



INDIANA STATE BOARD OF EDUCATION

Business Meeting Minutes
December 6, 2017
9:00 AM (ET)
Indiana Government Center South
Auditorium
302 West Washington St.
Indianapolis, IN 46204

Board Members Present: Dr. Jennifer McCormick (Chair), Mrs. Cari Whicker (Vice Chair), Dr. Byron Ernest (Secretary), Dr. Vince Bertram, Mr. B.J. Watts, Mr. Gordon Hendry, Dr. Freitas, Dr. Maryanne McMahan, Mr. Tony Walker, Ms. Katie Mote, and Dr. Steve Yager.

Board Members Absent: None.

- I. **Call to Order**
 - a. Board members recited the Pledge of Allegiance
- II. **Approval of Agenda**
 - a. Dr. McCormick moved to remove the Memo under New Business item b from the agenda. This movement was approved by a voice vote.
 - b. Mr. Walker made a motion to amend the Board's standing rule regarding public comment to reduce the time allowed from 5 minutes down to 2 minutes, in order to hear all of the 60 participants who signed up for public comment. The Board voted 1-10 to deny the motion.
 - c. The Board voted 11-0 to approve the agenda.
- III. **Approval of Minutes**
 - a. The Minutes from November 1 were approved by voice vote.
- IV. **Statement from the Chair**
 - a. Dr. McCormick commended participation in the previous meeting and the current meeting regarding Graduation Pathways.
 - b. Dr. McCormick also congratulated the two Title I distinguished schools, Thomas Jefferson Elementary in Valparaiso and Fairmont Elementary from New Albany-Floyd, who were awarded this title based on performance and closure of the achievement gap.
- V. **Board Member Comments and Reports**
 - a. No board members had any comments or reports.
- VI. **Public Comment**
 - a. Dr. Lewis Ferebee, representing Indiana Public Schools, offered his support for the Graduation Pathways recommendation, which will provide students a direct lead to their next step, he said. He asked the Board to consider those

- schools who are interested in being trailblazers, alignment with the accountability system, and funding to support those trailblazers.
- b. Theresa Meredith, representing the Indiana School Teachers Association, offered feedback from teachers across the state regarding the Graduation Pathways recommendation. The teachers expressed concern about adding additional testing, diploma availability for all students, equal access, tracking data, and funding.
 - c. Commissioner Teresa Lubbers, representing the Indiana Commission for Higher Education, offered her support for the deliberative and inclusive recommendation made by the Graduation Pathways Panel. She also expressed the importance of aligning what students do with what they learn, and that ensuring graduation should not come at the expense of academic rigor and quality.
 - d. Kris Wong Davis, Vice-Provost for Enrollment Management at Purdue University West Lafayette, offered her support for the Graduation Pathways recommendation due to the increase of rigor it creates for all Indiana students and how it sets a level of expectation for our students.
 - e. Scott Simpson, representing Marion County Schools, raised concerns that the Graduation Pathways recommendation does not provide enough opportunities for all students. He also expressed concern over the regulations of the locally created pathways.
 - f. Kimberly Payne-Shearer, school counselor at Lawrence Townships Schools, raised concerns about the financial impact of the Graduation Pathways recommendation. She also expressed concern over the tracking of the information, accommodations for exceptional students, and the implementation of work based learning.
 - g. Paul Perkins, acting as the voice of industry as President of Amatrol, offered his support of the Graduation Pathways recommendation. He expressed strong support of the work experience, project based learning, and service learning pathways, believing employability skills are best taught through these types of learning. Dr. Bertram asked Mr. Perkins if he believed businesses in Indiana are prepared to offer work based experiences at scale and what needs to be done to make sure they are receptive to this. Mr. Perkins responded that businesses are capable and the need has never been greater, it will just take some organization, he responded.
 - h. Chris McBane, speaking on behalf of our students who have individualized education plans, raised concern that it would provide a roadblock, rather than a pathway for those students who have IEPs.
 - i. Stacey Brewer, an administrator for Yorktown, raised concern that many steps had been skipped in the process of creating this recommendation. She asked how this plan would be implemented, look in practice, and what research supported these changes.
 - j. Katie Jenner, Senior Director of Learning & Title Programs for Madison Consolidated Schools, shared the positive experience Madison Consolidated School's had in implementing a system similar to the Graduation Pathways recommendation. Dr. McCormick asked how many concentrators and how

many completers her school had. Ms. Jenner responded she was not aware, but that her school's mindset was to proactively implement the recommendation. Ms. Mote asked questions concerning the industry certification programs, income, and postsecondary programs of Madison Consolidated Schools. Dr. Bertram asked what the graduation rate of her school was if she believed the program being used in Madison Schools allowed students to meet the current recommendation. Ms. Jenner responded she believed their program would fit within the recommendation.

