

Meeting #1
October 4, 2021

**2021-22 SAC
with a Focus on
Diversity, Equity and
Inclusion**

Agenda for 10-4-21 (Organizational)

- Agreements/Norms
- Introductions
- Dr. Thacker
- Administrator Updates
- SAC Purpose
- Proposed Action Items

Agreements

- Maintain Confidential, Safe Space
- Maintain Engagement
- May Experience Discomfort (Discomfort = Growth)
- Positive Intent
- We are all at different places, and that is okay.
- Embrace a Growth Mindset (We are not there, YET, but together we are making strides)
- We are in this TOGETHER, and we are better together
- Focus on outcome to better P-H-M
- Listen for understanding
- District Outcomes
- Diversity Makes us Great
- Value and Celebrate Diversity, Equity, and Inclusion.
- Actively participate in meetings with the Steering Committee.
- Share input on upcoming decisions and best practices.
- Discuss and consider various perspectives on topics impacting the school district.
- Build positive relationships with parents/guardians and other members of the Steering Committee.
- Maintain professional and positive intent while addressing and brainstorming solutions.
- Stay within the topic framework for the meeting.

Who are the Stakeholders: Members of the SAC

- Superintendent
- Diversity, Equity, & Inclusion Officer
- Parents
- Community Partners
- Students
- Central Office Administrators
- Building Principals and APs (Secondary & Reps for Elementary)
- Teachers
- Association President
- Counselors
- Chairperson-COO
- Chair-Dir. Of SEL & Mental Health

**Thank you to
our amazing,
dedicated
members!**





Introductions

- Name
- Profession, IF you wish
- Role on SAC
- Parents may feel free to share schools their children attend IF they wish.

Dr. Thacker





A VISION OF EXCELLENCE

Penn-Harris-Madison School Corp.

