

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, July 12, 2023
AGENDA**

I. Call to Order

II. Pledge of Allegiance

III. Communications / Community Engagement

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public meeting. There are two times for public participation during the meeting as indicated in the agenda. When addressing the Board, you will be asked to state your name. The Board determines the amount of time granted to individuals or groups to speak. Each person shall be allowed to speak for up to 3 minutes. Board members may question speakers, but are not obligated to answer questions or make statements or commitments in response to issues raised by the public. In general, such items will be referred to the superintendent for advisement, investigation, study, and/or recommendation or designated as future agenda items for Board consideration.

A. Public Comments

IV. Routine Matters for Approval

- A. Minutes of the Regular Meeting June 28, 2023
- B. Minutes of the Regular Meeting Closed Session of June 28, 2023
- C. Bills/Reimbursement of Expenses

V. Board Organization

- A. Deposit and Banking Resolutions
- B. Delegation of Posting Responsibilities
- C. Appointment of Legal Counsel
- D. Appointment of MASB Delegates
- E. Board Meeting Logistics Discussion

VI. Milan Area Schools Strategic Plan Business

- A. Finance / Operations
 - 1. School Loan Revolving Fund – Annual Loan Activity Application - Attachment A
- B. Learning Environment / Culture
 - 1. Score Card Update and Discussion - Attachment B
- C. Personnel / Leadership
 - 1. Teacher Appointment
- D. Communications / Community Engagement
 - 1. Public Comments
 - 2. Student Board Representative Comments
 - 3. Assistant Superintendent Comments
 - 4. Superintendent Comments
 - 5. Board Member Comments

VII. Adjournment

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
WEDNESDAY, July 12, 2023
RESOLUTIONS**

I. Call to Order

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan High School Theater located at 200 Big Red Drive, Milan MI, 48160, by President Cislo at _____ p.m. on July 12, 2023.

Board Members Present:

Board Members Absent:

Staff Present:

Guests Present:

II. Pledge of Allegiance

III. Communications / Community Engagement

This meeting is a meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public meeting. There are two times for public participation during the meeting as indicated in the agenda. When addressing the Board, you will be asked to state your name. The Board determines the amount of time granted to individuals or groups to speak. Each person shall be allowed to speak for up to 3 minutes. Board members may question speakers, but are not obligated to answer questions or make statements or commitments in response to issues raised by the public. In general, such items will be referred to the superintendent for advisement, investigation, study, and/or recommendation or designated as future agenda items for Board consideration.

A. Public Comments

IV. Routine Matters for Approval

A. Minutes of the Regular Meeting of June 28, 2023

Motion by _____ supported by _____ to approve the minutes of the regular meeting of June 28, 2023.

Faro ____ Frait ____ Gutierrez ____ Heikka ____ Meray ____ Rosen-Leacher ____ Cislo ____
Carried _____.

B. Minutes of the Regular Meeting Closed Session of June 28, 2023

Motion by _____ supported by _____ to approve the minutes of the regular meeting closed session of June 28, 2023.

Frait ____ Gutierrez ____ Heikka ____ Meray ____ Rosen-Leacher ____ Cislo ____ Faro ____
Carried _____.

C. Bills/Reimbursement of Expenses

Motion by _____ supported by _____ to approve the bills/reimbursement of expenses.

Gutierrez ____ Heikka ____ Meray ____ Rosen-Leacher ____ Cislo ____ Faro ____ Frait ____
Carried _____.

V. Board Organization

- A. Deposit and Banking Resolutions
- B. Delegation of Posting Responsibilities
- C. Appointment of Legal Counsel
- D. Appointment of MASB Delegates

Motion by _____ supported by _____ to adopt the following resolutions:

- A. To name JP Morgan Chase/Chase Bank, Fifth Third Bank, US Bank, Michigan School District Liquid Asset Fund, Bank of NY Mellon, First Merchants Bank, and MBIA Michigan Class as depositories for General Fund, Payroll, Debt Retirement, Trust and Agency, Food Service, Athletic, and Internal Accounts for district moneys for the 2023-2024 fiscal year and that the following staff members' signatures be attached to the respective accounts as listed:

- General Fund, Payroll & Invoice, Debt Retirement, Food Service, Trust and Agency, Athletics – Superintendent, Assistant Superintendent, and Finance Director
- High School – MHS Principal, MHS Assistant Principal, and Superintendent
- Middle School – MMS Principal, MMS Assistant Principal, and Superintendent
- Symons Elementary – Symons Principal, Finance Director, and Superintendent
- Paddock Elementary School – Paddock Principal, Finance Director, and Superintendent

Be it further moved that the superintendent or designee is authorized to transfer funds from savings to checking and checking to savings and is authorized to buy time savings certificates and invest district monies in accordance with state and/or federal law and Board Policy.

