

# Setting course for the future of education

## Five-year Strategic Plan establishes vision, sets goals and creates 'roadmap' for entire district

By **PHYLLIS McLAUGHLIN**  
Correspondent Editor

**Building the Future.**  
In three words, Superintendent Dr. Jeff Studebaker summed up the vision established in the new five-year Strategic Plan for Madison Consolidated Schools.  
The plan, spanning 2019-2024, was developed over the past few months by parents, teachers and administrators working on six committees to determine how to best meet the needs of students today and, as education evolves, in the years to come.  
The final draft of the document was presented to board members during a work session held Thursday, Sept. 5 at the administration building. The board approved the final version at its Sept. 11 meeting.

“The goal is for the plan to drive our daily existence, not to be put on a shelf and never looked at again. It will adapt and grow as things change, or as data shows revisions are needed.”

— Dr. Jeff Studebaker, Superintendent

Studebaker explained that the plan is based on discussions from roundtable meetings held throughout the district and a number of surveys seeking feedback on issues including district communications and customer experience; facilities; student social, emotional and behavioral wellness; and curriculum. Each topic was assigned its own planning team, with some administrators and staff sitting on multiple teams.  
“This is a living document that will guide our work, refine our practice and build our students into the adults they

are meant to become,” Studebaker said. “The goal is for the plan to drive our daily existence, not to be put on a shelf and never looked at again. It will adapt and grow as things change, or as data shows revisions are needed.”  
The Strategic Plan is different from the state-mandated annual School Improvement Plans, but Studebaker said it will be the foundation for reshaping those plans at each school.  
At the heart of the plan is the district’s Mission Statement: “Valuing diversity and excellence, the Madison Consolidat-

ed Schools Corporation’s mission is to educate and inspire each student to succeed and responsibly build the future.”  
Additionally, the plan includes the district’s Shared Belief: Everyone can and will learn in a nurturing, safe environment; every person is unique and has equal worth; diversity strengthens and enriches our community; education is the shared responsibility of students, families, teachers, staff and community.

### Improving Customer Experience

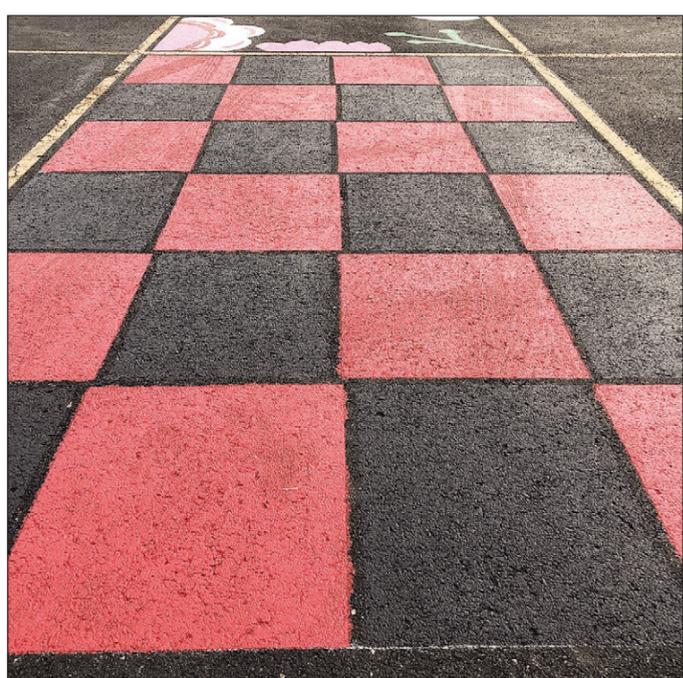
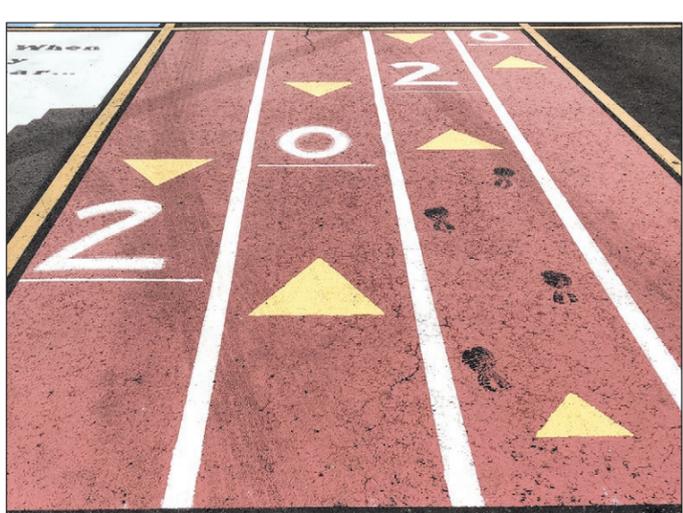
Communications Coordinator Ashley Schutte, who chaired the Communications and Customer Experience Team, explained that responses from Thought-Exchange surveys conducted in recent months include specific concerns to