- k. Anna Chaney, the mother of a child who attends IPS, expressed her desire to give students the best possible education.
- l. J.T. Coopman, Executive Director of the Indiana Association of Public School Superintendents, expressed concern over whether the implementation of this plan was in the best interest of the students. He also posed a number of questions in regard to why this recommendation has been made the way it has. Dr. Bertram asked Mr. Coopman if there was any category in the pathways that he believed was not good for any students. He replied it was not good for special education students.
- m. Jeff Butts, Superintendent of MSD Wayne Township, and President of the Indiana Association of Public School Superintendents, expressed appreciation for the work of the Panel, but asked for deeper engagement with collaborators to flush out concerns and answer all questions prior to approval.
- n. Phil Downs, Superintendent of Southwest Allen Schools, offered that this recommendation was something everyone in the room could get behind, but not yet. He asked the Board to get a foundation that was square and true before approving this plan today.
- o. Kim Brand, owner of a 3D printing company, offered that if we just trust the teachers and that kids are curious, we'll get the results we need. He also offered he supported the pathways, but that attention should be paid as to what they measure.
- p. Mary Roberson, Superintendent of Perry schools, shared the successful experience her school corporation has had in implementing a program similar to graduation pathways. Dr. Bertram asked how the school corporation's special education students performed in these pathways. Ms. Roberson responded that they did really well; for example, two students in particular did not pass the ISTEP, but did pass their certification courses. Dr. Yager asked people to think about what would happen when other schools begin implementing the same type of program and must fight for internships.
- q. Susan Summers, Dual Credit Coordinator for Homestead High School, expressed concern over the recommendation related to dual credit regarding consistency, availability, and funding.
- r. Megan Milne, School Board President for Southwest Allen County schools, expressed concern over the structure of the Graduation Pathways Panel, the tight timeline, and the diploma as defined.
- s. Lindsay Lackland, Director of Guidance at Homestead High School, expressed concern over the impact of the recommended pathways. She also offered that her high school's current graduation rate of 96% would be

reduced to 59.89% with current implementation of the pathways, believing that this was due to the fact that what looks good on paper is not always what is best in practice. Ms. Lackland also expressed frustration with the Pathways creation process.

- t. Brandon Bitting, Principal at Carroll High School in Fort Wayne, asked for no a vote to delay the plan, but to continue to look for opportunities for students. He expressed concern over the value of work-based learning, the mobility of the plan, funding, the unknowns of the locally created pathway, and the potentiality of barriers.
- u. Charles Huckstep, representing South Newton High School, expressed concern as to what the target of this plan was. He expressed concern over mobility, tracking, ASVAB numbers, fairness, and specifics of the plan.
- v. Liz Walters, Principal at Beech Grove High School, expressed concern over things that are out of the control of those at the local level, including a lack of equity between schools, the unintended consequences of locally created pathways, and the lack of flexibility in the plan.
- w. Steve Baker, Principal of Bluffton High School, shared that the Board would be voting on the plan, not those in the field, but those in the field would be the ones implementing the plan and making sure it works at the local level, and that the plan would not be utilized to its maximum potential if those in the field and the Board do not work together.
- x. Andrew Berger, Vice President for the Indiana Manufacturer's Association, offered that the State of Indiana is losing an investment because of a lack of qualified workforce in this state. Dr. Bertram asked how members react to regulations imposed by the federal government, which increase costs and what they need in the workforce. Mr. Berger informed that members react negatively and that the workforce needs a nimble system to keep up with the changing job market. Dr. Bertram asked if he believed there wasn't a qualified workforce or the workforce wasn't picking his industry and what the mismatch was. Mr. Berger responded there is not a qualified workforce and there have been decades of telling students they cannot be successful by having a career in the manufacturing industry. Dr. Bertram furthered that he believed in some ways business has contributed to students not pursuing these pathways in the way we've treated the workforce. Dr. Hendry asked for more information on who the association represents. Mr. Berger responded they represent over 1000 companies, most of which are small to midsize manufacturers. Dr. Frietas asked Mr. Berger to address the issue of Indiana companies' commitment to partnering with schools and if he had any suggestions on how to encourage small businesses in rural areas to work with schools. Mr. Berger said his association encouraged partnerships and that financial incentives and formal partnerships could be a part of the partnership encouragement. Ms. Mote asked for the association's commitment for resources to encourage partnerships. Mr. Berger informed there is certainly a commitment from the association. Dr. Yager asked how many would endorse a major change in your business without knowing what that change involves