- B. To designate the Superintendent or designee to post notices of meetings.
- C. That the law firm of Thrun Law Firm, P.C., be retained as the district's legal counsel for the 2023-2024 fiscal year. Further moved that the Superintendent is authorized to extend the retainer relationship with Thrun Law Firm, P.C. for one year upon its anniversary date. Further moved that other legal counsel may be retained for specific purposes, as needed.
- D. To approve the appointments listed below:
 - Voting Delegates to MASB _____, _____.
 - Alternate voting Delegates to MASB _____, _____.

Heikka ____ Meray ____ Rosen-Leacher ____ Cislo ____ Faro ____ Frait ____ Gutierrez ____
Carried ____.

E. Board Meeting Logistics Discussion

VI. Milan Area Schools Strategic Plan Business

A. Finance / Operations

- 1. School Loan Revolving Fund – Annual Loan Activity Application - Attachment A

Motion by _____ supported by _____ to approve the Annual Loan Activity Application Resolution for borrowing from the School Loan Revolving Fund as presented in Attachment A.

Meray ____ Rosen-Leacher ____ Cislo ____ Faro ____ Frait ____ Gutierrez ____ Heikka ____
Carried ____.

B. Learning Environment / Culture

- 1. Score Card Update and Discussion - Attachment B

C. Personnel / Leadership

1. Teacher Appointment

Motion by _____ supported by _____ to appoint the following person to the teaching position listed and Base Salary listed effective immediately for the 2023-2024 school year.

- Kyle McIntoch - Milan Middle School Social Worker (\$52,448)

Rosen-Leacher ____ Cislo ____ Faro ____ Frait ____ Gutierrez ____ Heikka ____ Meray ____

Carried _____.

D. Communications / Community Engagement

1. Public Comments
2. Student Board Representative Comments
3. Assistant Superintendent Comments
4. Superintendent Comments
5. Board Member Comments

VII. Adjournment - Time of Adjournment _____.

DRAFT

**MILAN AREA SCHOOLS
BOARD OF EDUCATION
REGULAR MEETING
Wednesday, June 28, 2023**

The regular meeting of the Milan Area Schools Board of Education was called to order in the Milan High School Theater located at 200 Big Red Drive, Milan MI, 48160, by President Cislo at 7:00 p.m. on June 28, 2023.

Board Members Present: Cislo, Heikka, Faro, Rosen-Leacher, Gutierrez

Board Members Absent: Frait, Meray

Signed in Staff: Bryan Girbach, Ryan McMahon, Yvette Kashmer, Daniel Douglas

Signed in Guests: Kirk DeMars, Beth Vandergrift

Pledge of Allegiance

Public Comment: None

Motion by Rosen-Leacher supported by Gutierrez to approve the minutes of the regular meeting of June 7, 2023. All Ayes. Carried 5-0

Motion by Faro supported by Rosen-Leacher to approve the minutes of the budget hearing of June 7, 2023. All Ayes. Carried 5-0

Motion by Faro supported by Heikka to approve the 2023-2024 Board Meeting Dates as detailed in Attachment A. All Ayes. Carried 5-0

Motion by Rosen-Leacher supported by Gutierrez to approve the 2023-2024 Big Red Chat Dates as detailed in Attachment B. All Ayes. Carried 5-0

Motion by Heikka supported by Faro to approve the Amended and Restated Washtenaw Educational Options Consortium Agreement as provided in Attachment C2 in accordance with the resolution provided as Attachment C1. All Ayes. Carried 5-0

The Board discussed chapter fifteen, chapter sixteen, and the epilogue of the book "Why Meadow Died"

Motion by Faro supported by Gutierrez to appoint the following people to the teaching positions listed and Base Salaries listed effective immediately for the 2023-2024 school year.

- Alexis Jaster - Milan High School Social Worker (\$47,500)
- Monica Maury - Paddock Early Childhood Special Education Teacher (\$52,448)

All Ayes. Carried 5-0

Motion by Faro supported by Rosen-Leacher to approve the Technology Director's 2023-2024 compensation of \$88,000.

