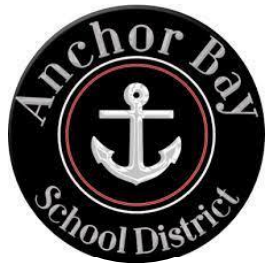


# **Anchor Bay School District**

Strategic Plan Overview  
2022-2027



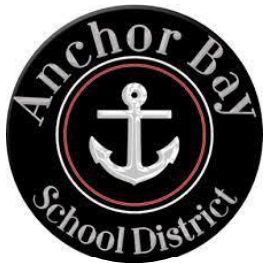
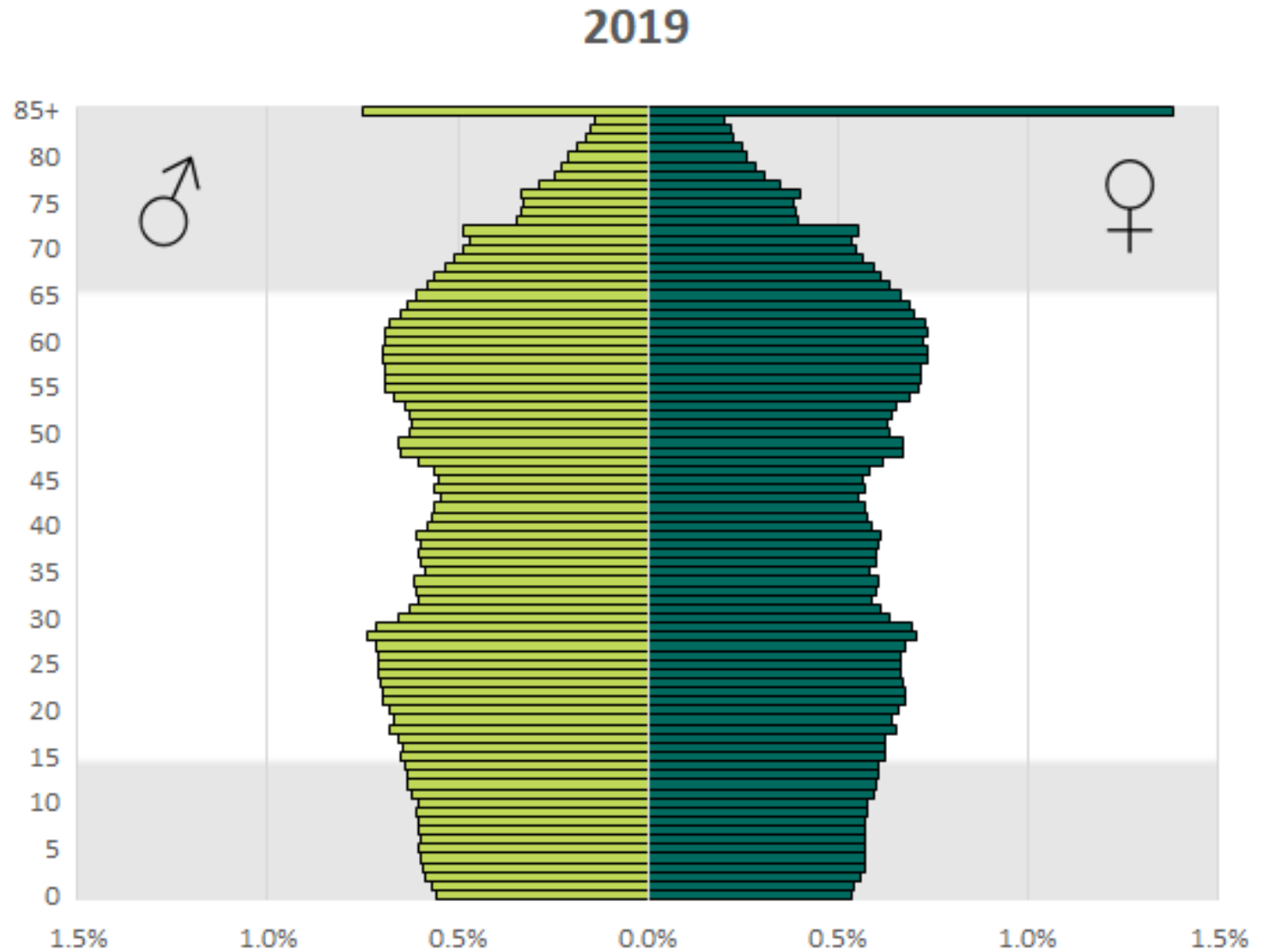
# State of Change

Population Trends



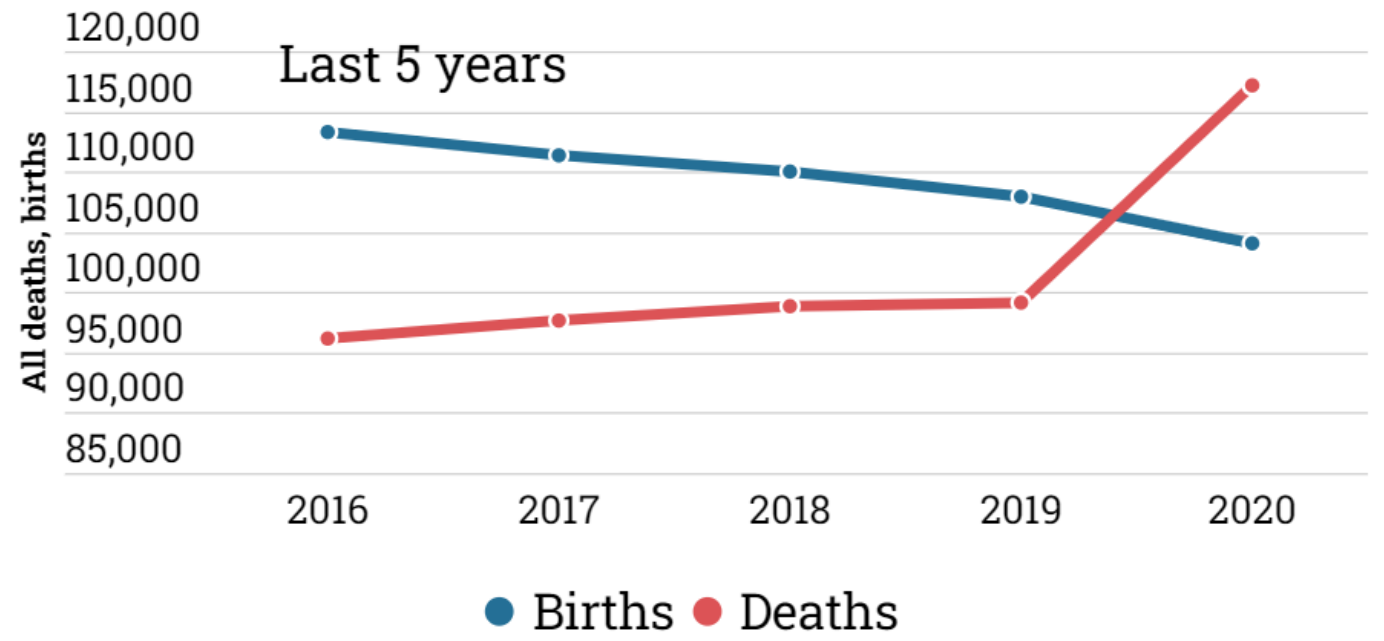
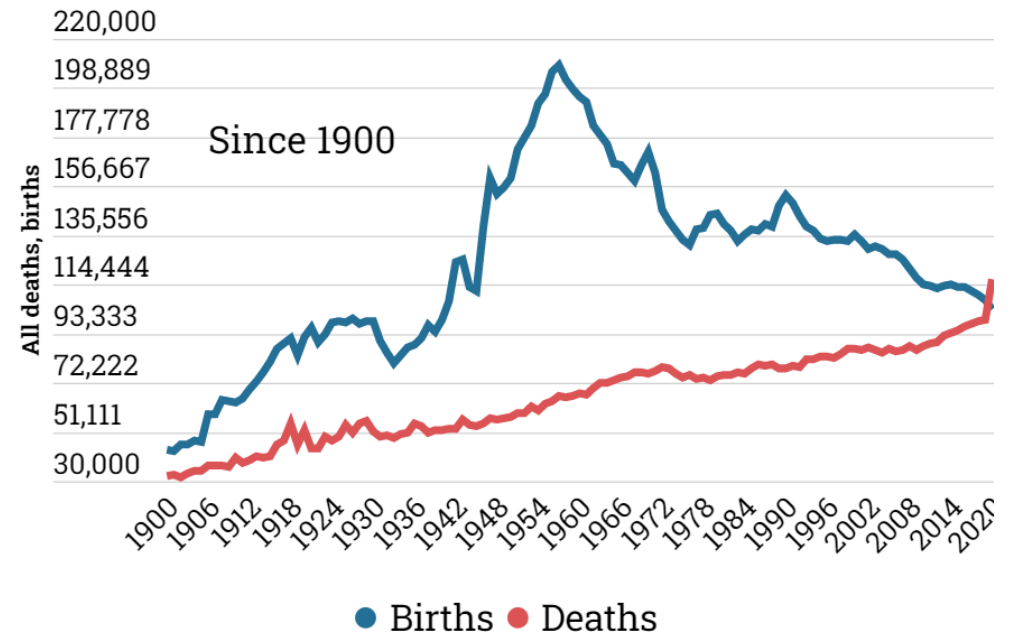
# Michigan Population Distribution

## The Echo Effect



# Deaths exceeded births for first time in Michigan

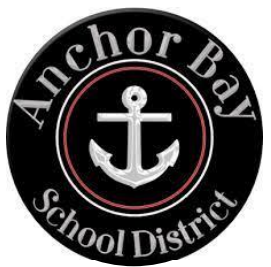
For the first time, deaths in Michigan exceeded births in 2020 – and again in 2021 as COVID pushed the state's annual deaths well above previous levels while also dampening an already declining birthrate.



Source: Michigan Department of Health and Human Services, Centers for Disease Control and Prevention

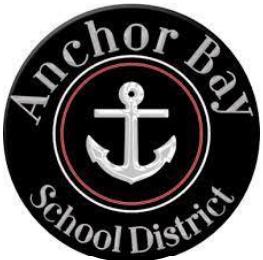
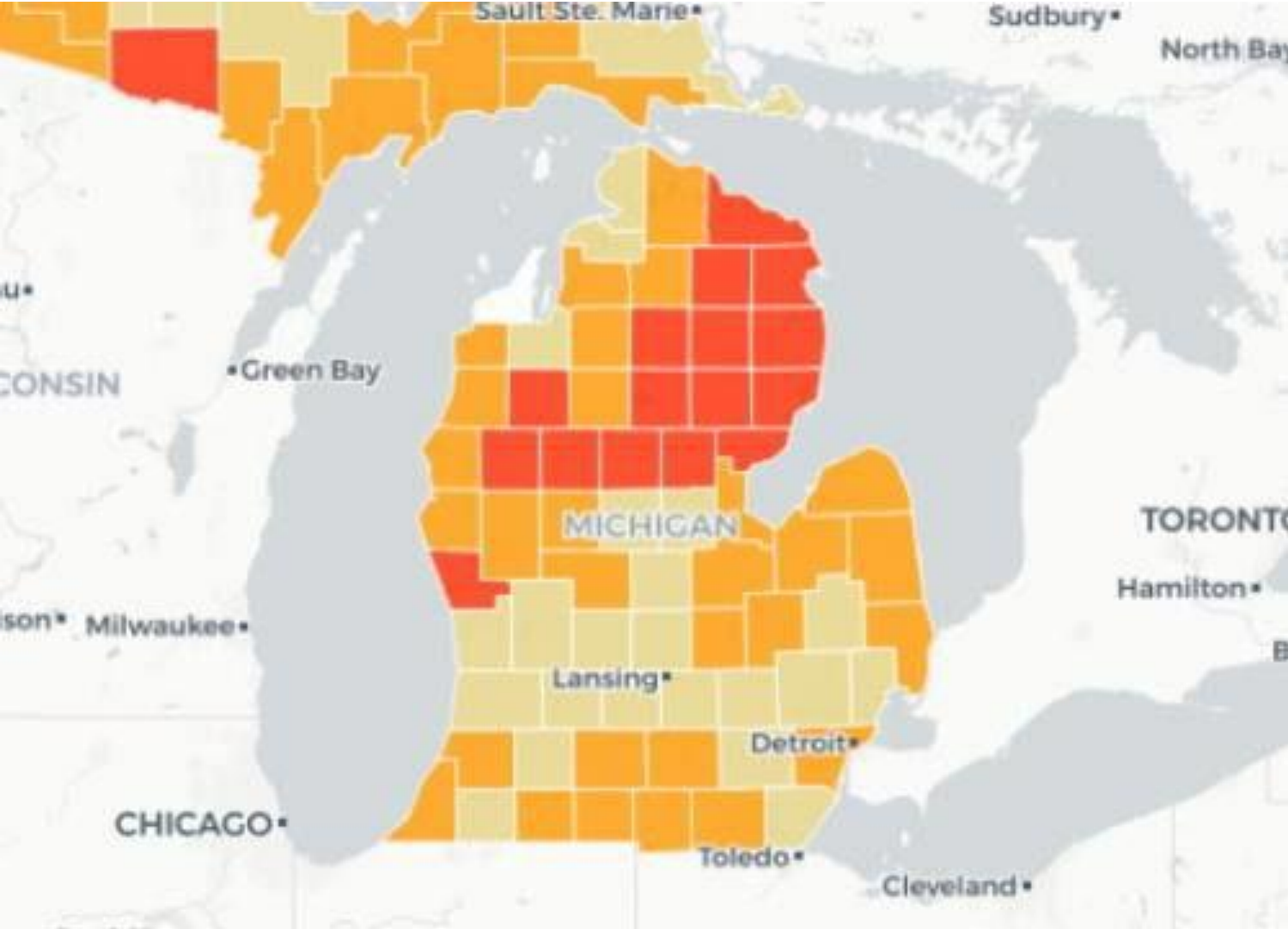


– Mike Wilkinson





# Michigan's Aging Population



# Lowest School Enrollment Since 1951

## Michigan school enrollment at lowest point since 1950s

Posted May 01, 2017 at 06:45 AM | Updated May 02, 2017 at 11:14 AM



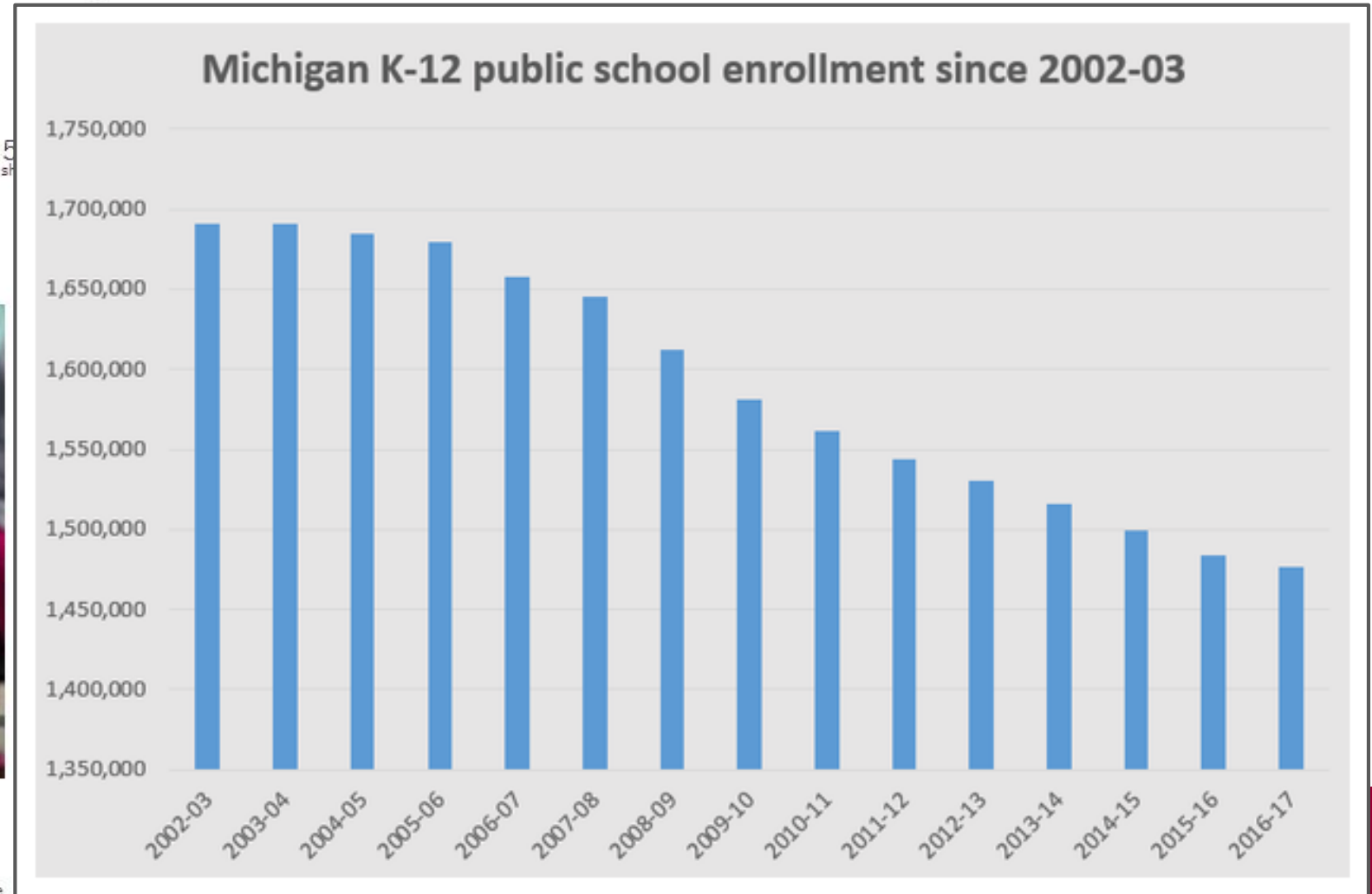
[Comments](#)



MLive file photo

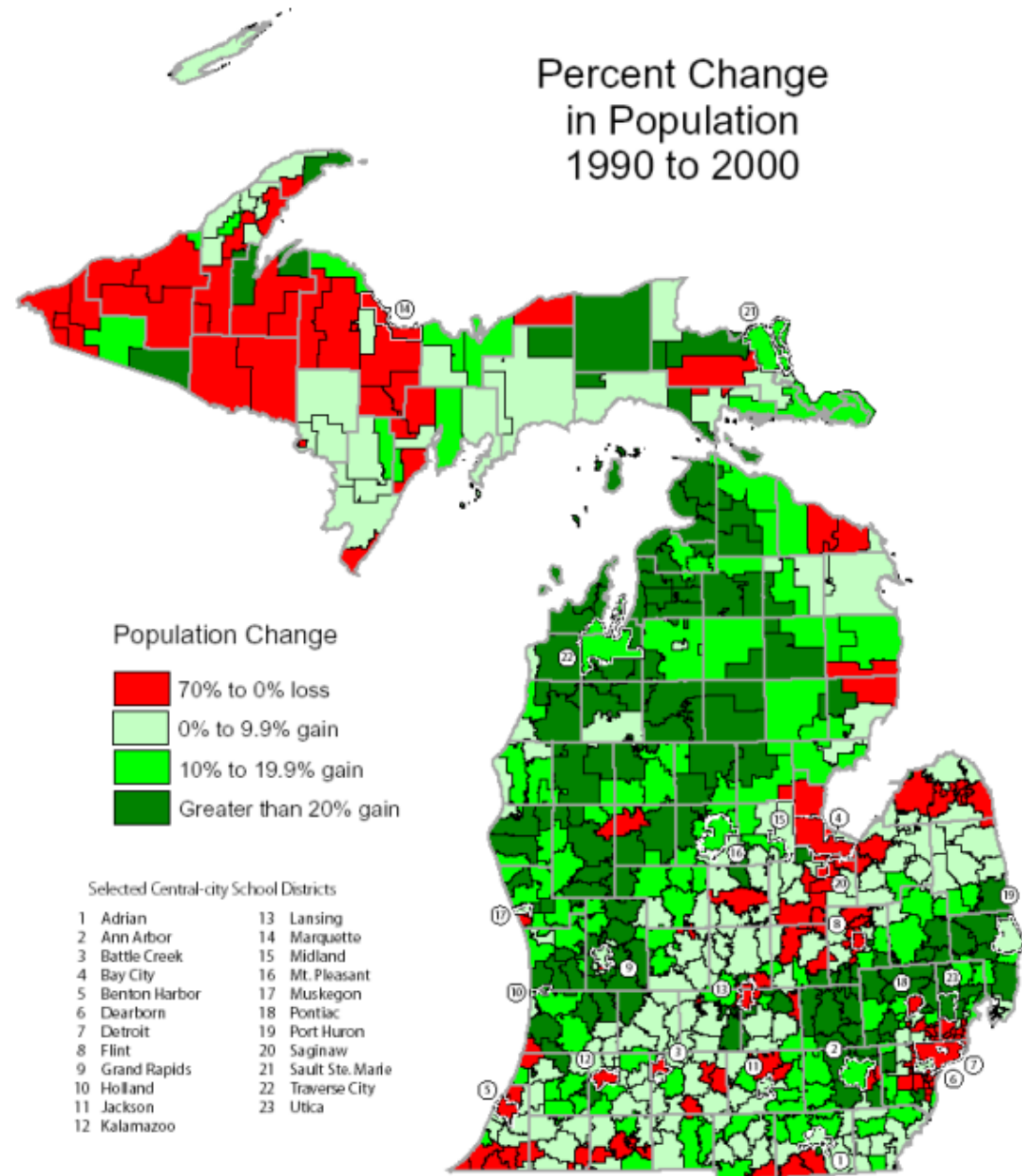
### A closer look at trends in public school enrollment

The student count in Michigan's public schools is continuing to inch down. Here's a closer look at the 2016-17 numbers recently posted on the [website](#) maintained by the Michigan Department of Education and the state Center for Educational Performance and Information.



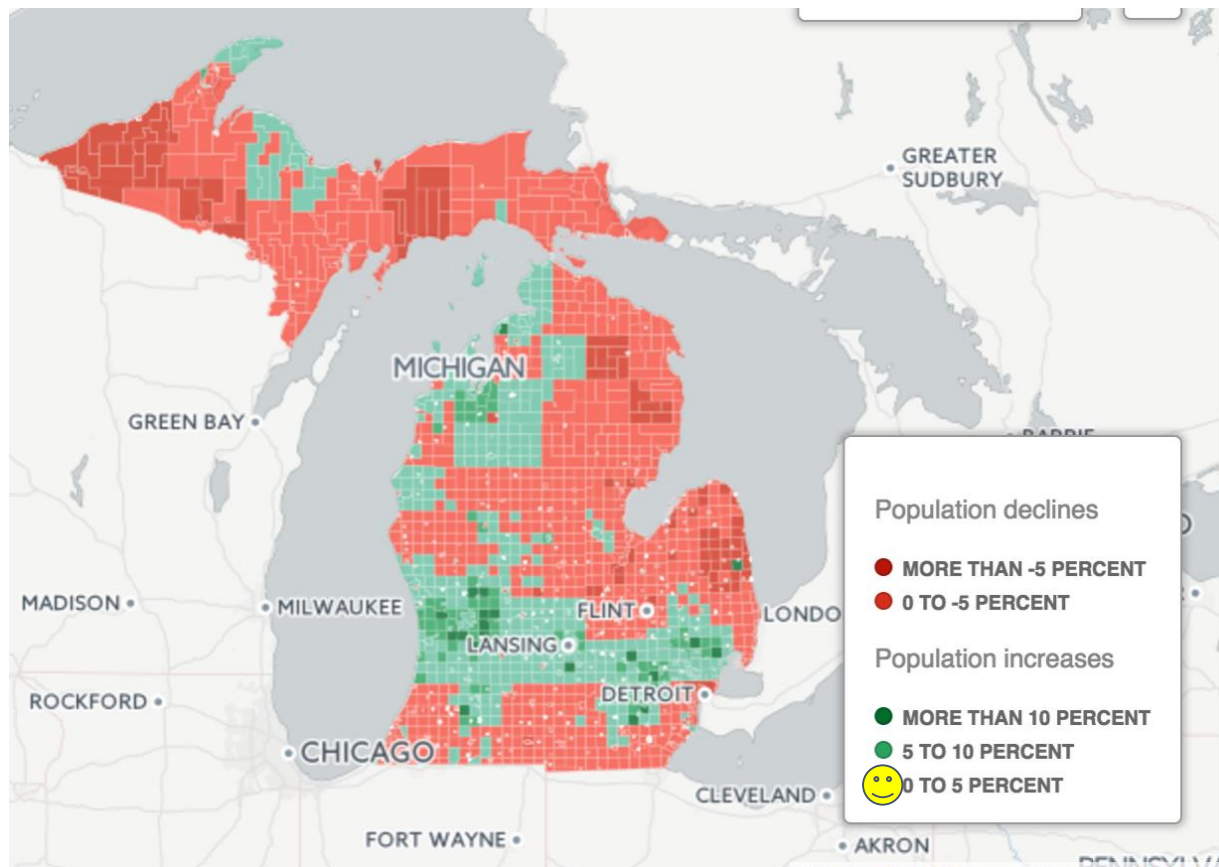
# Population Trends

Percent Change  
in Population  
1990 to 2000





# A Population on the Move



## Hudsonville planning for more growth in student enrollment

Updated Dec 21; Posted Dec 21

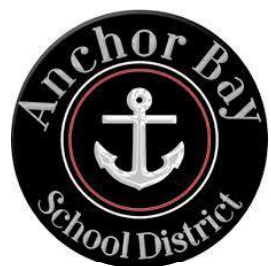


Gallery: Hudsonville's future growth expediting school bond talk

3 0 shares

By [Monica Scott | mscott2@mlive.com](#), [mscott2@mlive.com](#)

HUDSONVILLE, MI –With new neighborhoods being built or planned in its school communities, the Hudsonville School District is preparing for more growth in student enrollment.









# The Future Looks Better in Anchor Bay

NEWS

DETROIT REAL ESTATE MARKET REPORTS

## Report: Southeast Michigan could gain 380K households by 2040

How does this info

By **Robln Runyan** | Jul 27,



SHARE

NEWS

### St. Clair County sets goal to revamp Marine City Highway in wait for guidance on COVID funding



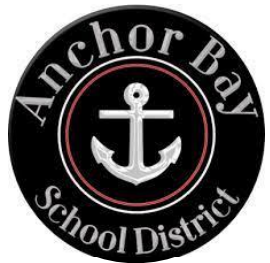
**Jackie Smith**

Port Huron Times Herald



# Strategic Planning

Where do we go from here?



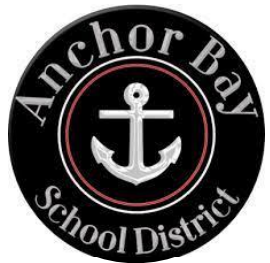






# Mission Statement

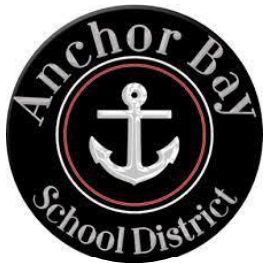
**Empowering all students to succeed  
in an ever-changing world.**



# Vision

## Educational Excellence Together

Educate • Motivate • Collaborate • Cultivate

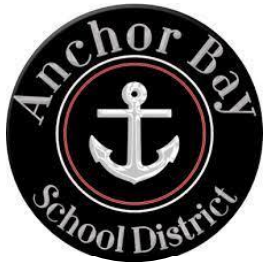


# Belief Statements

**In Anchor Bay Schools, we believe in students first!**

Together, we will:

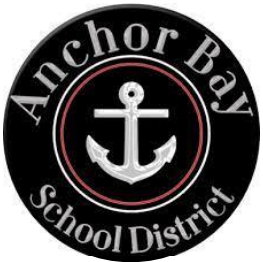
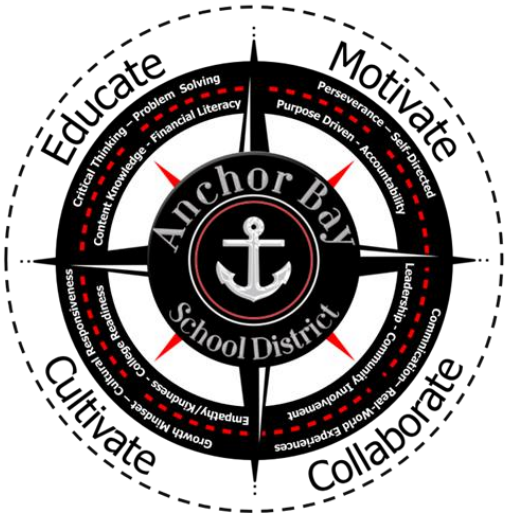
- Provide a safe and supportive environment
- Foster problem-solving and critical thinking skills for responsible decision making
- Respect and value the diversity of all participants
- Develop lifelong learners who understand the importance of integrity, character, and empathy
- Inspire innovative, adaptive leaders
- Collaborate with our community



# Portrait of a Graduate

Portrait of a Graduate		
1	Critical Thinking/Problem Solving	39
2	Life Skills/Finance	26
3	Collaboration	21
4	Empathy	19
5	Communication	18
6	Cultural Responsiveness	15
7	Real-world Experiences	14
8	Community Involvement	13
9	Self-Directed/Purpose Driven	13
10	College Credits	10
11	Growth Mindset	8
12	CTE/Job Skills	5
13	Post High School Direction	4
14	Accountability	1
15	Innovation	1
16	Leadership	1

Educate	Motivate	Collaborate	Cultivate
Content Knowledge	Purpose Driven	Communication	Cultural Responsiveness
Financial Literacy	Accountability	Leadership	College readiness
Critical Thinking	Perseverance	Real-world Experiences	Growth Mindset
Problem Solving	Self-Directed	Community Involvement	Empathy/Kindness



# Facilities Planning – Wants & Needs

## Wants

Request	Table 12	Table 10	Table 9	Table 7	Table 6	Table 4	Table 3	Table 2	Total
Water Bottle Filling Stations	5	1				14			20
CTE/PLTW Campus/Upgrades		6	4		6		2		18
WI-FI			5		6			5	16
Flexible Seating	6		2		4		2		14
Badge/ Card Entry System	9		1						10
Update Bathrooms		1	1	3				4	9
New Scoreboards	3			3		1			7
Cohesive Signage & Branding	6								6
Age-Appropriate Playground Equipment	4			1				1	6
Technology		5						1	6
Software - Supports & Textbooks		5							5
1-1 Device			5						5
Update Lockerrooms				4		1			5
South Football Bleachers					4				4
Sports Renovations						2		2	4
Reconfigure Classrooms					3				3
Expanded Aquatic Center Hours							3		3
Naldrett Parking Lot							3		3
Life Skills Classes							3		3
Carpet Repairs								3	3
Outdoor dining for secondary						3			3
Security		2							2
More Smaller Sports Funding							2		2
High School Traffic Control						1	1		2
Press Box			1						1
Lockers				1					1
Turf Soccer Field									0
Lockerroom under bleachers									0

## Needs

Request	Table 12	Table 10	Table 9	Table 7	Table 6	Table 4	Table 3	Table 2	Total
Upgraded HVAC	3	3	4	5	3	5	5	3	31
Roof Replacement	2	2	3	4	2	3	2	4	22
WI-FI	9			3		8			20
Concrete Work	2	5	1	3	2	3		3	19
Badge/Card Entry		4	3	3	2	2	3		17
Buses		5	2	2		1	2	4	16
Security		1			1	2		8	12
Boilers	2						2	3	7
Cameras		2	3			2			7
Bottle Filling Stations				5			1	1	7
Underground Plumbing/Drainage						5		2	7
Carpet		1				2		3	6
Clocks						6			6
Preventative Maintenance						3	3		6
Flooring	3		1		1				5
Climate Control Systems						4	1		5
Teacher/Class Computers	3								3
Naldrett Parking update	2		1						3
1-1 Devices							3		3
Kitchen Equipment						3			3
Updated Bathrooms						2			2
Tuck Pointing						2			2
Window Caulking						2			2
Interior Doors & Locks						1			1
Lighting						1			1
Flexible Seating									0
Softball field at MSN									0
Textbooks & Resources									0



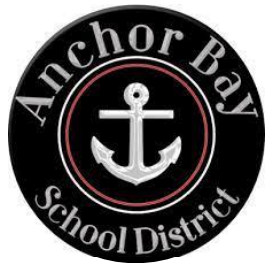
# Future Programs

Elementary		Middle School		High School		Extra-Curricular
Social Emotional Support/Positivity Project	12	Career Exploration classes	20	Life Skills	23	Battle of the Books
More Social Workers	12	Mentoring programs/HS Mentors	17	More Trades Programs	18	Non-sport clubs
Collaboration between transition grades	10	Restructure Honors Academy	11	Job Shadowing & Career Exploration	9	Community Service
Smaller Class Sizes	7	Non Sport Clubs/Academic Clubs	7	Diversity/Cultural Classes	9	Honors program should include Charles Wright Museum & Arab-American Museum
More STEM/add before and after school	7	ACRI General Education	7	More Social Workers & Counselors	5	More Summer programs
More Preschool classes	5	Diversity Cultural Class	6	Creative Maker Space (non-club based)	5	Diversity Club
Academic Clubs	5	Life Skills	4	More advertisement of special programs	4	Aquatic open summer for kids
Typing in Kindergarten & up	5	Social Emotional Support	4	Social Emotional Support	3	District-wide calendar/District-wide events/fundraisers
Music Arts & Enrichment/Band & Choir Clubs	5	Add counselors/social workers	4	Cosmetology	2	Adult Ed program
Project Challenge (5th graders that are awesome meet and work on advanced projects)	4	Restructure Day/Schedule	3	Dive into local government (create legislation)	2	Teen Center Times
More exposure to different types of families like Sesame Street	3	Dive into local and state government	2	Senior Math, Computers, and Life Skills	1	Diversity scale to assess programs and performances
Peer mentoring from older kids	3	6th Grade Blending Camp	1	Financial Literacy	0	Before School Activities for Elementary
Cross PTO Collaboration	3	More Sport Exposure/Opportunities	1	Scheduling for Parents	0	Organized Elementary Sports
More books that represent diverse cultures and traditions	2	Special Ed 1 on 1	1	Special Education 1 on 1	0	Student Advocacy Groups
More Technology Devices	2	More advertisement of special programs	0	Aviation/ROTC	0	Club Interest Surveys for Students
Uniform clubs across buildings	2	High School Credits in Middle School	0			Learning how to engage in healthy debate, critical dialogues, and empathic listening
Math Tutoring Before/After School	1					Science Olympiad
More Sections of ECC	1					Diversity track added to wellness program
SAC in all buildings	1					Entrepreneur Club
Phonics	1					
Foreign Language Option	1					
More Young 5s	0					
More Literacy Tutors & Time	0					



# Plan Development

How do we meet the challenges set forth by the team?