- and the fact that that change may impact your bottom line in your product. Mr. Berger responded that would be dependent on what you were talking about.
- y. Jason Chew, Principal at North Putnam High School, expressed concern over the third pathway, which he believes will flood the CTE system with students who are not interested in taking these courses; he also expressed concerns about the ACT and SAT.
 - z. Terry Spradlin, representing the Indiana School Boards Association, observed that a CEO would never take action without knowing the cost of that change or having a business plan and that the action taken on the proposal would be taken on wholly inadequate information.
 - aa. Amy Lunsberg, an elementary school principal, expressed concern over how this would be presented to students so pressures wouldn't be felt in a way that is threatening to students. Ms. Lunsberg was also concerned about the alignment of elementary level education with the pathways.
 - bb. Sadie Landrum, Director of Guidance at Huntington North High School, informed graduation from high school is the goal for many students, especially for those who are the first to graduate from high school in their family, but this plan will make it so many of them do not graduate.
 - cc. Russ Degitz, Principal at Huntington North High School, shared that his school had a graduation rate a little over 90% and would be reduced down the 70s if this plan passed. He expressed a belief that the costs of that decrease in graduation rate would not be worth the gains of this plan.
 - dd. Tim East, Principal at Zionsville Community High School, offered his observations of the unintended repercussions this plan may have such as reduced academic rigor. Dr. Bertram asked what areas of this plan his students would not meet. Mr. East shared that this is about the individual student and that if this plan had been in place last year, about 15% of the graduates would not have graduated.
 - ee. Jason Bearce, representing the Indiana Commission of Higher Education, shared the positive experience of the changes made to the 21st Century Scholars program, which he believed could serve as a model regarding how the graduation pathways should be implemented.
 - ff. Tammy Herm, representing Indiana Council of Administrators for Special Education, expressed concerns over the change of the statutorily defined diploma, funding, and that the plan was premature.
 - gg. Troy Albert, Principal at Salem High School, expressed concern over the unknowns of the plan, the number of students that would not be considered a graduate, the fiscal and emotional issues created in the community, the bottom third of students, and the locally created pathways. Mr. Walker asked if he believed this recommendation would create more engagement with that bottom third of students. Mr. Albert responded that he did not believe so because they are currently being pushed to their full extent. Dr. McCormick asked what his concerns were about creating new locally created pathways. Mr. Albert responded that he was going to take existing opportunities and expand upon them to create local pathways.