6 MAJOR GOALS

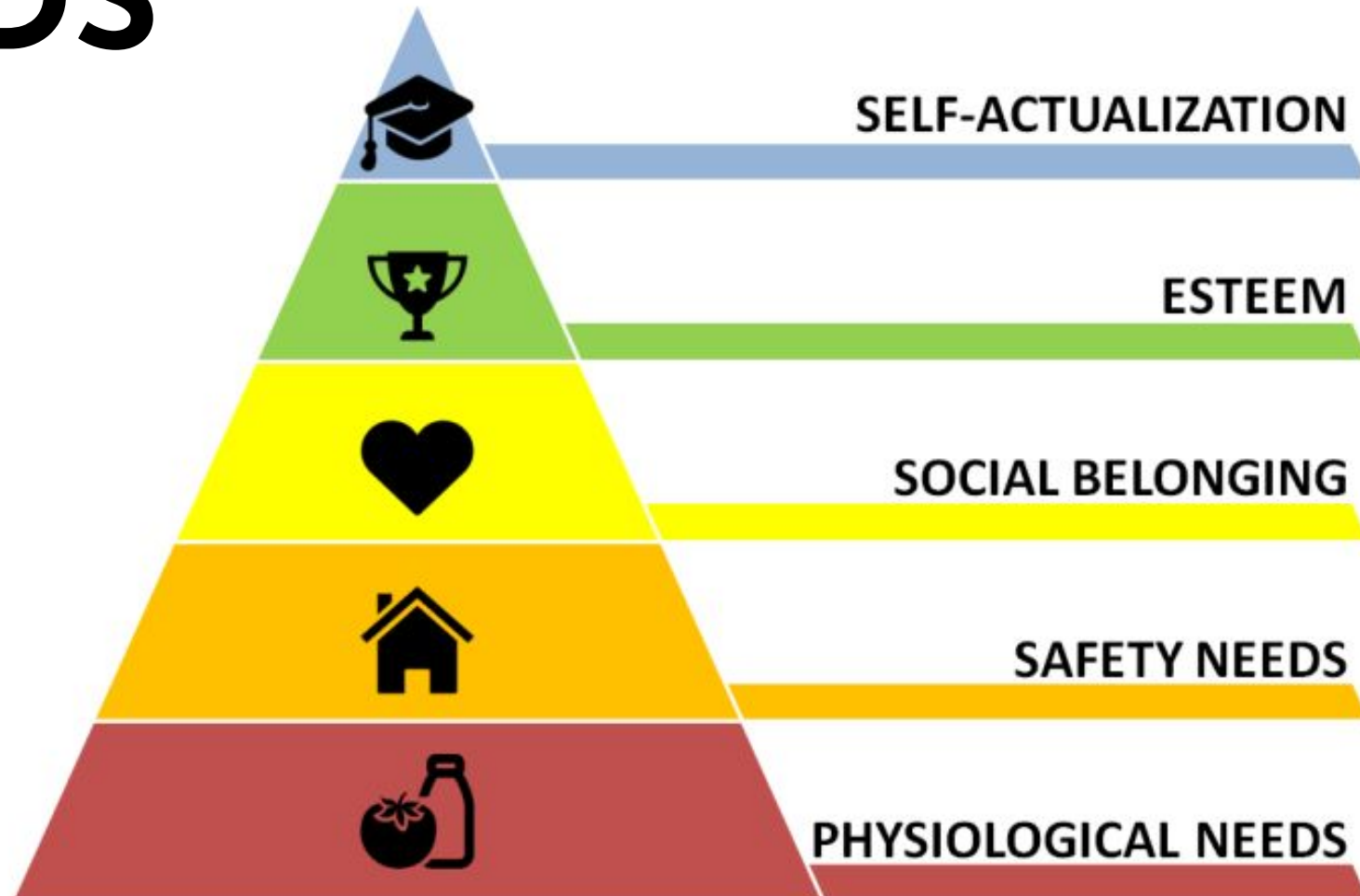


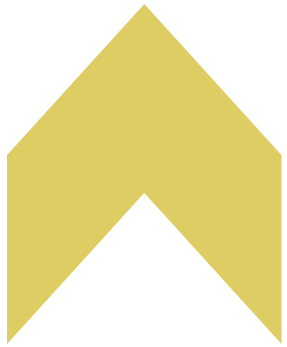
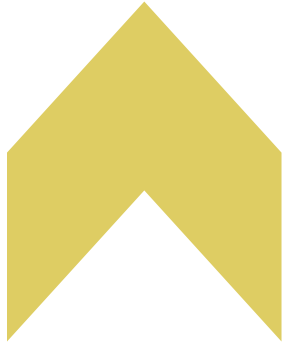
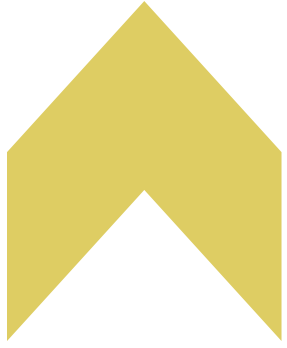


SOCIAL EMOTIONAL LEARNING



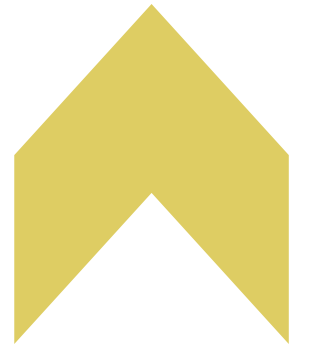
MASLOW'S HIERARCHY OF NEEDS





**"Everything rises and
falls on leadership"**

JOHN MAXWELL





**2020-
21**

KATHY SHREINER

P-H-M Elementary Teacher of the Year



2020
-21

WENDY SCHUSTER
P-H-M Secondary Teacher of the Year



SAFE SCHOOLS



ACADEMIC





2021

ADVANCING STUDENT ACHIEVEMENT

Graduation Rate 79% TO 97%



2021

ADVANCING STUDENT ACHIEVEMENT

100 Early College Academy graduates



ACADEMIC SUCCESS

Experiencing **high level of academic achievement**, while at the same time having among the highest rate of **Free/Reduced Lunch** students in the district's history.



ILEARN SPRING 2021

P-H-M vs. State Scores (variance)

ENGLISH/LANGUAGE ARTS

GRADE 3

+19

GRADE 10

+17

MATH

GRADE 3

+23

GRADE 10

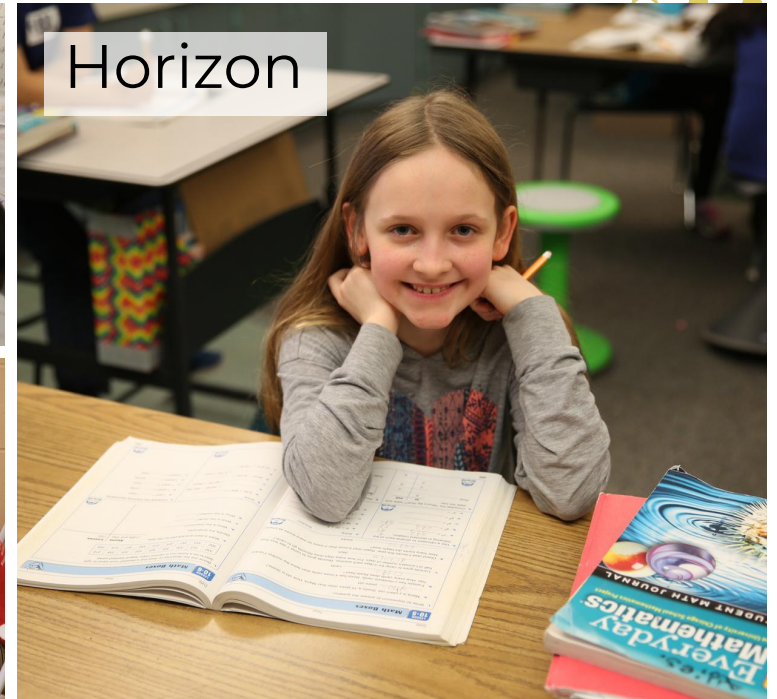
+16



ILEARN RANKINGS

- Northpoint **#1**
- Prairie Vista **#4**
- Mary Frank **#6**
- Horizon **#23**
- Discovery **#5**
- Penn **#22** (10th grade)
- P-H-M **#17** (3-8 grades)

