IPS SUPERINTENDENT SEARCH & SELECTION:
COMMUNITY INPUT SESSIONS

Michael O’Connor, IPS Board President
February/March 2019
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
How Did We Get Here?

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
Highlighting Accomplishments

Equity, Transparency, & Accountability

Student-Based Allocation: Budget Transparency

Every IPS school budget available online:

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

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<th>Allocation Source (Under SBA)</th>
<th>$ PP</th>
<th>Students</th>
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<tr>
<td>Title I Allocation</td>
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<td>Title II/III Allocation</td>
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Highlighting Accomplishments

Human Capital Investment – 2013-18

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?