See PLAN, Page 5

## Seniors get creative with parking spaces, help raise funds for 2020 prom

By **Maddie Felts**  
Contributing Writer

For years, schools across the country have allowed their seniors to paint a parking spot in their school parking lot.  
It is a right of passage for seniors, and gives the other classes something to look forward to.  
And, it allows them the chance to show a little bit of their creativity and to make another lasting memory before leaving high school and taking the next step in their life.  
Last school year, the Junior Advisory board at Madison Consolidated High School discussed the idea of trying to get permission to paint parking spots as a fund-raiser for that year’s prom.  
Sadly, the idea came too late in the school year.  
But, when the new school year started, Principal Michael Gasaway announced that he had granted permission to allow students to paint parking spots.  
To eligible to paint one, students must fill out an application, pay \$20, and submit a color sketch of the artistic plan for their parking spot.  
A total of 37 students applied. Painting day was scheduled for the first scheduled eLearning Day on Aug. 30.  
Starting at 8 a.m. that day, Mr. Gasaway stood out in the parking lot and drew names. As names were announced, each student had the opportunity to select the spot that would become their parking space.  
Because some students who



Nearly 40 Madison Consolidated High School seniors signed up to participate in a prom fund-raiser, paying \$20 each for the privilege of painting their very own parking space.

were eligible to paint a spot were unable that day, Mr. Gasaway said they will be allowed to come paint their parking spots on Oct. 11, the

next scheduled eLearning Day. Mr. Gasaway said the event was so successful, he hopes that it will become a tradition for years to come.

## Additional space to allow Cub Enterprises to expand program, course offerings

By **PHYLLIS McLAUGHLIN**  
Correspondent Editor

Big changes are in store for the Cub Engineering, Cub Manufacturing, collectively known as Cub Industries, and the Career and Technical Education (CTE) program at Madison Consolidated High School.  
Expansion of the existing program and the addition of new programs have been made possible because of the donation of a new building to house district maintenance operations and also store equipment for the Madison Marching Cubs.  
Cub Industries will take over the old maintenance building, as well as the building that previously housed the Madison Alternative Program, which has moved to a wing at the former E.O. Muncie Elementary School.  
The additional space, located on the high school campus, will allow Cub to make room for donated equipment that they haven’t yet been able to use.  
For example, CTE instructor

Ryan Lamb said the new space allows them to put into operation a plastic injection-molding machine donated early on in the program by Royer Corporation. Lamb said they also plan to install a CNC milling machine, used to manufacture metal parts.  
The maintenance building will house a new paint booth, which was donated, and will provide more educational opportunities for students interested in work-based learning.  
“All around, we’ll be able to do so much more, because we’ve now got room to grow,” he said, adding that the new space also will create an environment similar to real-world manufacturing facilities.  
All of this is possible because of the buy-in from local industries involved in the Cub program and the Cub Advisory Council. Council members help guide the program to meet the workforce needs they anticipate in the next few years.

See CUB PROGRAM, Page 6

## \$20,000 WHAS grant to benefit special-needs students in district

A 2019 grant from the WHAS Crusade for Children brought \$20,000 to the district, which will be used to buy equipment for special-needs students.  
Equipment to be purchased includes a device that will allow a preschool child, who is unable to stand on his own, to stand and participate in activities with his peers.  
At the high school, a total body lift device will allow students to be safely transferred from a wheelchair to the floor or onto a classroom seat.  
Some of the funds will go

toward updating existing equipment, some of which has been purchased with funding from past WHAS grants, said Lindsay Black, a district physical therapist and teacher at MCHS.  
The grant also will allow the district to buy items required to give privacy for students when they require medical assistance; items to accommodate our sensory-seeking and/or sensory-avoiding students; alternative seating; compression vests; and items that are used to help improve students’ motor skills at various levels.