FOUR STAR SCHOOLS



Discovery

Horizon

Prairie Vista

Northpoint

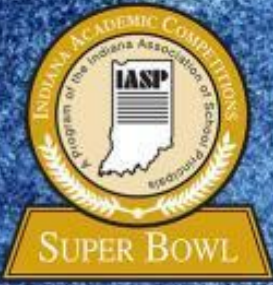
Penn



2021

PENN HIGH SCHOOL

Ranked #14 in Indiana



Academic Super Bowl State Champions English



**Maddy
Zavada**



**Alex
Goffinet**



**Lily
Marks**



**Valentina
Gianesi**



**Saniya
Zackariya**

Penn High School

Penn High School TEAMS National Champions



**Jeremiah
Roach**



**Anitej
Waghray**



**Jedidiah
Kim**



**Luca
Nijim**





2021

PENN HIGH SCHOOL

Earned \$10.4 million in scholarships



2021

ACADEMIC ALL STAR

Evan Li



2021

**BEST COMMUNITIES FOR
MUSIC EDUCATION**
by NAMM Foundation



2020
TOKYO
GAMES
GOLD MEDALIST

Annie Drews,
Class of 2012



2020 TOKYO GAMES

**BRONZE
MEDALIST**

Sarah Hildebrandt,
Class of 2011

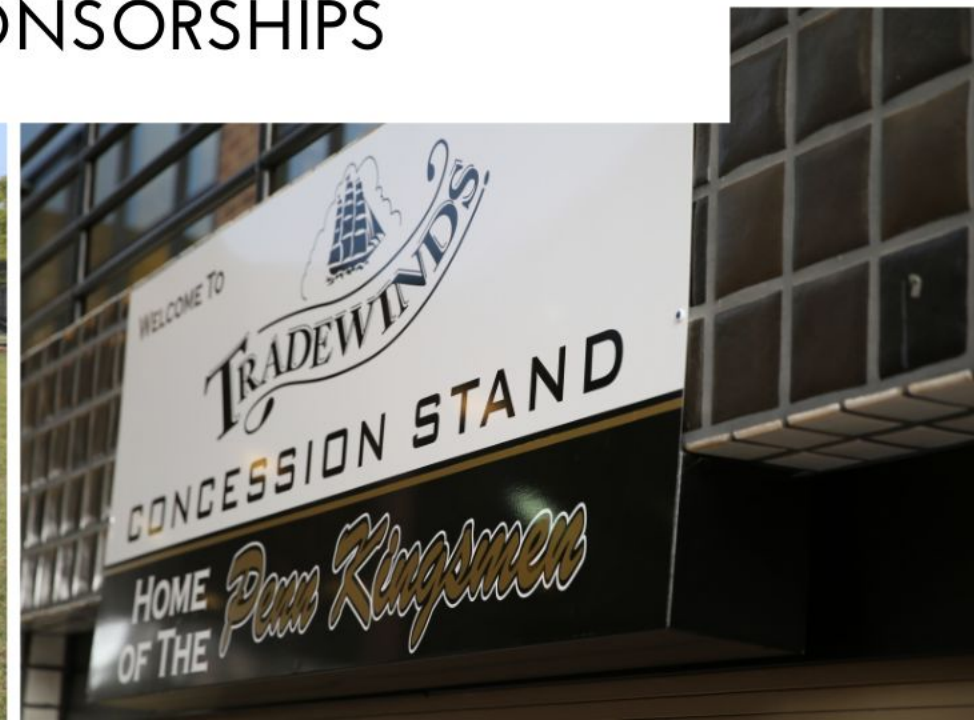


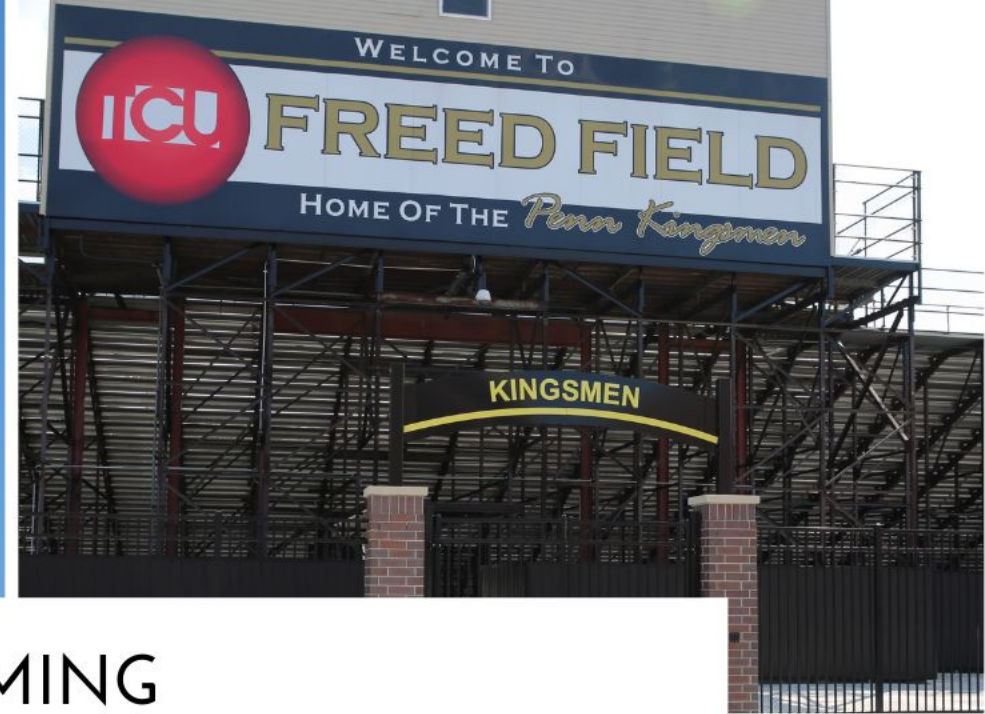
PARENT & COMMUNITY INVOLVEMENT





NAMING
RIGHTS/SPONSORSHIPS





NAMING RIGHTS/SPONSORSHIPS





\$1.3 M+

**P-H-M
EDUCATION
FOUNDATION**

**in Disbursements
To Date**

GRANTS

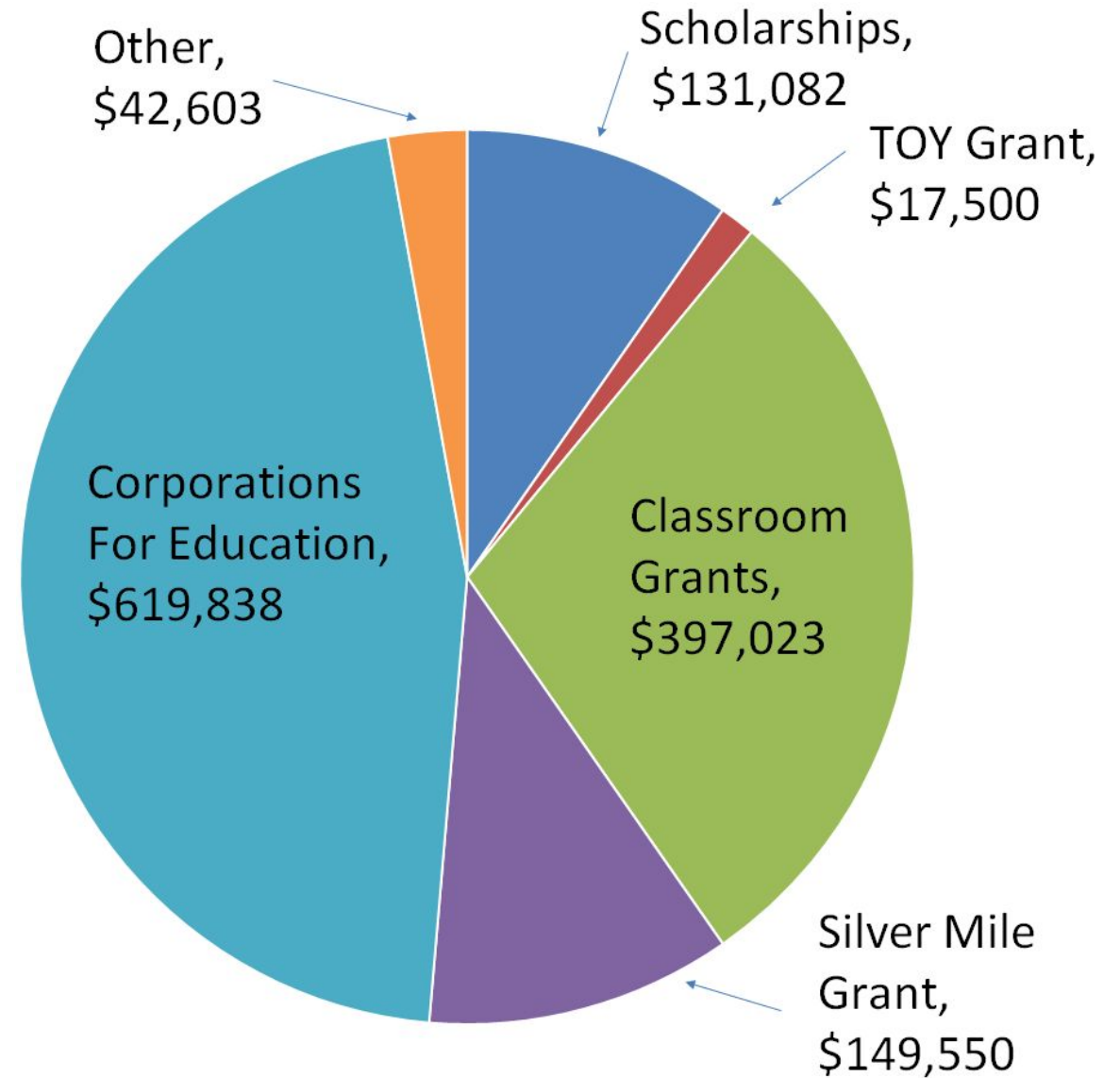
Since 1996

Scholarships:

Academic, Alumni,
Anderson, Beehler,
Hensler, Donna & Dr.
Thacker, & Zook

Other Grants:

Visual Arts Academy,
Teaching in
Excellence



\$1,357,596



2018

FACILITY UPGRADES

Kingsmen Athletic Center & Plaza at TCU Freed Field



2019

FACILITY UPGRADES

Penn Baseball Field



2019

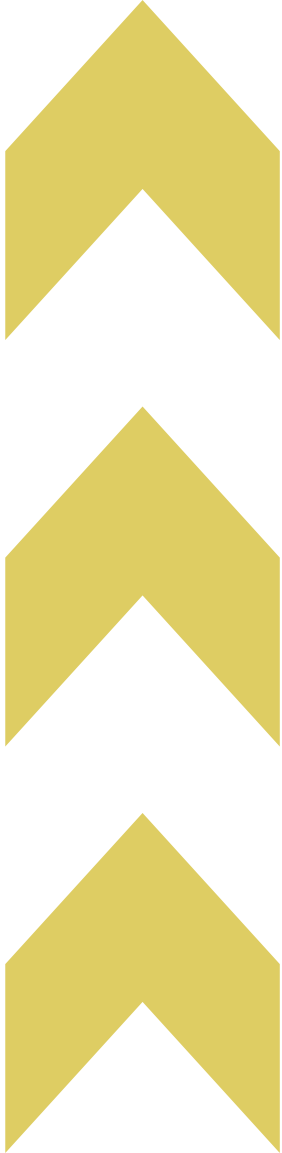
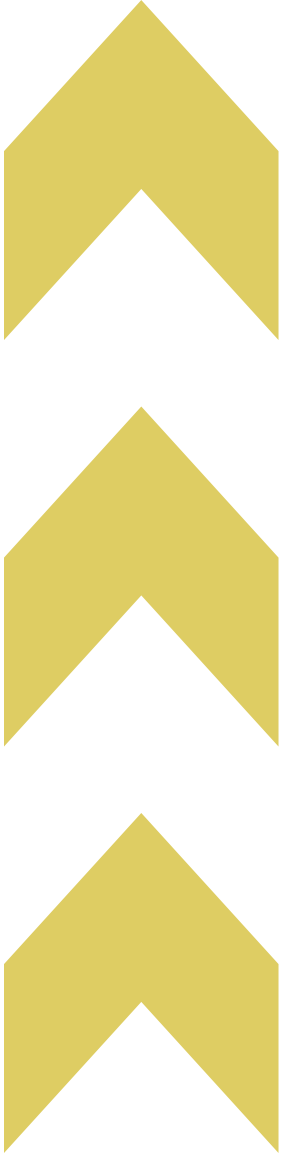
FACILITY UPGRADES

Penn Softball Field



100%

HIGHLY
EFFECTIVE OR
EFFECTIVE



**When one of us wins
an award,
we all share in that
success!**



STATE & NATIONAL RECOGNITION

- Gov30 Award (School Safety)
- Indiana School Business Official of the Year
- Indiana Support Professional of the Year
- Indiana Food Service Director of the Year



STATE & NATIONAL RECOGNITION

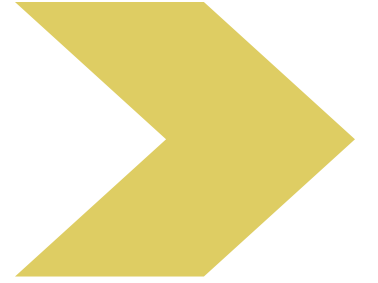
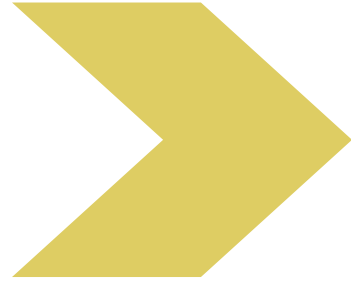
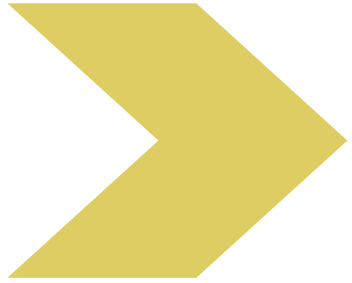
- Presidential Award Winner – Excellence in Teaching Mathematics or Science
- Indiana Teacher of the Year
- Indiana Middle School Principal of the Year
- Indiana High School Principal of the Year



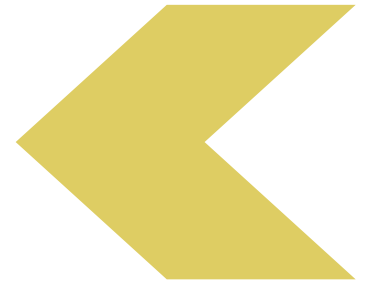
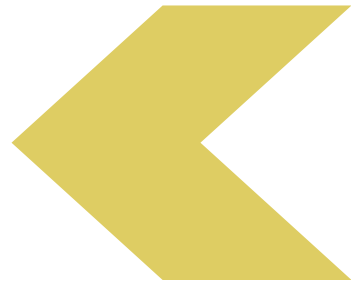
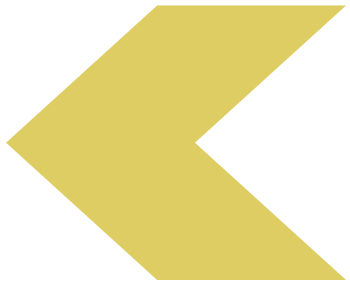
VALUE & CELEBRATE DIVERSITY