# Developing Competent Citizens

- College & Career Ready
- College Credit Opportunities
- Career Experiences beginning K-12
- Industry-recognized certification
- Internships/Apprenticeships
- Flexible Pacing/Grade Levels
- Project-based Learning



# TOP CAREERS AND ANNUAL SALARIES



**INFORMATION TECHNOLOGY  
COMPUTER SCIENCE**  
**270,690\*** OPENINGS

JOBS*	SALARY	
171,756	\$82,270	Software Developers, Applications
41,190	\$84,810	Computer System Analysts
33,318	\$47,730	Computer User Support Specialists
24,426	\$61,500	Web Developers



**MANUFACTURING**  
**109,410** OPENINGS

JOBS	SALARY	
30,590	\$34,930	General Maintenance and Repair Workers
24,626	\$39,920	Machinists
24,325	\$86,550	Mechanical Engineers
12,852	\$85,170	Industrial Engineers
10,843	\$35,280	CNC Machine Tool Operators, Metal and Plastic
4,599	\$85,960	Electrical Engineers
1,575	\$48,970	CNC Machine Tool Programmers, Metal and Plastic

## THE PILLARS

- Increase career exploration
- Evolve to competency-based learning
- Foster business and education collaboration
- Create multiple pathways



**HEALTHCARE**  
**212,247** OPENINGS

JOBS	SALARY	
46,690	\$28,520	Nursing Assistants
43,862	\$67,450	Registered Nurses
41,860	\$21,230	Home Health Aides
35,196	\$21,380	Personal Care Aides
20,419	\$29,850	Medical Assistants
6,846	\$46,500	Licensed Practical and Licensed Vocational Nurses
6,174	\$29,450	Pharmacy Technicians
3,941	\$48,659	Physical Therapist Assistants
3,367	\$29,800	Emergency Medical Technicians and Paramedics
2,800	\$40,680	Massage Therapists
1,092	\$54,840	Cardiovascular Technologists and Technicians



**OTHER  
PROFESSIONAL TRADES**  
**56,287** OPENINGS

JOBS	SALARY	
15,869	\$58,080	Electricians
15,232	\$37,050	Automotive Service Technicians and Mechanics
9,163	\$63,610	Plumbers, Pipefitters, and Steamfitters
5,187	\$41,910	Bus and Truck Mechanics and Diesel Engine Specialists
4,914	\$48,920	Operating Engineers and Other Construction Equipment Operators
4,011	\$47,100	Automotive Body and Related Repairers
1,911	\$46,400	Brickmasons and Blockmasons



**BUSINESS AND OTHER**  
**162,421** OPENINGS

JOBS	SALARY	
48,678	\$60,690	Sales Reps
38,738	\$98,590	General and Operation Managers
21,686	\$64,790	Accountants and Auditors
13,860	\$48,570	Insurance Sales Agents
12,530	\$73,050	Management Analysts
12,348	\$95,550	Financial Managers and Analysts
10,605	\$59,930	Marketing Research and Specialists
3,976	\$73,650	Civil and Architectural Engineers

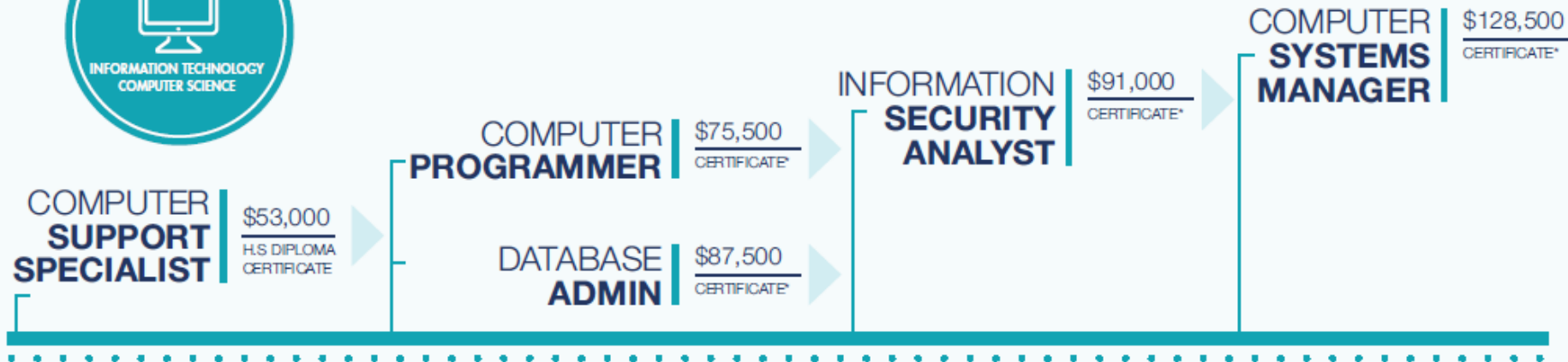




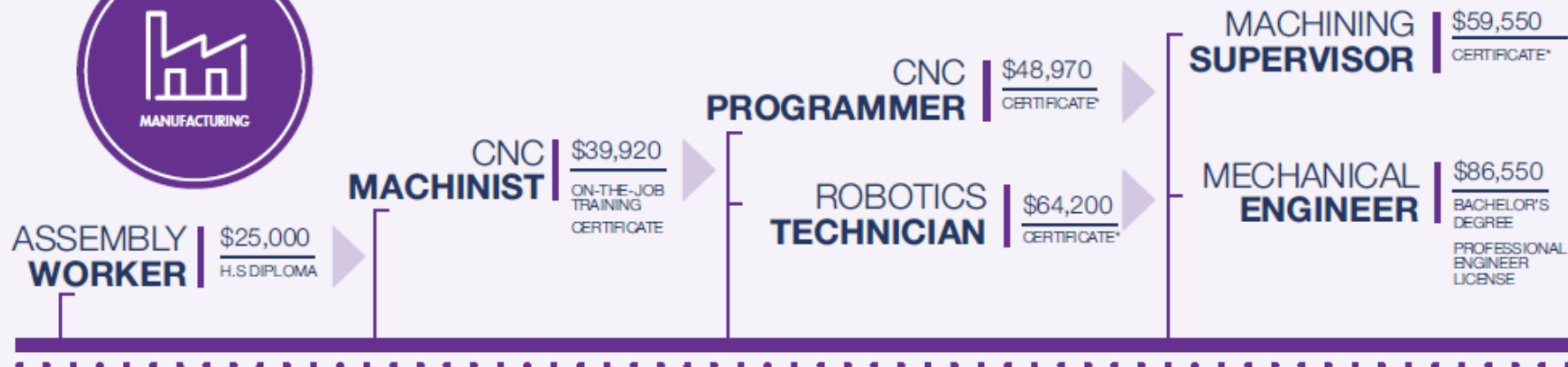
# MARSHALL PLAN FOR TALENT

INVEST · DEVELOP · ATTRACT

# CAREER LADDERS BY SECTOR



\*Bachelor's degree can also qualify for these positions.

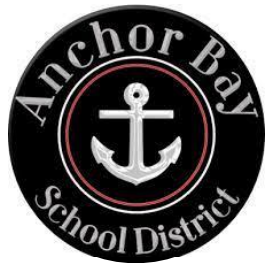
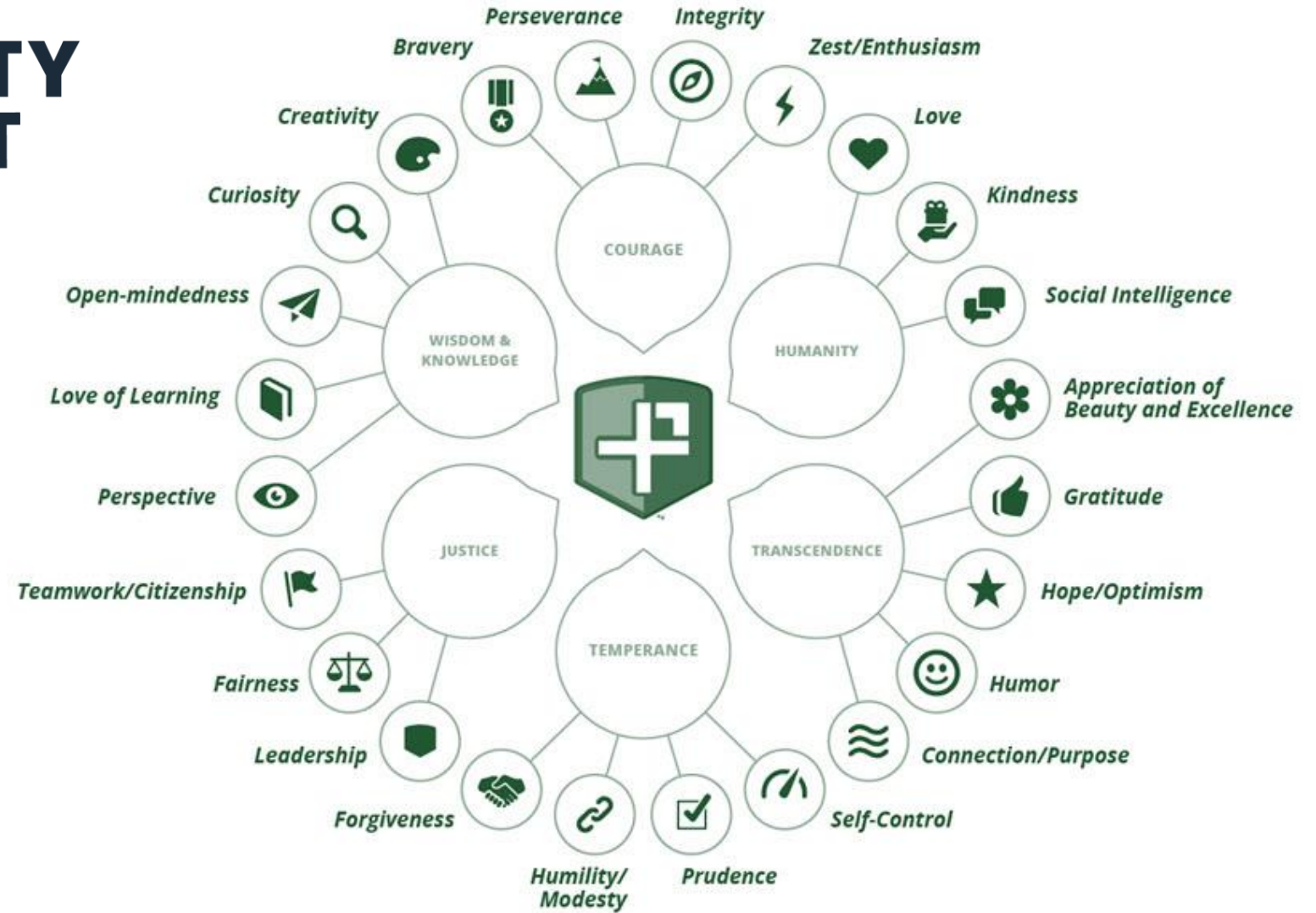


\*Associate degree can also qualify for these positions.

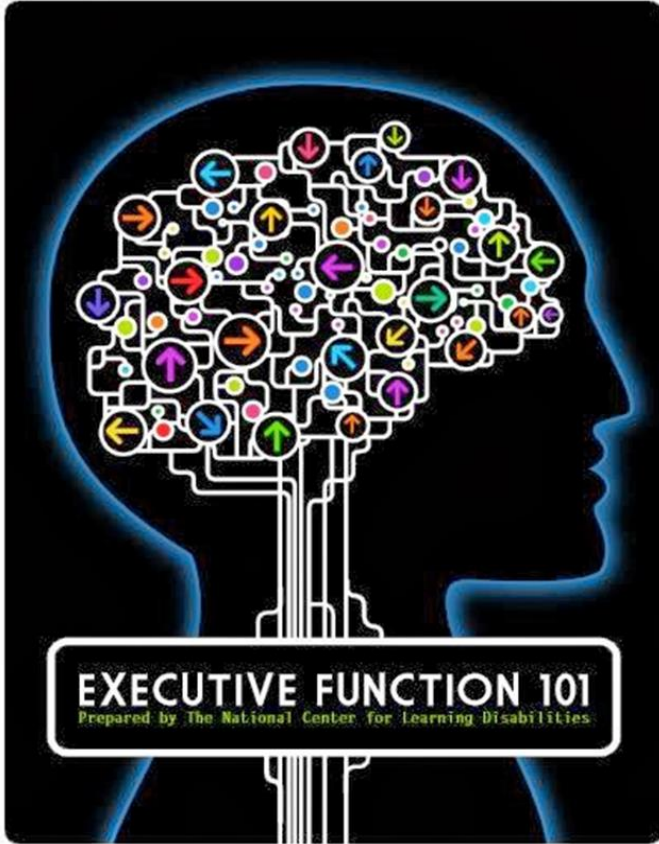




# THE POSITIVITY PROJECT



# Executive Function



Make plans

Keep track of time & finish work on time

Keep track of multiple things at once

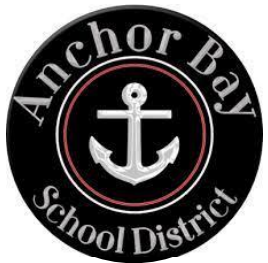
Meaningfully include past knowledge in discussions

Evaluate ideas and reflect on work

Ask for help or seek more information

Engage in group dynamics

Make mid-course corrections while thinking, reading, and writing



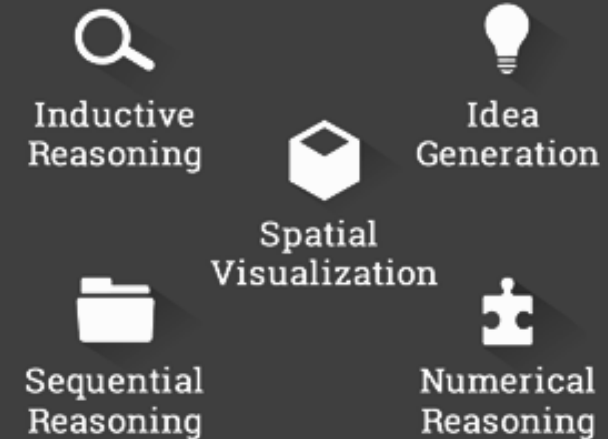
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# Focus on Aptitude

## Interests

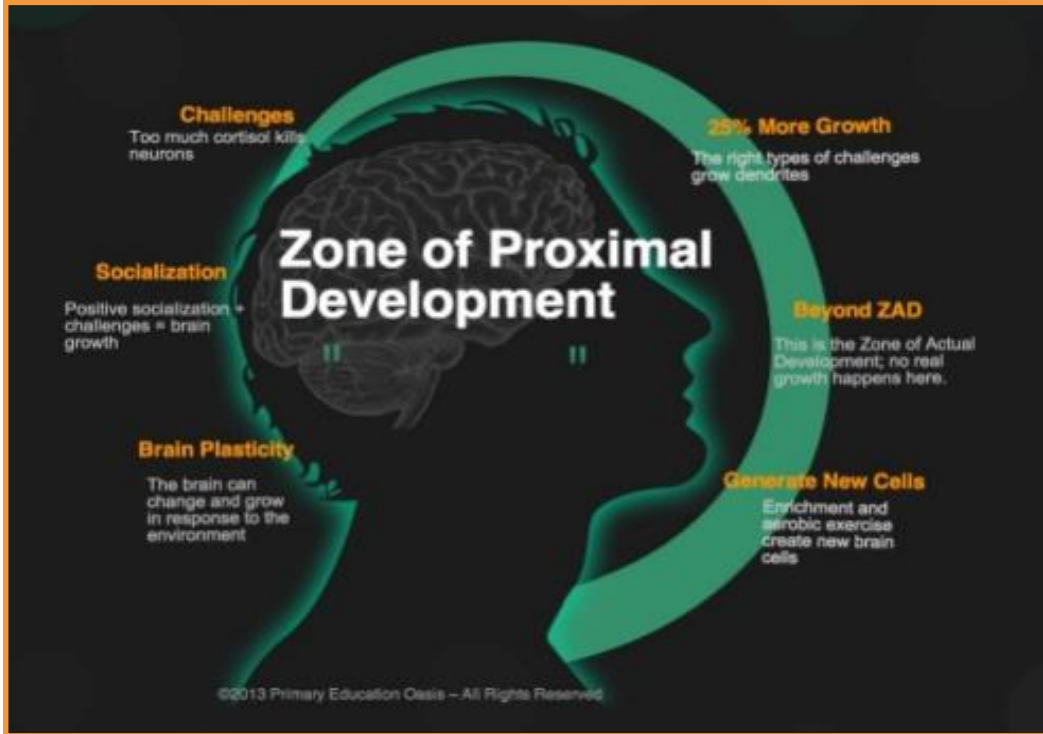


## Aptitudes



# Zone of Proximal Development

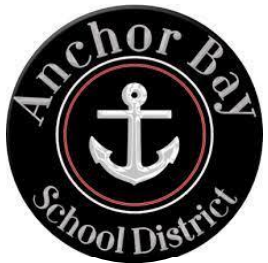
## Productive Struggle





# Students Need a Path

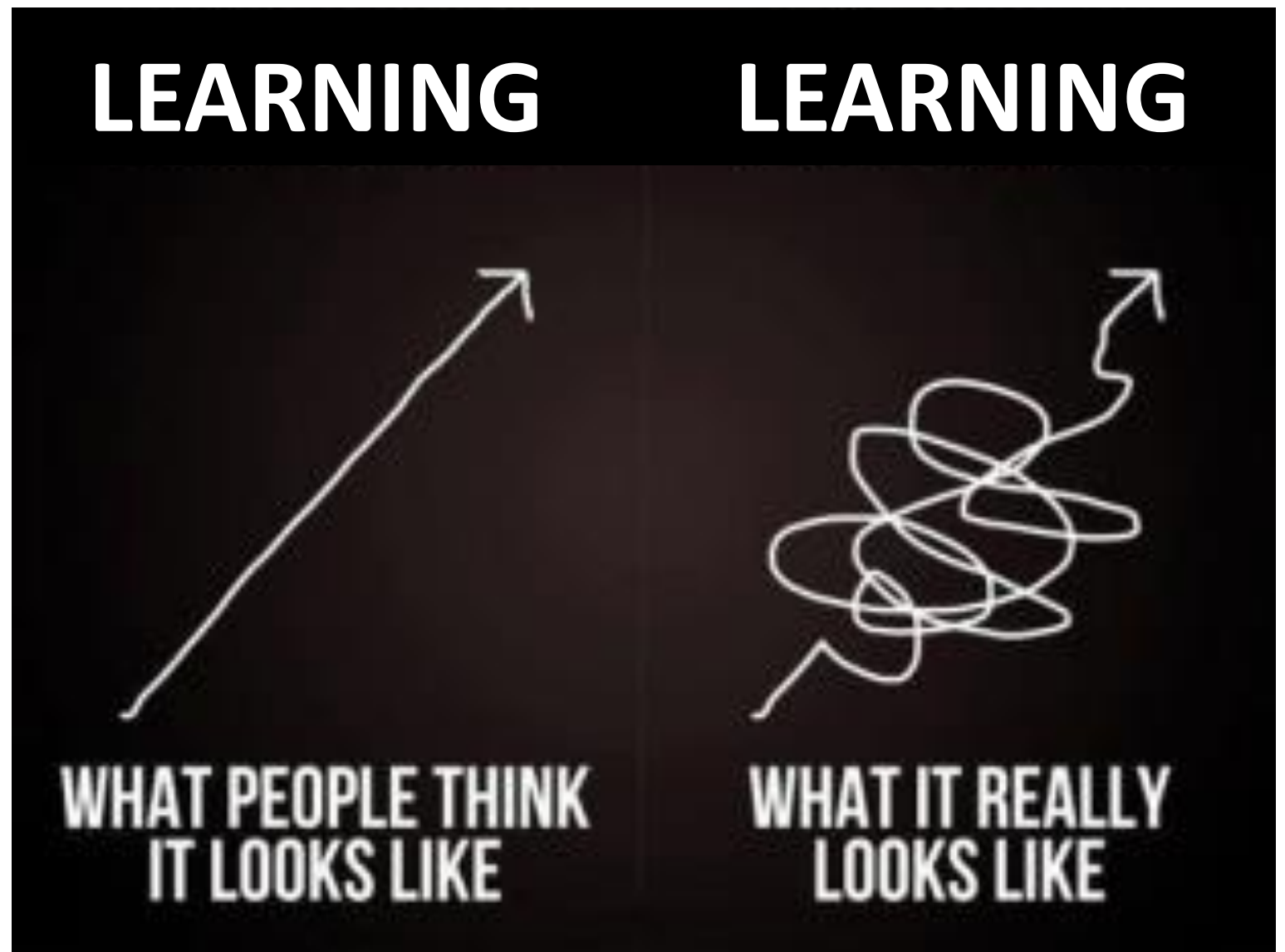
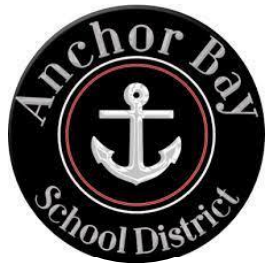
- Students who feel they have a direction in life are happier, more successful, and more self-directed.

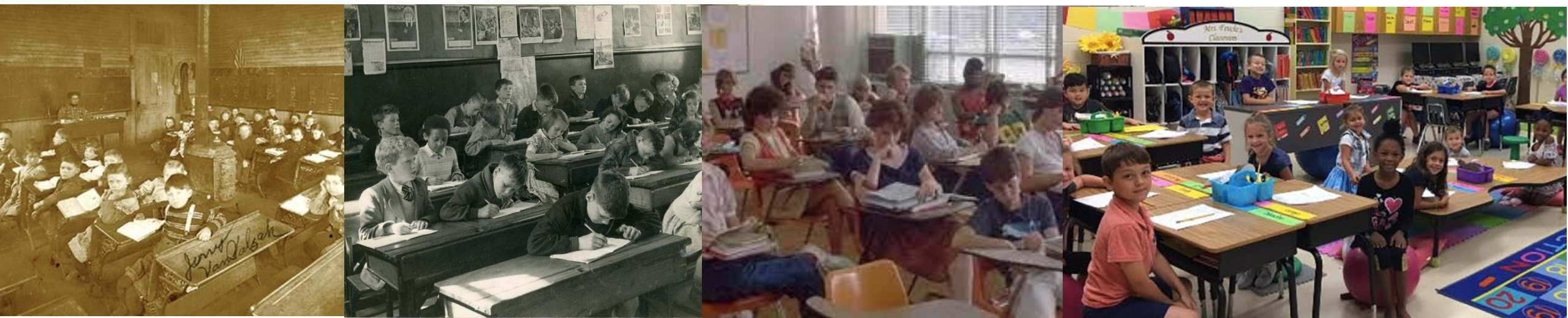




# Learning is a Journey

We must change our long-held assumptions that learning is a linear activity.





# Redesigning Education

A Medical Model for Preparing Students



# Do the Systems & Structures of the 1950s Fit Today's Needs



---

Where to we begin?

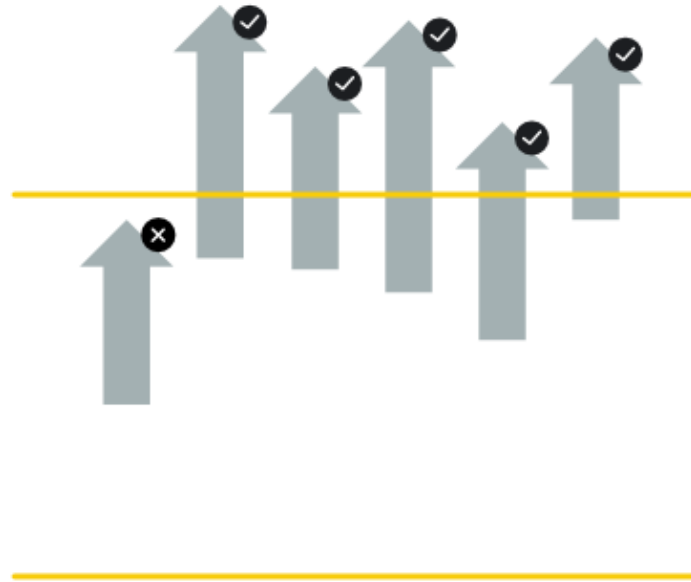
**“Where do we start - we meet the students where they are at and build from there.”**

**- George Couros**

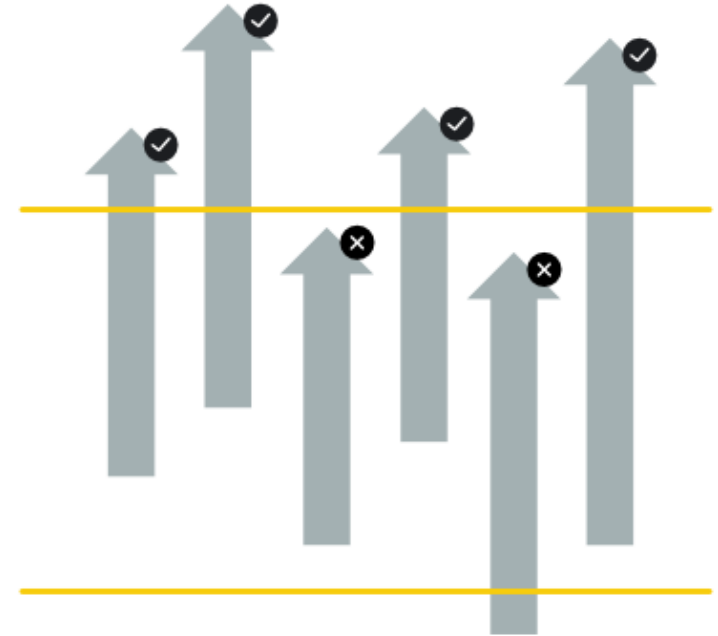
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# Which School Is Performing Better?

SCHOOL 1



SCHOOL 2



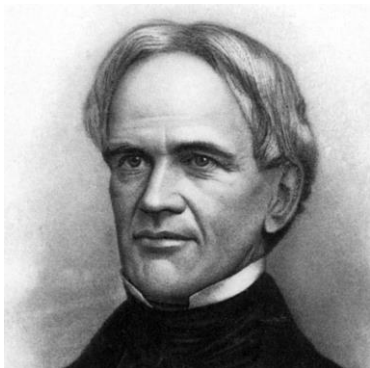


# A Timeline of School Improvement Initiatives

1837-1895

Standardization Era

Setting a common structure for schools



1895-2014

Basic Quality Era

Is there a minimum set of standards for all?



2006-19

Outcomes Era

Are we reaching all students?

**Sub-groups**



2019-

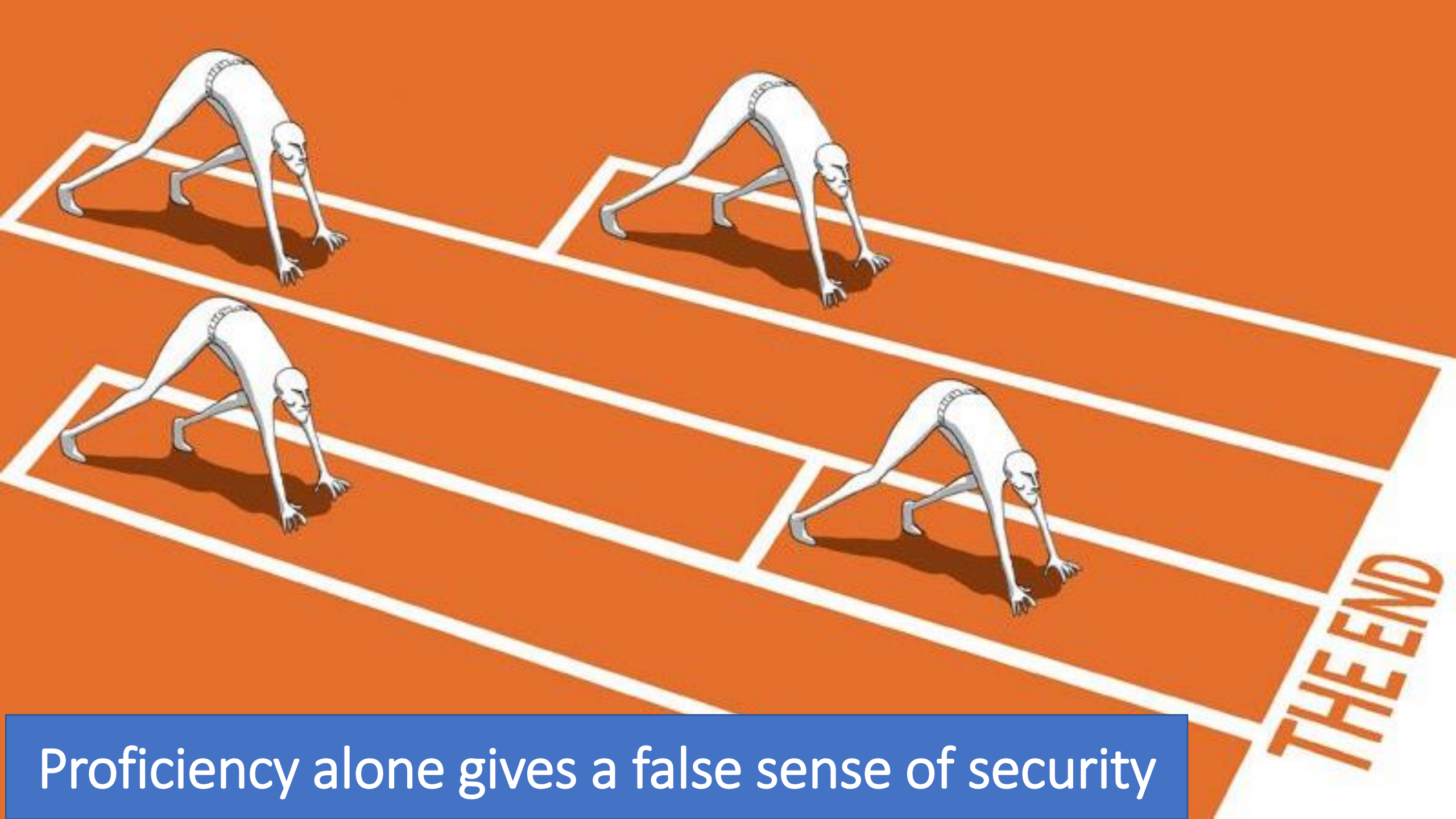
Equity Era

Are we reaching all students regardless of sub-group?





Traditional  
Measure of  
Success:  
**Proficiency**

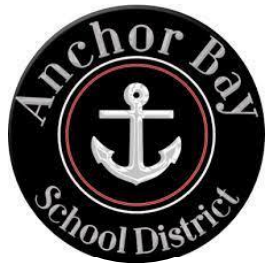


Proficiency alone gives a false sense of security



# Measuring Growth

How do we ensure the vest future for every child?