Madison Consolidated Schools operates one high school, one middle school and four elementary schools (each including preschool) serving approximately 2,700 students and their families in the Madison/Jefferson County, Ind., area.

Our goal is to inspire success, boost confidence through critical thinking and problem-solving, and encourage collaborative learning. Our rigorous academic curriculum includes a diverse curriculum path into our Fine Arts Academy, multi-faceted college-and-career-readiness programs, and work-based learning opportunities.

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## From the Superintendent's Desk

# Enrollment remains steady; new Strategic Plan in place

What an amazing start to the 2019-2020 school year!

Our teachers are back teaching and our students are back to learning. There are many amazing things happening at Madison Consolidated Schools.

It's always incredible to see our students and teachers working and learning together in all of our buildings, but it is especially wonderful to walk through the halls and watch the work being done in the classrooms, gym, and cafeteria at Anderson Elementary. The newly reopened building is filled with excitement and the boundless energy of our students and teachers.

Other than some air-conditioning issues in a couple of places, Anderson's start has been very smooth. We have been carefully watching to see how everything has been working; small adjustments will be taking place in the coming weeks to make things even better.

Final paving will take place over Fall Break, and the City of Madison will be making a few minor lane and sign adjustments on Michigan Road to help smooth out the traffic



Dr. Jeffery Studebaker

flow there, as well. Thank you to everyone who has been patient while dropping off or picking up your child. It has been noticed and is greatly appreciated!

Our enrollment is roughly steady from a year ago... which is actually a significant increase of 40 to 100 students over what our projected enrollment for the year.

It is difficult to know right now, but we believe that the increase in enrollment is due, in no small measure, to the Book Rental donation from SuperATV. Thank you, Harold Hunt and the entire SuperATV team for your incredible support!

Our athletic teams and Marching Cubs are having a strong start to the year, as well. In particular, the boys

soccer team has gotten off to an 8-2 start – their best start to a season since 2007. Our football team defeated Bedford North Lawrence for just the fourth time in 26 years!

The Marching Cubs have been doing incredibly well, nearly sweeping all of the specialty categories at the Columbus North Band Invitational and winning their overall division there.

Finally, MCS adopted a new Strategic Plan. This comprehensive plan includes several goals focusing on curriculum and instruction, social-emotional-behavioral wellness, facilities maintenance and improvement, communication and customer experience, and financial sustainability.

Many of the initiatives in the plan are already under way or are deep in the planning phases. It is hoped that several of the goals in the new Strategic Plan will be realized within the coming months. We look forward to the great things ahead of us this year.

We are Building the Future of our students and District. Thank you for choosing Madison Consolidated Schools, and I hope you have a fantastic year!

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# Another Year Off to a Great Start!



Left, Mr. Dan Grill, new principal at Madison Junior High School, speaks with a student as teachers and staff direct students to their classrooms on the first day of school, Aug. 14.

Below, Mr. Andrew Smith, assistant principal at Anderson Elementary, greets students on their first day.

