regular Board of Education meeting held monthly.

# Whom Do I Call Next?

From time to time, parents and community members have questions, concerns, or problems that need to be resolved. If your situation does not seem to be resolved, a follow-up call can be made to the person listed below:

If you called . . . . . the follow-up call should be made to:

Classroom teacher . . . . .	Building Principal
Counselor . . . . .	Building Principal
Coaches . . . . .	Athletic Director
Secretary of the building . . . . .	Building Principal
Bus Driver . . . . .	Transportation Supervisor
Building Principal (on bus issue) . . . . .	Transportation Supervisor
Food Service . . . . .	Food Service Supervisor
Administrative Office Secretary . . . . .	Business Manager
Business Manager . . . . .	Superintendent
Building Principal . . . . .	Superintendent
Transportation Supervisor . . . . .	Superintendent



# How YOU Can Help Hale Area Schools



# How YOU Can Help Hale Area Schools

Support your school by

- Talking to our administrators, teachers, and staff, asking questions.
- If you hear something of concern, make an appointment to discuss this with the appropriate person.
- Volunteering and getting involved.
- Repeating the positives about Hale Area Schools.



# How YOU Can Help Hale Area Schools

Support your Teachers by

- Encouraging them, teaching is hard work.
- If you are a parent, talk to your student and monitor their progress.
- Communicating your student concerns to the teacher in a timely manner.
- Letting teachers know how much you appreciate what they are doing for our students and our community.



# How YOU Can Help Hale Area Schools

Support your Administration by

- Communicating issues directly to them for discussion and explanation by appointment, e-mails, or phone call.
- Encouraging them, they are responsible for the most valuable resource in our community...our students.
- Being positive when you talk to and about them.



# How YOU Can Help Hale Area Schools

Support your Superintendent by

- Respecting the multi-faceted responsibilities of the position.
- Communicating concerns timely and appropriately.
- Having confidence that even though change is hard and sometimes confusing, that in the end it is all about what's best for our kids.



# How YOU Can Help Hale Area Schools

Support your School Board by

- Encouraging them.
- Speaking positively about them.
- Communicating your concerns in an appropriate manner.
- Following the board procedures and policies especially with respect to communication.
- Respecting their roles and responsibilities.



# How YOU Can Help Hale Area Schools

All decisions made by staff, administration, and the board are based on what we believe is best for kids and how well our kids are learning.

Our priority is Student Achievement.

*All Students Will Learn.*

# Hale Area Schools – 2012

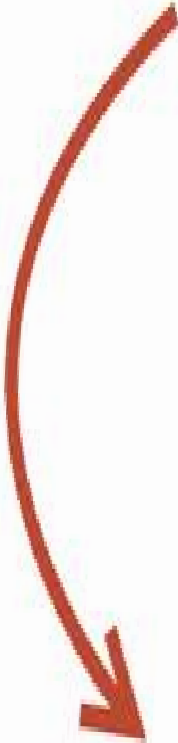
## *Creating a 21<sup>st</sup> Century School*



- To achieve a 21<sup>st</sup> Century School, the Hale Area Schools need the full support of our community.
- What a community says about it's school makes a huge difference, people want to bring their children to schools with a positive image.

# Hale Area Schools – 2012

## *Creating a 21<sup>st</sup> Century School*



Positive comments =  
Positive Image =  
More students =  
Increased Revenue =  
Larger School Budget =  
Better Schools =  
Better Community for All

# Hale Area Schools – 2012

## *Creating a 21<sup>st</sup> Century School*



**Ultimately, when our school is successful,  
our students win, our parents win, our  
staff and administration wins, the whole  
community wins!**



# Hale Area Schools – 2012

## *Our 21<sup>st</sup> Century School*



### MISSION STATEMENT:

*Hale Area Schools will equip students with the **innovative and technological skills** to transfer knowledge from the classroom to the global workplace.*

### VISION STATEMENT:

*Our graduates will be prepared to become **successfully employed and contributing members** of the global society.*

### BELIEF STATEMENT:

*All Students Will Learn*