# Stanford Opportunity Explorer

School Effectiveness In The U.S.  
shown by [learning rates](#) for all students by [school district](#)

find a place

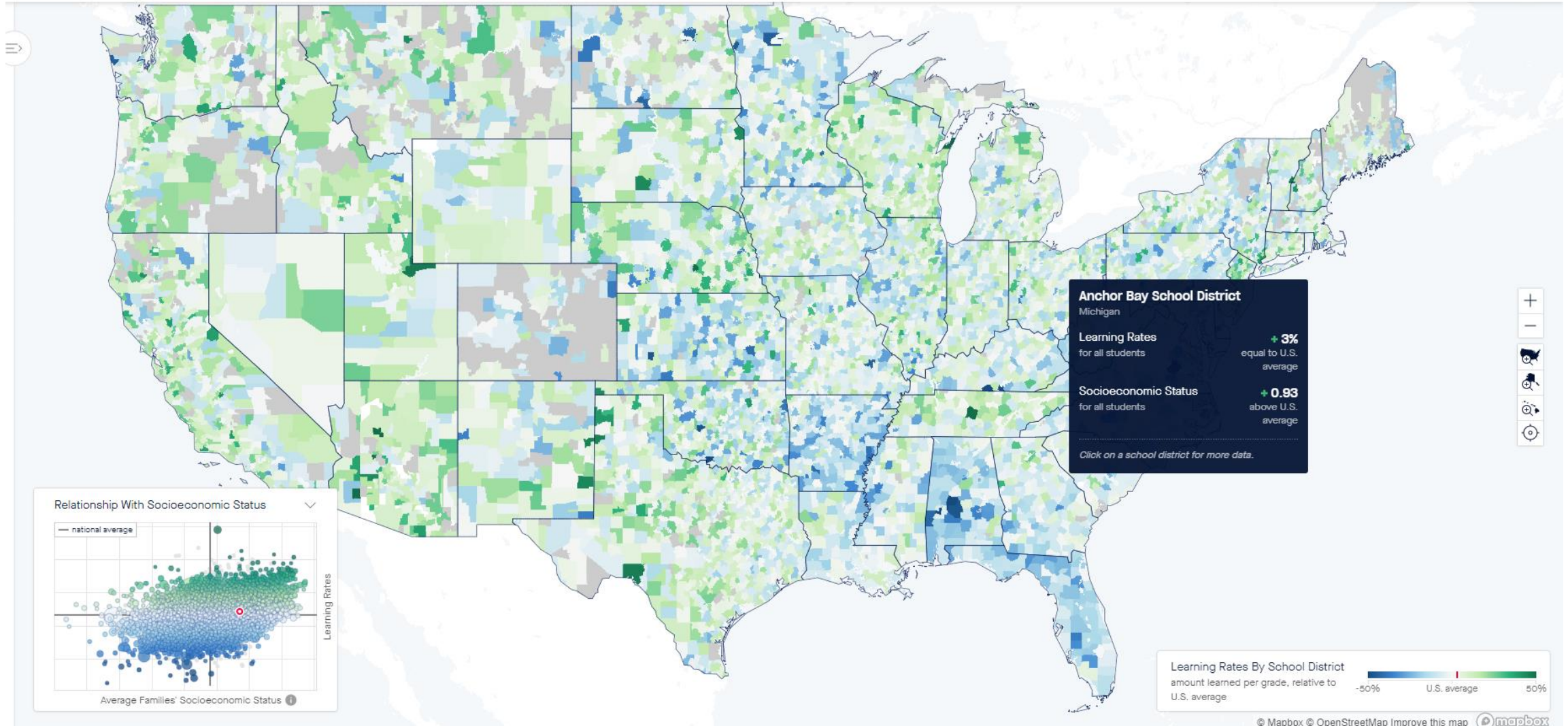


MAP

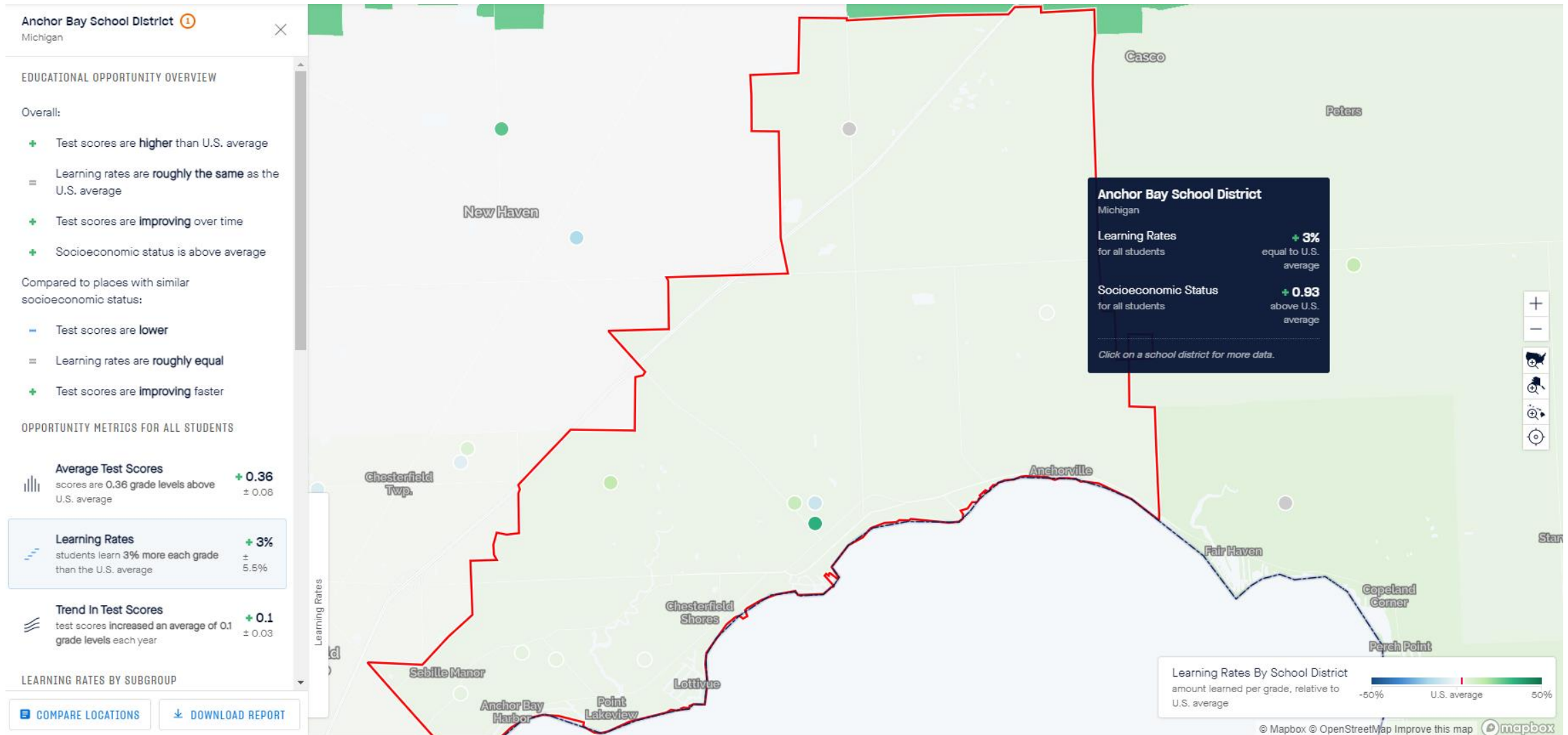
CHART

MAP + CHART

HELP



# Stanford Opportunity Explorer



# Stanford Opportunity Explorer

## Compare school districts

to Grosse Pointe Public Schools, Michigan



Comparison subgroup / gap: [all](#)

Find a place



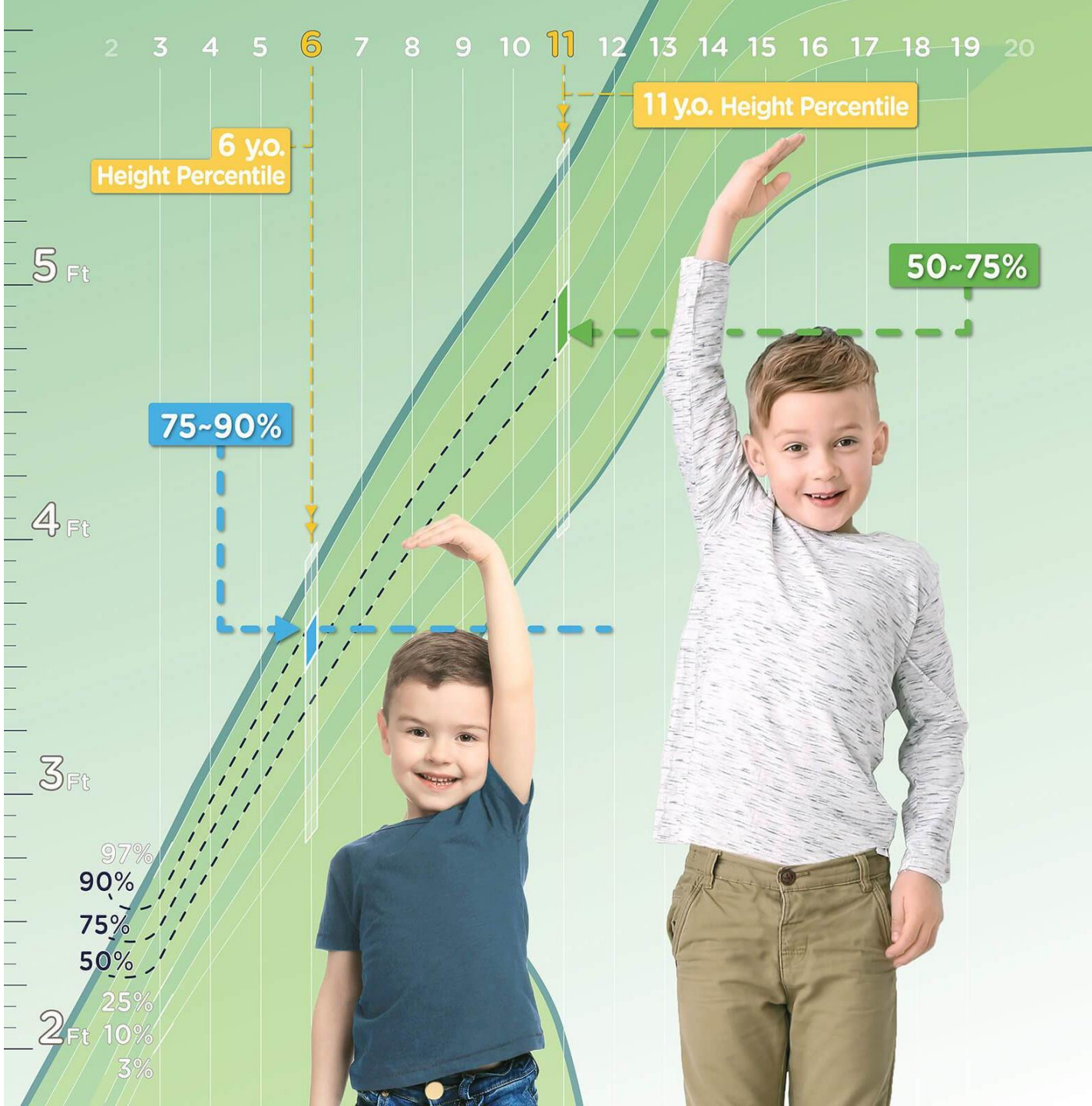
LOAD SIMILAR

EXPORT CSV

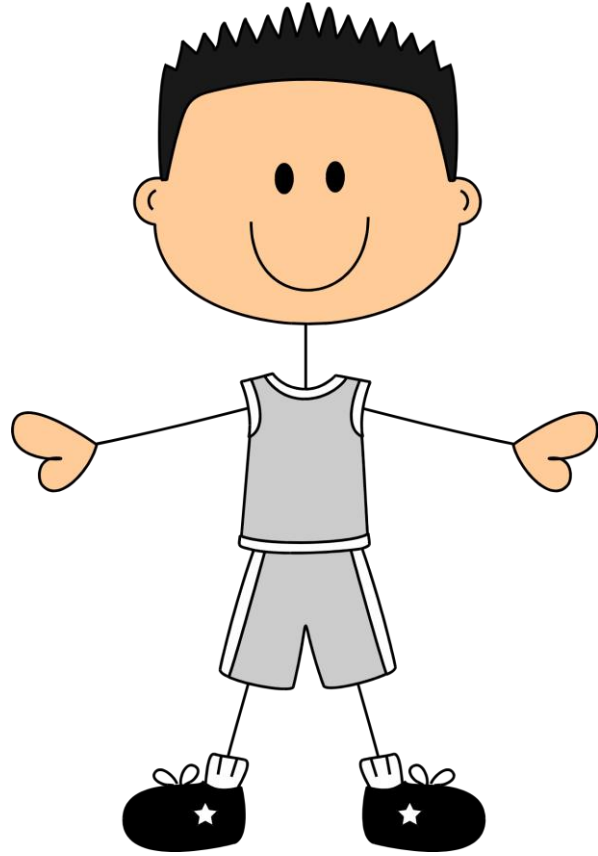
Location	Average Test Scores grade levels relative to national average	↓ Learning Rates % learned each grade, relative to national average	Trend In Test Scores average change in test scores each year	Socioeconomic Status Average SES among all families in the community
② Armada Area Schools Michigan	+ 0.42 ± 0.09	+ 11.1% ± 6.1%	+ 0.13 ± 0.03	+ 0.85
① Anchor Bay School District Michigan	+ 0.36 ± 0.08	+ 3% ± 5.5%	+ 0.1 ± 0.03	+ 0.93
③ Grosse Pointe Public Schools Michigan	+ 1.47 ± 0.08	- 3% ± 5.6%	+ 0.05 ± 0.03	+ 1.58



# Student Growth Percentile

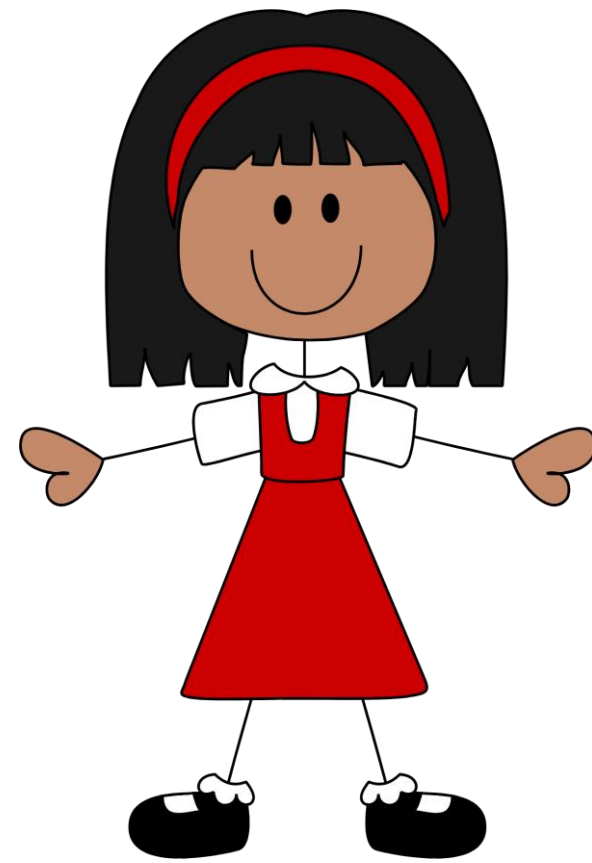


Student A  
**1414**



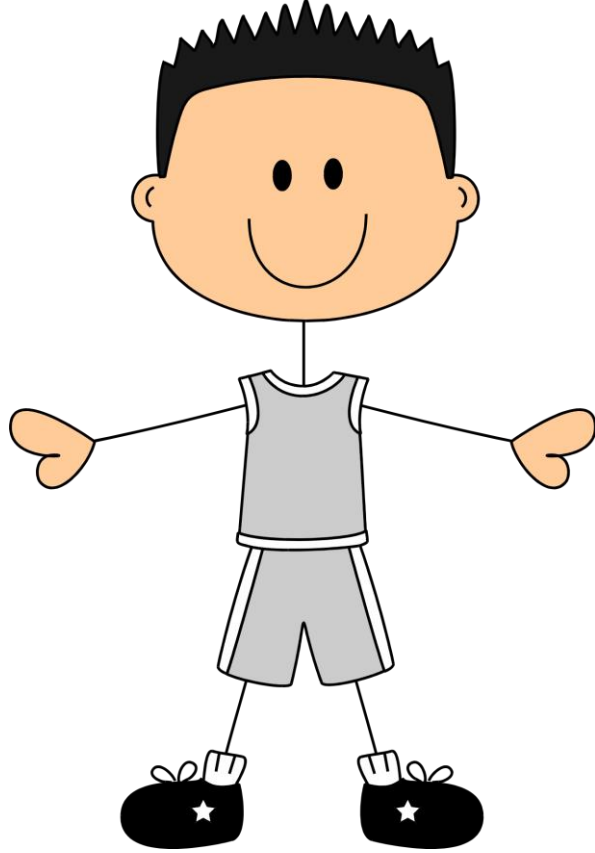
Two  
4th Grade  
Students

Student B  
**1414**



Student Growth Example

Student A  
**1357**



## 3rd Grade Scores

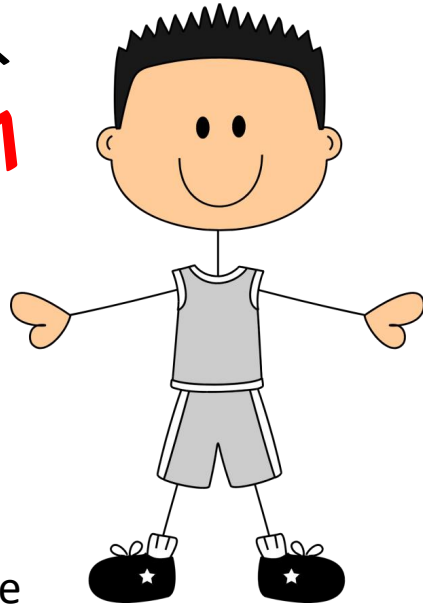


Student B  
**1279**

Where were they last year?

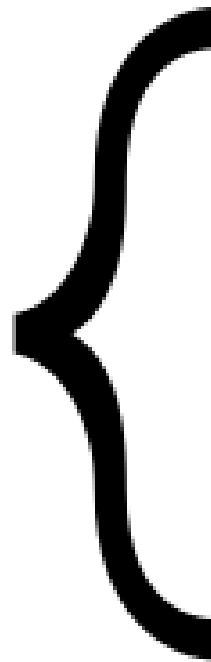


Student A  
**1357**

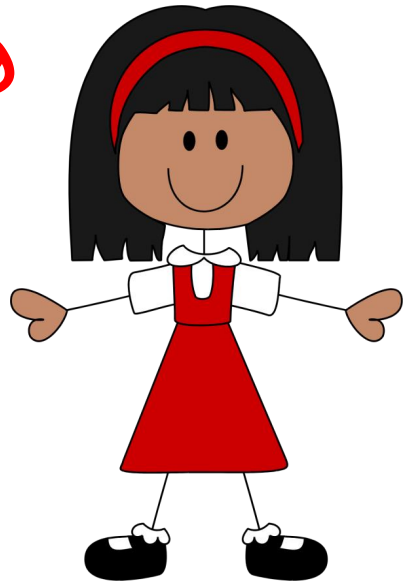


**5th**  
Percentile

Gets compared  
to every other  
students who  
scored a **1357**  
last year.



Student B  
**1279**



**95th**  
Percentile

Gets compared  
to every other  
students who  
scored a **1279**  
last year.

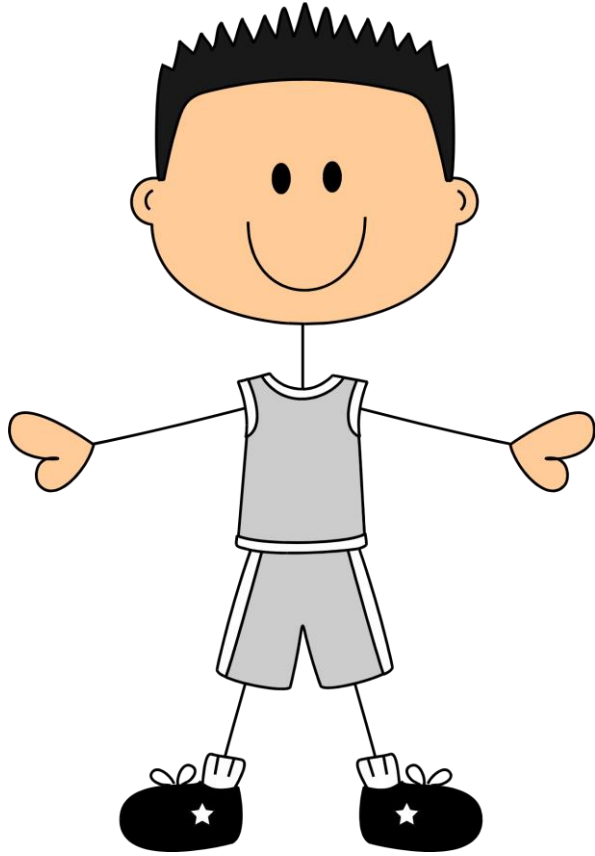




Student A  
**1414**

Student A  
**1357**

**5th**  
Percentile



**Both  
students  
were  
proficient**

**Both students  
made progress**



Student B  
**1414**

Student B  
**1279**

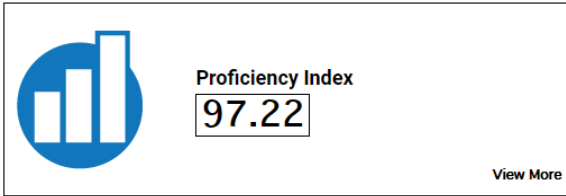
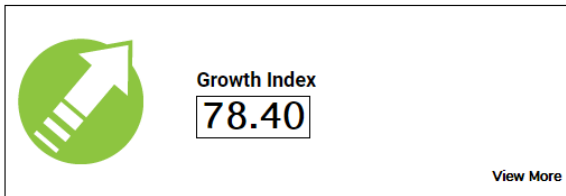
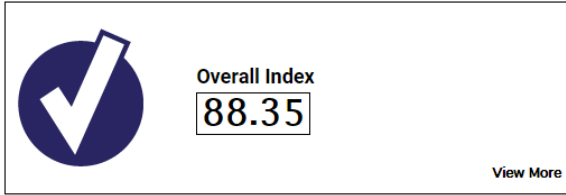
**95th**  
Percentile

**Growth levels were vastly different**

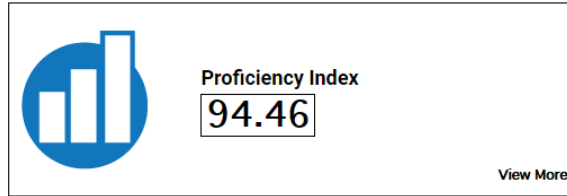
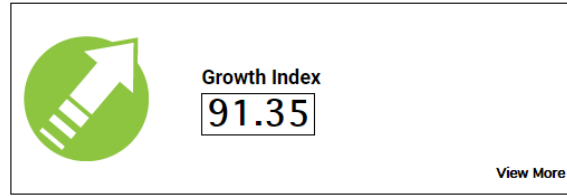
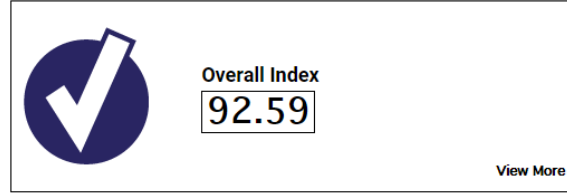


# School Index

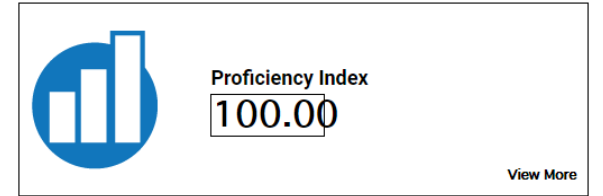
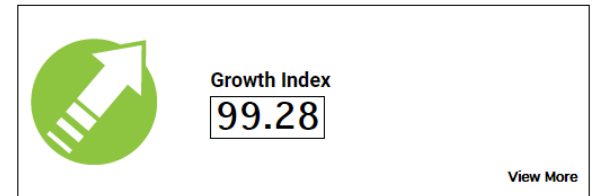
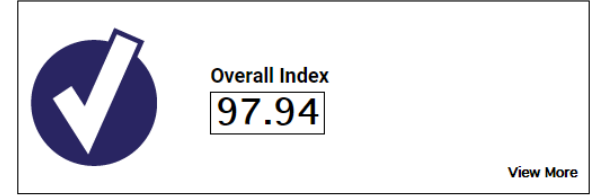
### Naldrett



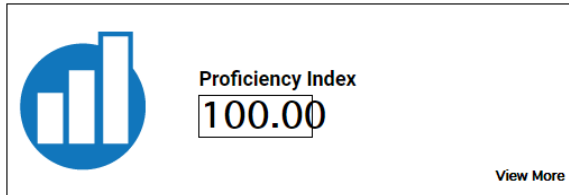
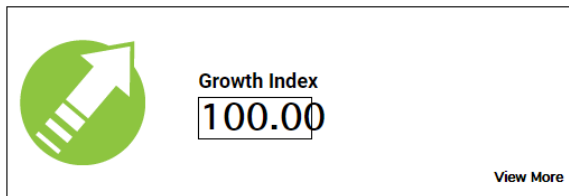
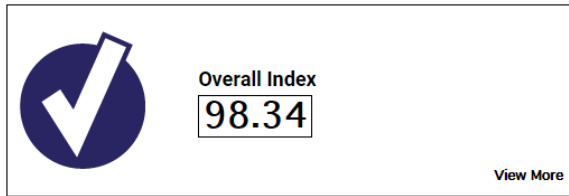
### Lottie Schmidt



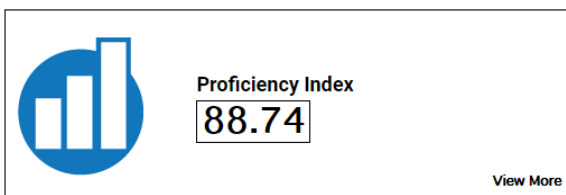
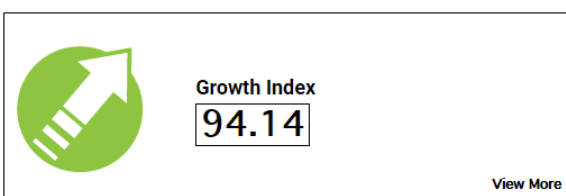
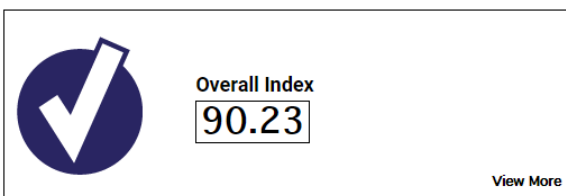
### Sugarbush



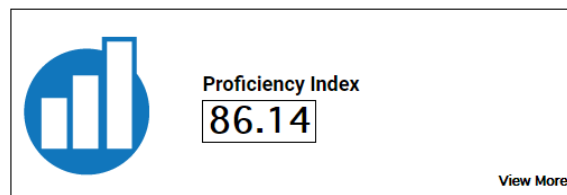
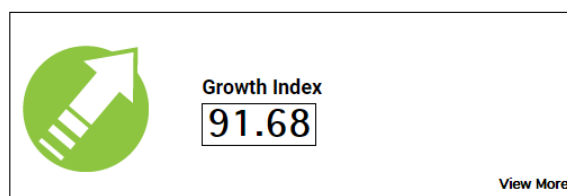
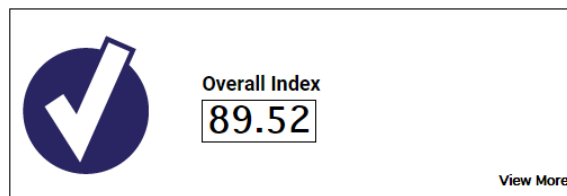
### Great Oaks



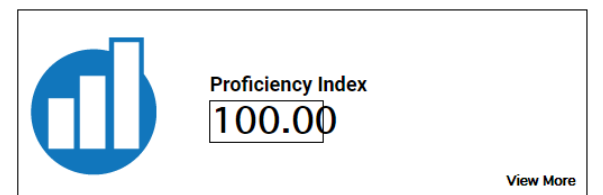
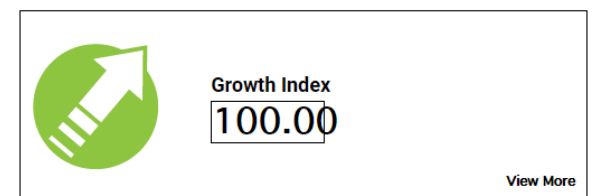
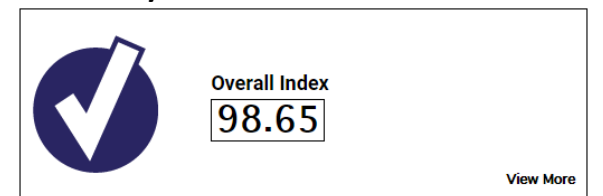
### Maconce



### Lighthouse



### Ashley



## High School



Overall Index

78.01

[View More](#)



Growth Index

70.53

[View More](#)



Proficiency Index

74.81

[View More](#)

## Middle School North



Overall Index

81.33

[View More](#)



Growth Index

77.91

[View More](#)



Proficiency Index

79.63

[View More](#)

## Middle School South



Overall Index

70.87

[View More](#)



Growth Index

66.16

[View More](#)

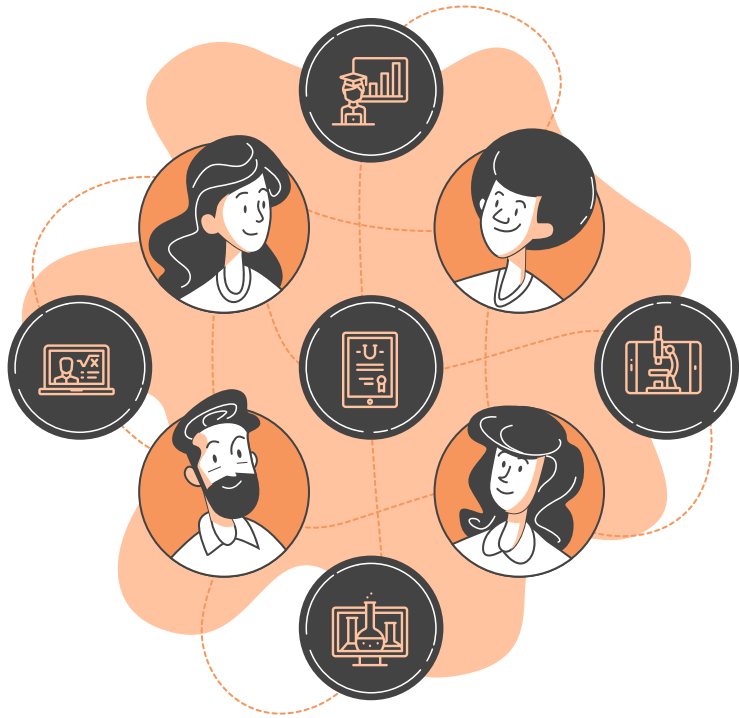


Proficiency Index

70.35

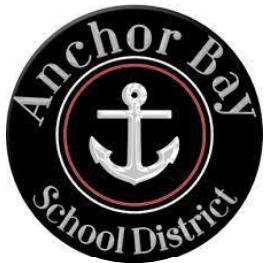
[View More](#)

# Transparency in Learning









## Revised Grading System Goals

- **Make Grading and assessment more transparent to students and parents**
- **Strengthen feedback to students**
- **Develop centralized interface for curriculum, planning, assessment, instruction, and grading**
- **End counterproductive grading practices and move to a research-based approach**
- **Create consistency across the district**

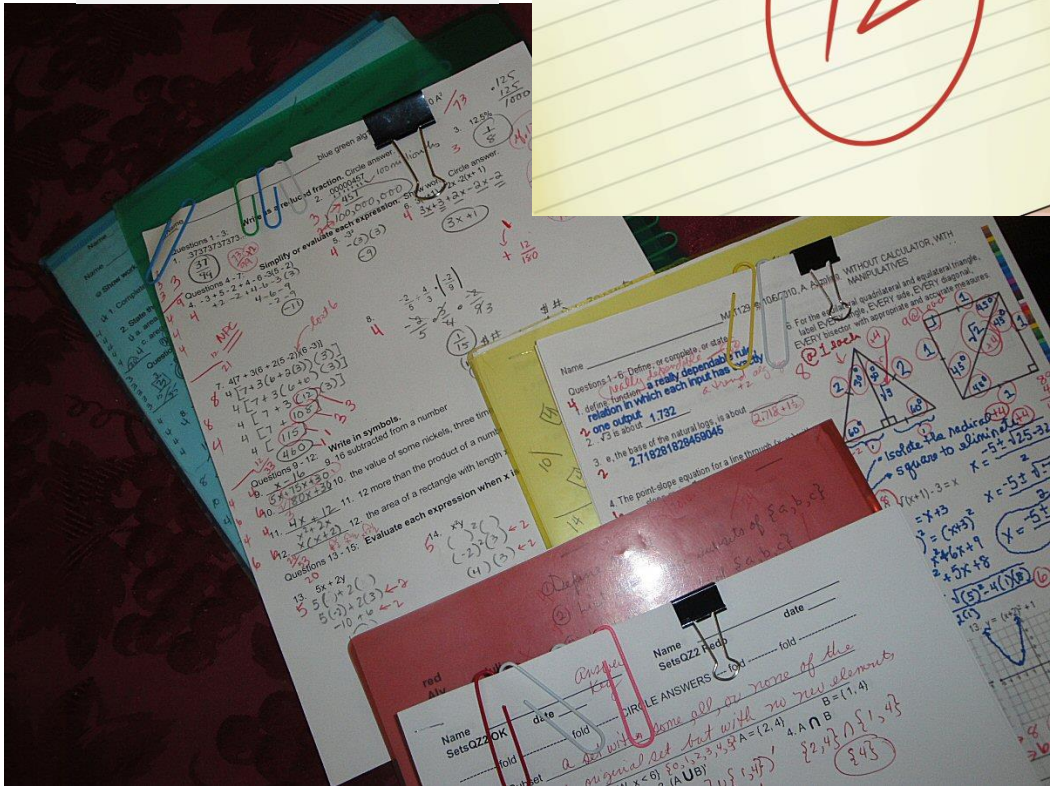
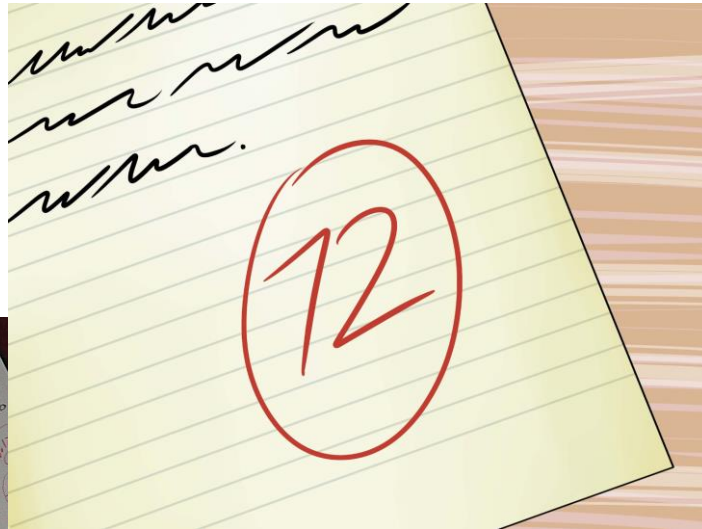




# What does a B signify? - The Problem with Tradition

Assignment	Flags	Score	%	Grade
Hall Passes- EC		12/0		
FINAL EXAM		176/200	88	B+
Final Exam Study Guide (Note Cards)		35/40	87.5	B+
Lorax Assignment/Notes		22/30	73.33	C
TEST- Chp 7,10,11		82/80	102.5	A
Binder Check #4		58/59	98.31	A
Notecards- Chp 7,10,11		0/23	0	E
TEST- Chp 5 & 6		78/100	78	C+
Binder Check #3		31/71	43.66	E
Note Cards- Chp 5 & 6		0/18	0	E
Shoe Project		75/75	100	A
TEST- Chp 3&4		89.5/95	94.21	A
Binder Check #2- Chp 3&4		51/62	82.26	B-
Note Cards- Chp 3&4		0/20	0	E
QUIZ- Chp 3		19/20	95	A
TEST- Chp 1 & 2		63.5/65	97.69	A
Binder Check #1		58/63	92.06	A-
Note cards- Chp 1 & 2		28/28	100	A
QUIZ- Chp 1		17/20	85	B
Signed Syllabus		10/10	100	A

# Feedback is more than a Grade



***Good feedback processes will reduce the amount of time needed to check papers while providing additional time for individual, personalized attention***

# Rethinking Grading: Why The Traditional Method Failed

## Transcript Grade

### Example #1

Student A 20 Total Courses

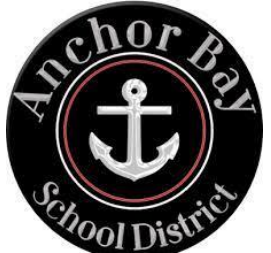
$$\begin{aligned} 18 \text{ B's} &= 18 \times 3 = 54 \\ \underline{2 \text{ F's}} &= 2 \times 0 = 0 \\ &= 54/20 = 2.7 \text{ (B-)} \end{aligned}$$

## Gradebook

### Example #2

Student B 20 Total Assignments

$$\begin{aligned} 18 \text{ B's} &= 18 \times 85 = 1530 \\ \underline{2 \text{ F's}} &= 2 \times 0 = 0 \\ &= 1530/20 = 76.5 \text{ (C)} \end{aligned}$$



# Rethinking Grading: Why The Traditional Method Failed

## Current System

Assignments are graded on a percentage.