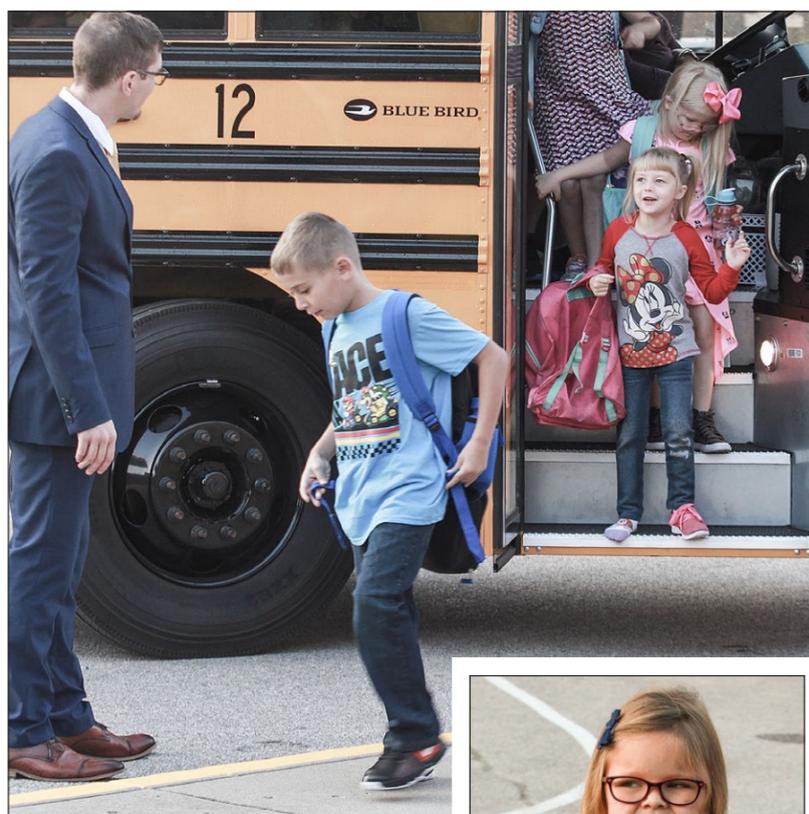


Above, Mrs. Susan Thevenow enjoys a moment with two former fifth-graders as students entered MJHS for the first day of school.

At right, a teacher meets a student at Anderson Elementary, while a parent escorts her daughter into the building for preschool.

At far right, future zoologist Sydney Harper poses for a picture to commemorate her first day of Pre-K.

Photos by Phyllis McLaughlin



## MCS welcomes new teachers for the 2019-2020 school year



The new recruits pose with district administrators in front of the MCS Administration Building after completing new-teacher orientation.



# Teachers, staff treated to a first-day breakfast



Early on the first day of the 2019-20 school year — two days ahead of students — the district's teachers, administrators and staff from all departments were treated with a breakfast and program, which included an inspirational welcome from the superintendent, Dr. Jeff Studebaker, far right. Above, the cafeteria was a sea of red at the breakfast. At right, Ryan Lamb and Derek Herrick prepare for the rest of the day.



Photos by Phyllis McLaughlin and Ashley Schutte

# Partnerships, program expansion allows more girls to STEAM ahead

## STAFF REPORT

Through a partnership with Girls Inc., Ivy Tech Community College-Madison and SuperATV, Madison Junior High School is expanding its afterschool STEAM Camps for the 2019-20 school year. The two-week camps are

scheduled to meet after school Mondays through Thursdays from Dec. 2 to Dec. 12. Two years ago, the school piloted the Girls STEAM Ahead Program for fifth-grade girls in partnership with Girls Inc. and SuperATV. Girls in the program have participated in a variety of project-based

learning experiences, including robotics, design and engineering. Last year, the program was expanded to include sixth-grade girls. The program will continue for both grades. This year, working with Ivy Tech, the program has expanded to include eighth-

grade girls, which will take place during the same two weeks as the others but will be held on the Ivy Tech campus. The goal is for the girls to become familiar with the campus and classrooms, as well as what Ivy Tech has to offer, should the decide to pursue education beyond high school.

The program will allow the eighth-graders to experience various activities and explore career opportunities in coding, robotics, engineering and design. Information will be sent out in October to families about the camps and how to sign their students up to participate.

# Phone system upgrade improves district communications

By **ASHLEY SCHUTTE**  
Communications Coordinator

Madison Consolidated Schools upgraded the district's phone system over the summer. This upgrade provides a number of benefits, including a significant cost savings to the district. One main feature is a built-in intercom system on each phone, which allows everyone in each building an effective and efficient way to communicate between classrooms and offices. Morning and afternoon announcements can be made using this new system, which

District Phone Numbers	
Administration Building, Wilson Ave.	(812) 274-8001
Anderson Elementary School	(812) 273-8528
Deputy Elementary School	(812) 274-8007
Lydia Middleton Elementary School	(812) 274-8005
Madison Junior High School	(812) 274-8003
Madison Consolidated High School	(812) 274-8002

also can communicate building alerts, security concerns or other issues, should they arise. While all main phone numbers for each building have remained the same, and all staff have the ability to call out at any time, there is now limited direct-line access to some individuals in each building. Previously, anyone could direct-dial teachers and other staff at any time during class, interfering with instruction. With the new system, principals/deans, building clerks,