POSITIVE PUBLIC RELATIONS



**A STORY OF EXCELLENCE
THEN & NOW**





COLLEGE & CAREER READINESS

2006-2007

Graduation Rate = 79%

2021

Graduation Rate = 97%



HIGHER POVERTY

2006-2007

Free Lunch = 10.5%

2021

Free Lunch = 20%



ACADEMIC SUCCESS HONORS DIPLOMA

2007

33%

2021

53%



FISCAL

1998-2006

Teachers Laid Off = 165
Several programs eliminated

2007-2021

Teachers Laid Off = 0
Zero programs eliminated & expansion of AP classes, Foreign Language, & summer school programs



FACILITIES

2006-2007

Needed Improvements
\$55,000,000

2006-2021

Completed Projects
\$100 million without
an increase in taxes



TECHNOLOGY

2006-2007

- 10 Meg of Bandwidth
- Classroom Computers
- K-12 Computers

2006-2021

- 10 Gdps of Bandwidth
- Interactive whiteboards, projectors, computers, document cameras, & assisted audio in all classrooms



TECHNOLOGY

2006-2021

- 1:1 Devices (K-12)
- Google Workspace, Google Classroom & Canvas
- Parent online access to student progress through Skyward Family Access & Google Classroom & Canvas for lesson & classwork



PROFESSIONAL DEVELOPMENT

Prior to 2006

Teacher of the Year Finalists = 0

2006-2021

Teacher of the Year Finalists = 7

100% of Teachers rated Effective or Highly Effective



PARENT & COMMUNITY INVOLVEMENT

2006-2007

- Active, supportive parents
- PHMEF
- Boosters
- PTO/PTA

2006-2021

- Active, supportive parents
- Expanded PHMEF
- Corporations for Education (CFE)
- Naming Rights Endowment
- Increased Sponsorships
- Dual Enrollment partnerships with colleges/universities