- A = 90-100
- B = 80-90
- C = 70-80
- D = 60-70
- E = 59 or less

Report Card Grades are based on a weighted percentage.

- 1<sup>st</sup> 10 wks = 40%
- 2<sup>nd</sup> 10 wks = 40%
- Final Exam = 20%

	40%		40%	20%	%	Final Grade
Grades	Term 1	Grades	Term 2	Exam		<b>C+</b>
Test 1	85	Test 1	70	75		
Test 2	85	Test 2	70			
Test 3	95					
	88.33		70.00	75	78.3	

	40%		40%	20%	%	Final Grade
Grades	Term 1	Grades	Term 2	Exam		<b>B-</b>
Test 1	85	Test 1	95	75		
Test 2	85	Test 2	70			
		Test 3	70			
	85.00		78.33	75	80.3	





Math Masters	
4	Above the Standard I can find a missing number in an addition or subtraction problem.
3	The Standard I can add and subtract two-digit numbers.
2	Skills before the standard I can add and subtract single digits.
1	I'm working with the teacher.



**DEEPER LEARNING**



**PROFICIENT**



**DEVELOPING**



**EMERGING**

Math

INSBT.4 - add a two digit number and a one digit number, add a two digit number and a multiple of 10.

4 addition stories

---

3

$$\begin{array}{r} 24 \\ +30 \\ \hline 54 \end{array}$$

$$\begin{array}{r} 18 \\ +6 \\ \hline 24 \end{array}$$


---

2

36  
tens ones

10 + 4 = 14 ✓

---

1 Working with teacher

# A Tale of Two Rubrics

Score	Criteria
4	Demonstrates an extended mastery
3	Demonstrates mastery
2	Inconsistent
1	Missing fundamental understanding
0	No attempt/Missing

Score	Criteria	Standard
4	- Analyze how particular elements of a story or drama interact (e.g., how setting shapes the characters or plot).	CCSS.ELA-LITERACY.RL.7.3
3	- Describe how a particular story's or drama's plot unfolds in a series of episodes - Describe the characters respond or change as the plot moves toward a resolution.	CCSS.ELA-LITERACY.RL.6.3
2	- Determine a theme or central idea of a text and how it is conveyed through particular details; - Provide a summary of the text distinct from personal opinions or judgments.	CCSS.ELA-LITERACY.RL.6.2
1	- Cite textual evidence to support analysis of what the text says explicitly as well as inferences drawn from the text.	CCSS.ELA-LITERACY.RL.6.1
0	- No attempt/Missing	



# Transparent Learning: Reporting Student Progress

Summative Grades  
for each class  
(Based off  
average of  
competencies)

Competency  
Area  
Breakdown

**PERFORMANCE REPORT**

<b>Student Name</b>	Doe, John		<b>Score Color Legend :</b>		
<b>School Info</b>	Heard, Lomie G ES, A Marzano Academy 89110, NV, Las Vegas, 4497 Kell Ln		Sem II (Cells with light grey color)		
<b>Grade Level</b>	Grade 02		Sem I (Cells with dark grey color)		

<b>Art</b>	2.75	B	<b>Metacognitive Skills</b>	2.33	C+
<b>Cognitive Analysis</b>	2.00	C	<b>Music</b>	2.67	B-
<b>English Language Arts</b>	2.59	B-	<b>Physical Education</b>	3.33	A-
<b>Life Skills</b>	2.50	B-	<b>Science</b>	3.00	B+
<b>Math</b>	2.38	C+	<b>Technology</b>	2.50	B-

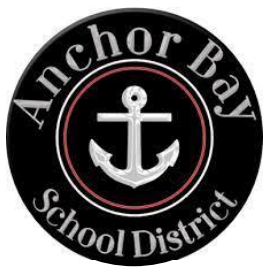
  

	0.0	0.5	1.0	1.5	2.0	2.5	3.0	3.5	4.0
<b>Art</b>									
Art.08.aesth.01.01: Aesthetics positions, issues, and topics: art definition,creativity/originality, art interpretation and art purpose, beauty/ugliness, styles: realism, expressionism, abstract, and art functionalism									
Art.08.crits.01.01: Criticism- art vocabulary, art analysis, art interpretation, art evaluation and art sharing									
Art.08.histr.01.01: Historical and cultural context of art; materials, processes, purposes and functions of art throughout time and space; artistic styles; art and technology , and knowledge/research of art history and artists' biographies									
Art.08.PRO.01.01: Production- planning and creating artworks reflecting various subjects, using various techniques, and demonstrating art elements and principles of design									
<b>Average for Art</b>									
<b>Cognitive Analysis</b>									
Analyzing Errors in Reasoning: When cued by the teacher, independently execute a basic analyzing errors process.									
<b>Average for Cognitive Analysis</b>									
<b>English Language Arts</b>									
Analyzing Character Responses: Describe how a character responds to a major event in a narrative text.									
Analyzing Setting: Describe how the setting affects the events in a narrative text.									
Author Point of View: Describe what an author is trying to answer, explain, or describe in a nonfiction text.									
Comparing Points of View: Describe differences in the points of view of characters in a text.									

Use Numbers and  
Letter Grades

Visual  
Representation of  
Student Progress

Proficient





# Talent Transcript

## Parchment Talent Transcript

Jeffrey R. also knows about...

**Skills & Endorsements**

**Top Skills**

- 99+ Job Search Strategies
- 99+ Interviews
- 99+ Career Development
- 99+ Cover Letters
- 99+ Job Search
- 99+ Blogging
- 99+ Social Networking
- 99+ Social Media
- 82 Resume
- 72 Resume Writing

8 Cross-functional Team... + 8 Internal Controls +

6 Process Improvement + 6 Management +

5 Revenue Recognition + 4 Payroll + 5 PeopleSoft +

3 Staff Development + 3 Acquisition Integration + 4 Software Documentation +

2 Business Ethics + 2 Microsoft Office + 3 Variance Analysis +

2 Team Leadership + 2 Compliance + 2 Customer Engagement +

2 Analysis + 2 Project Planning + 2 Strategic Planning +

1 Problem Solving + 1 Cash Management + 1 Mentoring +

1 Change Management + 1 Policy + 1 BBQ +

1 Managerial Finance + 1 Hyperion Enterprise +

Written & Oral... + Advocacy + Government Regulatory... + Financial Reporting +

Government Contract... +

[< See less](#)

Mount Elbert University  
Office of the Registrar  
Denver, CO 80237

Record of: Indiana Jones  
Current Name: Indiana Jones

Issued To: Indiana Jones  
8055 S. Dufta Ave  
Suite 250  
Denver, CO 80237

DocumentID: 1376

Date issued: 21-009-2007  
Date of Birth: 06-009-1968  
Student ID: 122000444  
Level: Graduate

RAISED SEAL NOT REQUIRED

**ACADEMICS**

CLASS RANK: 90% (3.4 GPA)

GRADE DISTRIBUTION: A 73%, B 22%, C 10%, D 2%

COURSE LEVEL: 73% AP, 20% HONORS, 20% CP, 10% BASIC

**CREDITS**

50 MATH, 50 SCIENCE, 50 ENGLISH, 40 HISTORY, 40 LANGUAGES, 30 ARTS, 20 OTHER

**AWARDS**

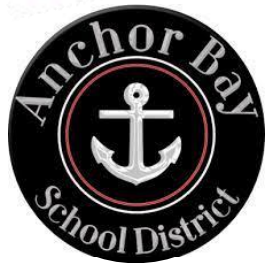
**BADGES**

**INTERESTS**

**CREDENTIALS**

extracurricular

MOUNT ELBERT UNIVERSITY



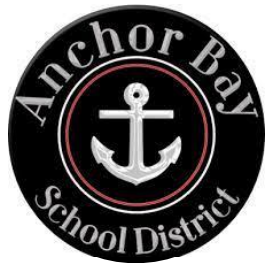


# Future Programs

Elementary		Middle School		High School		Extra-Curricular
Social Emotional Support/Positivity Project	12	Career Exploration classes	20	Life Skills	23	Battle of the Books
More Social Workers	12	Mentoring programs/HS Mentors	17	More Trades Programs	18	Non-sport clubs
Collaboration between transition grades	10	Restructure Honors Academy	11	Job Shadowing & Career Exploration	9	Community Service
Smaller Class Sizes	7	Non Sport Clubs/Academic Clubs	7	Diversity/Cultural Classes	9	Honors program should include Charles Wright Museum & Arab-American Museum
More STEM/add before and after school	7	ACRI General Education	7	More Social Workers & Counselors	5	More Summer programs
More Preschool classes	5	Diversity Cultural Class	6	Creative Maker Space (non-club based)	5	Diversity Club
Academic Clubs	5	Life Skills	4	More advertisement of special programs	4	Aquatic open summer for kids
Typing in Kindergarten & up	5	Social Emotional Support	4	Social Emotional Support	3	District-wide calendar/District-wide events/fundraisers
Music Arts & Enrichment/Band & Choir Clubs	5	Add counselors/social workers	4	Cosmetology	2	Adult Ed program
Project Challenge (5th graders that are awesome meet and work on advanced projects)	4	Restructure Day/Schedule	3	Dive into local government (create legislation)	2	Teen Center Times
More exposure to different types of families like Sesame Street	3	Dive into local and state government	2	Senior Math, Computers, and Life Skills	1	Diversity scale to assess programs and performances
Peer mentoring from older kids	3	6th Grade Blending Camp	1	Financial Literacy	0	Before School Activities for Elementary
Cross PTO Collaboration	3	More Sport Exposure/Opportunities	1	Scheduling for Parents	0	Organized Elementary Sports
More books that represent diverse cultures and traditions	2	Special Ed 1 on 1	1	Special Education 1 on 1	0	Student Advocacy Groups
More Technology Devices	2	More advertisement of special programs	0	Aviation/ROTC	0	Club Interest Surveys for Students
Uniform clubs across buildings	2	High School Credits in Middle School	0			Learning how to engage in healthy debate, critical dialogues, and empathic listening
Math Tutoring Before/After School	1					Science Olympiad
More Sections of ECC	1					Diversity track added to wellness program
SAC in all buildings	1					Entrepreneur Club
Phonics	1					
Foreign Language Option	1					
More Young 5s	0					
More Literacy Tutors & Time	0					



# Expanded Summer & After School Programs



# Restructure Day & Calendar

- More opportunities for students
- More specials
- More electives
- MS CTE
- Advisory
- Interventions
- Positivity Project
- More clubs
- Summer and afterschool programming

July '23						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

August '23						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

September '23						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

October '23						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

November '23						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

December '23						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

January '24						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

February '24						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March '24						
S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

April '24						
S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May '24						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

June '24						
S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

No School
  Half Days
  PD Days
 Full Days 168
Half Days 7
PD Days 6





# Facilities





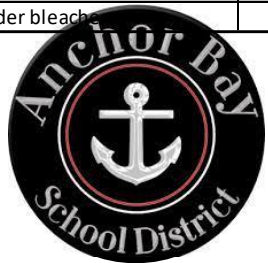
# Facilities Planning – Wants & Needs

## Wants

Request	Table 12	Table 10	Table 9	Table 7	Table 6	Table 4	Table 3	Table 2	Total
Water Bottle Filling Stations	5	1				14			20
CTE/PLTW Campus/Upgrades		6	4		6		2		18
WI-FI			5		6			5	16
Flexible Seating	6		2		4		2		14
Badge/ Card Entry System	9		1						10
Update Bathrooms		1	1	3				4	9
New Scoreboards	3			3		1			7
Cohesive Signage & Branding	6								6
Age-Appropriate Playground Equipment	4			1				1	6
Technology		5						1	6
Software - Supports & Textbooks		5							5
1-1 Device			5						5
Update Lockerrooms				4		1			5
South Football Bleachers					4				4
Sports Renovations						2		2	4
Reconfigure Classrooms					3				3
Expanded Aquatic Center Hours							3		3
Naldrett Parking Lot							3		3
Life Skills Classes							3		3
Carpet Repairs								3	3
Outdoor dining for secondary						3			3
Security		2							2
More Smaller Sports Funding							2		2
High School Traffic Control						1	1		2
Press Box			1						1
Lockers				1					1
Turf Soccer Field									0
Lockerroom under bleachers									0

## Needs

Request	Table 12	Table 10	Table 9	Table 7	Table 6	Table 4	Table 3	Table 2	Total
Upgraded HVAC	3	3	4	5	3	5	5	3	31
Roof Replacement	2	2	3	4	2	3	2	4	22
WI-FI	9			3		8			20
Concrete Work	2	5	1	3	2	3		3	19
Badge/Card Entry		4	3	3	2	2	3		17
Buses		5	2	2		1	2	4	16
Security		1			1	2		8	12
Boilers	2						2	3	7
Cameras		2	3			2			7
Bottle Filling Stations				5			1	1	7
Underground Plumbing/Drainage						5		2	7
Carpet		1				2		3	6
Clocks						6			6
Preventative Maintenance						3	3		6
Flooring	3		1		1				5
Climate Control Systems						4	1		5
Teacher/Class Computers	3								3
Naldrett Parking update	2		1						3
1-1 Devices							3		3
Kitchen Equipment						3			3
Updated Bathrooms						2			2
Tuck Pointing						2			2
Window Caulking						2			2
Interior Doors & Locks						1			1
Lighting						1			1
Flexible Seating									0
Softball field at MSN									0
Textbooks & Resources									0



# Phase I: Infrastructure Assessment

February 23, 2022

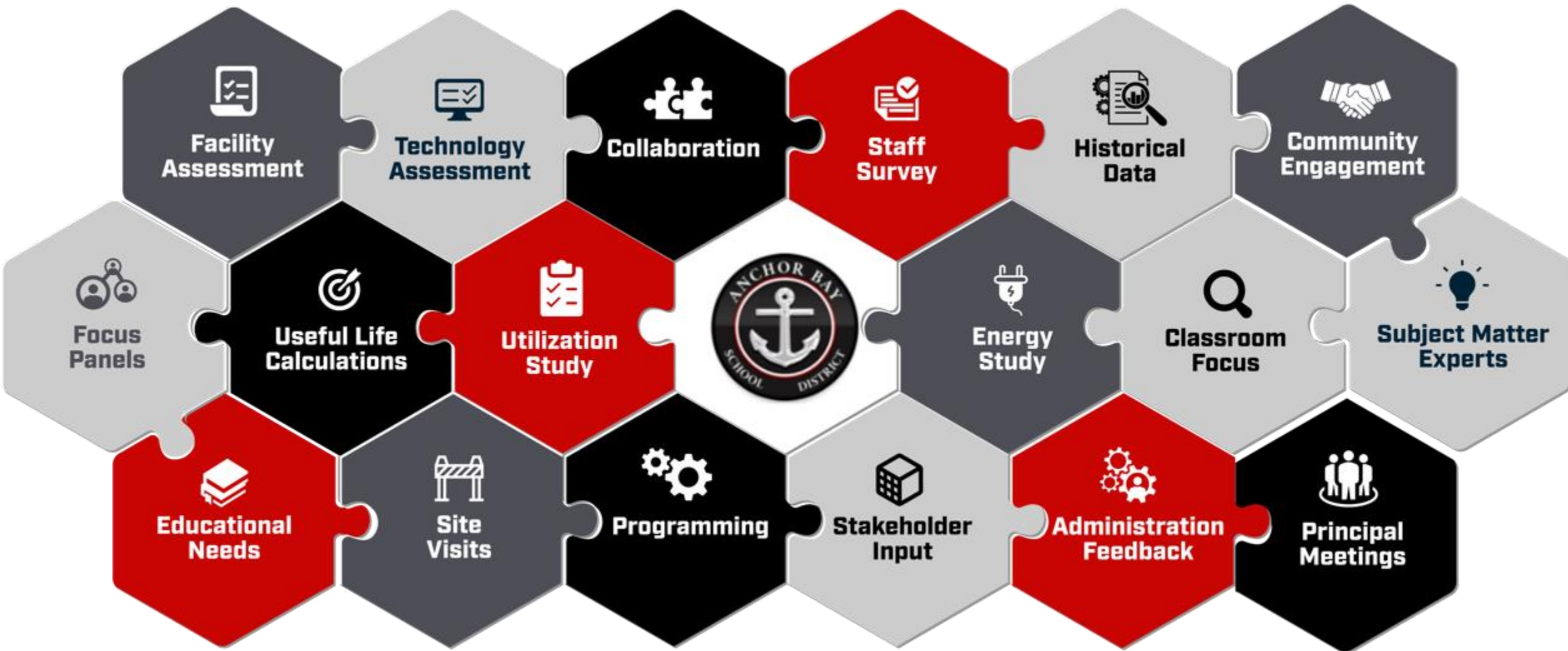


# WHO IS PARTICIPATING?



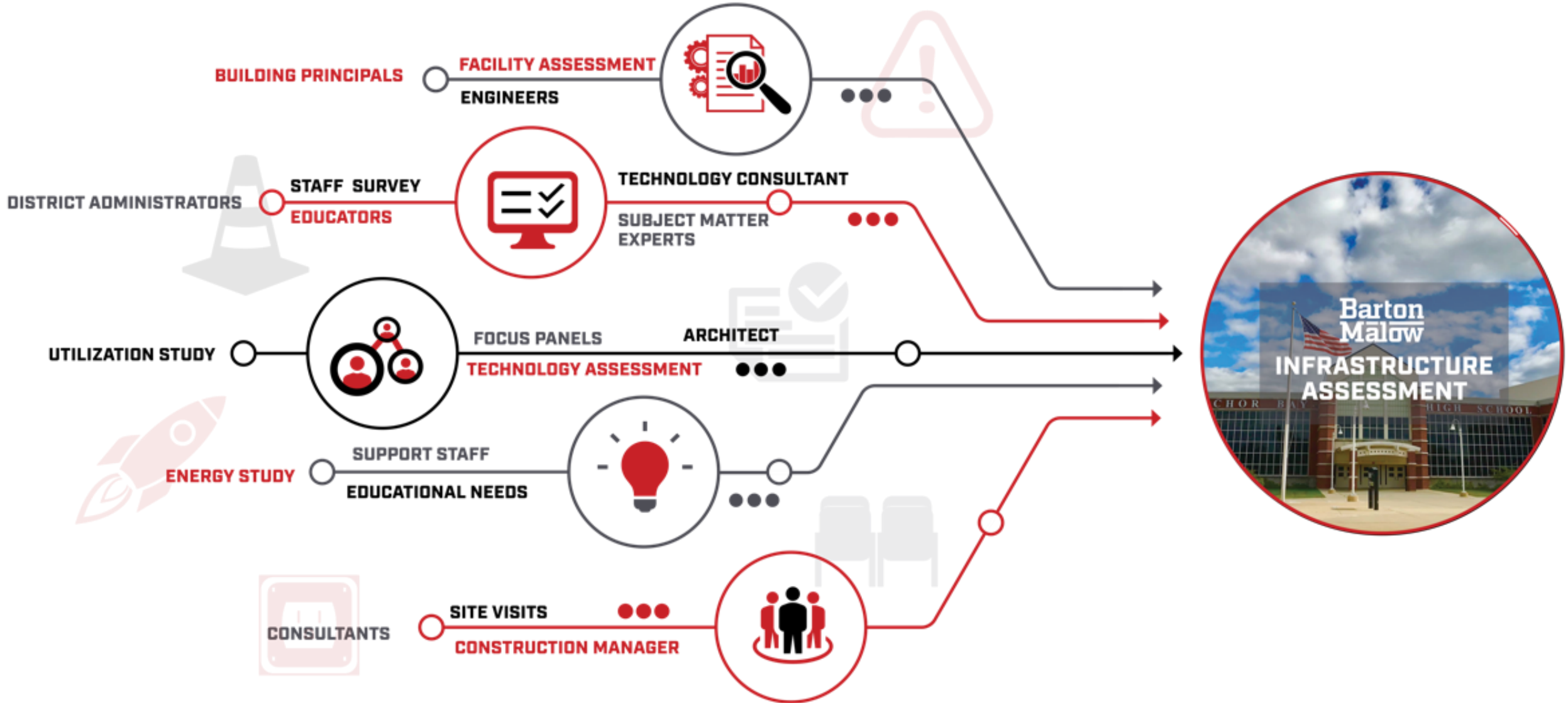


# WHAT IS THE PROCESS?





# WHAT IS OUR PURPOSE?



# BACKGROUND INFORMATION

✓ 1996 Bond Issue: **\$31.2M**

✓ 2003 Bond Issue: **\$42.2M**

✓ 1999 Bond Issue: **\$114.7M**

✓ 2017 Bond Issue: **\$22.6M**

**TOTAL: \$210.7M**

**\$2.6M/year** *in capital improvement projects*

**\$189K/facility** *in annual improvement projects*

**\$2.02/square foot** *in annual improvement projects*

**Total commitments over the last 20 years**

# Facility Assessment Findings



# OVERVIEW OF FINDINGS

---

- ✓ Buildings and grounds are, overall, in fairly good condition
- ✓ Many key infrastructure components are nearing the end or past their useful life
- ✓ Investments will be needed to extend the useful life of the facilities
- ✓ Technology has not been a primary focus of recent bond programs



# CATEGORIES



**1. Critical Needs (1-3 years)**



**2. Safety & Security**



**3. Near Needs (4-7 years)**



**4. Energy Savings**



**5. Future Needs (8-10 years)**



**6. Fixtures, Furniture and Equipment**

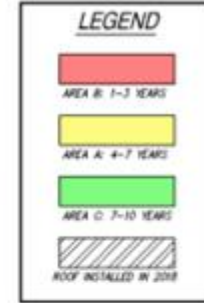
# Critical Needs:

Projects necessary over the next 1-3 years for the proper functioning of the building components and systems and to maintain the integrity of the existing structures.





# ROOF REPLACEMENT - \$4.1M



- ✓ Roof Consultant Analysis
- ✓ Graded based on age and condition
- ✓ 158,000 sf of roofing scheduled for replacement over the next 3 years
- ✓ 2017 bond investment included approx. 250,000 sf of roof replacement

DRAWN BY: C. GAWNE  
CHECKED BY: J.D'ANNUNZIO  
PROJECT MANAGER: J.D'ANNUNZIO

DATE: 02/10/2022  
DATE: 02/10/2022  
BD PLAN DATE:

**SPALDING DeDECKER**  
Engineers | Surveyors  
905 South Blvd. East  
Rochester Hills, MI 48307  
Phone: (248) 844-5400  
Fax: (248) 844-5440  
www.sda-eng.com

ANCHOR BAY SCHOOL DISTRICT  
2022 BOND PLANNING  
LIGHTHOUSE ELEMENTARY SCHOOL  
PROPOSED ROOFING WORK

JOB No. PR22011  
SCALE: NONE  
DRAWING No. SHEET ROOFING-1



# BUILDING ENVELOPE - \$1.6M





# ARCHITECTURAL IMPROVEMENTS - \$2.5M



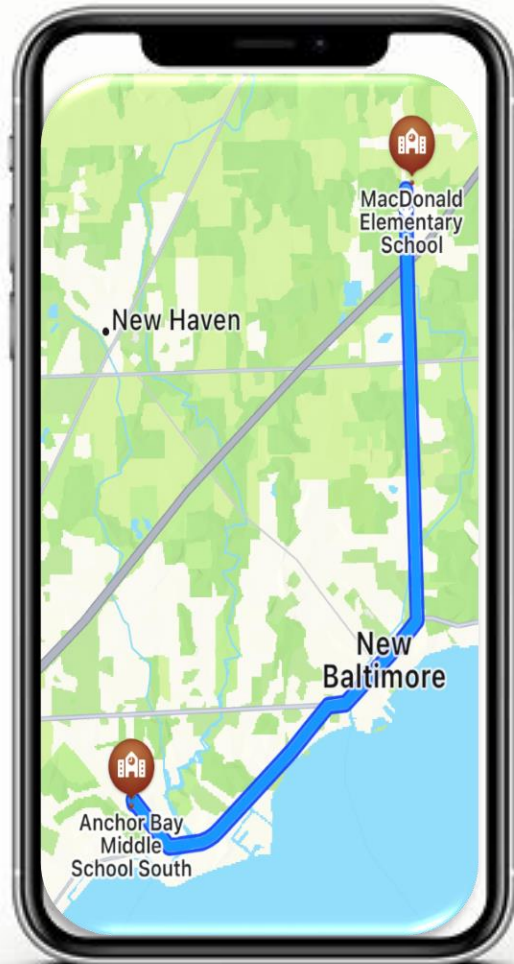
- ✓ **Original Restroom Facilities**
- ✓ **20+ Year Old Flooring Systems**
- ✓ **Damaged Casework**

# MECHANICAL SYSTEMS - \$13M



- ✓ 17 to 27 years old equipment
- ✓ Over 275 pieces of HVAC Equipment
- ✓ Update plumbing systems
- ✓ District wide building management system

# ASPHALT AND CONCRETE REPLACEMENT



ANCHOR BAY SCHOOL DISTRICT MAINTAINS NEARLY

**1,700,000**

**SQUARE FEET**

**OF ASPHALT AND CONCRETE**

THAT IS **MORE** SURFACE AREA  
THAN

**ALL THE PAVEMENT FROM  
MACDONALD ELEMENTARY  
TO MIDDLE SCHOOL SOUTH**

**13 MILES OF TWO-LANE HIGHWAY!**



# ASPHALT AND CONCRETE REPLACEMENTS - \$10.1M



- ✓ **Civil Engineer Analysis**
- ✓ **Graded Based on Age and Condition**
- ✓ **Mill and Overlay, Salvage Existing Base, Reconstruct**
- ✓ **Concrete Walkways and Curb Repairs**



# Safety + Security:

Technology systems to control and monitor access, expand communication, improve emergency response time, enhance visibility and support incident management



# SAFETY AND SECURITY - \$11.5M



BUILDING INFRASTRUCTURE - **\$7.6M**

VIDEO SURVEILLANCE - **\$1.2M**

ACCESS CONTROL - **\$1.1M**

EMERGENCY ALERT - **\$500K**

PUBLIC ADDRESS SYSTEM - **\$1.1M**



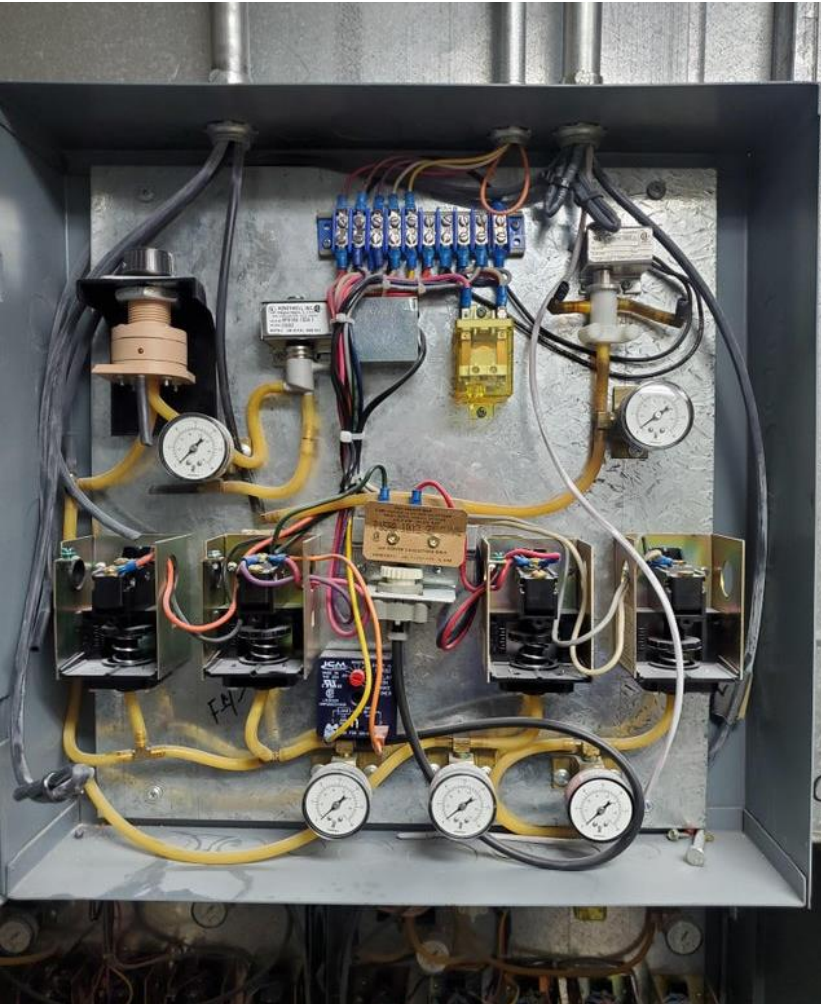
# Energy Savings:

Projects that improve overall building function as well as reduce District energy costs





# TEMPERATURE CONTROLS - \$4.2M



1950's



1980's



Today



# Fixtures, Furniture, + Equipment



# FIXTURES, FURNITURE & EQUIPMENT - \$2.68M



## BUS PURCHASES - **\$2.4M**

- Replace aging fleet
- Right size fleet
- 21 buses over the next 6 years
- Sustainable bus replacement schedule