school counselors, school nurses and transportation personnel will be able to take direct-line phone calls. No changes have been made to these phone numbers. Callers trying to reach specific teachers or support staff will be directed to leave a voicemail message, which will be transcribed and emailed to that person's inbox. This allows us to protect instructional time. Additionally, in August we began working to merge all six individual school websites into

our district-level site, [www.madison.k12.in.us](http://www.madison.k12.in.us), as well as adding fresh content. All staff contact information will be located in one place on our site, and once the merger is completed, all contact information will be updated. Emails will be verified and linked, photos of staff will be included when possible, and extension numbers will be included to reach the voicemail system through the automated attendant. We will begin implementation of the Let's Talk! platform as part of our Strategic Plan. (see story on Page 1). This will provide a tool for us to measure and improve our response time.

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# Everything you need to know about district eLearning Days

By **ASHLEY SCHUTTE**

*Communications Coordinator*

Madison Consolidated Schools have several eLearning days built into the district's school calendar. So, what are eLearning days?

These are scheduled to give students – from preschool to high school – opportunities to become comfortable with many forms of technology and the overall digital environment.

What may begin as game-play quickly turns to educational tools and resource location, online job applications, and later collaborative work teams. eLearning instills self-discipline within a student from an early age aimed to teach them the best ways to manage their time and course load effectively.

It also creates an exciting, self-directed learning path for students.

Additionally, on eLearning days, teachers are able to participate in professional development, where they learn about new educational tools and resources that they can bring back to their students.

At the elementary level, we work with students during in-school practice days to prepare them for upcoming eLearning days. On those days, preschool classes are in session as normal.

## Scheduled days vs. inclement weather days

There is a difference between scheduled eLearning and eLearning days implemented because of inclement weather.

First, most scheduled eLearning days are optional. All buildings remain open to give parents and guardians the option of sending their student to school, rather than allow them to stay home. Buses will run on their regularly scheduled routes, and meals will be served.

In each building, supervised study areas are set up for the students who choose to attend school.

By contrast, in the event of inclement weather, all buildings

## eLearning Schedule

### Districtwide

Friday, Oct. 11: All school buildings closed for the day

Tuesday, Nov. 5: All schools closed for Election Day

### Optional days for K-4:

Monday, Feb. 3

Friday, March 20

– including preschool programs – will be closed. There will be no bus transportation, no preschool classes and no meal service.

So, if buildings are open, preschool is up and running. When buildings are closed, preschool is also closed.

## What about internet access?

Families who do not have access to the internet are asked to contact each child's teacher to let them know ahead of time, so that assignments can be downloaded in advance. This will enable the student to complete any assignment without the internet.

Mandatory eLearning days have been set for Oct. 11 and Nov. 5, Election Day. All buildings will be closed those days, and there will be no preschool.

Optional eLearning days are set for Feb. 3 and March 20. Elementary students may opt to come to school; preschool classes will be in session as normal.

For those students who wish to participate in off-campus learning, assignments will be available through Google Classroom. Teachers will be available at set times throughout the day should there be questions on assigned work. These times will be communicated to your student.

Should you have technical issues, please contact us at [technologysupport@madison.k12.in.us](mailto:technologysupport@madison.k12.in.us).

## STRATEGIC PLAN

from Page 1

be addressed; the top issues include timely response to emails and phone calls to faculty and staff from parents and others in the community, calendar updates, and advance notifications to assist families in planning for upcoming events.

“At the elementary schools, each teacher is working with 20-plus students daily; at the junior high and high schools, teachers may work with more than 100 students throughout the day,” Schutte explained.

“Communication becomes more difficult from a volume standpoint, both in number of students and opportunities, and we realize we have to be more efficient with our response times,” she said. Time is a valuable commodity for everyone, and the goal is to make communication within the school district easy and convenient.

The plan also calls for an expansion of empathy training.

“Smiles go a long way,” Schutte said, adding, “we have to meet where people are and understand that we are all there to do what's best for the kids.”

Schutte said the plan also includes implementing a system to measure the efficiency of response times, part of which means funnelling questions directly to an individual best able to provide an answer.

This system also will include a “follow-up loop” to immediately seek input from each person contacting the district about their “customer experience with us,” she said.