- hh. Jordan Steiner, representing school counselors, expressed concern over a number of items in the pathways compared the recommendation to those of other states.
- ii. David Maugel, Principal at NorthWood High School, shared his experiences in his school and the need to look at at-risk students throughout this process.
- jj. Faye Robbins, Chief of Student, Family, and Community Engagement for Fort Wayne Community Schools, expressed concern over the challenges for all students this plan will present and the unintended consequences of this proposal.
- kk. John Hunter, Superintendent of Union Township School Corporation, expressed concern over the implication of these pathways. He also expressed concern that there would be no general diploma or waiver under this plan, the cost of tracking and additional staff, new students moving in, and the CTE program. Dr. Bertram pointed out that this plan does not change the current diplomas.
- ll. Caryl Auslander, Vice President for the Indiana Chamber of Commerce, expressed the importance of the stake that employers have in K-12 education and the problem of a serious lack of a skilled workforce. She also expressed that this plan is for students, because students deserve a rigorous education that will lead to an important, high paying job. Dr. Bertram asked how she anticipated bringing businesses together to create these opportunities for students. Ms. Auslander responded that the Chamber would do its best to be the connector and collaborator between the business community and the education community.
- mm. Steve Thalheimer, Superintendent of Fairfield Community Schools, expressed concern for those students who would be challenged or harmed by these recommendations and the lack of flexibility and success within this plan.
- nn. Stacey Schmidt, Superintendent of Porter Township School Corporation, expressed concern that all the details of this proposal are not yet understood.
- oo. David Retherford, Principal of Elwood High School, expressed concern that there would be unintended consequences from the implementation of this plan such as less students being able to gain employment and a higher crime rate due to a lack of a high school diploma.
- pp. Joan Riley, a parent, former educator, and Director for the Northeast Special Education Cooperative, expressed a desire to postpone the approval of the pathways and to include educators and parents in the revision process.
- qq. Kevin Koers, Principal of Franklin Central High School, shared concerns that the implementation of the plan would be difficult,
- rr. Scott Croner, Superintendent for Wa-Nee Community Schools, cautioned that these pathways are a good start, but they are just a start and as written will do significant damage to schools and communities.
- ss. Kim Dodson, representing the Arc of Indiana Society, expressed concern that these pathways do not provide the resources and accommodations to allow students to be successful.
- tt. Jason Urban, representing Yorktown Community Schools, questioned the logistics of the pathways proposals and asked the Board to pump the brakes

on these proposals for the time being. Dr. Bertram asked for clarification on Mr. Urban's point regarding work based and project based experiences with courses. Mr. Urban responded that students are already learning employability skills within the courses themselves, extra circulars, and jobs that are already happening.

- uu. Mary Burton, Executive Director at Northeast Indiana Special Education Cooperative, cautioned that there would be unintended consequences from these pathways, namely, creating what would act as a way to fail Core 40 diploma.
- vv. Sally Sloan, Executive Director at AFT Indiana, expressed concerns about the process, the cost, and the impact of the proposed requirements and asked for a postponement of the pathways.
- ww. Desiree Tartar, a healthcare recruiter with Community Health Network, offered a personal story regarding her experience in finding a job and the need employees within the health care field with a variety of different educational backgrounds.
- xx. Todd Bess, Executive Director of the Indiana Association of School Principals, expressed concerns in areas such as fine arts, costs, assessments, CTE staffing, special education resources, and flexibility. He also urged a delay in the vote and allow time to collaborate. Dr. McMahan asked Mr. Bess about the policy itself and he believes if there are any gaps that could be addressed. Mr. Bess stated there is a disconnect between the policy and the implementation regarding transferable pathways.
- yy. Jack Russell, President of Center Grove Community School Corporation Board of Trustees, asked where the consistency was with this plan, how it would be sustainable, and what the plan would look like long term. He also shared a personal story of how this plan would affect students like his son.
- zz. Jeff Henderson, Principal of Center Grove High School, expressed concern regarding the need for additional staffing and resources, competition for work based learning, the use of the SAT and ACT in the accountability model, and increased tracking and reporting requirements that this proposal creates.
- aaa. Maryanne-Schlagle Ruger, a parent and attorney, expressed support for the ideas and options behind the proposal, but cautioned it was not yet ready for implementation and would end poorly if implemented as currently written.
- bbb. Erma Lardyell, representing Title I parents, expressed thanks to all the people who have participated in this process because this situation has been so challenging.

VII. New Business – Action

- a. Graduation Pathways
 - i. Alicia Kielmovich, Senior Director of Policy and Legislation for the Indiana State Board of Education, gave a presentation to the Board regarding the implementation of the recommendation for graduation pathways, as created by the Graduation Pathways Panel.
 - 1. Ms. Kielmovich began by giving some history as to why the legislature asked for the creation of graduation pathways. The need