Carried 4-1 No vote by Heikka

Public Comments: None

Student Board Member Comments: None

Superintendent's Comments were heard on the following topics:

- School Office and District Office Summer Hours
- ACR Pride Picnic
- Milan Middle School Recognition Night
- Symons Fifth Grade Celebration
- Milan Middle School Color Run
- Last Day Dismissal
- Becky Forinash's Mother Passed Away
- End of Year Staff Luncheon
- District Safety Work
- Pedal Across Lower Michigan Event
- State Budgets

Assistant Superintendent Comments were heard on the following topics:

- Summer School
- NAEP in Fourth Grade at Symons in 2023-2024 School Year

Board Member Comments:

- Heikka thanked the students and staff that volunteered to help with recent events at the school including Safety Town, the PALM Bikers, and 5th Grade Swim Day.
- Faro discussed the state budget, thanked those that attended and contributed to the Big Red Board Chat, and announced his upcoming attendance at a U of M school safety event.
- Gutierrez gave a shout out to the Middle School teachers and staff and volunteers for organizing and running the Middle School Color Run, thanked Ms. Hendrix for attending the Big Red Board Chat, discussed the complexities of the School Budget, and thanked the staff that will be working over the summer including paraprofessionals attending the WISD Boot Camp.
- Cislo discussed the Big Red Board Chat and the school's upcoming transition to policies provided by Thrun Law Firm. He announced his attendance at an upcoming MASB budget conference. He also provided feedback given by Ms. Frait related to moving the Board meetings back to the Board Room and adding certain discipline to the Scorecard.

Motion by Heikka supported by Gutierrez to enter into closed session pursuant to Section 8(a) of the Michigan Open Meetings Act, and upon the request of the employee, for the purpose of conducting a periodic personnel evaluation. All Ayes. Carried 5-0

Time entered closed session 7:52 p.m.

Time returned to open session 9:49 p.m.

Time of Adjournment 9:50 p.m.

School Bond Qualification and Loan Program
School Loan Revolving Fund
Bureau of Bond Finance
Michigan Department of Treasury
430 W. Allegan
Lansing, MI 48922

ANNUAL LOAN/REPAYMENT ACTIVITY APPLICATION
For Participation in the School Bond Qualification and Loan Program

Legal Name of School District Milan Area Schools	District Code No. 81-100	County Washtenaw County
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CERTIFICATE

I, the undersigned, Secretary of the Board of Education, do certify hereby that the following constitutes a true and complete copy of a resolution adopted by the Board of Education of this School District, at a [regular or special] meeting held on the 12th day of July, 2023, and that said meeting was conducted and public notice of said meeting was given pursuant to and in full compliance with Act 267 of the Public Acts of 1976 (Open Meetings Act).

IN WITNESS WHEREOF, I have hereunto set my hand this 12th day of July, 2023.

Michelle Heikka

(Type or Print Name of Secretary)

(Signature of Secretary)

Thomas Faro

(Type or Print Name of Treasurer, Board of Education)

(Signature of Superintendent of Schools)

RESOLUTION

A meeting was called to order by Andrew Cislo, President.

Present: Members _____

Absent: Members _____

The following preamble and resolution were offered by Member _____

and supported by Member _____

WHEREAS:

1. Act 92 of the Public Acts of Michigan, 2005, enacted pursuant to Article IX, Section 16, of the Michigan Constitution of 1963, provides the procedure, terms and conditions for obtaining a loan from the Michigan School Loan Revolving Fund.
2. Pursuant to Executive Order No. 1993-19, the state activities related to bond qualification and state borrowing functions for the provision of loans by the State of Michigan to school districts were transferred from the Department of Education to the Department of Treasury. The State Treasurer is responsible for prescribing the forms and procedures regarding the application for loan from the School Loan Revolving Fund.

3. This district has taken all necessary actions to comply with all legal and procedural requirements for borrowing from the School Loan Revolving Fund.

NOW, THEREFORE, LET IT BE RESOLVED THAT:

1. The district approves the estimated amount to be borrowed from or repaid to the School Bond Qualification and Loan Program and certifies the amount of qualified debt millage to be levied in accordance with the following:

Qualified bond debt millage (Tax Year 2023)	9.75	
Combined beginning balance owed to the SBLF and/or SLRF 06/30/2023		\$ 40,905,935.57
Estimated amount to borrow from or repay to the SBLF and/or SLRF		(\$763,009.00)
Estimated accrued interest		\$2,007,146.33
Estimated combined ending balance owed the SBLF and/or SLRF 06/30/2024		\$ 42,150,072.90

2. The district agrees to levy the debt millage tax as indicated above in the current tax year and to levy the debt millage tax required by law on the taxable valuation of the district for each subsequent year until all loans are repaid in full to the State of Michigan.