## Behavioral wellness Initiatives

Angie Vaughn, Director of Special Services, chaired the Social, Emotional and Behavioral Wellness Team, which set forth three specific strategies.

First, develop positive interpersonal relationships by continuing the preventive disciplinary program called PBIS – Positive Behavior Interventions & Supports – which works to identify at-risk students and provide services before their behavior becomes a serious problem.

Additionally, Vaughn said the district will provide targeted professional development to ensure teachers feel prepared to meet the needs of their students, promoting parent collaboration and creating a supportive learning environment.

Second, Vaughn said, is to continue to implement Early Warning Intervention and Monitoring System (EWIMS) for students in third grade and above; and, for students in preschool through second grade, to ensure families have access to available resources, including early child care.

Third is to enhance collaboration between the schools and the community to meet students' needs and expand student support programs.

“We are seeing the need for these programs, and that need is driving this work,” Vaughn said.

## Raising expectations

The Curriculum and Instruction Team, co-chaired by Rykers' Ridge Principal Jill Mires and MCHS Principal Michael Gasaway, created a 19-point strategy to improve accountability and set higher expectations. In addition to their roles as principals, Mires and Gasaway are directors of Elementary Education

and Secondary Education, respectively.

One of the strategies, the “8-and-a-Half” program, an eight-week summer school program that will begin in the summer of 2020. An extension of our existing summer school programs, this will provide students the necessary support to help with the transition from eighth grade to ninth grade. Students who do not successfully complete the program will repeat their eighth-grade year.

Another is the creation of the Madison Career Academy, which replaces the practice of sending MCHS students to the Southeastern Career Center (an annual \$200,000 cost to the district) and offering several of the same programs here. The latest program, Cub Diesel, is planned to start next fall.

Additionally, Gasaway said the district will study its use of eLearning Days. Working with Five Star Technologies, the district will conduct a study to determine the effectiveness and efficiency of the current structure.

Other parts of the Strategic Plan outline adjustments to the curriculum that focus on improving math and reading skills districtwide.

Speaking on behalf of the Financial Sustainability and Facilities Maintenance and Improvement teams, Dr. Studebaker said the Strategic Plan will focus on improving energy efficiency, specifically ahead of planned rate hikes at Duke Energy, which provides electricity throughout the district.

For example, LED lights will be used to replace conventional, less-efficient lighting as needed, and the district will install solar energy panels on the rooftops of its buildings that can support them.

The solar-energy plan alone, Studebaker said, could save the district as much as \$100,000 per year at Duke's current energy rates, and even more when those rates increase by 11 percent, as anticipated.

“We will be intentional about how we will use the savings from solar and LED power projects,” Studebaker said, adding that as much as half of those funds will be put directly back into building maintenance.

The plan also addresses the future of the former E.O. Muncie Elementary School, which this year now houses the Madison Alternative Program. MAP operates in the wing that formerly housed fourth grade and special-education classes, Studebaker said. Other areas of the building will provide office space for the district's Information Technology department. Portions of the building also may be offered as rental space, which would generate revenue to help with utility and other expenses there.

The bottom line: “E.O. Muncie isn't going anywhere. We're not selling it for condos,” Studebaker said, referring to a long-circulated rumor that the district planned to sell the building and the surrounding 10 acres to developers.

Also, because the district's predicted loss of 40 elementary students this year never happened, the newly reopened Anderson Elementary School is already close to capacity; as a result, intervention specialists are forced to meet with students in hallways and repurposed closets.

Therefore, the plan includes implementing “an analysis of all four elementary buildings to see what our options are to relieve our growing pains,” Studebaker said. “The goal is to maintain or increase programming for students, which may require some hard choices. But that's what we're supposed to do.”

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# Remaining Varsity Fall Sports Schedules

Visit [www.madisonathletics.org](http://www.madisonathletics.org) or download the FREE **EventLink** app for ALL sports schedules for MCHS and MJHS – it syncs to our scheduling software so you can receive notifications for any last-minute changes, delays or cancellations!

