

The board action tonight to non-renew my contract is not surprising; it is, however, extremely frustrating and disappointing. When I came here 2.5 years ago, I hoped that I would stay for many years and even retire from Center Grove.

The school board that hired me made it clear, that as good as CG was, the corporation could move from good to great, academically. That board did not believe that our students were reaching their potential. They wanted me to assess the instructional program, k - 12, and then make the necessary changes or modifications for academic improvements. Those of us who are familiar with the change process understand that change can be difficult for large organizations and there can be "bumps in the road" as systemic change is implemented. I realize that along the way, I have made some mistakes as superintendent. However, in each instance, I have reflected carefully on the decision to ensure that similar mistakes were not made in the future.

One of the major challenges given to me by the school board was to put into action the recommendation of the Visioneers. I am happy to report that the Early College Program, the first of the "small learning communities" recommended in the report of the Visioneers, has enjoyed a positive beginning this year.

Other changes that I have implemented through the cooperation and support of my administrative team include the following:

1. Offering FDK to all CG students
2. Supporting a district-wide literacy initiative to improve student learning in reading, writing, listening, and speaking
3. Expanding the high school alternative program so that a large number of students-55 just this year-can succeed in an alternative setting - and receive their high school diplomas
4. Negotiating the deal to purchase this building for use by the school district
5. Expanding the elementary Extended Learning Program (GT) to an additional site and hiring two teachers to better serve our advanced students
6. Leading backward mapping from elementary through high school to increase the number of National Merit Scholars; the first students in the program are sophomores and the community should see positive results in the next two years
7. Raising the expectations for all school administrators
8. Providing quality professional development for our administrators to better prepare them to be focused instructional leaders. A good example of this is the training on classroom walkthrough's that our administrators now make by visiting classrooms on a

regular basis to provide feedback to teachers that can improve student learning

9. Expanding the English as a New Language Program by hiring teachers instead of using aides to address the growing number of students who do not speak English and are moving into our community
10. Supporting Technology initiatives such as multi media classrooms, datamine, Alert Now (parent and staff immediate notification system), 1:1 lap top initiative for our Early College High School Students, 1:1 lap top program for 2nd graders at NG, a different student data base (Skyward), and a new financial and human resources software that will make us nearly paperless
11. Developing strategic hiring practices of administrators and teachers
12. Expanding staff recognition programs to demonstrate our appreciation for the good work that our staff members do to support student learning
13. Improving communication by regularly visiting schools and sending out a weekly update to all staff members each Friday

Looking back at these initiatives, the vast majority were in the best interest of our students and their academic success. Throughout these initiatives, I feel that I have had the support of most teachers (K-12), many community members, parent groups (such as PTO), and administrators as we have moved the district in a positive academic

direction. I am especially proud of and grateful to my administrative team for their creative problem solving and sound management as we have approached the many issues that our school district has faced.

By non renewing my contract, Center Grove will have had three superintendents and one interim superintendent in eight years. I believe that our citizens deserve better than that because of the community's dedicated support for our schools. Unfortunately, since the last school board election, the board and I have had some philosophical differences. My belief is that the school corporation should be administered by the Superintendent under the direction of the board. However, some members of this present board believe that this school corporation should be administered by the board. Therein lies one of the major problems.

Please know that it is my intent to carry out my responsibilities as superintendent until the end of my contract on June 30, 2010.

In closing, it has been a privilege and an honor to serve the CG school community. I firmly believe that our school programs are in better condition than when I arrived nearly three years ago, and we are beginning to prepare our students for the 21st century. I hope that my successor can continue to make Center Grove one of the premier districts in the state.