



IPS SUPERINTENDENT SEARCH & SELECTION: COMMUNITY INPUT SESSIONS

Michael O'Connor, IPS Board President

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- ❑ In 2011, the Indiana State Board of Education voted for the first time to intervene in chronically failing schools, removing them from district oversight and contracting with independent school operators.
- ❑ Four IPS schools were identified as “Turnaround Academies” and transferred to independent operators:
 - ❑ TC Howe High School
 - ❑ Emmerich Manual High School
 - ❑ Arlington High School
 - ❑ Emma Donnan Middle School

- ❑ In November 2012, several new board commissioners were elected on a platform of school reform and avoiding future state interventions.
- ❑ In January 2013, the Board of School Commissioners executed a severance agreement with IPS Superintendent Dr. Eugene White.
- ❑ In February 2013, the Board of School Commissioners appointed Dr. Peggy Hinckley as Interim Superintendent of IPS.

- After an extensive national superintendent search and selection process, the Board of School Commissioners appointed Dr. Lewis Ferebee as IPS Superintendent in August 2013.
 - Dr. Ferebee was hired after serving as a teacher, principal, regional director, and chief of staff in North Carolina
 - Indianapolis Public Schools was Dr. Ferebee's first job as superintendent of a school district

- In 2011 (amended in 2013), the Indiana General Assembly passed legislation that required school corporations to make closed, unused, or unoccupied school buildings available for lease or purchase for \$1 to interested charter schools (\$1 Charter Law).
 - KIPP Indy invokes law for IPS School #11
 - Tindley Accelerated Schools files intent to invoke law to occupy IPS School #98

- ❑ In 2014, the Indiana General Assembly approved legislation that allowed school districts to establish Innovation Network Schools – schools with academic and operational autonomy from the district.
- ❑ In July 2015, the Indiana State Board of Education voted to return Arlington Community High School to IPS after the turnaround operator – Tindley Accelerated Schools – stated that they could not operate the school with diminished enrollment without additional state financial support.

- The Board of School Commissioners approves agreements for five (5) Innovation Network Schools for the 2015-16 school year:
 - KIPP Indy Unite Elementary;
 - KIPP Indy College Prep Middle School;
 - Enlace Academy;
 - Emma Donna Middle School;
 - Phalen Leadership Academy at School 103

- The Board of School Commissioners approves agreements for four (4) Innovation Network Schools for the 2016-17 school year:
 - Global Prep Academy at Riverside School 44;
 - Kindezi Academy at Joyce Kilmer School 69;
 - Cold Spring School;
 - George Fisher School 93.

- The Board of School Commissioners approves agreements for seven (7) Innovation Network Schools for the 2017-18 school year:
 - Purdue Polytechnic High School;
 - Herron High School;
 - Riverside High School;
 - Avondale Meadows Middle School;
 - Edison School of the Arts;
 - Thomas Gregg School 15
 - Ignite Achievement Academy at Elder Diggs School 42

- The Board of School Commissioners approves agreements for four (4) Innovation Network Schools for the 2018-19 school year:
 - Matchbook Learning at Wendell Phillips School 63;
 - Urban Act Academy at Washington Irving School 14;
 - Thrival Indy:
 - study abroad program
 - 1-year for selected 11th grade students
 - SUPER School at Frederick Douglass School 19.

- ❑ In September 2017, the Board of School Commissioners votes to no longer operate Broad Ripple, Northwest, and Arlington High Schools
- ❑ Board approves plan to implement College & Career Academies at the four remaining district high schools at:
 - ❑ Arsenal Tech;
 - ❑ Crispus Attucks;
 - ❑ Shortridge;
 - ❑ George Washington.

- ❑ In December 2018, Dr. Ferebee announces that he has been selected as the next Chancellor of the Washington, D.C. Public Schools.
- ❑ In December 2018, the Board of School Commissioners appoints Aleesia Johnson as Interim Superintendent, making her the first African-American female to lead Indianapolis Public Schools.
- ❑ In January 2018, the Board of School Commissioners approves and announces a process and timeline for selecting the next superintendent of IPS.