2021 TAX RATE

PHM

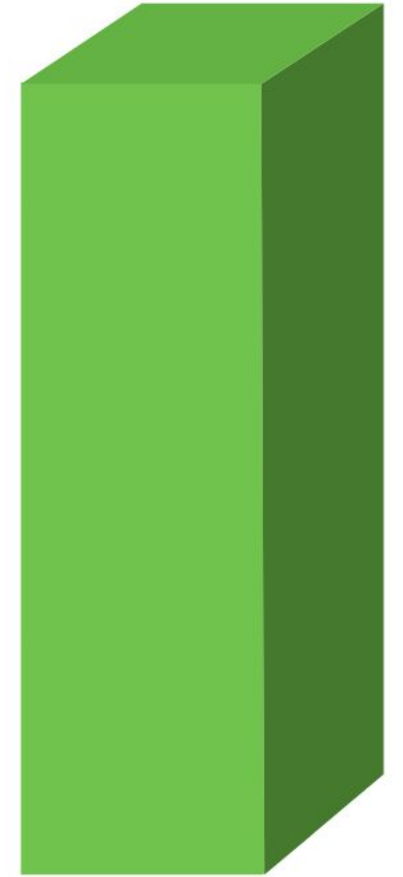
Elkhart

Mishawaka

New Prairie

South Bend

Concord



\$0.9202

\$1.050

\$1.4024

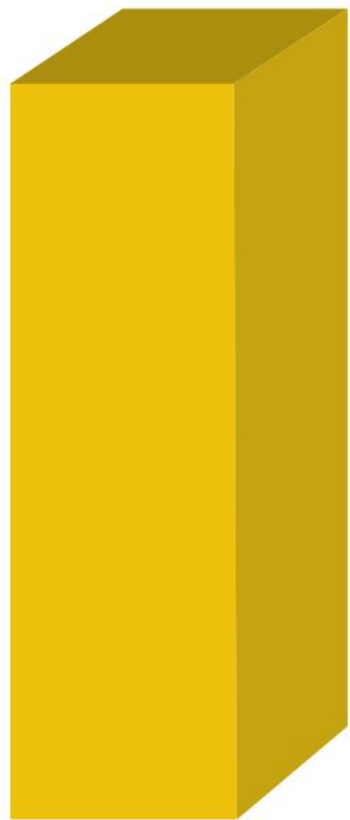
\$1.4245

\$1.4505

\$1.6958

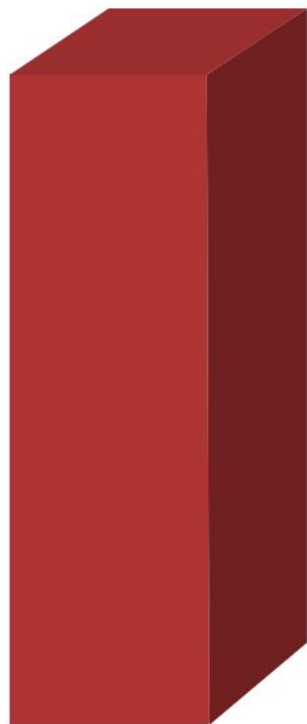
BASIC GRANT PER STUDENT 2019-2021

South Bend



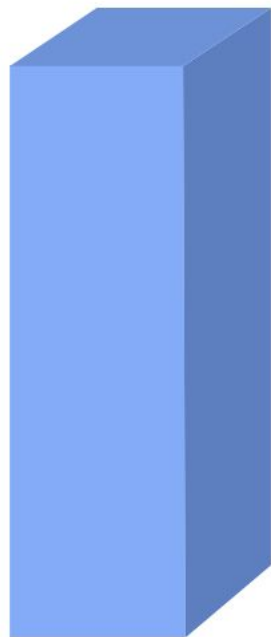
\$6,866

Mishawaka



\$6,524

Elkhart



\$6,430

Concord



\$6,081

New Prairie



\$5,934

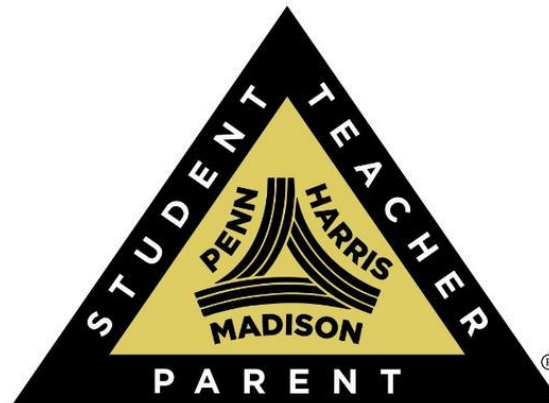
PHM

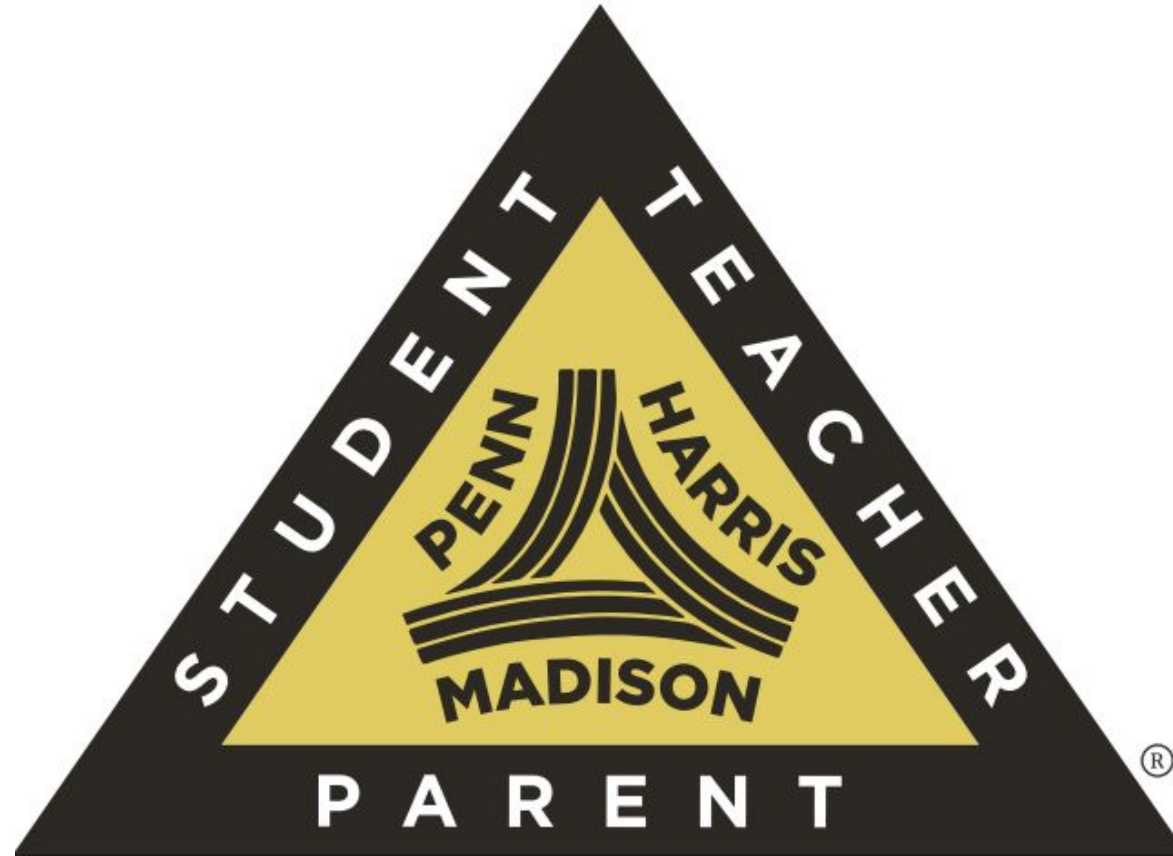


\$5,804

Did not happen by chance, happened by design.

Connecting students, teachers & parents.