## CUSTODIAL EQUIPMENT - **\$267K**

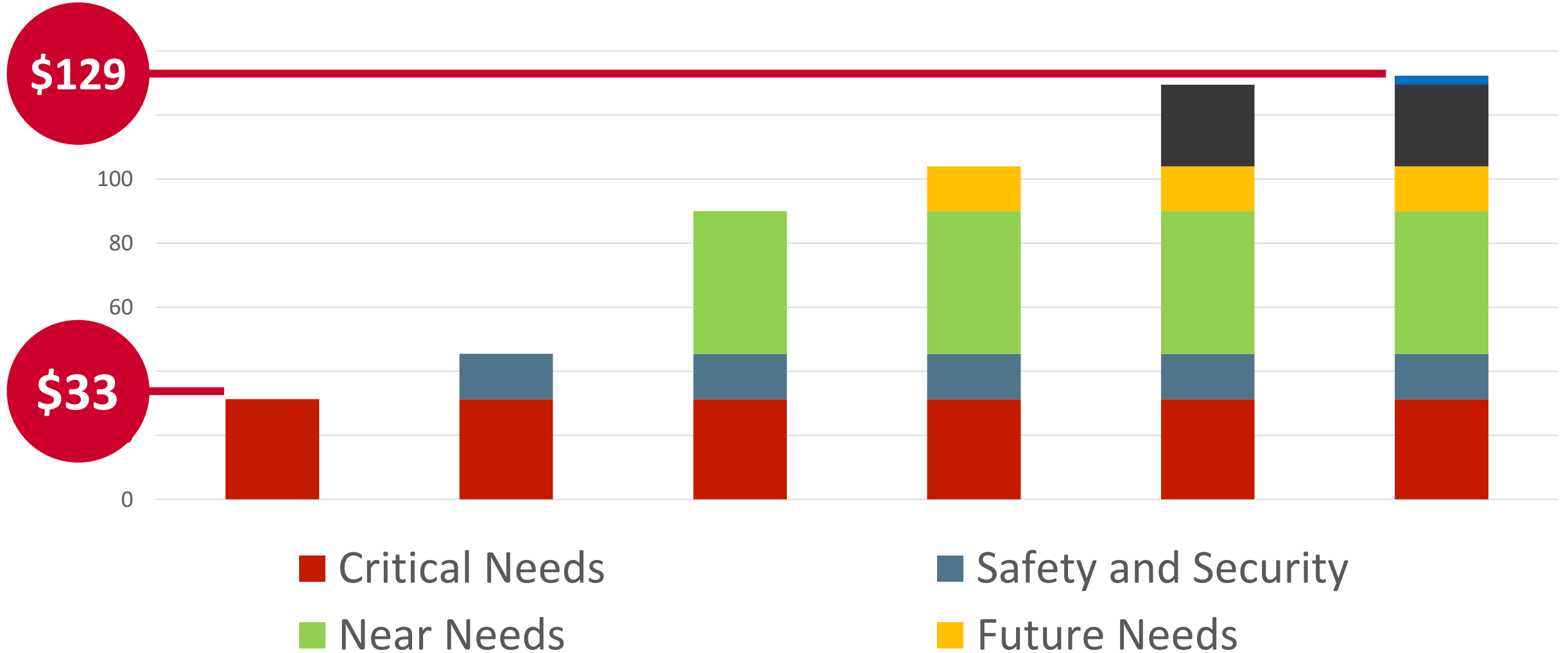


# Phase I: Infrastructure Assessment Summary





# INFRASTRUCTURE ASSESSMENT SUMMARY



# Phase III: Focus Panels and Staff and Community Survey



# PHASE III: Focus Panels and Staff & Community Survey



GATHER FEEDBACK



ENGAGE STAKEHOLDERS



IDENTIFY OPTIONS



REFINE PROPOSAL



# ACADEMIC + FACILITY IMPROVEMENTS

ASSESSMENT PHASE II

CREATING A SMALL TOWN FEEL IN A BIG DISTRICT



ANCHOR BAY

# GUIDING PRINCIPLES



**ENHANCE EDUCATIONAL PROGRAMMING**



**HEIGHTEN SAFETY + SECURITY MEASURES**



**ADDRESS AGING FACILITIES**



**IMPROVE LIFE CYCLE COSTS**



**CORRECT GEOGRAPHICAL CONCERNS**



**INCREASE BUILDING EFFICIENCY**



# EDUCATIONAL GOALS

- ✔ Establish Personalized and Connected Learning Environments
- ✔ Distributed Administration and Counseling
- ✔ Create Career Pathway Framework
- ✔ Maintain 9th Grade Wing and Honors Academy
- ✔ Locate all 16 CTE Programs at Anchor Bay High School
- ✔ Integrate Career Exploration Classes for K12 Students





# CAREER PATHWAYS

DEVELOP MEANINGFUL CONNECTIONS BETWEEN CLASSROOM  
EXPERIENCE AND FUTURE EDUCATIONAL + CAREER GOALS



ANCHOR BAY

# TOP CAREERS AND ANNUAL SALARIES



**INFORMATION TECHNOLOGY  
COMPUTER SCIENCE**  
**270,690\*** OPENINGS

JOBS*	SALARY	
171,756	\$82,270	Software Developers, Applications
41,190	\$84,810	Computer System Analysts
33,318	\$47,730	Computer User Support Specialists
24,426	\$61,500	Web Developers



**MANUFACTURING**  
**109,410** OPENINGS

JOBS	SALARY	
30,590	\$34,930	General Maintenance and Repair Workers
24,626	\$39,920	Machinists
24,325	\$86,550	Mechanical Engineers
12,852	\$85,170	Industrial Engineers
10,843	\$35,280	CNC Machine Tool Operators, Metal and Plastic
4,599	\$85,960	Electrical Engineers
1,575	\$48,970	CNC Machine Tool Programmers, Metal and Plastic

## THE PILLARS

- Increase career exploration
- Evolve to competency-based learning
- Foster business and education collaboration
- Create multiple pathways



**HEALTHCARE**  
**212,247** OPENINGS

JOBS	SALARY	
46,690	\$28,520	Nursing Assistants
43,862	\$67,450	Registered Nurses
41,860	\$21,230	Home Health Aides
35,196	\$21,380	Personal Care Aides
20,419	\$29,850	Medical Assistants
6,846	\$46,500	Licensed Practical and Licensed Vocational Nurses
6,174	\$29,450	Pharmacy Technicians
3,941	\$48,659	Physical Therapist Assistants
3,367	\$29,800	Emergency Medical Technicians and Paramedics
2,800	\$40,680	Massage Therapists
1,092	\$54,840	Cardiovascular Technologists and Technicians



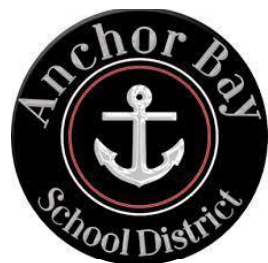
**OTHER  
PROFESSIONAL TRADES**  
**56,287** OPENINGS

JOBS	SALARY	
15,869	\$58,080	Electricians
15,232	\$37,050	Automotive Service Technicians and Mechanics
9,163	\$63,610	Plumbers, Pipefitters, and Steamfitters
5,187	\$41,910	Bus and Truck Mechanics and Diesel Engine Specialists
4,914	\$48,920	Operating Engineers and Other Construction Equipment Operators
4,011	\$47,100	Automotive Body and Related Repairers
1,911	\$46,400	Brickmasons and Blockmasons



**BUSINESS AND OTHER**  
**162,421** OPENINGS

JOBS	SALARY	
48,678	\$60,690	Sales Reps
38,738	\$98,590	General and Operation Managers
21,686	\$64,790	Accountants and Auditors
13,860	\$48,570	Insurance Sales Agents
12,530	\$73,050	Management Analysts
12,348	\$95,550	Financial Managers and Analysts
10,605	\$59,930	Marketing Research and Specialists
3,976	\$73,650	Civil and Architectural Engineers





# CAREER PATHWAYS

Engineering, Manufacturing, Natural Science + Agriculture





# CAREER PATHWAYS

## Health + Human Services



# CAREER PATHWAYS

## Arts + Communications



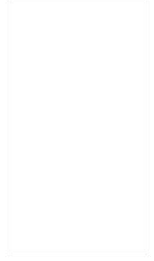
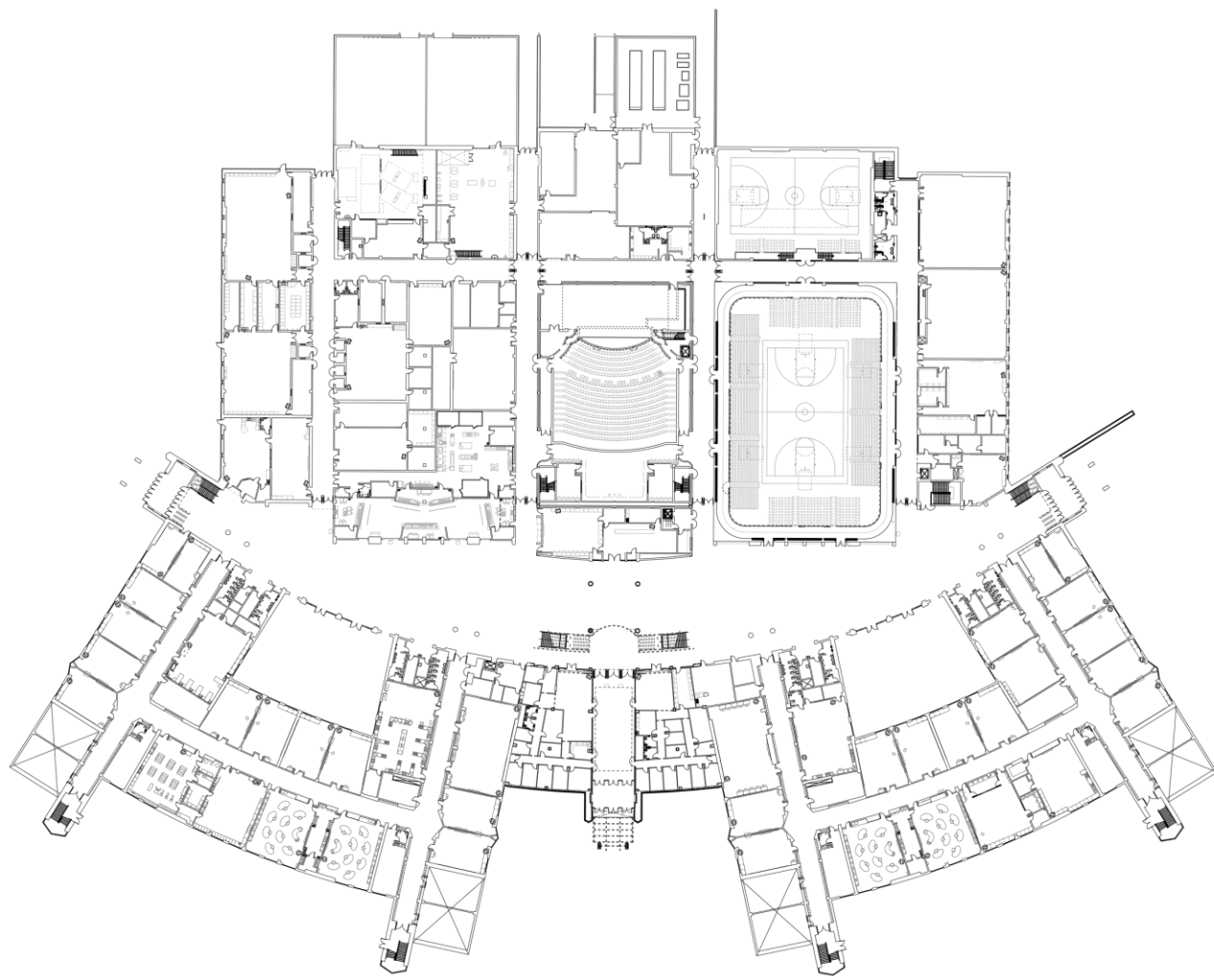


