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“Focus On The Future ...”

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Team meetings were posted on our website within 48 hours, along with videos from all relevant Board of Education meetings for public review.

However, Focus on the Future does not stop with these short-term recommendations. Many Teams have already begun developing long-term recommendations that will help us make a plan for a new and dynamic school district. The Action Teams will continue to report to the Board of Education on a regular basis.

We also understand that some of our volunteer stakeholders will change over time and new people will replace them. We believe this dynamic will allow for new ideas. However, as people come and go, the Focus on the Future process

will remain intact. If an opening on an Action Team becomes available and you would like to be considered, please visit www.parmacityschools.org/future and submit your information. We will make every effort to include you as a member.

I hope as you read through the short-term recommendations and visit our website, you will be impressed with the work already completed. I know I am. We have heard the concerns from the community and we know they want solutions and plans that will make everyone proud. We will continue to work together as a team, unified with our three communities, to bring positive, comprehensive and relevant change that will benefit our children today and tomorrow. We are a stronger Parma City School District.

WHAT'S UP

- APRIL 14**
THRU **APRIL 21** Spring Break - No School
- APRIL 24** Classes Resume
- MAY 2** Primary Election Day - No School
- MAY 19** Parma Senior High School Prom
- MAY 20** Normandy High School Prom
- MAY 26** Valley Forge High School Prom
- MAY 29** Memorial Day - No School
- JUNE 6** Valley Forge Commencement at the CSU Wolstein Center
- JUNE 7** Normandy Commencement at the CSU Wolstein Center
- JUNE 8** Parma Senior High Commencement at the CSU Wolstein Center
- JUNE 8** Last Day of Classes for Students
- JULY 4** Independence Day
- AUG. 16** First Day of School For Students

THE PARMA CITY SCHOOLS
MONITOR

SPRING 2017



Carl H. Hilling
PCSD Superintendent
- Expect The Best -

Focus On The Future Engages Stakeholders With District

The Action Teams held their first meetings on January 18, 2017, at Parma Senior High School. Many of the teams began their discussions learning about each other. They also discussed what short-term recommendations were needed to address the critical issues facing our district. These short-term recommendations were meant to be improvements the district could implement immediately at little or no cost.

On March 24, 2017, the Board of Education voted to accept many of the short-term recommendations provided by the Action Teams. On the inside pages of this Monitor you will see some of the examples of short-term recommendations the Board has agreed to implement. The full list of accepted short-term recommendations is available on our website at www.parmacityschools.org/future.



“This is a real attempt to share the future of the district with the community and to give you a voice in this effort.”

Focus on the Future provides the opportunity for the administration to rethink and redefine how we operate, based on the desires of the community stakeholders. This is a real attempt to share the future of the district with the community and to give you a voice in this effort.

As you can imagine, this was a massive undertaking and we intended to make this process a team effort. Over 200 people volunteered to serve on an Action Team, and over 110 were chosen. In most cases, the stakeholders who volunteered were able to work on the team they were most interested in.

Last May was a game changer for the Parma City School District. It was in May that we discovered we would have a \$2,000,000 budget shortfall in the 2015-2016 school year and then a \$7,000,000 shortfall this school year.

Addressing a deficit of that size meant making numerous reductions that affected our students. It also meant we needed to start thinking differently. Our entire administrative staff came together as a team and had a voice in the reductions and how it would impact their building or department. We looked at ourselves more critically focusing on where we had come from and where we wanted to be.

From this experience came Focus on the Future. Seven Focus on the Future Action Teams were created, whose members represented a cross-section of the district’s stakeholders including administrators, classified and certified staff members, students, parents, elected officials and community members.

On February 21, 2017, the Action Teams reported to the Board of Education on their short-term recommendations. The Board then scheduled three special meetings in March to ask critical questions of the Teams and consider the short-term recommendations presented. I reviewed the short-term recommendations by the Action Teams and presented my thoughts and recommendations to the Board of Education on March 20, 2017.

From the very beginning, the entire Focus on the Future initiative was conducted in complete transparency. Community members were invited to observe any and all of the Teams’ meetings and submit their questions. Minutes of all the Action

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FOCUS on the FUTURE

All information regarding Focus on the Future including the full list of accepted short-term recommendations is available on our website at www.parmacityschools.org/future



Community Engagement

Chairpersons	Recorder	Facilitator	No. of Volunteers
Dan Rajkovich Kira Karabanovs	Megan Drozda	Pam Edmonds	8

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ Survey parents and staff regarding communications
- ✓ Create bi-monthly Monitor E-Newsletter focused on specific schools or grade levels
- ✓ APTT Model return to elementary schools if Title I "set-aside" funds can cover professional development, is within PEA contract language and is of no additional cost to the general fund
- ✓ Coordination and creation of district-wide calendar with PCSD Administrators, Athletics and PTA each Spring and add to website
- ✓ Gather e-mail addresses and contact information of local community stakeholders