3. The district agrees to take actions and to refrain from taking any actions as necessary to maintain the tax exempt status of tax exempt bonds or notes issued by the State or the Michigan Finance Authority for the purpose of financing loans to school districts.

4. The district agrees to file a draw request with the State Treasurer not less than 30 days prior to the time when disbursement proceeds will be necessary in order to pay maturing principal or interest or both and to provide any other pertinent facts which may be required to be included in the request.

5. The (title of authorized officer) Superintendent or Designee is authorized and directed to file with the Department of Treasury the Annual Loan/Repayment Activity Application and any draw request documents necessary for borrowing from the SLRF.

6. In the event that the district fails to perform any actions as identified in this application or required by law, the district will submit to the State Treasurer a board approved resolution which indicates the actions taken and procedures implemented to assure future compliance.

7. The district board members have read this application, approved all statements and representations contained herein as true to the best knowledge and belief of said board, and authorized the Secretary of the Board of Education to sign this application and submit same to the State Treasurer for his review and approval.

Ayes: Members

Nayes: Members



7-12-23 - Milan Area Schools Scorecard

Academics Programs

Goal

Expand relevant and individualized learning opportunities for all students.

Objectives

Convene a committee to investigate the Educational Development Plan process

Identify current Social Emotional Learning and 21st century programming

Investigate the development of a K-12 Social Emotional Learning and 21st century learning continuum

Measures	Paddock	Symons	Middle School	High School
Test Scores	<p>NWEA Math CGP</p> <p>2018 - 65.9</p> <p>2019 - 67.5</p> <p>2020 - No Data</p> <p>2021 - 38.4</p> <p>2022 - 53.3</p> <p>2023 - 52.5</p> <p>3-Year Weighted Avg - 49.9</p> <p>NWEA ELA CGP</p> <p>2018 - 59.8</p> <p>2019 - 53.0</p> <p>2020 - No Data</p> <p>2021 - 41.6</p> <p>2022 - 52.1</p> <p>2023 - 52.4</p> <p>3-Year Weighted Avg - 50.1</p>	<p>NWEA Math CGP</p> <p>2018 - 46.5</p> <p>2019 - 49.8</p> <p>2020 - No Data</p> <p>2021 - 40.3</p> <p>2022 - 63.3</p> <p>2023 - 51.1</p> <p>3-Year Weighted Avg - 52.6</p> <p>NWEA ELA CGP</p> <p>2018 - 47.2</p> <p>2019 - 49.5</p> <p>2020 - No Data</p> <p>2021 - 34.5</p> <p>2022 - 55.7</p> <p>2023 - 53.9</p> <p>3-Year Weighted Avg - 50.6</p> <p>MSTEP/PSAT Math SGP</p> <p>2018 - 62.8</p> <p>2019 - 58.2</p> <p>2020 - No Data</p> <p>2021 - 29.1</p> <p>2022 - No Data</p> <p>2023 - NA</p> <p>Weighted Avg - 44.6</p> <p>MSTEP/PSAT ELA SGP</p> <p>2018 - 51.6</p> <p>2019 - 52.4</p> <p>2020 - No Data</p> <p>2021 - 39.8</p> <p>2022 - No Data</p> <p>2023 - NA</p> <p>Weighted Avg - 45.9</p>	<p>NWEA Math CGP</p> <p>2018 - 47.1</p> <p>2019 - 40.8</p> <p>2020 - No Data</p> <p>2021 - 38.0</p> <p>2022 - 42.8</p> <p>2023 - 54.6</p> <p>3-Year Weighted Avg - 47.7</p> <p>NWEA ELA CGP</p> <p>2018 - 57.9</p> <p>2019 - 44.1</p> <p>2020 - No Data</p> <p>2021 - 34.5</p> <p>2022 - 43.0</p> <p>2023 - 58.3</p> <p>3-Year Weighted Avg - 48.9</p> <p>MSTEP/PSAT Math SGP</p> <p>2018 - 39.7</p> <p>2019 - 39.2</p> <p>2020 - No Data</p> <p>2021 - 27.5</p> <p>2022 - 30.2</p> <p>2023 - NA</p> <p>Weighted Avg - 31.2</p> <p>MSTEP/PSAT ELA SGP</p> <p>2018 - 54.8</p> <p>2019 - 42.6</p> <p>2020 - No Data</p> <p>2021 - 40.3</p> <p>2022 - 40.9</p> <p>2023 - NA</p> <p>Weighted Avg - 41.1</p>	<p>SAT</p> <p>2019 Milan Avg - 1021.0</p> <p>2019 MASB Peers Avg - 1003.6</p> <p>2019 State Avg - 949.7</p> <p>2020 - No Data</p> <p>2021 Milan Avg - 1050.9</p> <p>2021 MASB Peers Avg - 993.1</p> <p>2021 State Avg - 952.1</p> <p>2022 Milan Avg - 1005.7</p> <p>2022 MASB Peers Avg - 980.6</p> <p>2022 State Avg - 926.8</p> <p>2023 Milan Avg - NA</p> <p>2023 MASB Peers Avg - NA</p> <p>2023 State Avg - NA</p> <p>2021-2022</p> <p>Total AP Students: 54</p> <p>AP Students with 3+: 32</p> <p>% of AP Students 3+: 59.3%</p> <p>AP Scholars: 12</p> <p>AP Scholars with Honor: 2</p> <p>AP Capstone Diploma: 1</p> <p>2022-2023</p> <p>Total AP Students: NA</p> <p>AP Students with 3+: NA</p> <p>% of AP Students 3+: NA</p> <p>AP Scholars: NA</p> <p>AP Scholars with Honor: NA</p> <p>AP Capstone Diploma: NA</p>