# CAREER PATHWAYS

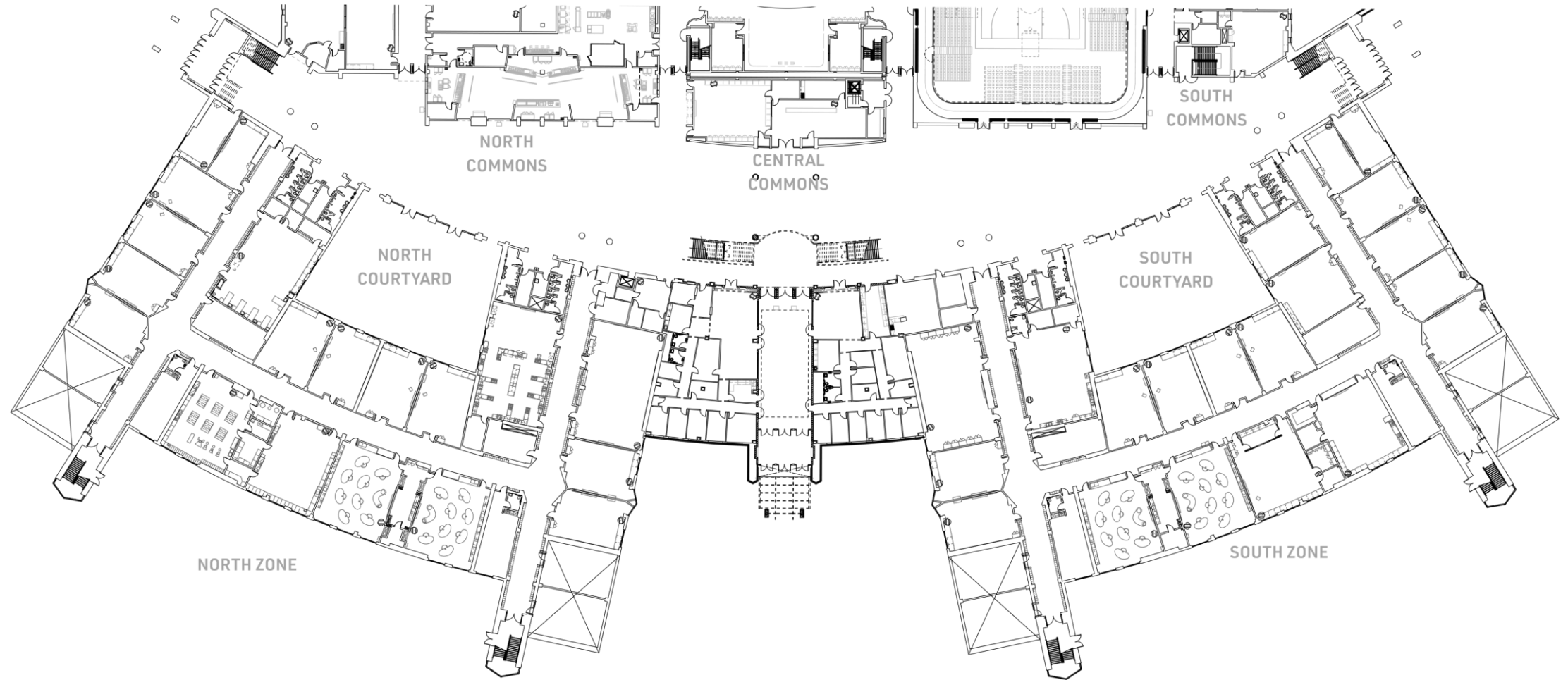
## Business + Technology



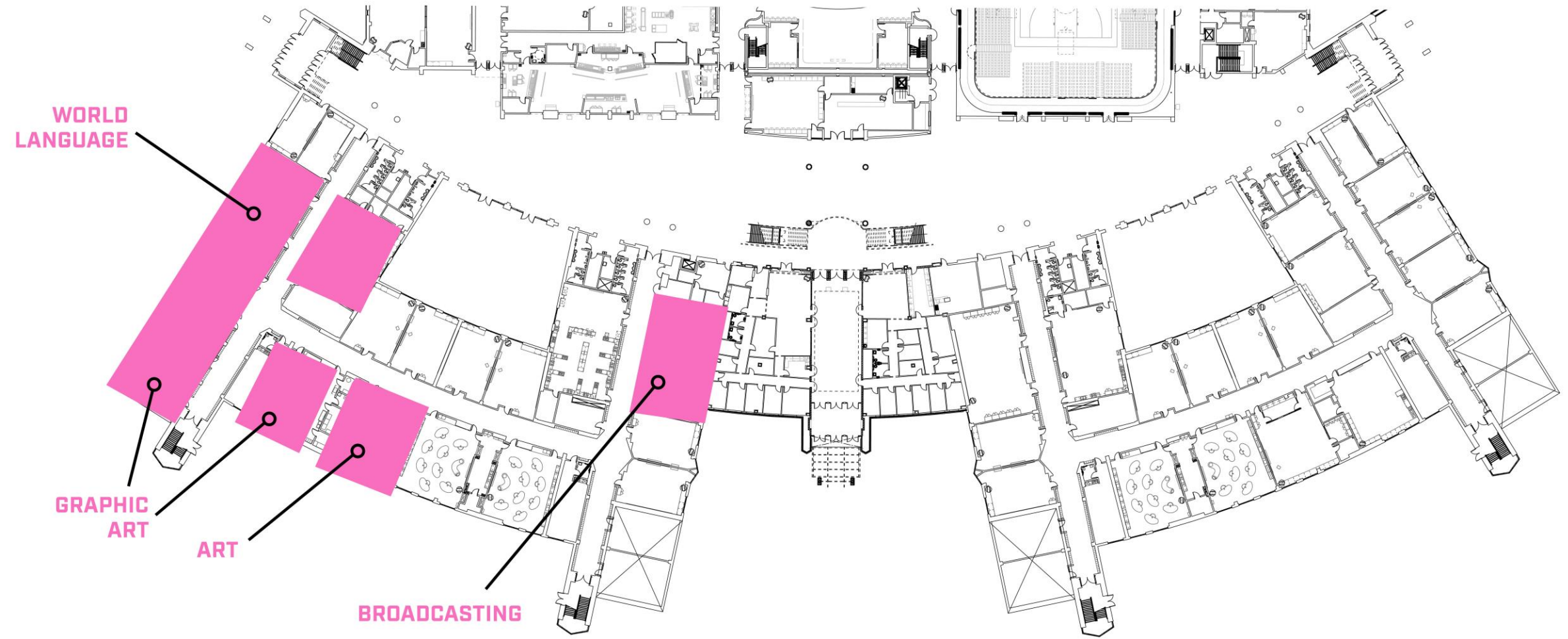




# LOWER LEVEL

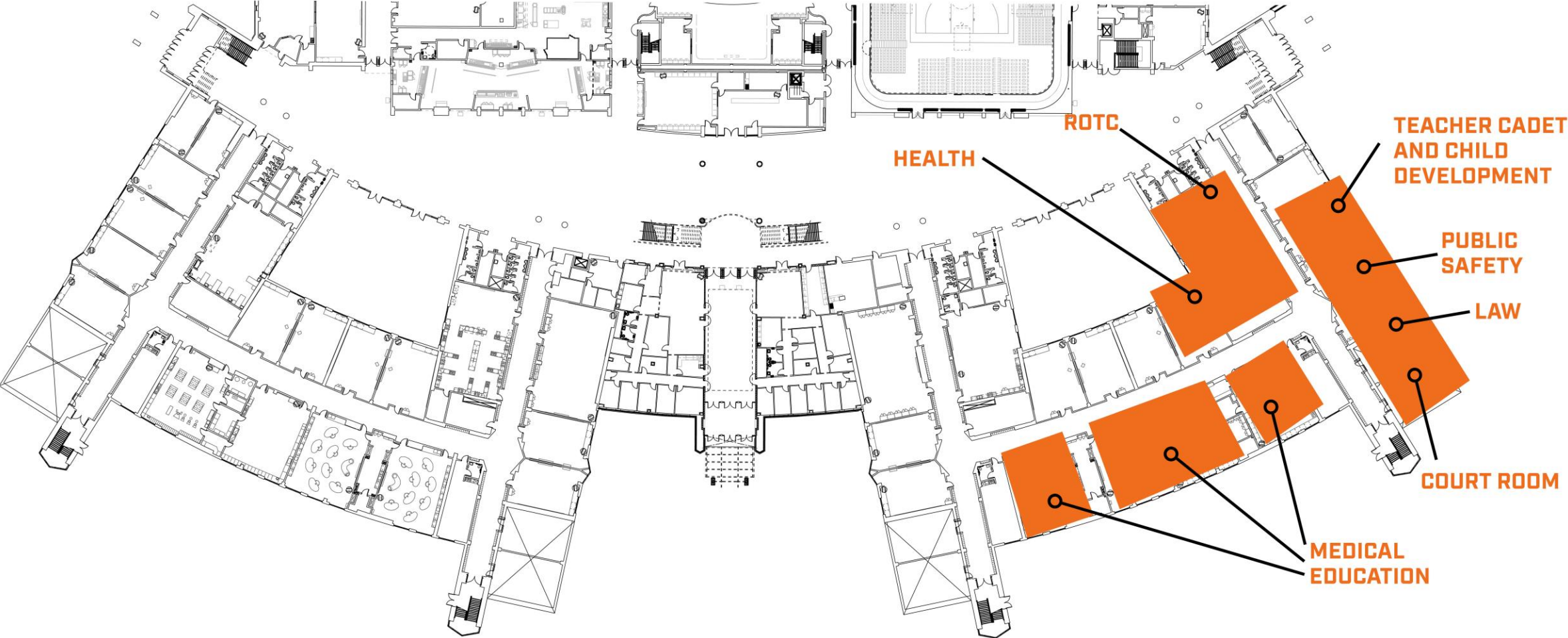


# ARTS AND COMMUNICATIONS PATHWAYS

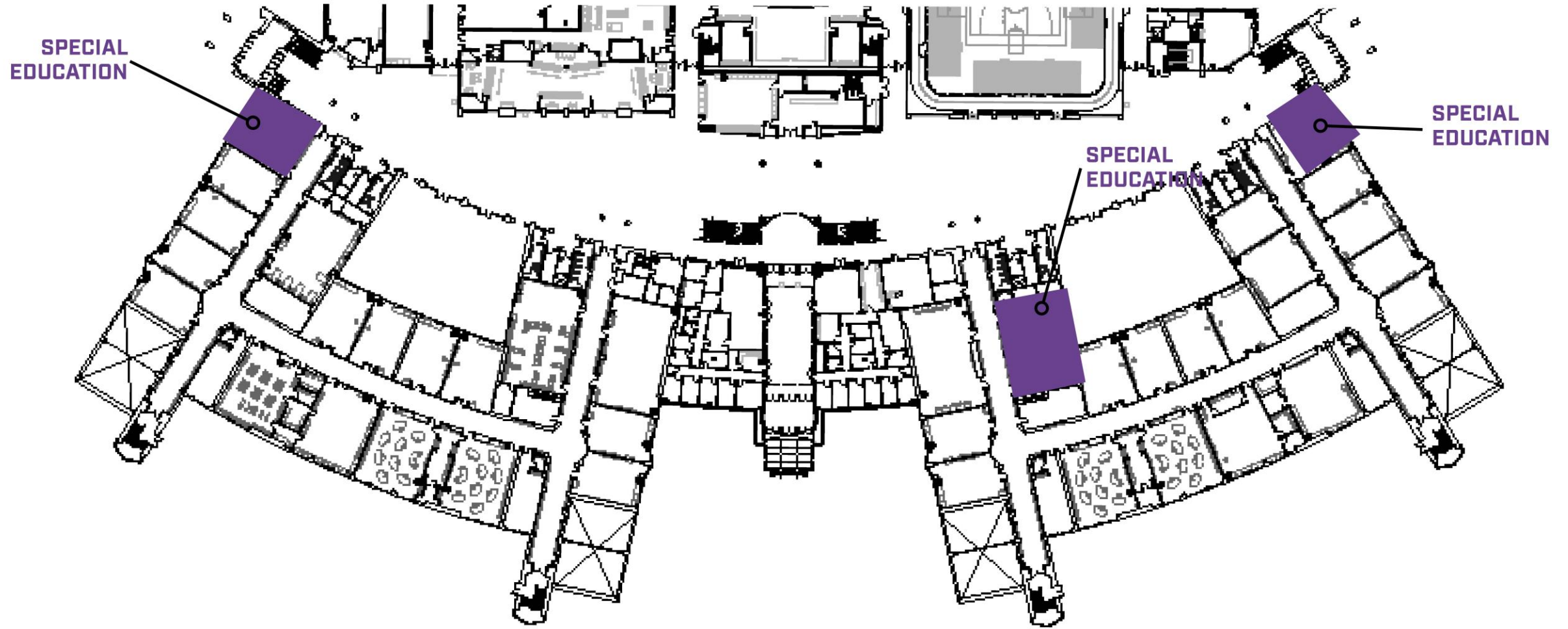




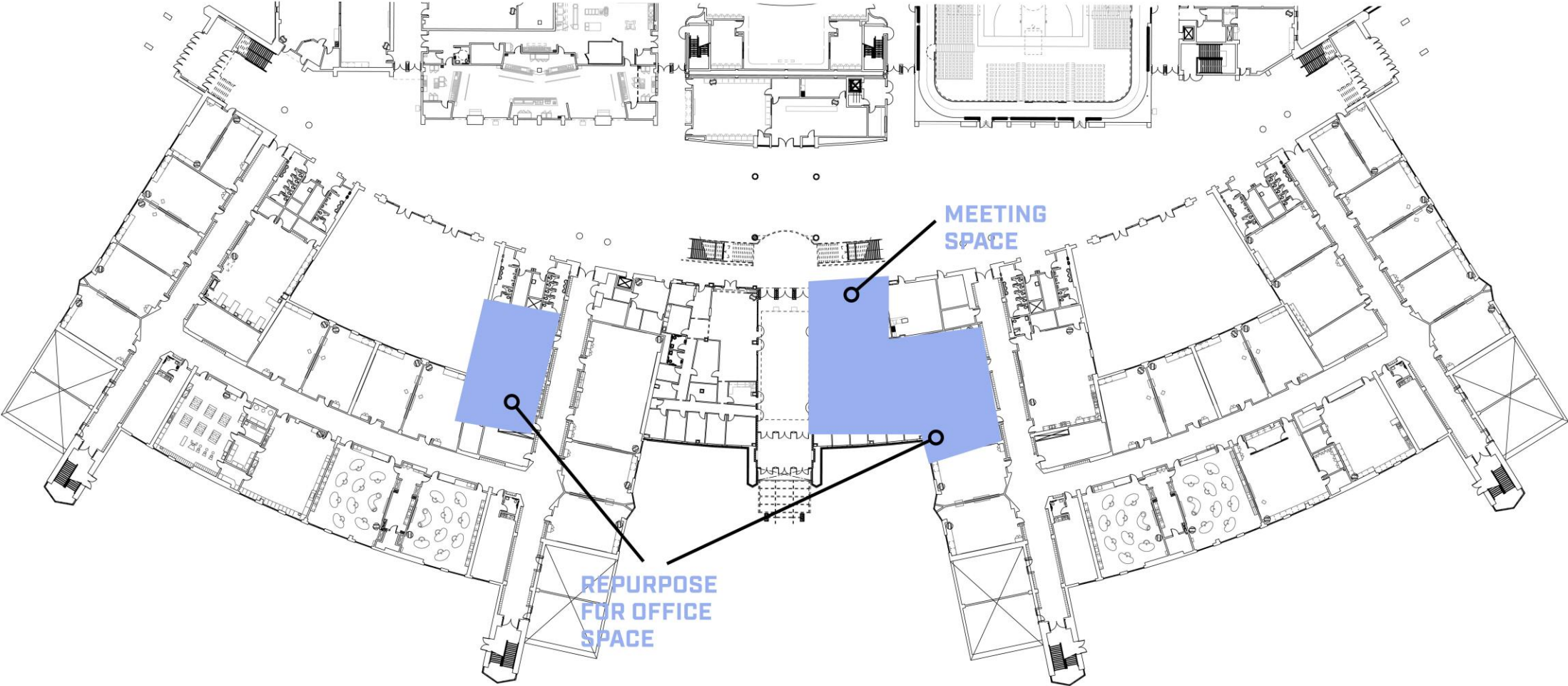
# HEALTH AND HUMAN SERVICES AND PUBLIC SAFETY PATHWAYS



# SPECIAL EDUCATION

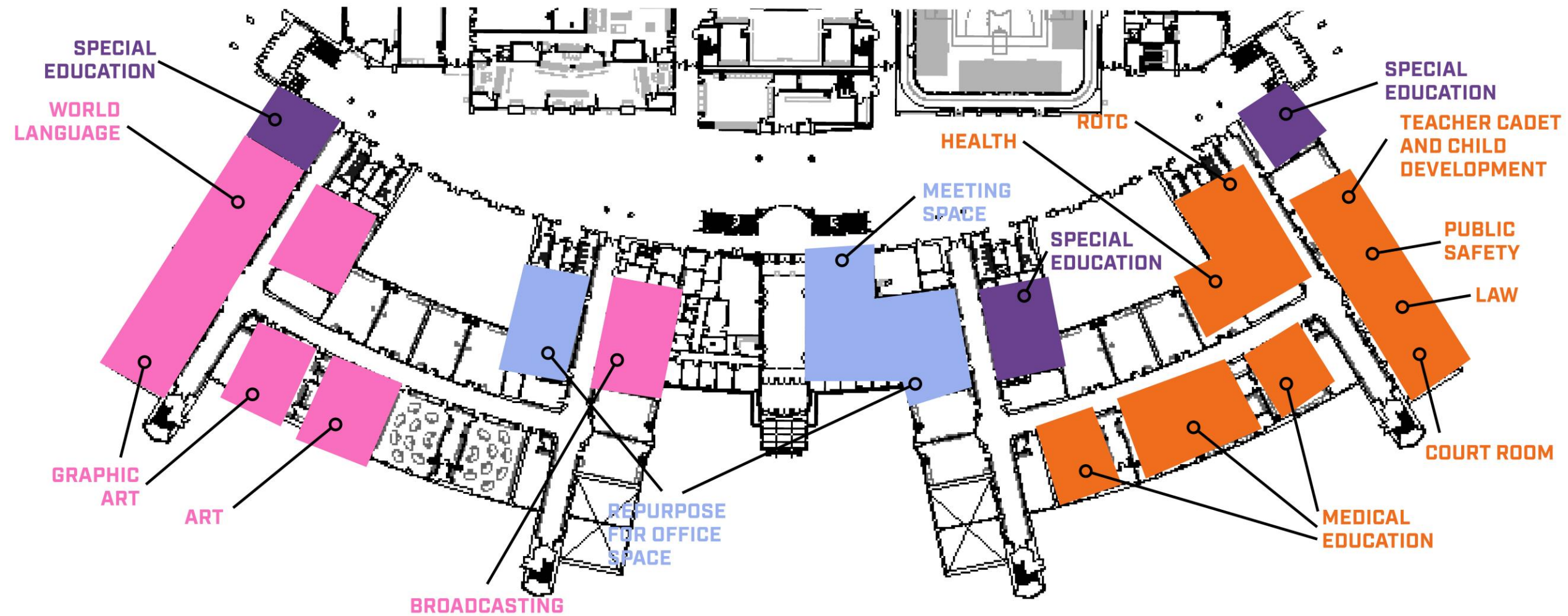


# REPURPOSE FOR OFFICE AND MEETING SPACE

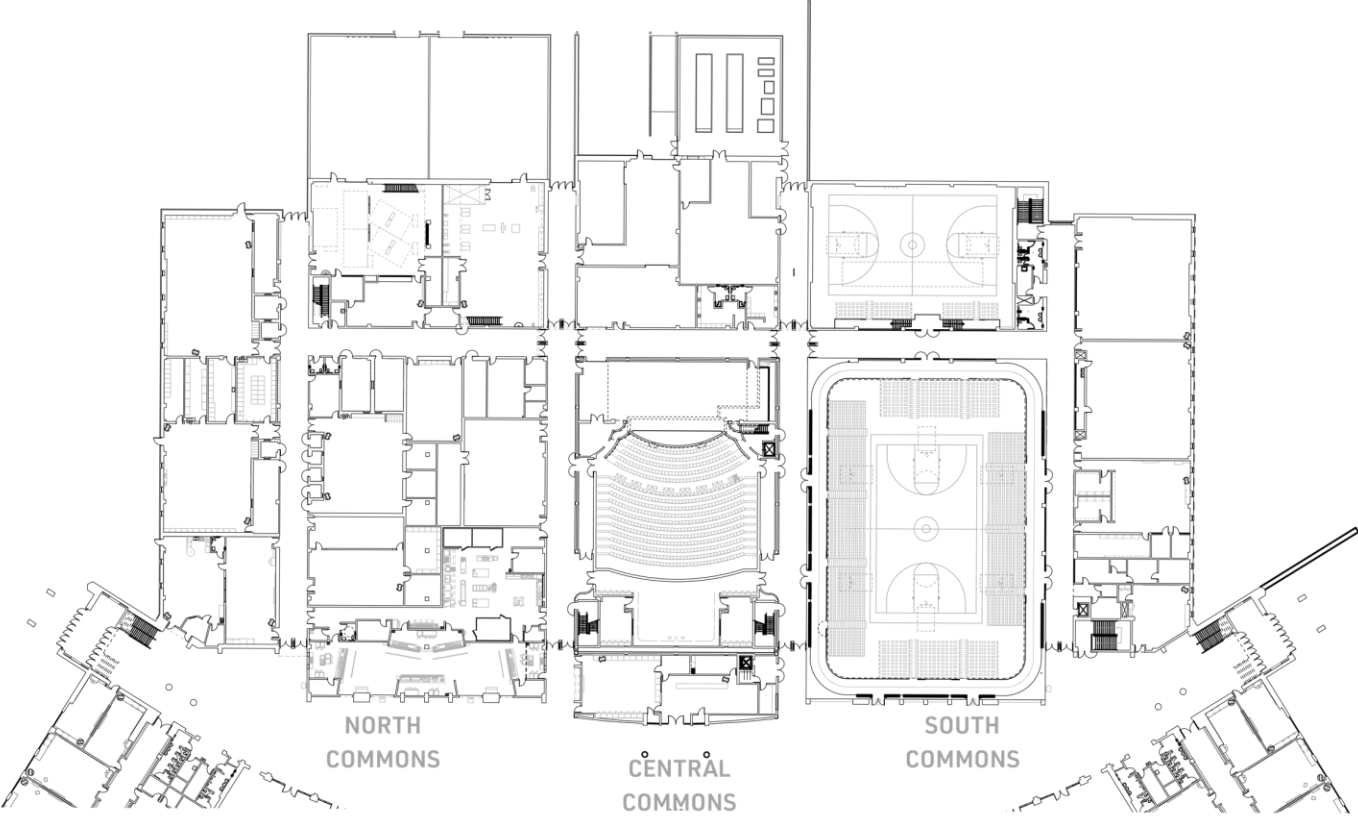




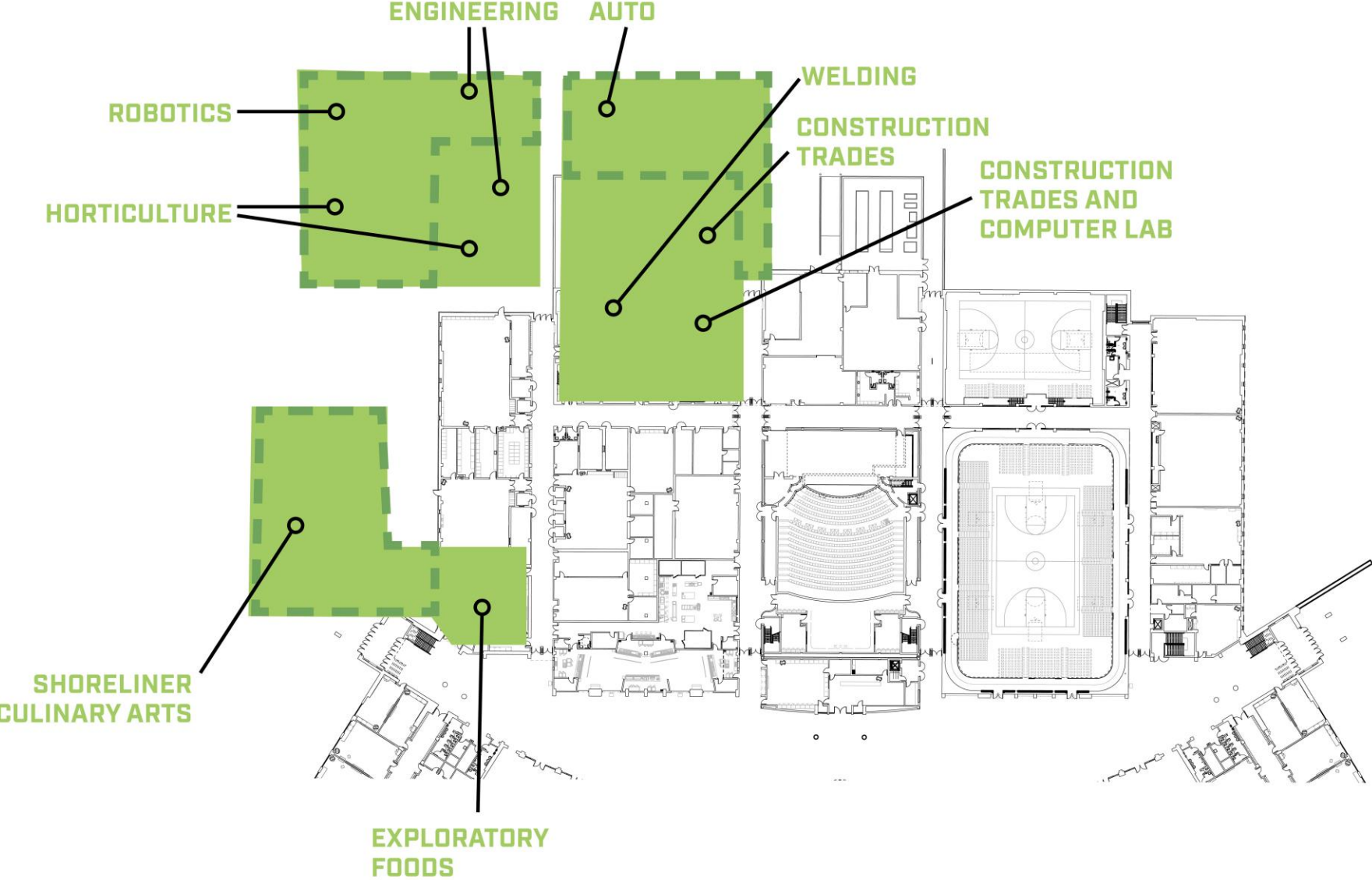
# LOWER LEVEL



# EAST WING LOWER LEVEL

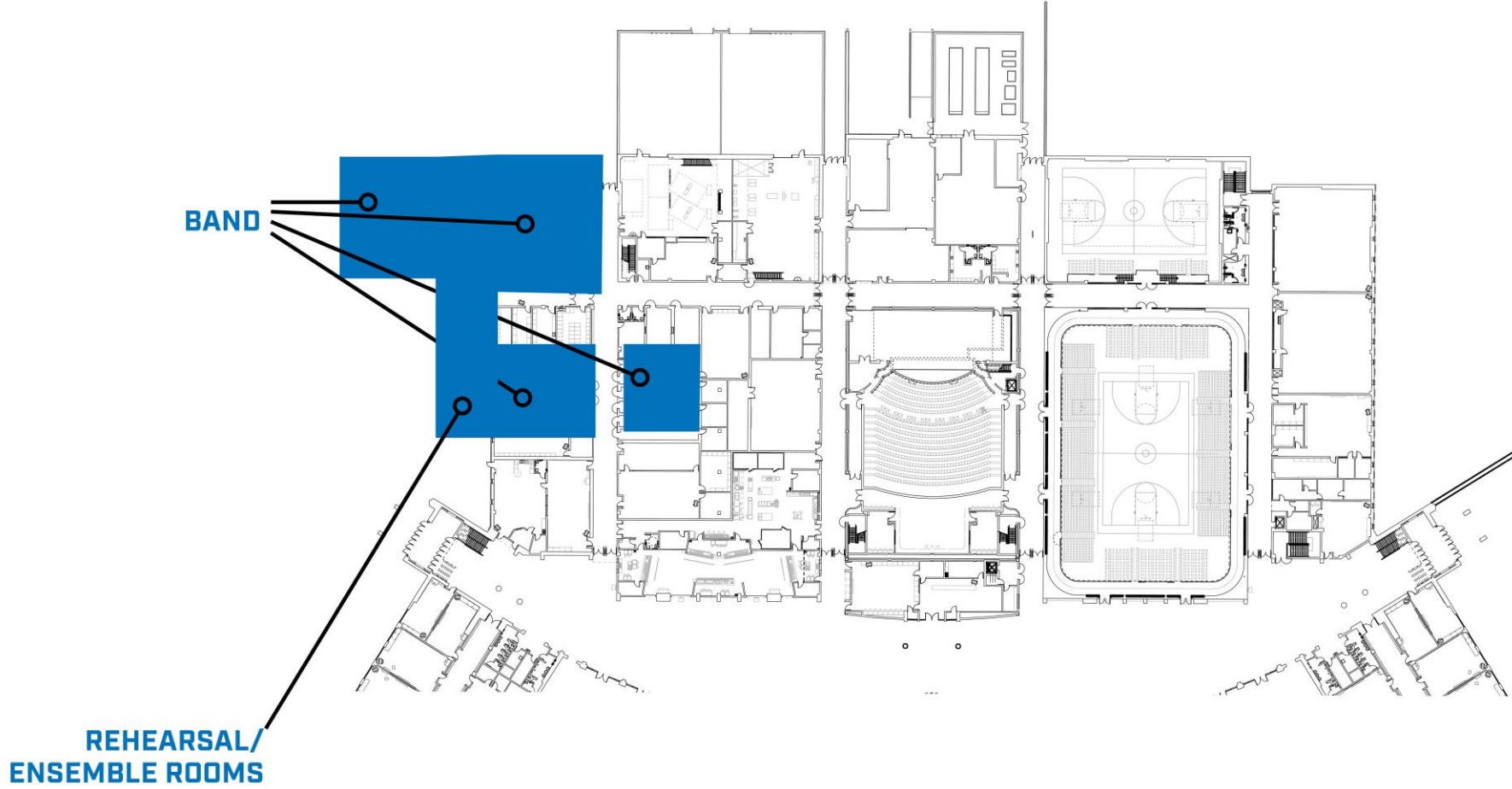


# ENGINEERING, MANUFACTURING, NATURAL SCIENCE AND AGRICULTURE PATHWAYS

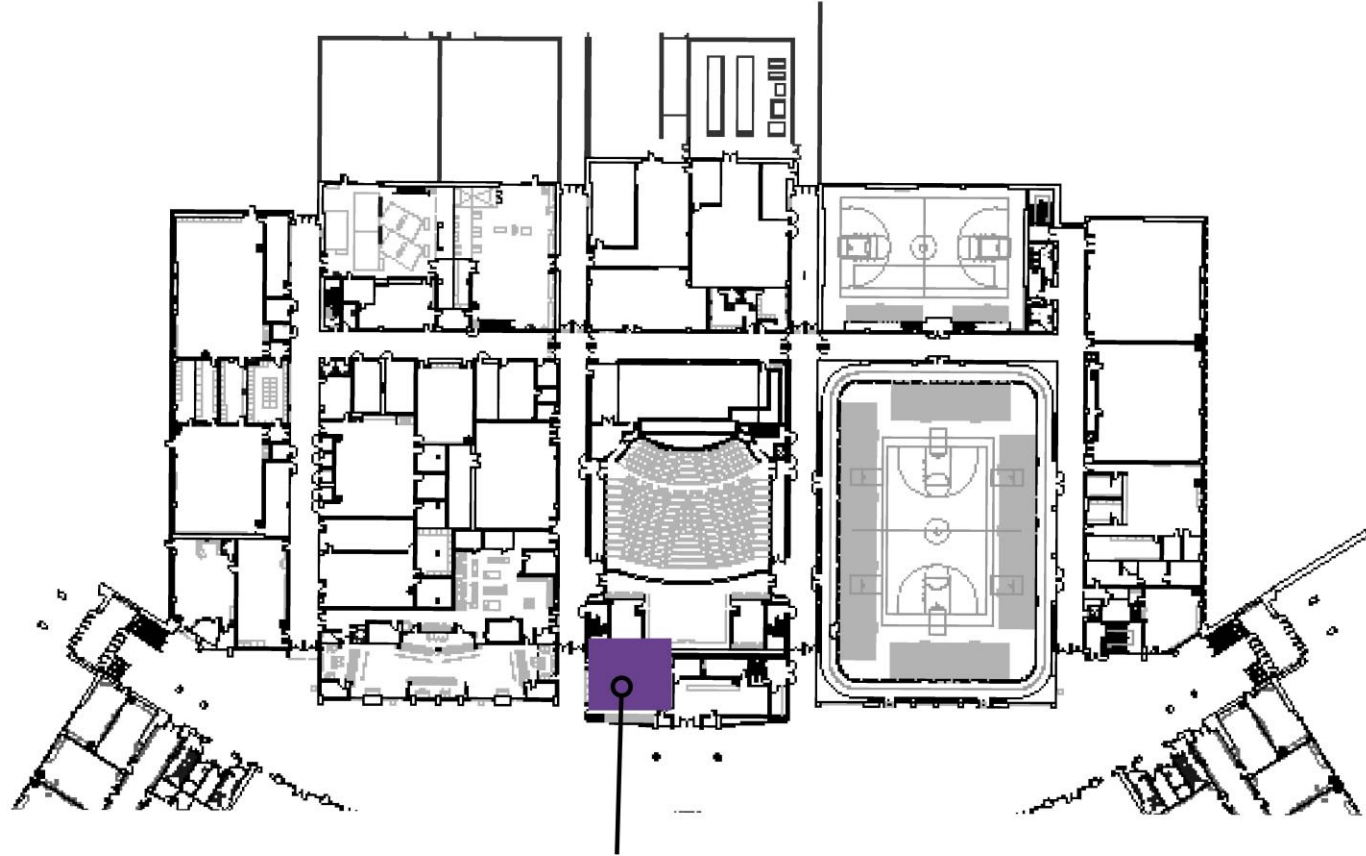




# BAND

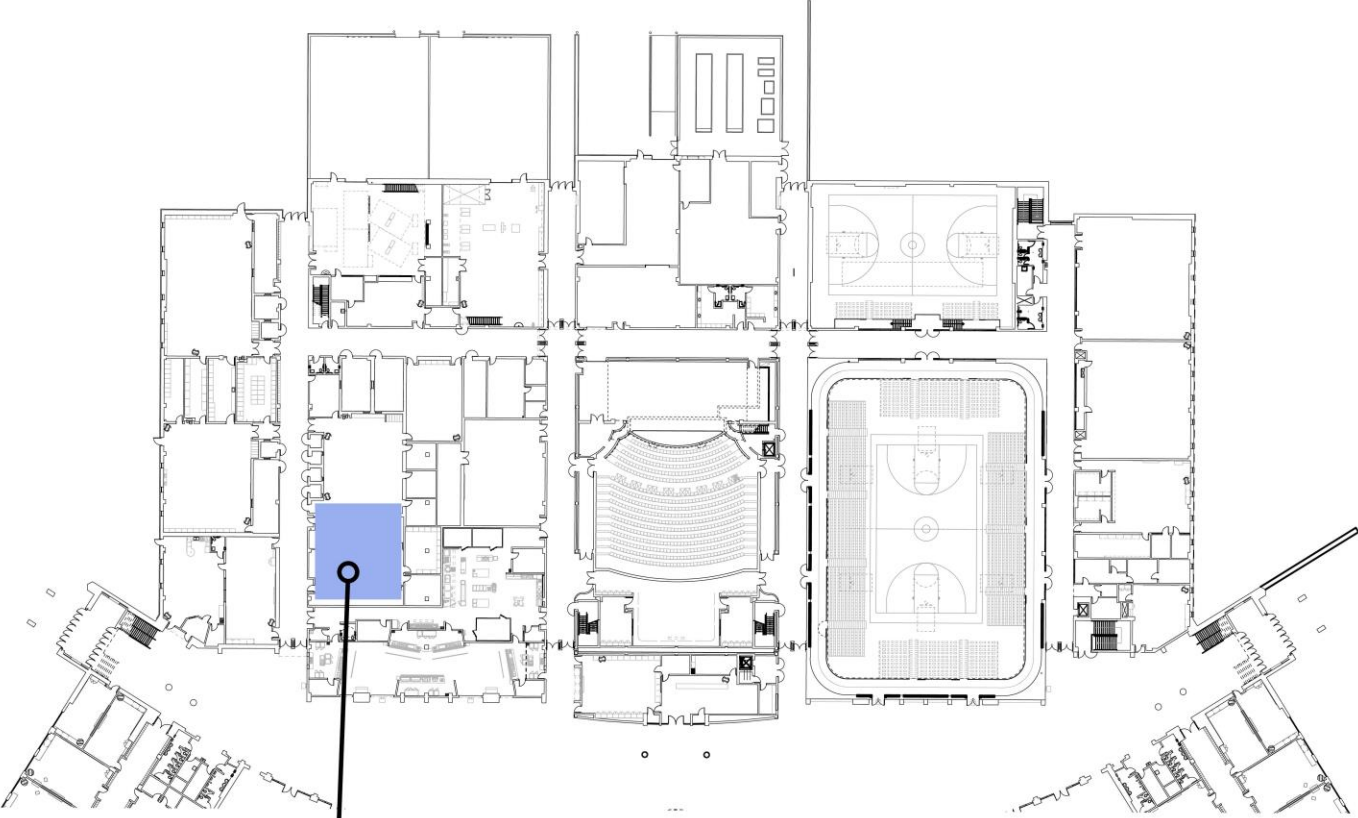


# SPECIAL EDUCATION



SPECIAL  
EDUCATION

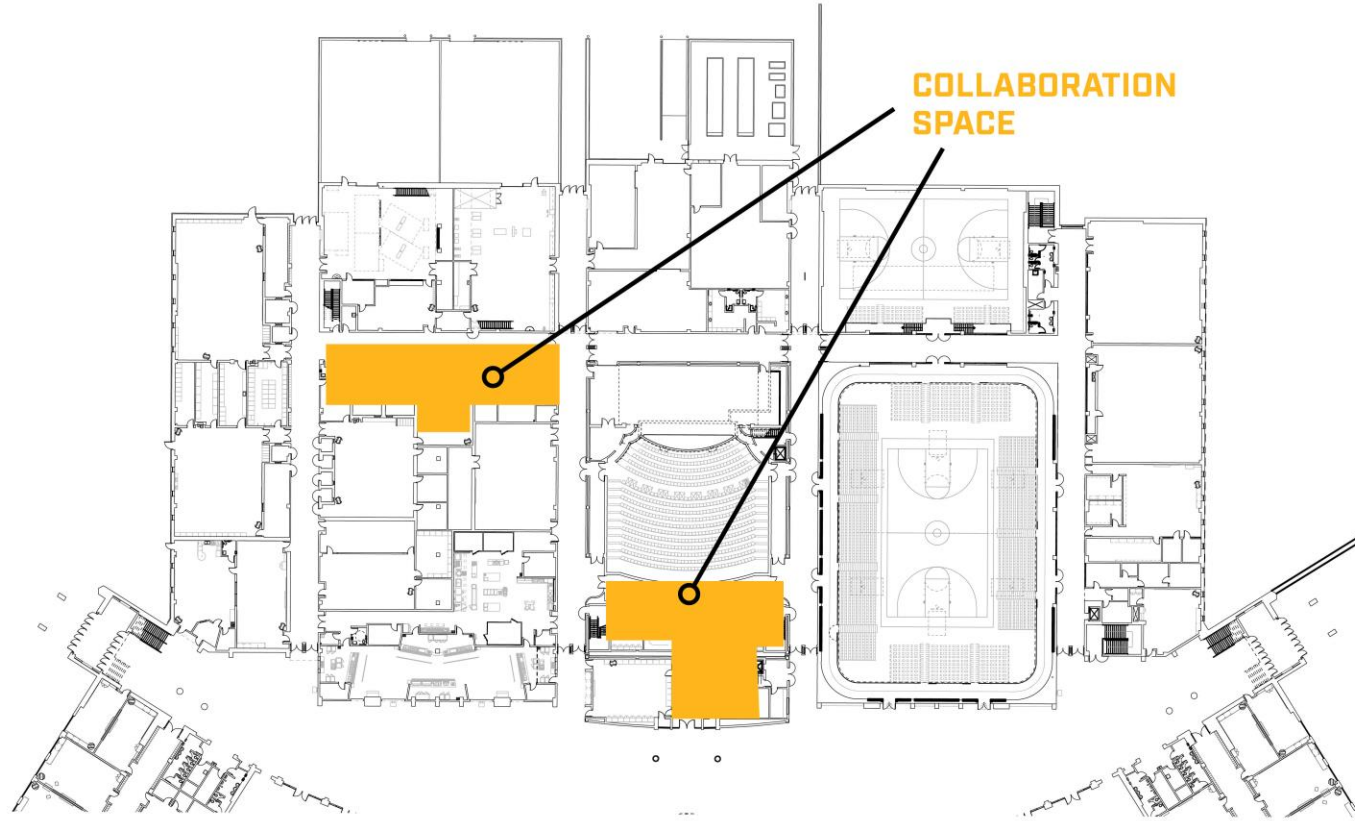
# OFFICE SPACE

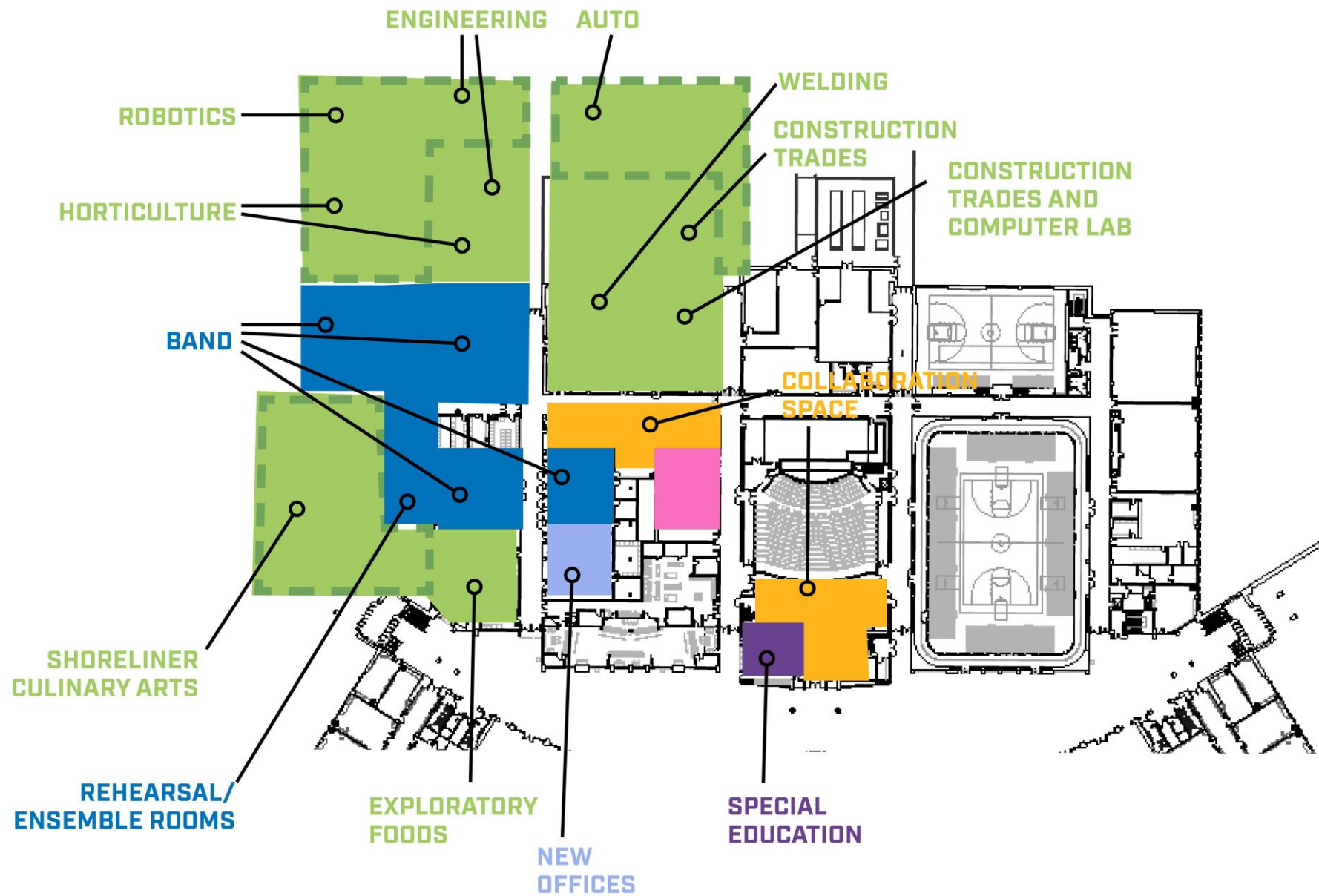


NEW  
OFFICES



# COLLABORATION SPACE

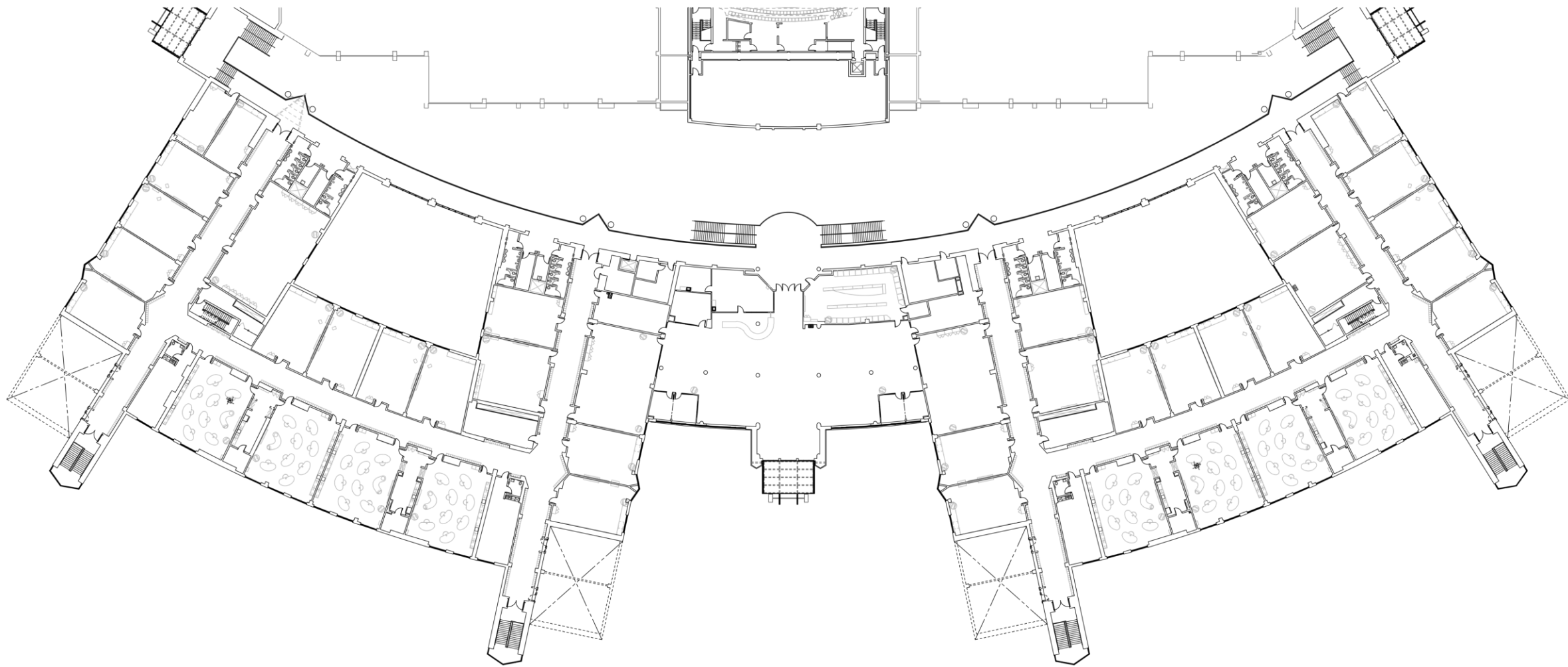




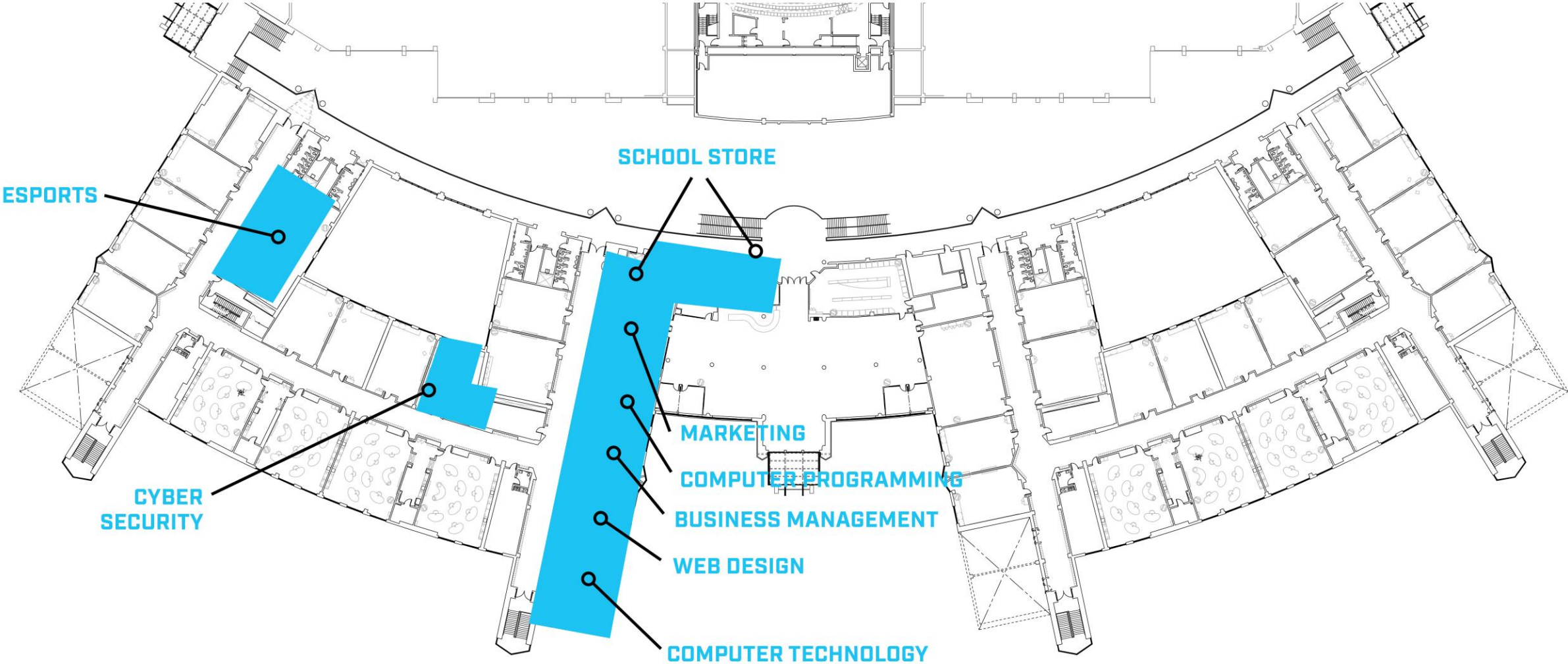




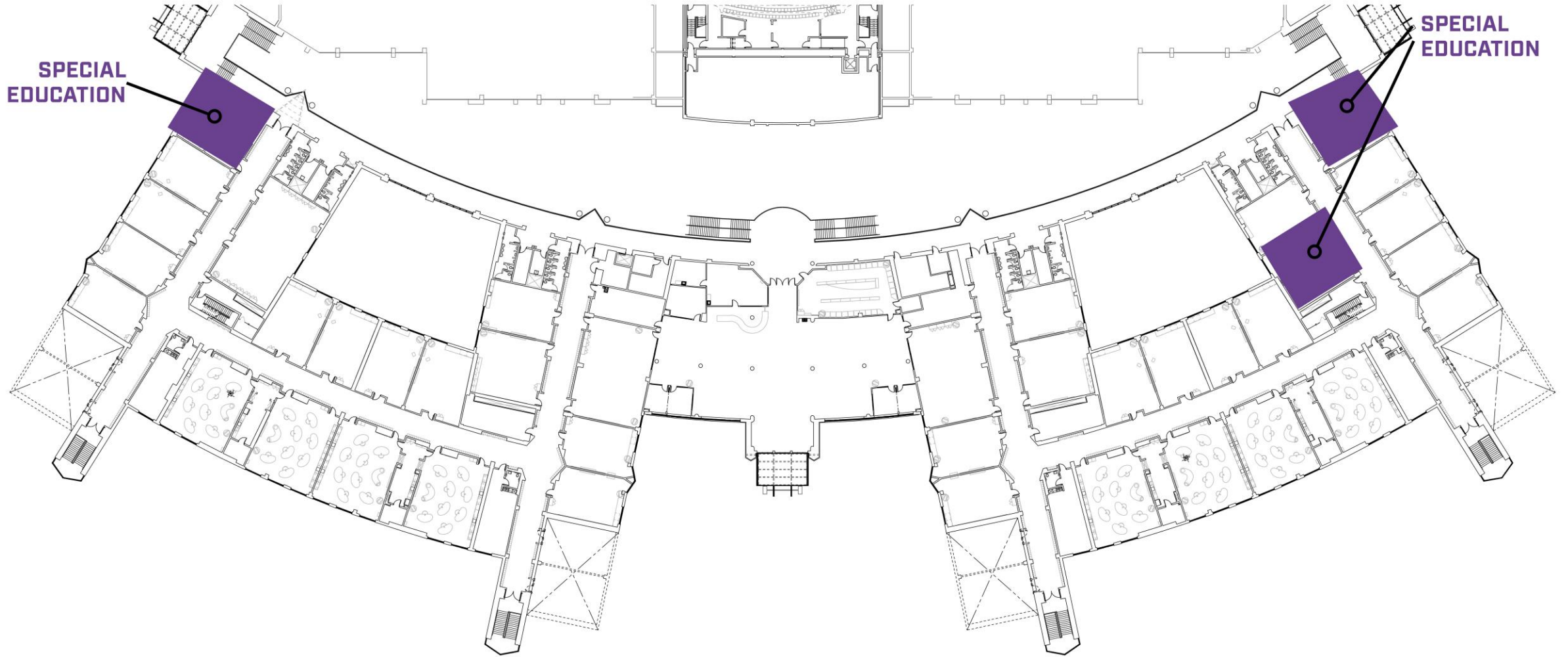
# EAST WING UPPER LEVEL



# BUSINESS, MARKETING, TECHNOLOGY AND MANAGEMENT PATHWAYS

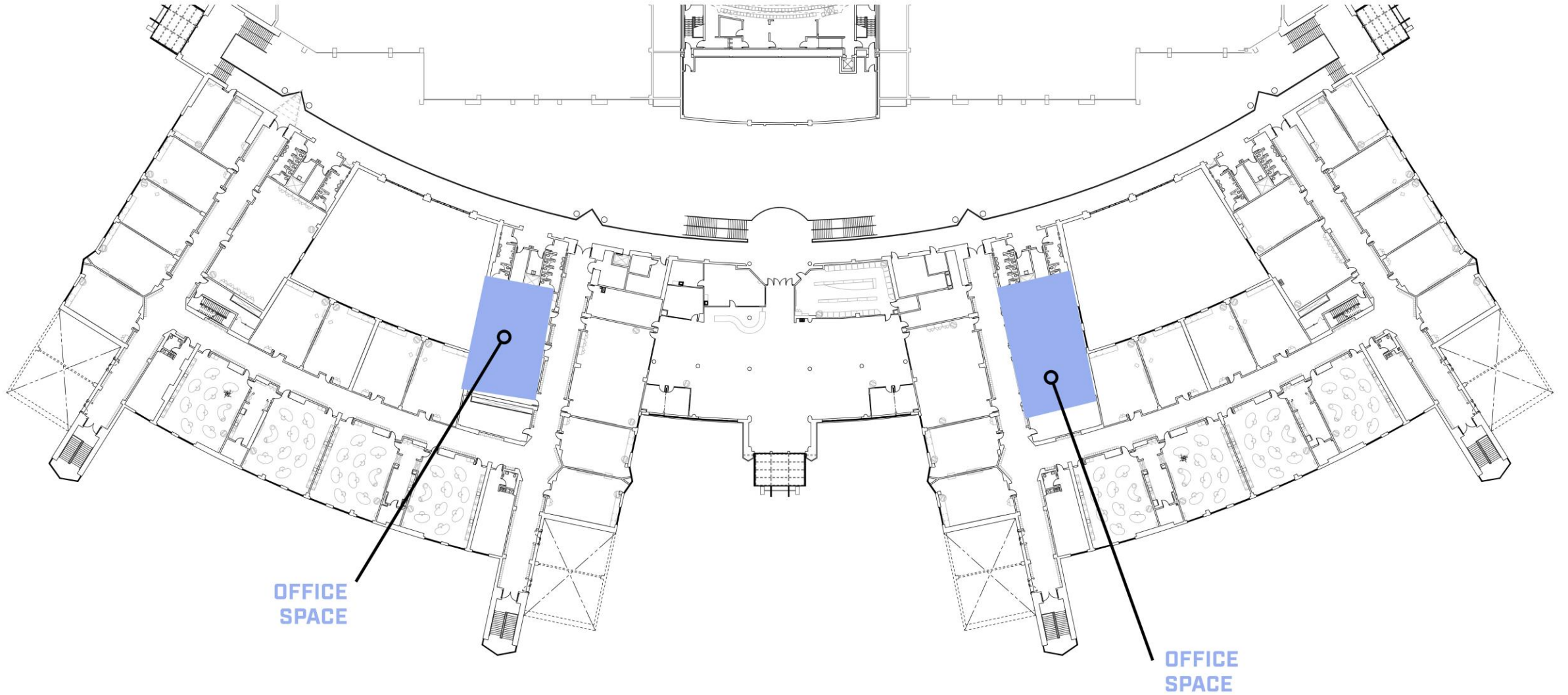


# SPECIAL EDUCATION

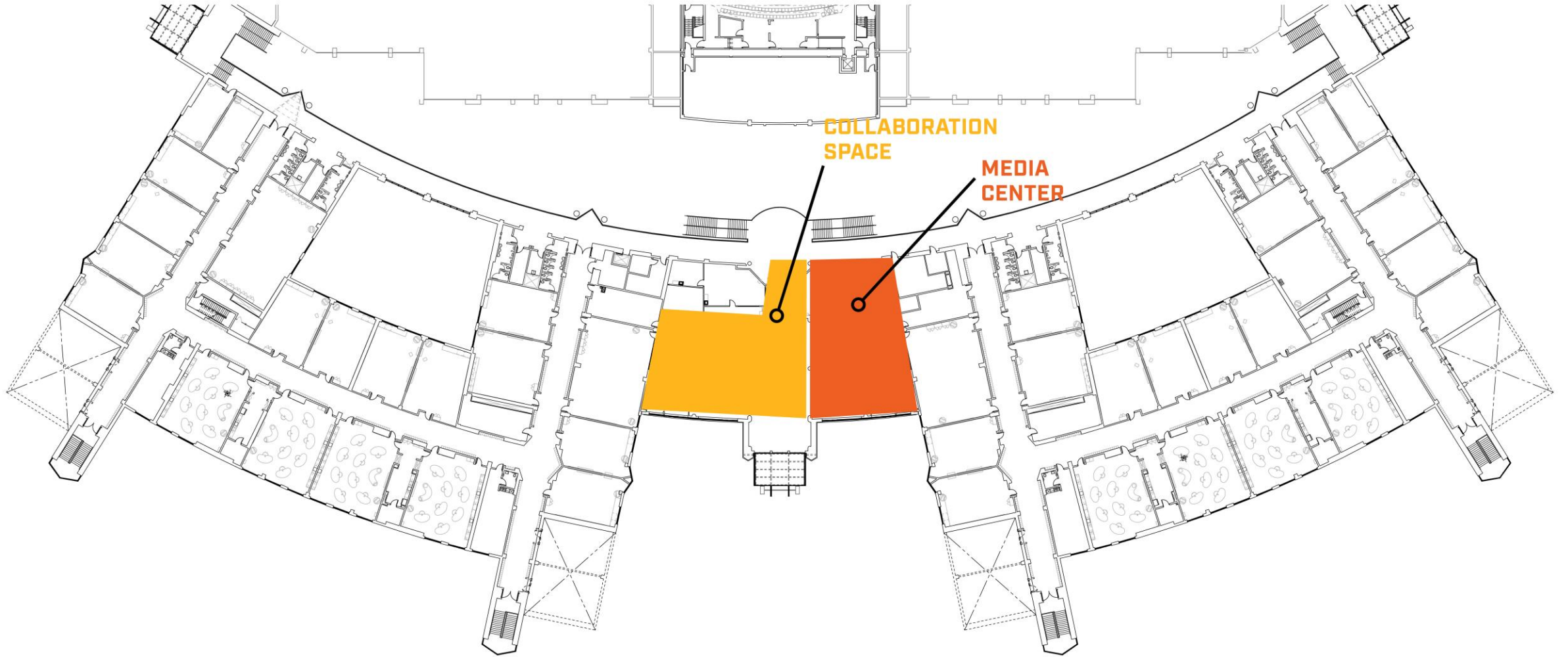




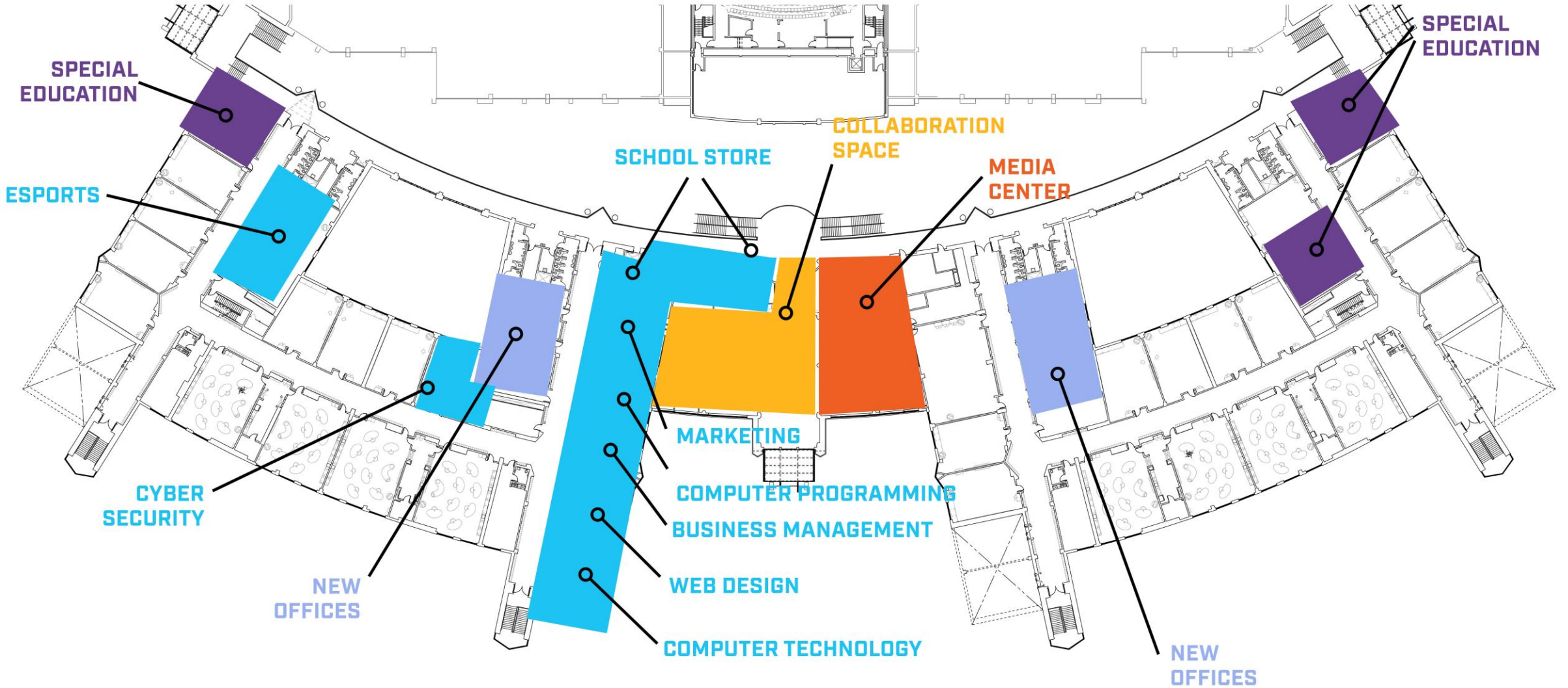
# REPURPOSE FOR OFFICE SPACE



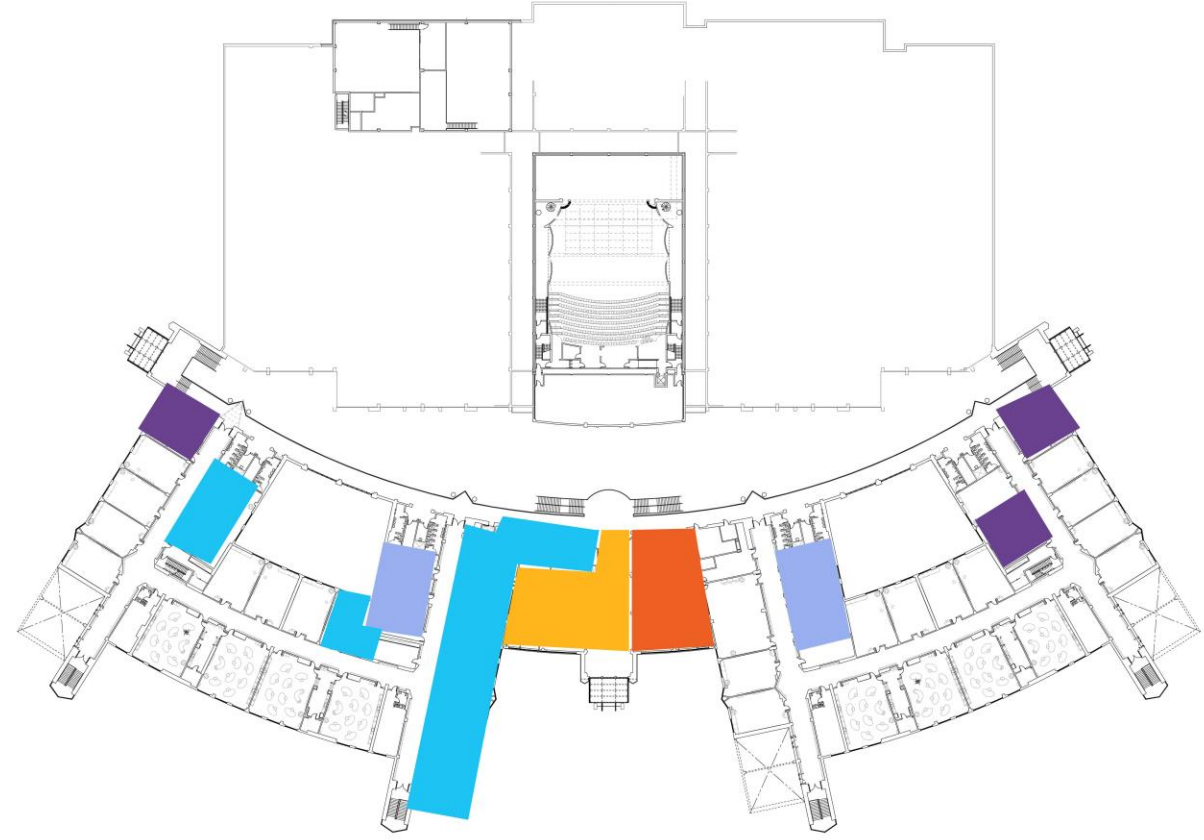
# COLLABORATION SPACE



# EAST WING UPPER LEVEL







# CAREER EXPLORATION CENTER

AT MIDDLE SCHOOL SOUTH

INCREASE STUDENT EXPOSURE TO POTENTIAL CAREER PATHS +  
DEVELOPMENT OF FUTURE GOALS



ANCHOR BAY

# EDUCATIONAL GOALS

- ✔ **Create Spaces for all Learners**