- came from an ECA remedial loop and the changing economy where a high school diploma is no longer the finish line.
2. She explained that remediation has an almost certain negative causal relationship with college success and college completion. The state-wide remediation need is 14%, while low income is 21%, 29% for African Americans, and 17% for Hispanics.
 3. Dr. Yager asked if the percent of students needing remediation has dropped.
 - a. Ms. Kielmovich responded that this number has been cut in half and is improving, but there are still counties in Indiana which have over 30% need for remediation.
 4. Mr. Walker asked if Ivy Tech's change in their math pathways had any change regarding the need for remediation.
 - a. Ms. Mote responded that the drop from 28%-14% need for remediation is directly correlated with a requisite remedial model. Ms. Kielmovich further that by having remediation coupled with credit bearing courses, or by moving remediation into the high school space, there is a significant change in the need for remediation.
- ii. Ms. Kielmovich then moved to the actual recommendation and explained that it could be synthesized to a diploma plus approach, meaning students need to have a high school diploma, applied learning experience, and some sort of currency showing post-secondary readiness.
1. Ms. Kielmovich explained the set scores for the SAT and ACT in the recommendation are based on scores set by the National College Board which show that if these scores are met, there is a 75% chance that students will get a C or higher on a corresponding course.
 2. Dr. Bertram asked what the commitment to the locally created pathways would be in terms of expectations and how to engage with other practitioners and schools to be flexible to meet the needs of students. He further inquire how this would be aligned with the accountability system.
 - a. Ms. Kielmovich responded that there would be a two track process set up. The first track would be where schools receive a planning grant to work with industry, higher education, or another third party and develop what that pathway looks like. The second track would be for schools that are already doing something innovative to submit an application which Board staff would vet and create a recommendation to which the Board would ultimately vote upon. She also noted that the alignment of accountability system would be imminent.
 - b. Mr. Walker also offered that this vote needed to happen today because it would be much easier to build an accountability model around an adopted graduation

pathways model, rather than trying to fit graduation pathways into a new accountability system. The accountability system will be opened next month and that proposed system needs to take into account the graduation pathways.

3. Mrs. Whicker stated that she appreciated the time spent on this recommendation, but that she believed the Board could afford more time before approval. She also stated that in her six years on the Board, it is very rare that there has been this many people come to together in agreement on something and that the plan required listening to the experts in the field and giving them the time they deserve.
- iii. The Board voted 7-4 to approve the recommendation made for graduation pathways by the Graduation Pathways Panel as submitted.
- iv. Discussion starts at [2:35:12](#).
- b. Department of Workforce Development CTE Report
 - i. The Department of Workforce Development made a recommendation to the Board regarding CTE funding for the 2018-2019 school year.
 1. Previously, courses that were not foundational, introductory work based learning, co-op, or apprenticeship were funded based on wage and demand.
 2. The Legislature proscribed new funding amounts to help simplify the wage and demand thresholds previously used. These would now become high value, moderate value, and less than moderate value and create some changes to the per pupil basis funding.
 3. Dr. McCormick informed that the funding for per pupil courses has been cut in half by the Legislature.
 4. Dr. McCormick asked if the 8th grade courses currently funded remained the same and how amounts are determined based on wage and demand categories.
 - a. The Department of Workforce Development responded that the 8th grade courses would remain the same and informed that the wage and demand calculation incorporates multiple factors, with demand weighted twice. This measure does follow the trend of what other states are doing by attempting to meet the needs of employers while capturing a myriad of all education attainment levels.
 - ii. The Board voted 11-0 to approve the recommendation for CTE funding for the 2018-2019 school year.
 - iii. Discussion starts at [3:32:30](#).

VIII. Consent Agenda

- a. The Board voted 11-0 to approve the Consent Agenda.

IX. Adjudications

- a. None

X. Discussion and Reports

- a. Assessment Update

- i. Dr. Charity Flores, Director of Assessment, provided an assessment update.
 - 1. The State is currently re-assessing and about 80,000 have gone through successfully thus far.
 - 2. Alternate assessment RFP submissions are coming in on Friday and that process is moving along.
- ii. Discussion starts at [3:52:47](#).
- b. ESSA Update
 - i. Patrick McAlister, Director of Policy for the Indiana Department of Education, informed that ESSA is still in the 120 day review period and the Department was waiting to receive the information on that.
 - 1. Dr. Bertram asked if the approval of the Graduation Pathways was misaligned with the current ESSA plan. Mr. McAlister responded that there would be some necessary revisions.
 - 2. Dr. Frietas asked about the negotiation process of the document and who would be involved in that process. Mr. McAlister responded that Dr. McCormick, members of the cabinet, and the governor's office would be involved in that process and Dr. Frietas asked for at least one member of Board staff to be able to participate since the process is so important.
 - ii. Discussion starts at [3:57:13](#).

XI. Adjournment

- a. The meeting was adjourned by a voice vote.