**Varsity Cross Country (boys and girls)**  
 Sept. 28 Duke Meyer Invitational  
 Oct. 5 HHC Championships @ Hanover College  
 Oct. 12 IHSAA Sectionals @ Hanover College

**Varsity Football**  
 Sept. 27 @ Mitchell  
 Oct. 4 Jeffersonville  
 Oct. 11 New Albany  
 Oct. 18 @ Columbus East  
 Oct. 25 IHSAA Sectionals (location TBD)

**Girls Varsity Golf**  
 Sept. 28 IHSAA Regional @ Greenwood

**Boys Varsity Tennis**  
 Sept. 23 HHC – Round 1 @ Bedford North Lawrence  
 Sept. 25 HHC – Round 2 (location TBD)  
 Sept. 27 HHC – Final Round (location TBD)  
 Sept. 30 Lawrenceburg  
 Oct. 2 IHSAA Sectionals @ Jennings County

**Girls Varsity Soccer**  
 Sept. 25 Corydon Central  
 Sept. 26 Jennings County  
 Sept. 30 @ Seymour  
 Oct. 3 Floyd Central  
 Oct. 8, 10, 12 IHSAA Sectional @ Scottsburg  
 (Game draws will be made to determine dates)

**Boys Varsity Soccer**  
 Sept. 24 Providence  
 Sept. 26 @ Columbus East  
 Sept. 28 Bedford North Lawrence  
 Oct. 1 New Albany  
 Oct. 3 @ Floyd Central  
 Oct. 7, 8, 9, 12 IHSAA Sectionals @ Madison  
 (Game draws will be made to determine dates)

**Varsity Volleyball**  
 Sept. 26 Jeffersonville  
 Sept. 28 @ Bedford North Lawrence  
 Oct. 1 @ Jennings County  
 Oct. 3 New Albany  
 Oct. 5 Christian Academy of Indiana  
 Oct. 8 @ Columbus East  
 Oct. 10 Floyd Central  
 Oct. 15, 17, 19 IHSAA Sectionals @ Silver Creek  
 (Game draws will be made to determine dates)



Above, Cubs volleyball and football teams head up the parade of athletes, led by an engine from Madison Fire Department Clifty Station 6.

## Jamboree kicks off fall sports



Left: The girls golf team – from left, Grace Bronkella, Alivia Brawner, Jenna Imel and Keara Eder, and Coach Jake Shockley – enter the MCHS stadium as this year's teams were introduced to a crowd of family and friends.

Right: The boys soccer team and other fall teams held scrimmages during the Jamboree. From left are players Dylan Eblen, Carter Schutte, Grant Smith, Luke Bryant, Will Heitz and Nate Hamby.



Left: Cheerleaders take the field, from left, Mia Mires, Erin Burkhardt (behind Mires), Zoe Bullock and Jayme Lee.

Photos by Phyllis McLaughlin



Above: Coach Janet Hertz, far left, enters with her girls soccer team: from left, Lani Stockdale, Harper Watson, Alex Banta, Breck Ralston, Casey Dyer, Taylor Lynch, Jordyn Bilz, Kennedy Stidham, Claire Bilz, Abby Ferguson and Jesse Dyer.



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### Cub Program from Page 1

The end goal of the program, Lamb said, is for students to complete certification and program requirements, giving them the opportunity to get good jobs after graduation, especially for those students who don't plan to

attend a four-year college. However, he added, there are still many dual-credit opportunities through the school's partnership with Ivy Tech Madison.

The space currently housing Cub Manufacturing, transportation and construction labs in the C Wing at the high school, next year, will house Cub

Diesel, a new program that will teach students how to work on and repair diesel engines.

Greg Lamb was hired to lead the Cub Diesel program and is working to build the curriculum and has secured donations of equipment. The program is expected to be in place in the fall of 2020-21.



### History. Happened. Here.

Historic Eleutherian College, est. in 1848, stands as a testament to area residents who risked it all as they worked to eliminate slavery in the United States. Come celebrate and learn more!

**HEC's Annual Fall Gathering**  
 10 a.m. to 4 p.m. Saturday, Oct. 5\*  
 6927 W. State Route 250, in Lancaster, Indiana  
 Free Local History Presentations

- 1 p.m. A President's Granddaughters? Two young students and their family story *Phyllis McLaughlin*
  - 2 p.m. The Thomas Craven Connections: Across State Lines *Danielle Foulk, Oxford, OH*
  - 3 p.m. Eleutherian College: A Road to Freedom *a one-woman play by Charlotte Battin, Columbus, IN*
- \*Rain or shine, presentations held indoors. Bring a picnic! Tour the building!