- ✔ **Enhance Design Process Curriculum**
- ✔ **Provide for Project-Based Learning**
- ✔ **Facilitate One Anchor Bay Culture**
- ✔ **Increase Educational Opportunities for our Students**





# PROGRAMMING HIGHLIGHTS

- Four Year Plan
- Apprenticeships
- Partnerships
- Job Shadow
- Guest Speakers
- Hands-On Learning
- Industry Recognized Credentials
- Work-Based Learning
- Field Trips



# LEARNING ENVIRONMENT IMPROVEMENTS

MEDIA CENTERS, COLLABORATION SPACES, OUTDOOR LEARNING  
ENVIRONMENTS + CLASSROOM TECHNOLOGY



ANCHOR BAY



# FOUR TYPES OF LEARNING SPACES





# MEDIA CENTERS RE-IMAGINED

Visible, Flexible, +  
Accessible

Learning Hub of the  
Building

Technology + Audio-  
Visual Services

Reading/Resource  
Collection



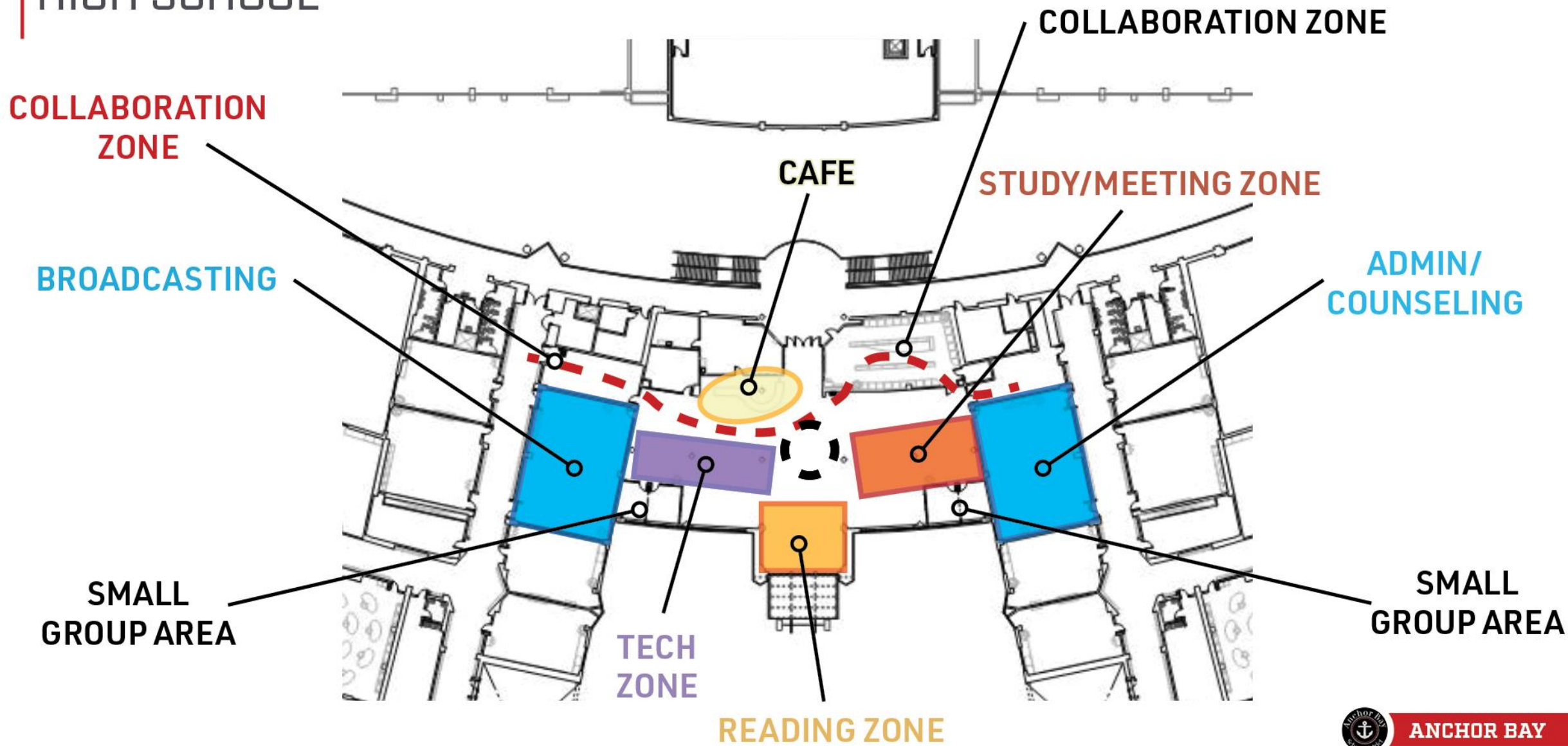
# MEDIA CENTER INSPIRATION





# MEDIA CENTERS RE-IMAGINED

HIGH SCHOOL



ANCHOR BAY

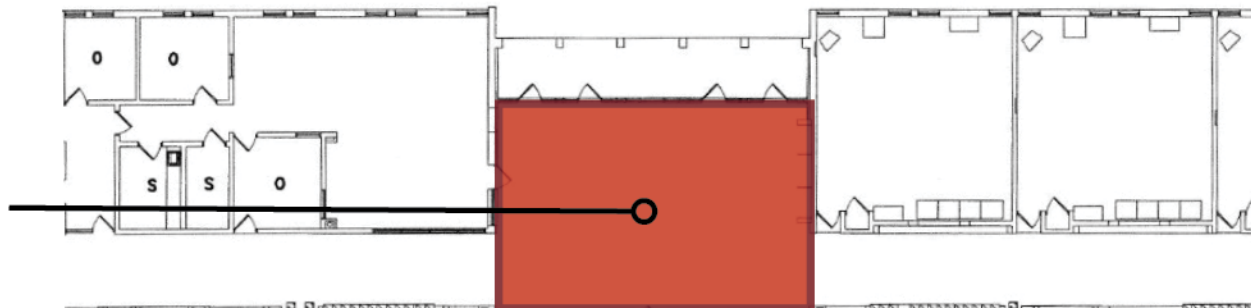


# MEDIA CENTERS RE-IMAGINED

## MIDDLE SCHOOL NORTH



**COLLABORATION ZONE**



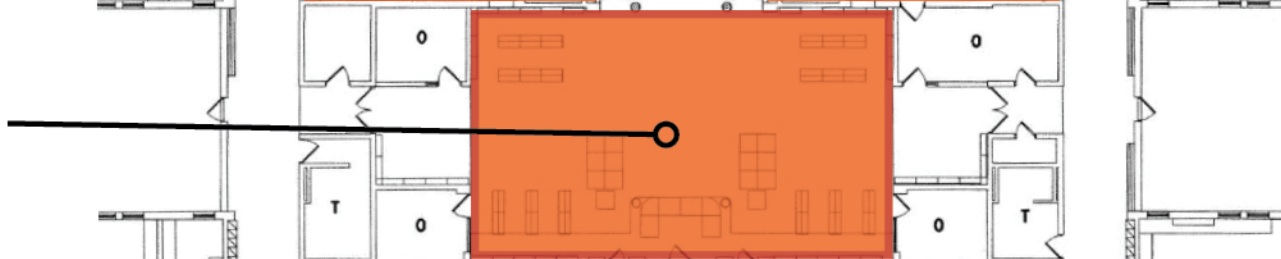
**PROJECT ZONE**



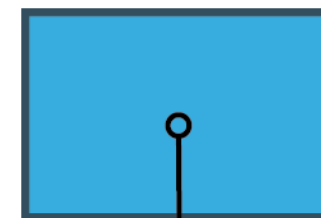
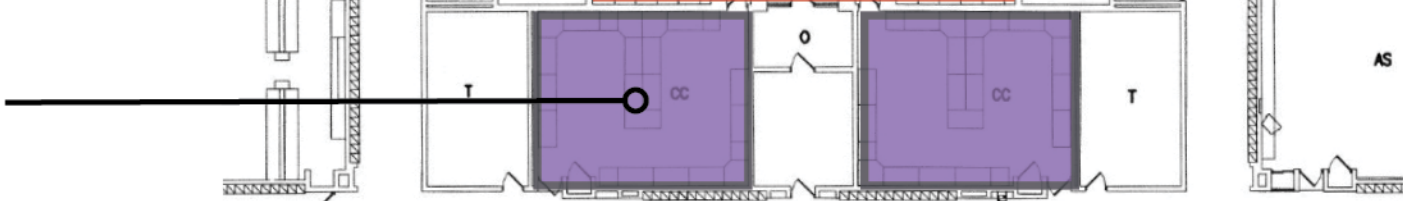
**READING ZONE**



**STUDY/MEETING ZONE**



**TECH ZONE**



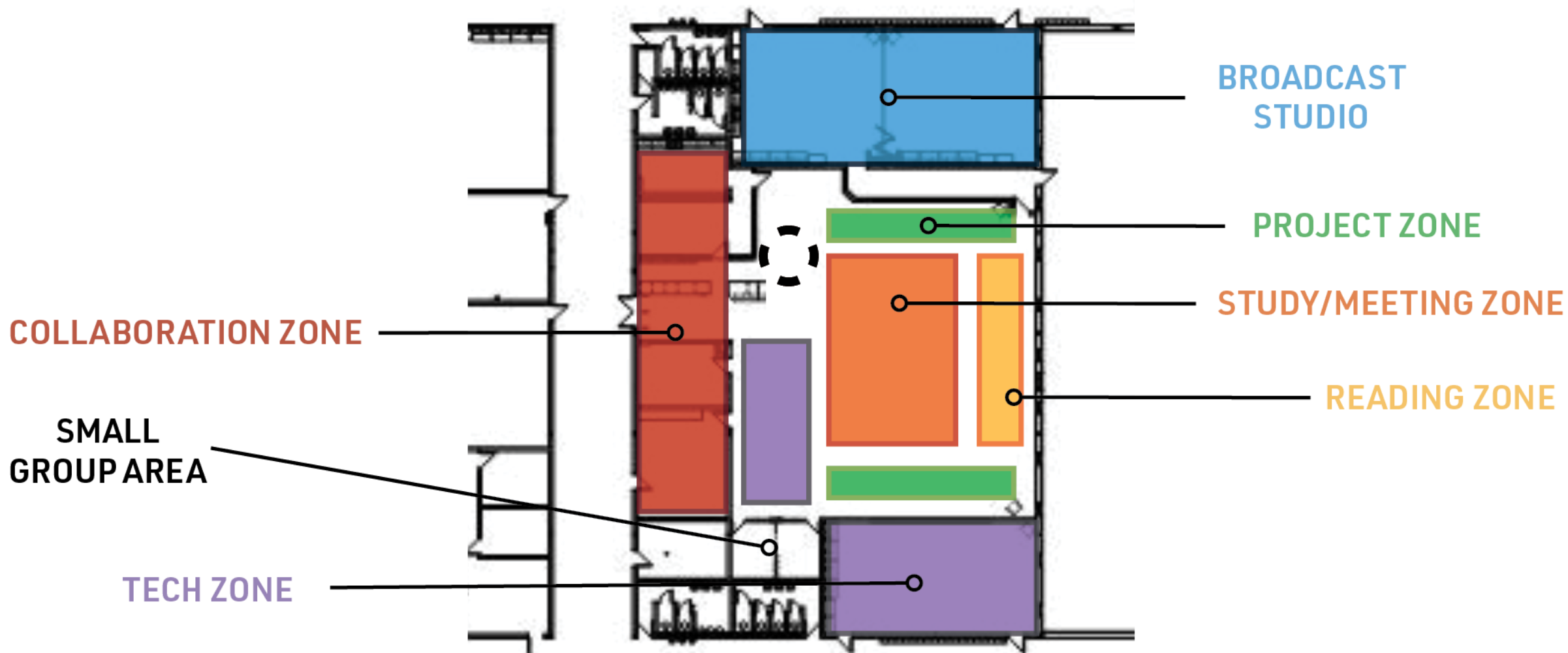
**BROADCAST  
STUDIO**



**ANCHOR BAY**

# MEDIA CENTERS RE-IMAGINED

MIDDLE SCHOOL SOUTH



# CLASSROOM TECHNOLOGY

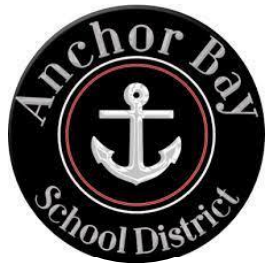
UPGRADE + PROVIDE NEW TECHNOLOGY SYSTEMS TO  
IMPROVE ACCESS + FACILITATE LEARNING



ANCHOR BAY



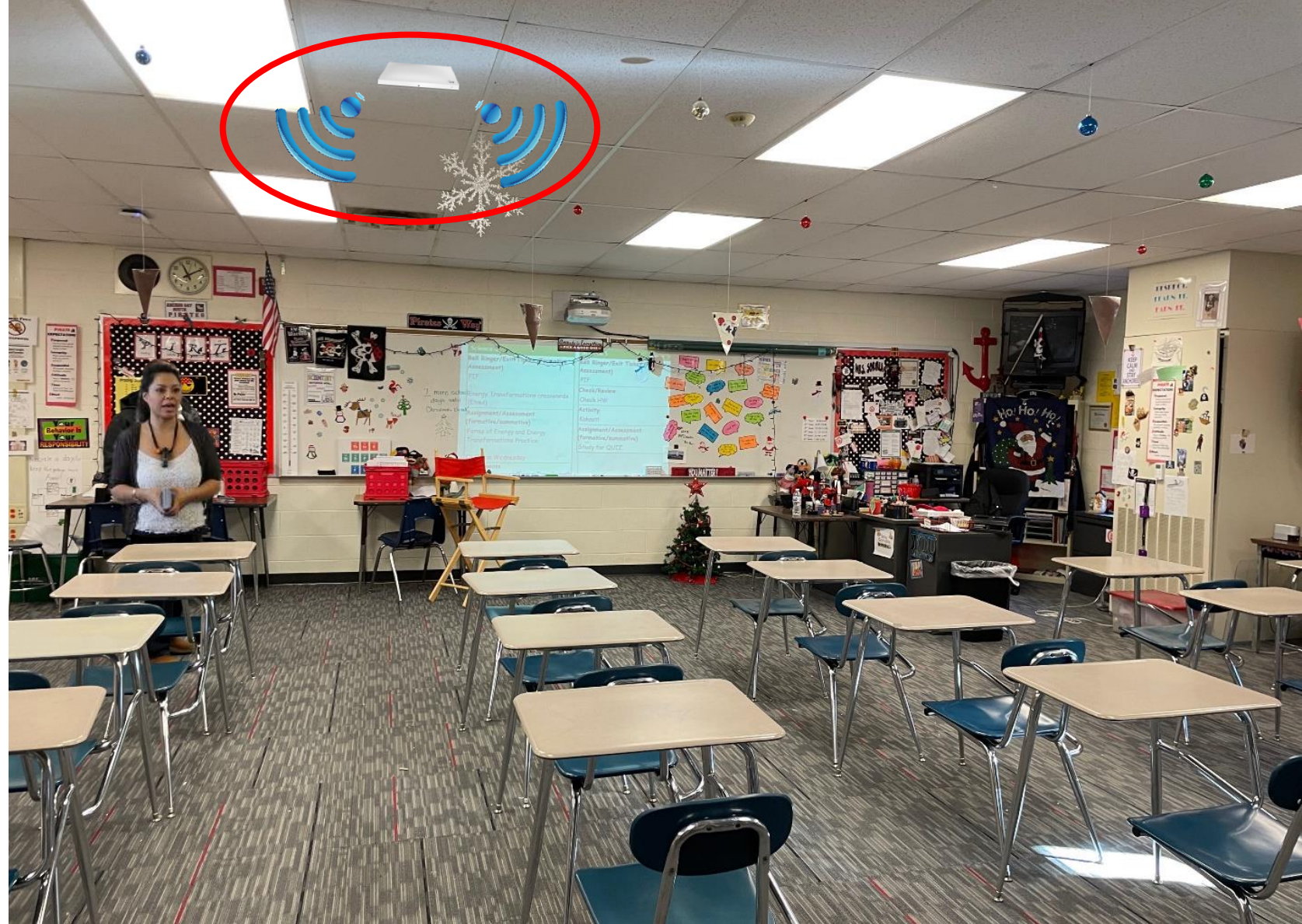
# Standard Classroom Technology





# Infrastructure

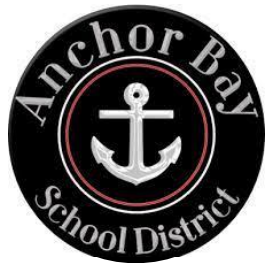
- Adding Wireless 2022
- Upgrade Network
- Data Center Equip.