Participation Rate in Extracurriculars	(21-22)(22-23) Lego League (6)(12)	(21-22)(22-23) Lego League (8)(16) Community Ed Programs	(21-22)(22-23) 7th G Basketball (14)(12) 8th G Basketball (13)(11) MS Football (32)(37) MS Swim (23)(30) 7th B Basketball (13)(14) 8th B Basketball (14)(13) MS Wrestling (27)(16) 7th Volleyball (16)(13) 8th Volleyball (16)(15) MS Cross Country (11)(7) Fuel Up to Play 60 (35)(60) NJHS (16)(17) MMS Musical (35)(40) Chess Club (17)(20) Yearbook Club (22)(8) Spelling Bee (15)(72) Quiz Bowl (8)(13) Robotics ()(15) Track ()(72) Tennis (22)(24) Bowling()	(21-22)(22-23) Marching Band (~40)(~50) Fall Play (~40)(~45) GSA (~30)(~20) Peer-2-Peer (~10) Language Club (~30)(~15) Barista Club (~30)(~15) World Foods Club (~30)(~15) Robotics ()(35) Varsity Football (32)(28) JV Football (24)(31) Varsity B Soccer (16)(20) JV B Soccer (18)(16) Varsity B Tennis (12)(12) JV B Tennis (10)(11) B Cross Country (15)(11) B Varsity Basketball (12)(15) B JV Basketball (11)(10) B Freshman Basketball (12)(7) Varsity Wrestling (15)(12) B Swim/Dive (21)(17) B Varsity Bowling (12)(16) B Ice Hockey (9)(5) Varsity Baseball (15)(18) JV Baseball (13)(15) B Track (75)(54) B Golf (11)(21) Equestrian (15)(10) G Cross Country (14)(15) Varsity Sideline Cheer (16)(16) JV Sideline Cheer (12)(0) G Swim/Dive (22)(23) Varsity Volleyball (15)(13) JV Volleyball (12)(8) Freshman Volleyball (14)(10) G Varsity Golf (6)(6) G Varsity Basketball (8)(9) G JV Basketball (7)(9) G Varsity Bowling (4)(11) G Ice hockey (1)(1) Varsity Softball (17)(15) G Track (44)(40) Varsity G Soccer (20)(24) G Varsity Tennis (12)(12) G JV Tennis (11)(4) G Water Polo (5)(12)
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Promotion Rate Ending June 2023	K: 99.1% 1st: 100% 2nd: 100%	3rd: 100% 4th: 100% 5th: 100%	6th: 100% 7th: 100% 8th: 100%	Graduation rate: 2019: 92.68% 2020: 93.98% 2021: 89.93% 2022: 93.60% 2023: NA
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Learning Environment Culture

Goal

Improve and foster a safe learning environment that supports the academic, social, emotional, physical, creative, and cultural needs of the individual.