- **Academics:**
 - Avoided state intervention through proactive strategies
 - Increased the graduation rate from 68.3% to 82.3%
 - Replicated high demand magnet programs:
 - Butler Lab School
 - Center for Inquiry IV
 - Board commitment to expansion/replication of high-demand, successful schools and programs across the district.
 - Established new academic models to serve students with unique needs:
 - Simon Youth Academy at Circle Center Mall
 - Newcomers Program for recent immigrant students (and families)
 - Thrival World Academy – unique study abroad program

- Academics continued:
 - Provided school leaders with increased autonomy;
 - Expanded K-8 instructional model in response to parent/community input and academic research;
 - Implemented strategies to enhance and expand equitable access to choice programs through adjustments to school boundaries and the enrollment lottery;
 - Focused on college and career readiness through College & Career Academies and rigorous student engagement on post-secondary planning

- ❑ Operations/Finance:
 - ❑ Purchased energy-efficient buses to reduce transportation costs
 - ❑ Renovated high school to create modern, connected learning environments
 - ❑ Executed a comprehensive real estate strategy that generated over \$20 million in revenue to support increases in teacher compensation
 - Reduced district footprint by over 1,000,000 sq. feet
 - SCIPS facility on Mass Ave. - \$13 million in one-time revenue and returned property to tax base (projected \$162M in net assessed value)
 - Decreased operations & maintenance costs by \$800k-\$1M annually
 - Reduced energy expenditure by projected \$2.5M annually

- Operations/Finance continued:
 - Implemented Student-Based Allocation to promote equity and transparency in school funding
 - Executed refunding of bond issuances to save taxpayers over \$20 million in interest payments
 - Led campaign for Operating and Capital Referendums to secure \$272 million in additional local taxpayer support for enhanced student safety and increases in employee compensation

□ Student-Based Allocation: Budget Transparency

▣ Every IPS school budget available online:

▣ www.myips.org → About Us → Central Services → Finances → 2018-19 SBA Documents

Allocation Source (Under SBA)	\$ PP	Students	Dollars
Base Allocation	\$3,985	349	\$1,390,765
English Language Learner Weight	\$80/\$160/\$240/\$320	30/15/10/15	\$12,000
Poverty Weight	\$500	302	\$151,000
Baseline Supplement			\$45,000
Transition Adjustment			\$120,000
Strategic Support			-
Total:			\$1,718,765

Through SBA

Restricted Funds (not comprehensive)	
Title I Allocation	\$124,238
Title II/III Allocation	\$16,799
Total:	\$141,000

Locked Resources (not comprehensive)	
Custodial Services	\$120,338
Food Service	\$218,695
Special Education	\$342,000
English Learners	\$78,987
School Admin. and Central Services	\$253,251
Choice Programming	\$0
Transportation Services	\$400,695
Facilities Maintenance	\$500,695
Total:	\$1,915,000

Outside SBA

**Local • State • Federal
Combination**

□ Human Capital:

- After 8 years of pay freezes, negotiated collective bargaining agreements that included strategic and significant raises in teacher salaries in three consecutive collective bargaining agreements;
- Increased starting teacher pay by nearly 22% - from \$35,000 to \$42,587, while increasing the pay scale from \$59,400 to \$74,920 for veteran teachers;
- Negotiated collective bargaining agreement with AFSCME that provided 3% increase in base salary for all classified staff, the first raises in 10 years.
 - Made market-based salary adjustments for bus drivers, IPSPD, and food service workers

- Please provide feedback to the following questions:
 - 1) What is going well in IPS?
 - 2) What are the greatest challenges facing IPS going forward?
 - 3) What qualifications/traits/characteristics would you like to see in the next IPS superintendent?
 - 4) What should the next leader of IPS focus on?
 - 5) Anything else the Board of School Commissioners should consider when selecting the next superintendent of Indianapolis Public Schools?

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