P-H-M Triangle of Success®

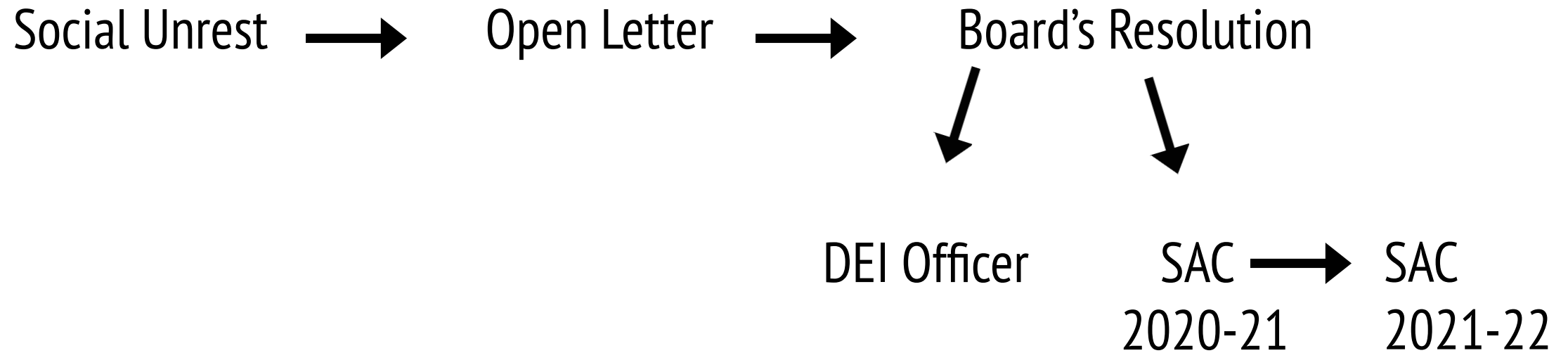
Since the last meeting of 2020-21

- Board Presentation
- Summer SEL / DEI Community Meetings
 - Transparency and Communication
- School Improvement Plans and Goals

**Creating welcoming, safe,
equitable, and inclusive
environments.**

SAC Journey

Valuing and Celebrating Diversity has always been a goal, and more so now.



SAC - Superintendent's Advisory Council. Public Reports are made to the Board.

Resolution of P-H-M's Board of School Trustees

July 1, 2020 Special Board Meeting

- Share resolution to do our part to end racism and racial inequality
- Announced a new Diversity Equity and Inclusion Officer position
- Announced the continuation of a Superintendent's Advisory Council for the 2020-21 school year with a focus on DEI.
- **The resolution was a commitment:**
 - To foster a safe, healthy, and inclusive environment
 - To ensure that all are treated with dignity and respect
 - To do our part to bring about positive change, end discrimination, and secure equality for all

Link:

<https://www.phmschools.org/parents/jul-2020/school-board-passes-resolution-bring-about-systematic-and-structural-change-ensure>

Last Year's SAC: 2020-21 School Year

- Meeting #1 Held 9-14-20: General/Organizational
- Meeting #2 Held 10-5-20: Implicit Bias (De-Bias)
- Meeting #3 Held 11-16-20: The Importance of Sharing Stories
- Meeting #4 Held 12-7-20: Discipline
- Meeting #5 Held 2-21-21: Recruiting, Hiring and Retention
- Meeting #6 Held 3-15-21: Instructional Practices & HA/Honors/AP/Dual Credit
- Meeting #7 Held 5-3-21: Work Time & Proposed Action Items

Baton Pass from One Year to the Next...



Purpose 2021-2022 SAC:

20-21 SY SAC Purpose:

To have a *district focus on the goals* of valuing and celebrating diversity, and working toward eliminating racial injustices and discrimination.

21-22 SY PURPOSE:

It is the purpose of the SAC for DEI to examine proposed action items from the 20-21 SY Superintendent's Advisory Council for DEI, and work to help plan next steps for implementation in order to provide the school constituency the opportunity to have input into the corporation's decision making process toward the achievement of district-wide goals regarding valuing and celebrating diversity as well as working to eliminate racial injustices and discrimination. The primary focus for the 21-22 school year will benefit our students district wide.

AUTHORITY: The SAC serves as an advisory group to the Superintendent and is not a decision making body for the district.

SAC: Graduation Pathways that Lead to College and Career Success

Proposed Action Items:

- Student Participation:
 - Honors Classes
 - Dual Credit Classes
 - AP Classes
 - Career and Technical Classes
- Graduation Pathways
- Graduation Rates

What positively stands out to you about this area?

What additional thoughts do you have?

SAC: Discipline

Proposed Action Items:

- Audit for Disproportionality
- Professional Development in Restorative Practices.

What positively stands out to you about this area?

What additional thoughts do you have?

SAC: Hiring/Recruiting Staff/Retention...Professionalize

Proposed Action Items:

- Implement a “Grow your own” initiative
- Enhance District marketing
- Expand Recruiting Efforts

What positively stands out to you about this area?

What additional thoughts do you have?

Working Definitions



DIVERSITY: Diversity includes all differences in ethnicity, race, language, gender, culture, ideas, beliefs, neurodiversity, thoughts, and perspectives. Diversity is beautiful and we celebrate it with an open mind. Diversity makes us unique.

EQUITY: Equity is an individual principle to help all have access to resources, opportunity and environments based on their needs and voice.



INCLUSION: Inclusion happens when everyone feels safe and is embraced with their unique qualities and voice. Inclusive environments value differences, are accepting and foster belongingness for all, regardless of race, ethnicity, ability, class, and gender.

**In review of our definitions,
what expertise can you
bring to our committee for
greater expansion and
thought?**

Upcoming Meetings

1. Monday, **November 29**, 2021 (Please Note Change from 12-6-21)
2. Monday, **February 7**, 2022
3. Monday, **April 18**, 2022

All meetings will be 6:30 - 8:00 p.m.

**Thank you for your time
and valuable input!**

Exit Ticket

- What are you most excited about?
- What else should we consider?
- How do you think you could you contribute in our process of continuous improvement (please include your name)?

Thank you for your time and dedication to P-H-M!