Objectives

Review professional development opportunities in the areas of mental health, trauma, diversity, and responsive teaching

Convene a committee to assess and review alternative education options

Review support staff numbers and hours

Measures

	Paddock	Symons	Middle School	High School
Attendance	09/21: 92.9% 10/21: 92.4% 11/21: 90.0% 12/21: 86.4% 1/22: 88.5% 2/22: 92.6% 3/22: 90.4% 4/22: 92.2% 5/22: 90.3% 6/22: 96.1% 08/22: 96.7% 09/22: 93.2% 10/22: 92.1% 11/22: 92.8% 12/22: 91.9% 1/23: 94.5% 2/23: 93.9% 3/23: 90.9% 4/23: 93.9% 5/23: 93.3% 6/23: 92.9%	09/21: 92.7% 10/21: 92.7% 11/21: 89.3% 12/21: 87.2% 1/22: 87.0% 2/22: 92.2% 3/22: 92.4% 4/22: 92.0% 5/22: 91.7% 6/22: 95.3% 08/22: 96.6% 09/22: 93.7% 10/22: 92.5% 11/22: 93.5% 12/22: 92.4% 1/23: 94.7% 2/23: 94.1% 3/23: 92.7% 4/23: 93.1% 5/23: 93.7% 6/23: 94.4%	09/21: 91.8% 10/21: 91.6% 11/21: 85.4% 12/21: 83.1% 1/22: 83.3% 2/22: 90.5% 3/22: 88.7% 4/22: 90.4% 5/22: 88.4% 6/22: 91.2% 08/22: 95.1% 09/22: 92.6% 10/22: 91.1% 11/22: 89.8% 12/22: 88.8% 1/23: 92.7% 2/23: 91.4% 3/23: 90.2% 4/23: 92.5% 5/23: 91.9% 6/23: 89.2%	09/21: 94.1% 10/21: 91.9% 11/21: 90.4% 12/21: 88.0% 1/22: 86.1% 2/22: 92.4% 3/22: 91.7% 4/22: 92.2% 5/22: 93.6% 6/22: 94.9% 08/22: 98.5% 09/22: 94.5% 10/22: 92.6% 11/22: 94.1% 12/22: 93.2% 1/23: 95.2% 2/23: 93.6% 3/23: 93.1% 4/23: 93.5% 5/23: 94.6% 6/23: 95.3%