"Effectively communicating with everyone in our community not only will help keep families engaged but also provide an increased level of trust." - Dan Rajkovich

Facilities Usage & District Operations

Chairpersons	Recorder	Facilitator	No. of Volunteers
Russell Kuse James Leigh	Jackie Rohr	Angelo Caputo	12

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ Increase awareness of district operations through Board reports to provide information about operations support departments (Transportation, Print Shop, Nutrition Services, Buildings and Grounds and all other operations) twice a year
- ✓ Engage with Ohio Facilities Construction Commission for a comprehensive third-party review of our facilities master plan, if there is no additional cost
- ✓ Engage in "Educational Visioning" model by working with Curriculum & Instruction Department and Action Team, Facilities Usage & District Operations Team and stakeholders in district for input funded through budget reductions

"The Facilities Usage & District Operations Action Team is comprised of 16 dedicated people that care about the district and want to see Parma City Schools move in a positive direction in the future." - Russell Kuse

Restoring Trust in the District

Chairpersons	Recorder	Facilitator	No. of Volunteers
Leo Spagnola Jacquie Marconi	Stacy Stuhldreher	Jamie Franko	15

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ Projection of policies up on the screen at Board of Education meetings based on resolution number by May of 2017
- ✓ Business Manager, Treasurer and Superintendent identify desirable communication formats to disseminate information to community
- ✓ Better implementation plan to assign Central Office directors to report to school buildings on a routine basis for increased communication
- ✓ Further investigate list of classes offered at each building to identify curricular inconsistencies and create plans for more curricular equity in buildings

"I appreciated the stakeholders truth and critical conversations. We need those conversations to grow as a district." - Jacquie Marconi

Athletics & Extra-Curricular Activities

Chairpersons	Recorder	Facilitator	No. of Volunteers
Bob Boulton Peter Zaremba	Nancy Fedak Karen Malec	Michael Jaszczak	19

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ Continue current athletic programs per Great Lakes Conference affiliation
- ✓ Develop maintenance plan for outdoor athletic facilities given financial constraints
- ✓ Continue longtime reciprocal partnerships with three cities for athletics
- ✓ Athletics & Extra Curricular Action Team continue to investigate \$50 flat fee structure for co-curricular and extra-curricular programs to determine if the solution is sustainable, equitable and fair and does not deny student participation in any program

"Participation in extra-curricular activities is our best at-risk program for keeping students from dropping out. Activities support the academic mission of schools." - Bob Boulton

Curriculum & Instruction

Chairpersons	Recorder	Facilitator	No. of Volunteers
Jeff Cook Michelle Kocar	Kimberly Allen	Tiffany Stropko	12

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ Increase communication to community of district curricular programs
- ✓ Continue to identify and address the needs of our students given our current programs and initiatives already in place
- ✓ Provide opportunities for input from staff regarding instruction and assessment
- ✓ Continue to offer relevant professional development based on funds available

"The perspectives shared from all viewpoints allowed us to reach our targeted short-term goals - one that is student centered and one that is staff centered." - Michelle Kocar

Finances

Chairpersons	Recorder	Facilitator	No. of Volunteers
David Crowley Diane Byrnes	Ava Yeager	Janine Andrzejewski	15

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ Create simple, transparent and routine reports of the district's revenues and expenditures for public review
- ✓ Monthly reporting of the district's expenditures and revenues in comparison to the five-year financial forecast be placed on the website
- ✓ Develop protocols to address responsibility of Board of Education, Treasurer, Business Manager, Superintendent and Human Resources Director in developing overall budget
- ✓ Develop protocols for requests for additional spending be submitted in written form to Board of Education prior to approval

"The Finance Action Team was wonderfully diverse and committed group of individuals. I feel they all have a much stronger understanding of the district's financial position." - David Crowley

Technology

Chairpersons	Recorder	Facilitator	No. of Volunteers
John Cooper Drew Stevens	Dan Gedeon	Kathy Klemm	8

SOME OF THE RECOMMENDATIONS INCLUDE:

- ✓ District file form 471 and apply for federal E-Rate program and meet all deadlines
- ✓ Review and coordinate network infrastructure plans with Facilities Usage & District Operations Team, Curriculum & Instruction Department and Action Team, Cabinet and Board of Education before implementation
- ✓ Investigate implementation of Technology Literacy classes for students and how it would impact current curriculum
- ✓ Investigate \$50 annual technology fee and how it would impact families and students and report to Cabinet and the Board of Education

"Focus on the Future allowed us to have frank, real discussions about the technology needs of the district. This is interaction that cannot be captured by a survey or help desk request." - Drew Stevens