<p>Disciplinary Actions</p> <p>ISS = In School Suspension OSS = Out of School Suspension</p> <p>Due to the effectiveness of IIS for different age groups, Paddock and MHS do not have ISS programs.</p>	<p>09/21: 2 OSS 10/21: 1 OSS 11/21: 1 OSS 12/21: 0 OSS 1/22: 0 OSS 2/22: 2 OSS 3/22: 1 OSS 4/22: 2 OSS 5/22: 2 OSS 6/22: 1 OSS</p> <p>08/22: 0 OSS 09/22: 0 OSS 10/22: 3 OSS 11/22: 0 OSS 12/22: 0 OSS 1/23: 0 OSS 2/23: 0 OSS 3/23: 0 OSS 4/23: 1 OSS 5/23: 2 OSS 6/23: 1 OSS</p>	<p>09/21: 2 ISS, 3 OSS 10/21: 1 ISS, 1 OSS 11/21: 3 ISS, 7 OSS 12/21: 2 OSS 1/22: 3 ISS, 3 OSS 2/22: 4 ISS, 11 OSS 3/22: 0 ISS, 6 OSS 4/22: 4 ISS, 3 OSS 5/22: 0 ISS, 9 OSS 6/22: 1 ISS, 1 OSS</p> <p>08/22: 0 ISS, 0 OSS 09/22: 3 ISS, 6 OSS 10/22: 0 ISS, 1 OSS 11/22: 1 ISS, 0 OSS 12/22: 2 ISS, 1 OSS 1/23: 1 ISS, 2 OSS 2/23: 4 ISS, 0 OSS 3/23: 6 ISS, 2 OSS 4/23: 4 ISS, 1 OSS 5/23: 5 ISS, 3 OSS 6/23: 2 ISS, 3 OSS</p>	<p>09/21: 26 ISS, 7 OSS 10/21: 35 ISS, 12 OSS 11/21: 20 ISS, 18 OSS 12/21: 16 ISS, 12 OSS 1/22: 15 ISS, 15 OSS 2/22: 26 ISS, 10 OSS 3/22: 29 ISS, 18 OSS 4/22: 18 ISS, 15 OSS 5/22: 30 ISS, 21 OSS 6/22: 7 ISS, 9 OSS</p> <p>08/22: 0 ISS, 3 OSS 09/22: 5 ISS, 22 OSS 10/22: 29 ISS, 26 OSS 11/22: 8 ISS, 26 OSS 12/22: 8 ISS, 8 OSS 1/23: 13 ISS, 4 OSS 2/23: 16 ISS, 9 OSS 3/23: 13 ISS, 21 OSS 4/23: 14 ISS, 4 OSS 5/23: 20 ISS, 14 OSS 6/23: 8 ISS, 11 OSS</p>	<p>09/21: 5 OSS 10/21: 10 OSS 11/21: 3 OSS 12/21: 4 OSS 1/22: 3 OSS 2/22: 6 OSS 3/22: 1 OSS 4/22: 1 OSS 5/22: 5 OSS 6/22: 0 OSS</p> <p>08/22: 0 OSS 09/22: 14 OSS 10/22: 14 OSS 11/22: 9 OSS 12/22: 6 OSS 1/23: 5 OSS 2/23: 1 OSS 3/23: 5 OSS 4/23: 1 OSS 5/23: 4 OSS 6/23: 2 OSS</p>
<p>Ongoing Learning Environment and Culture Initiatives</p>	<p>Science of Reading Decodable Texts WIN Time Mindset For Learning C.A.S.E.L. SEL Kindness Campaign Behavior Specialist</p>	<p>WIN Time Math Intervention Program Gaga Ball Pit Market Day TRAILS CBT/Mindfulness Playground Upgrades Behavior Specialist</p>	<p>TRAILS Peer to Peer Reading Intervention Math Intervention Student Council PBIS Classroom 180 Mindfulness Behavior Specialist</p>	<p>TRAILS Peer to Peer Advanced Programming Leadership Class (SNAP) Staff Led PD Big Red Media Production Behavior Specialist</p>

Communications		Goal		Objectives	
Community Engagement		Develop and implement a comprehensive plan to foster student, family, staff, and community engagement and partnerships.		Convene a committee to review and access district/building communication	Develop a communication perception survey
Measures		Paddock	Symons	Middle School	High School
Current Communication Methods		Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers Parent-Teacher Conferences	Building Newsletters Teacher Newsletters School Messengers Social Media Posts Website Emails Phone Calls Printed Flyers Parent-Teacher Conferences	Building Updates Academic Planners Building Newsletters School Messengers Social Media Posts Website Emails Phone Calls Parent-Teacher Conferences	PowerSchool Announcements School Messengers Social Media Posts Website Emails Phone Calls Parent-Teacher Conferences

Personnel		Goal		Objectives	
Leadership		Recruit and retain skilled, passionate, and effective staff who are committed to the success of Milan Area Schools and its place in the community.		Redesign staff culture survey	Expand programming for support of new teachers (years 0-5)
Measures		Paddock	Symons	Middle School	High School
New Hires 2023-24 School Year		M. Maury			A. Jaster
Resignations/Retirements 2023-24 School Year		T. Zajac K. Erehart K. Smith		H. Fiedler J. Akins	C. Salas B. Livingston K. Goffee

Finance Operations		Goal		Objectives	
Measures		Maintain and improve facilities/equipment to support safe, innovative programs.	Identify and attend to critical HVAC, roof, parking lot, and bus needs	Introduce Board to sinking fund option	Address critical technology needs
	MHS Facad Repairs Athletic Sound System Athletic Bleachers	HVAC Inspections Complete HVAC Improvements In Progress Roof Inspections Complete Roof Improvements in Progress Parking Lot Maintenance Bus Purchases	Sinking Fund Conversations	System Improvements In Progress Annual Purchases E-Rate Purchases	
District Fund Balance	06/30/2021: \$5,924,740 (audited) 06/30/2022: \$4,931,946 (audited) 06/30/2023: expected Nov 2023				
Fund Balance Above 10%	06/30/2021: \$3,261,616 (audited) 06/30/2022: \$1,994,198 (audited) 06/30/2023: expected Nov 2023				
	Objective Key:	Objective Met	Objective On Track	Objective Not Met	