# Infrastructure

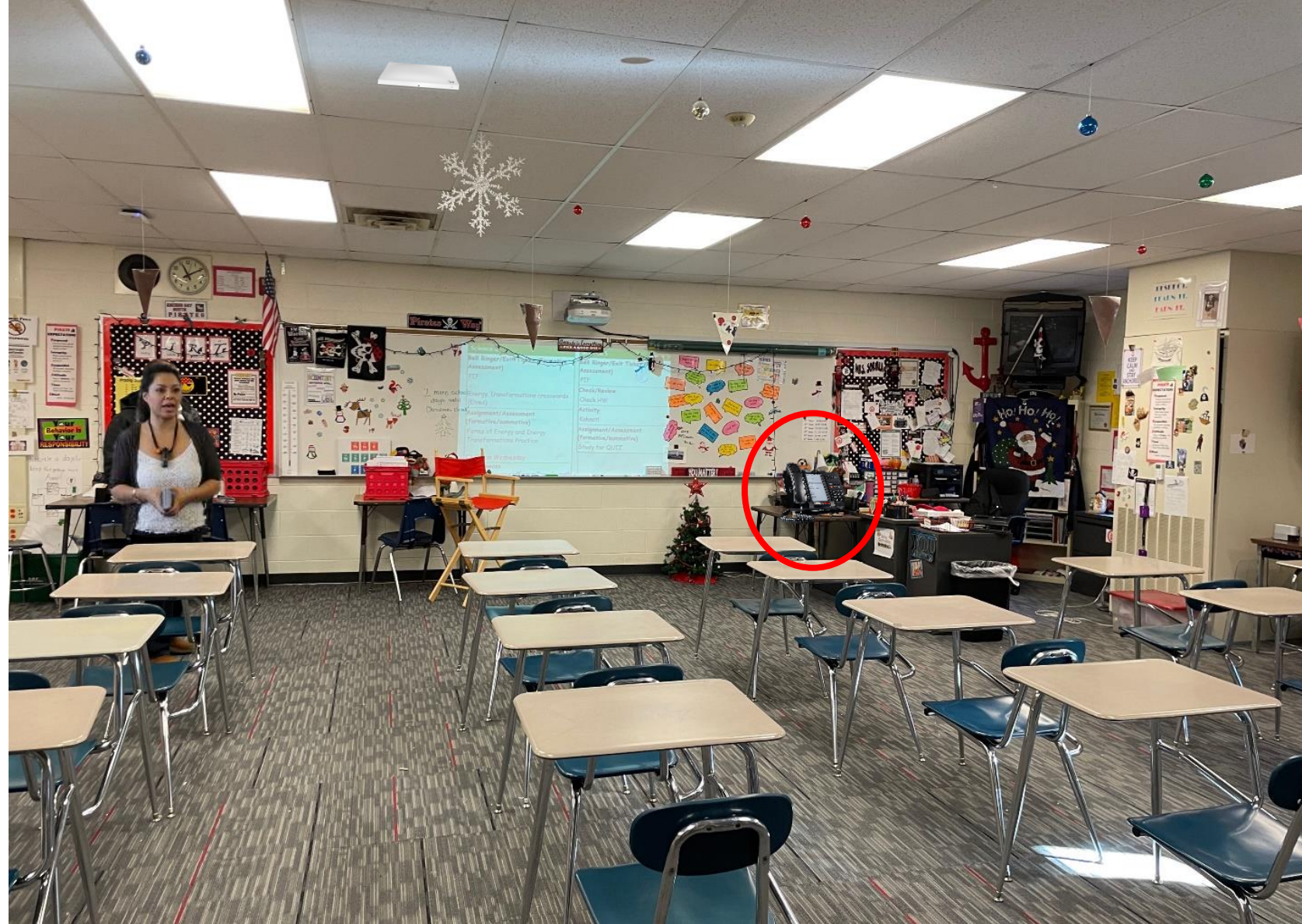
- Adding Wireless 2022
- Upgrade Network
- Data Center Equip.
- Replace PA System
- Unified Master Clock





# Infrastructure

- Adding Wireless 2022
- Upgrade Network
- Data Center Equip
- Replace PA System
- Unified Master Clock
- Phone System





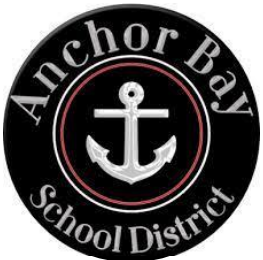
# Replace Equipment





# Replace Equipment

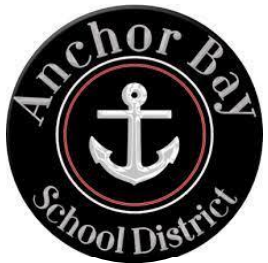
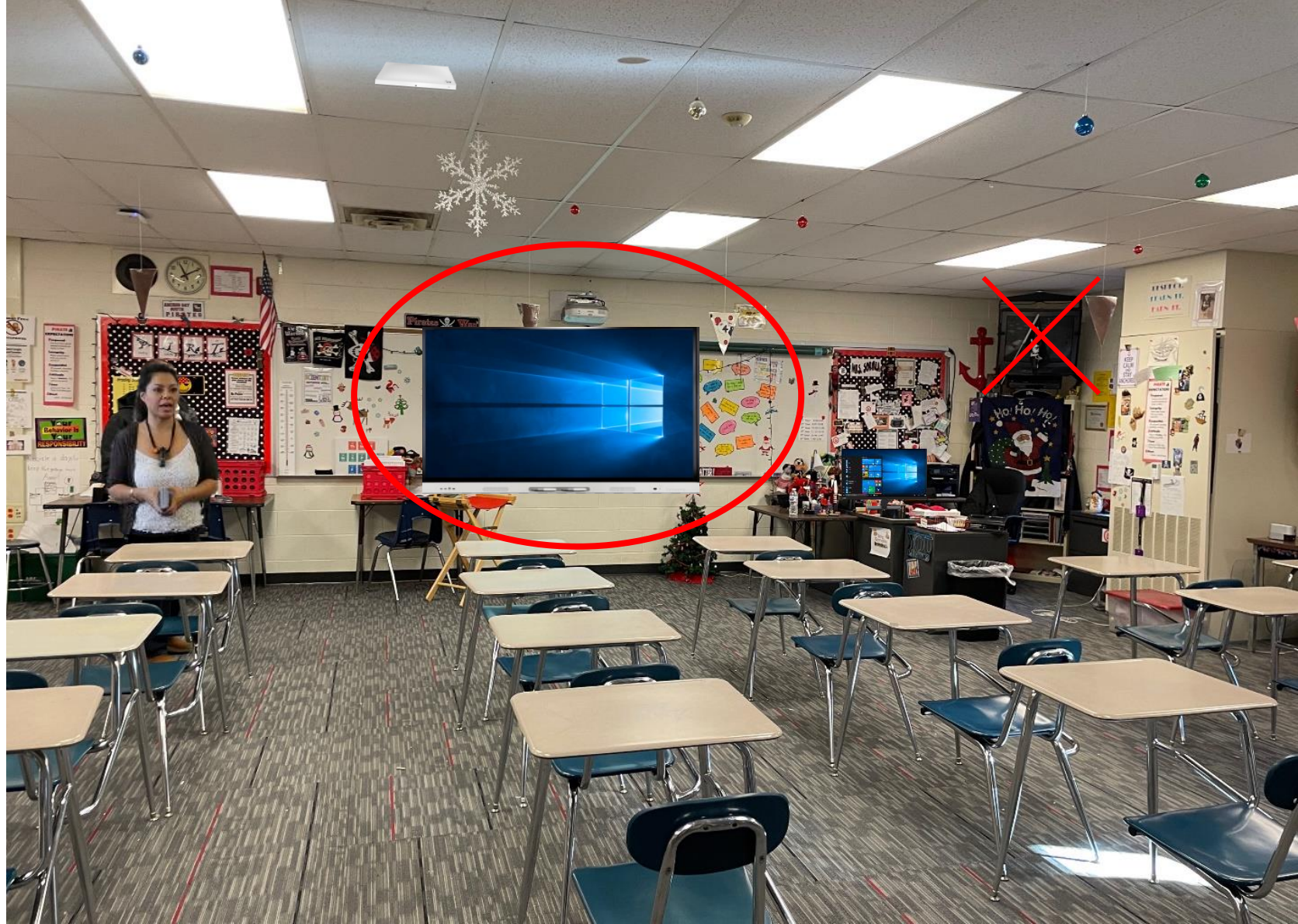
- Teacher Computer





## Replace Equipment

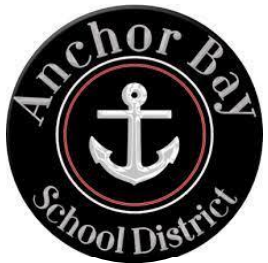
- Teacher Computer
- Interactive Display





# Replace Equipment

- Teacher Computer
- Interactive Display
- Document Camera

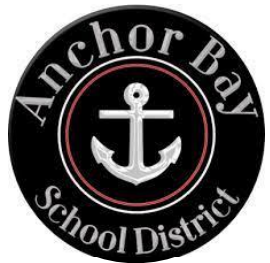
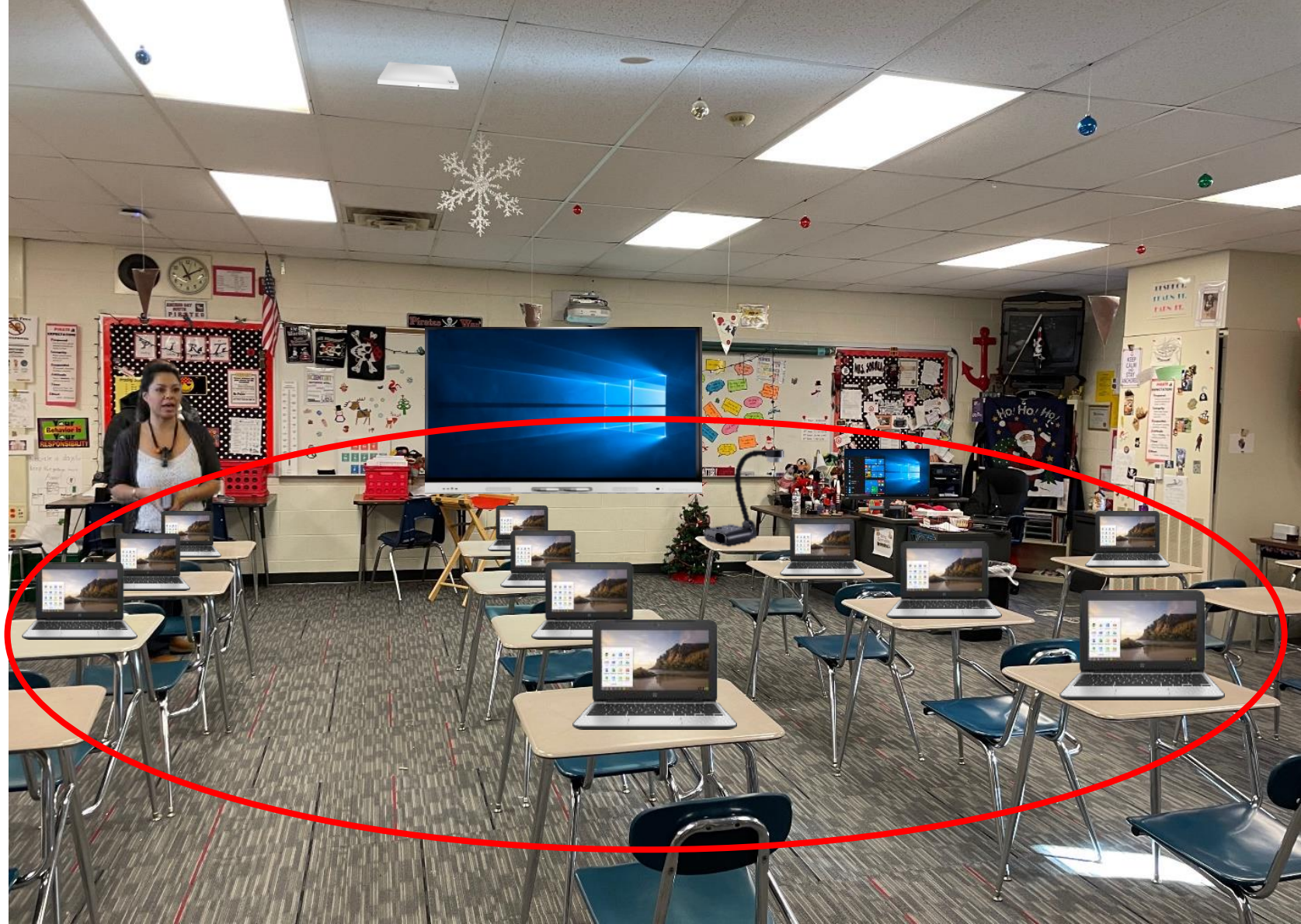




## Expand Equipment

- Teacher Computer
- Interactive Display
- Document Camera

- 
- Expand Student Access

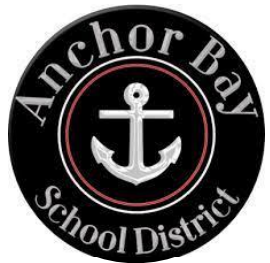
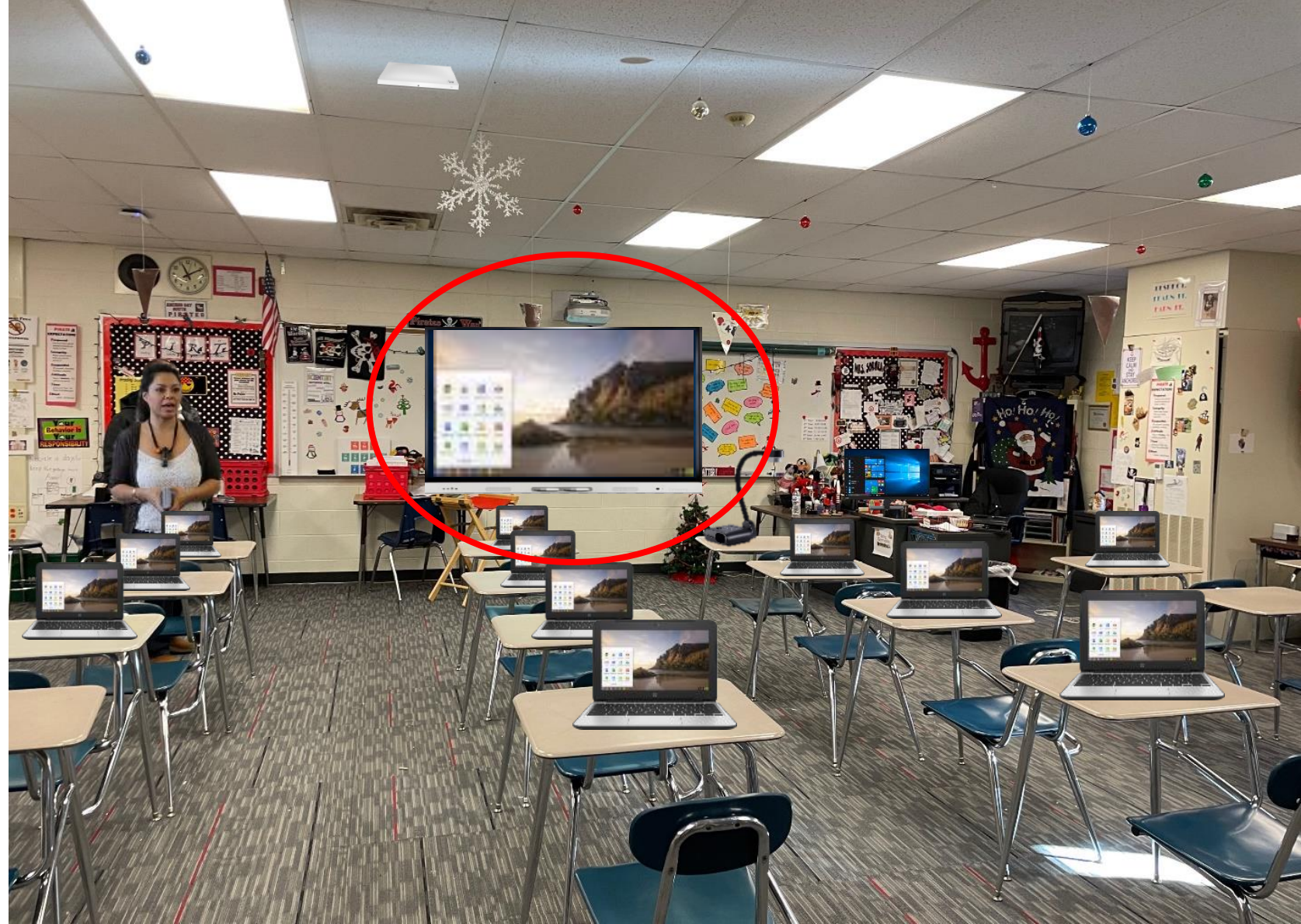




## Expand Equipment

- Teacher Computer
- Interactive Display
- Document Camera

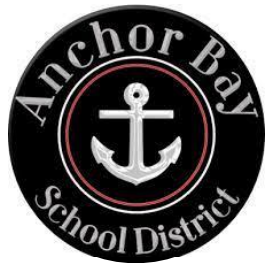
- 
- Expand Student Access





## Expand Equipment

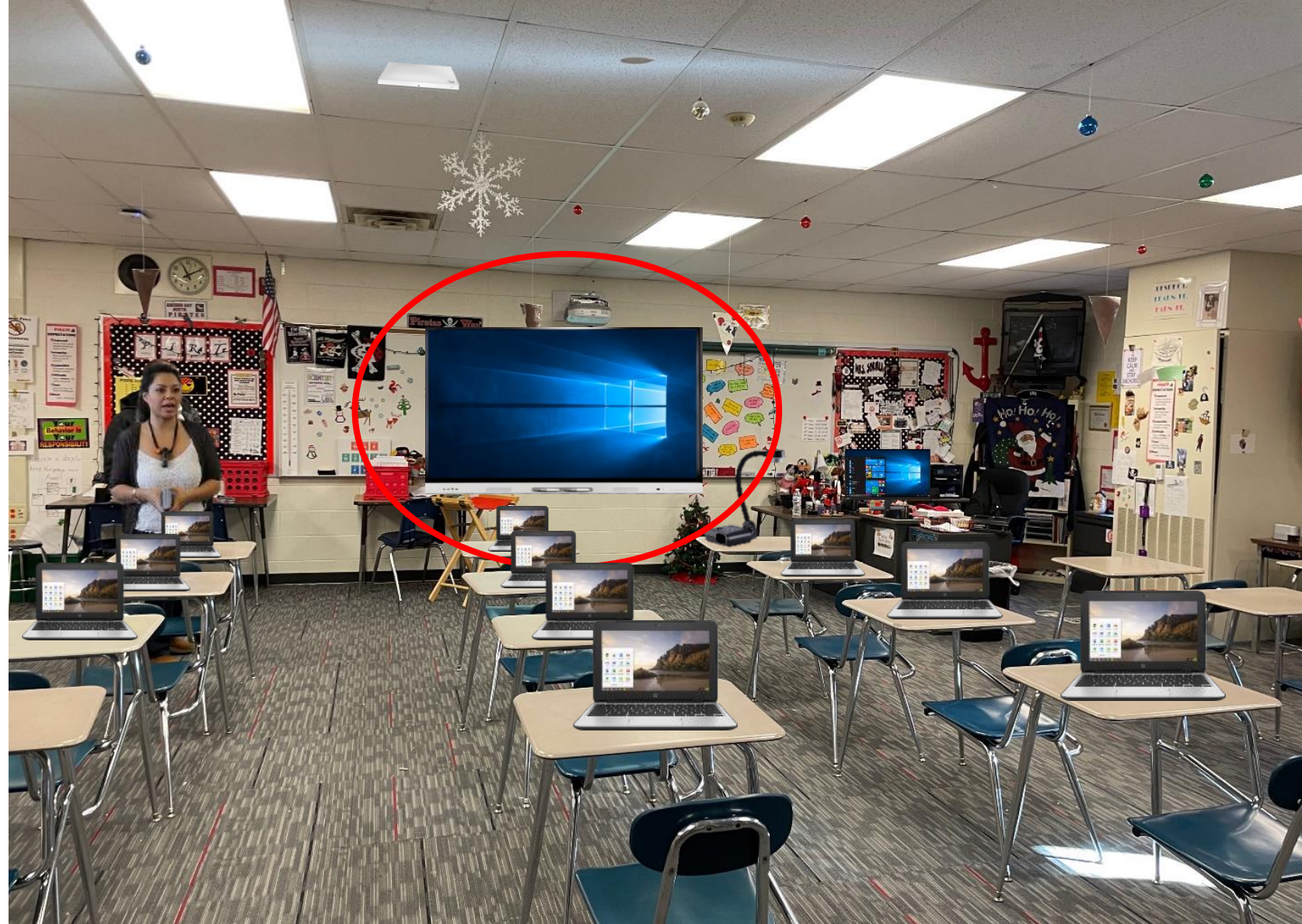
- Teacher Computer
  - Interactive Display
  - Document Camera
- 
- Expand Student Access
  - Sound Amplification





## Expand Equipment

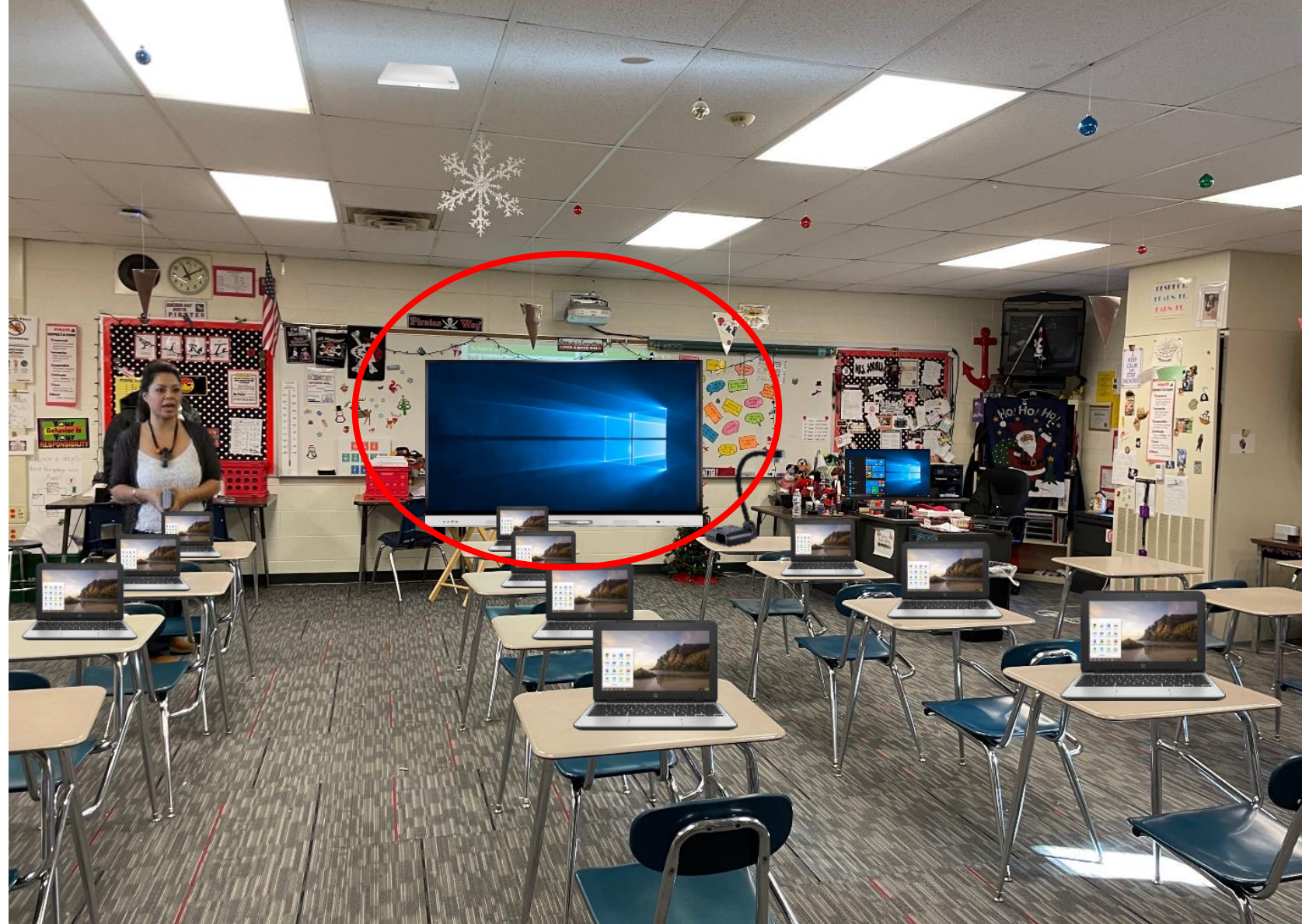
- Teacher Computer
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  - Document Camera
- 
- Expand Student Access
  - Sound Amplification
  - Height-Adjustable Display





## Expand Equipment

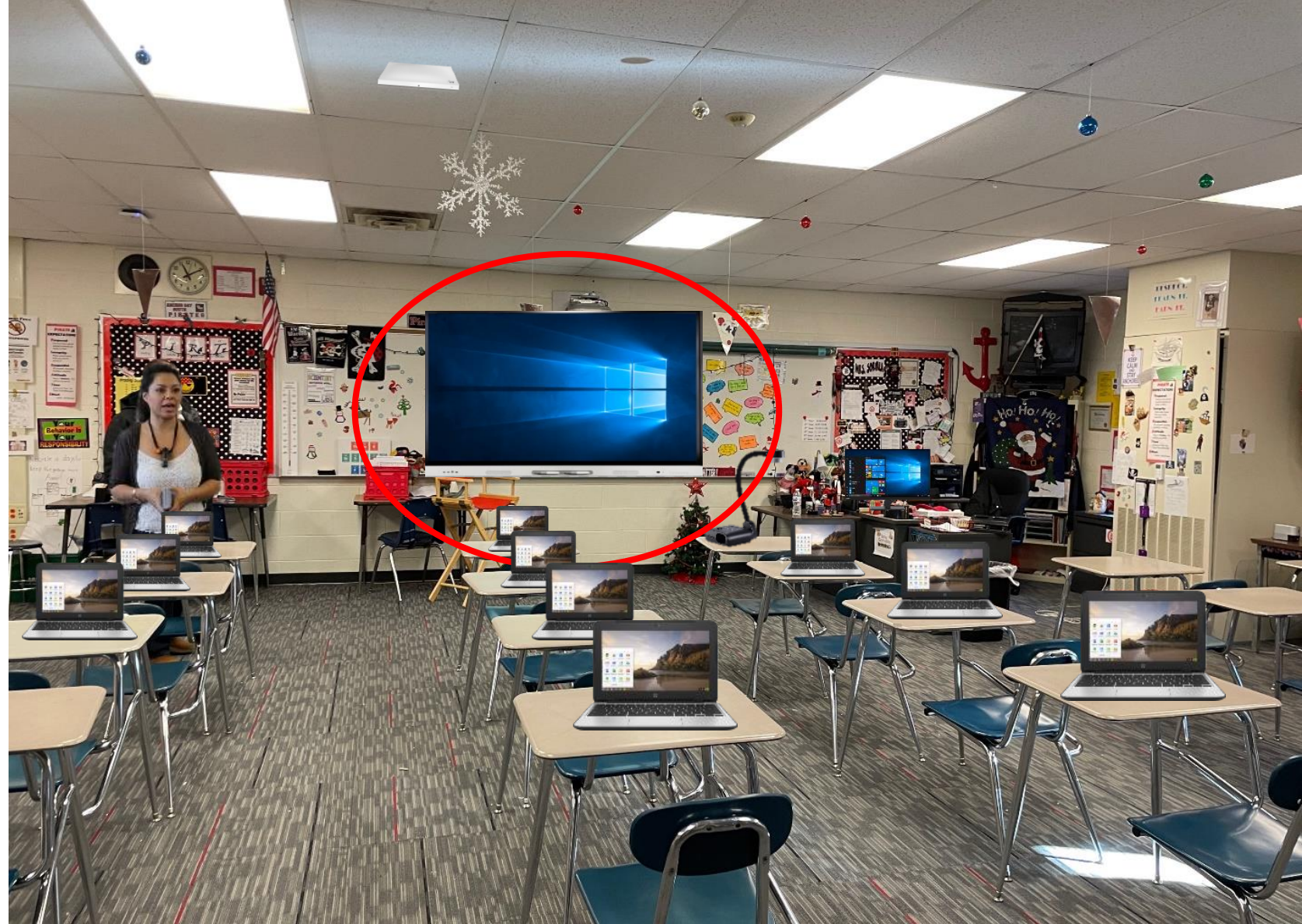
- Teacher Computer
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## Expand Equipment

- Teacher Computer
  - Interactive Display
  - Document Camera
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  - Sound Amplification
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# ELEMENTARY SCHOOL RECONFIGURATION

TRANSFORM ELEMENTARY FACILITIES TO MEET THE DEMANDS  
OF A NEW GENERATION OF ANCHOR BAY LEARNERS



ANCHOR BAY



# OPERATIONAL GOALS

- ✓ Reduce Average Age of Facility
- ✓ Reduce District Square Footage
- ✓ Balance Student Population
- ✓ Correct Geographical Concerns
- ✓ Lower Operational Costs
- ✓ Utilize Key Existing Investments



# EDUCATIONAL GOALS

- ✓ **Equitable Classroom Square Footage**
- ✓ **Enhance Student Support Resources**
- ✓ **Improve Student Offerings**
- ✓ **Provide Opportunity for Teacher Collaboration**
- ✓ **Highlight Teacher Strengths**
- ✓ **Provide ADA Compliant Toilet Rooms**
- ✓ **Maintain Small School Atmosphere**



# Life Cycle of a School Building



- Between 20 to 30 years, frequent replacement of equipment is needed.
- Between 30 and 40 years, the original equipment should have been replaced, including the roof and electrical equipment.
- After 40 years, a school building begins rapid deterioration.
- After 60 years most schools are abandoned.
- Average age of schools in Michigan = 46 years

- National Center for Educational Statistics



# ANCHOR BAY CONSTRUCTION HISTORY

Three Generations of Anchor Bay Residents  
Better the Education of our Students



- 1950 Lighthouse
- ASHLEY 1956
- 1960 NALDRETT
- NORTH 1967
- 1972 LOTTIE
- SUGARBUSH 1975
- 1977 SOUTH

- AQUATIC CENTER, GREAT OAKS + MACONCE 1998
- 1999 EARLY CHILDHOOD
- HS + MACDONALD 2001
- 2004 TRANSPORTATION

**OUR GENERATION 2022**



ANCHOR BAY

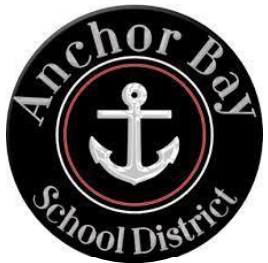
# Anchor Bay School District Sites





# Classroom Size Comparison

Building	Approximate Dimensions	Square Footage
Ashley Elementary	28'-6" x 26'	741 sq. ft. ←
Great Oaks Elementary	31' x 34' (minus corner restroom)	970 sq. ft.
Lighthouse Elementary	West-Wing 26' x 29' East-Wing 29' x 32'-8" North-Wing 28'-4" x 27'-8" (originally designed as MS classrooms)	754 sq. ft. ← 926 sq. ft. 784 sq. ft. ←
Lottie Elementary	23'-4" x 32'-8"	762 sq. ft. ←
Maconce Elementary	31' x 34' (minus corner restroom)	970 sq. ft.
Naldrett Elementary	28'-3" x 26'	735 sq. ft. ←





# Proposal Brings Balance to Class Sizes

	K	1	2	3	4	5
<b>Ashley</b>	65	51	67	61	62	78
<b>Teachers</b>	3	2	3	3	3	3
<b>Average</b>	21.7	25.5	22.3	20.3	20.7	26.0
<b>Lighthouse</b>	64	70	62	67	74	60
<b>Teachers</b>	3	3	3	3	3	3
<b>Average</b>	21.3	23.3	20.7	22.3	24.7	20.0
<b>Combined</b>	129	121	129	128	136	138
<b>Current</b>	6	5	6	6	6	6
<b>Proposed</b>	21.5	24.2	21.5	21.3	22.7	23.0



# CROSSROADS

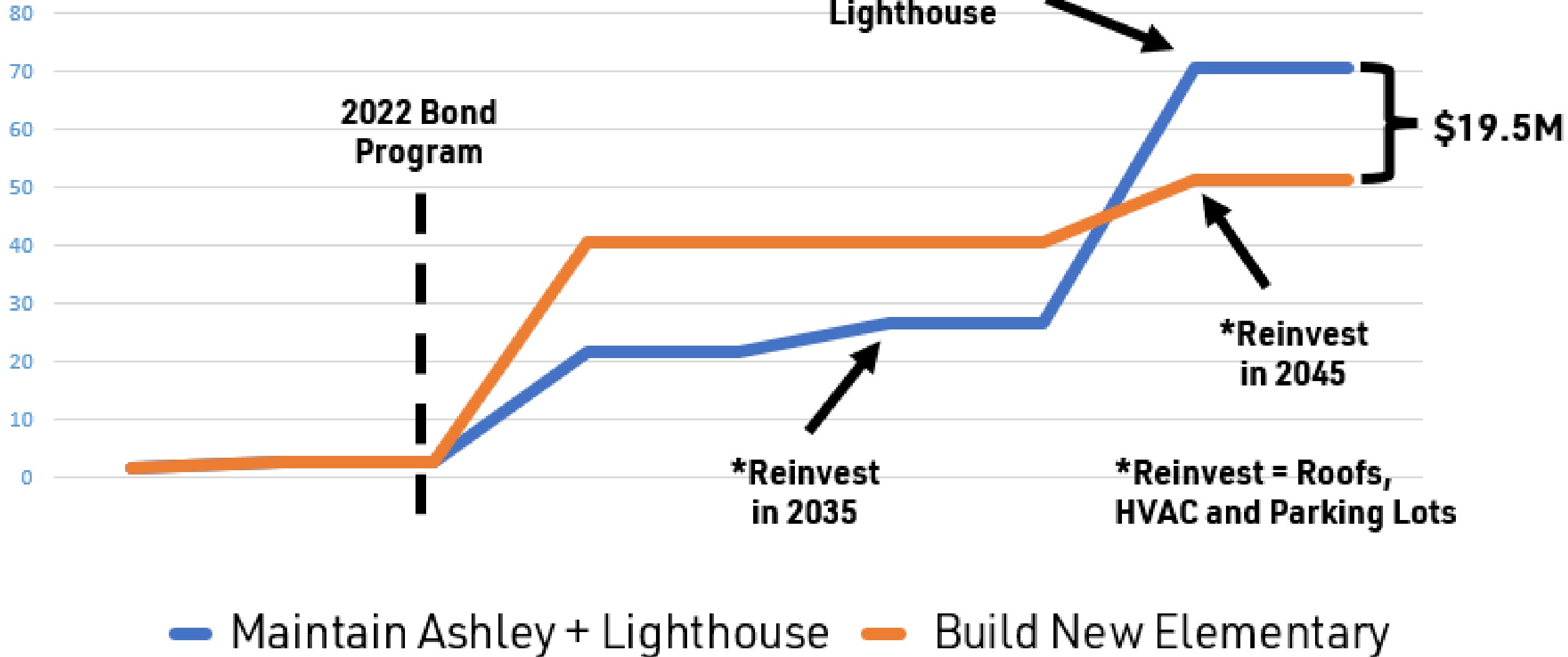
The Future of Our Elementary Schools

- 1) Address Facility Needs by Updating Current Facilities; Remain in Current Footprint
- 2) Update Facilities by Reconfiguring the Current Building Structure to Expand Educational Opportunities

**2** PATHS, **1** CHOICE, A **20** YEAR IMPACT ON  
OUR ELEMENTARY SCHOOLS

# CROSSROADS

Ashley + Lighthouse Example





# CURRENT CONFIGURATION



**High School**



**Middle School North**



**Middle School South**



**Lighthouse**



**Ashley**



**Great Oaks**



**Maconce**



**Lottie**

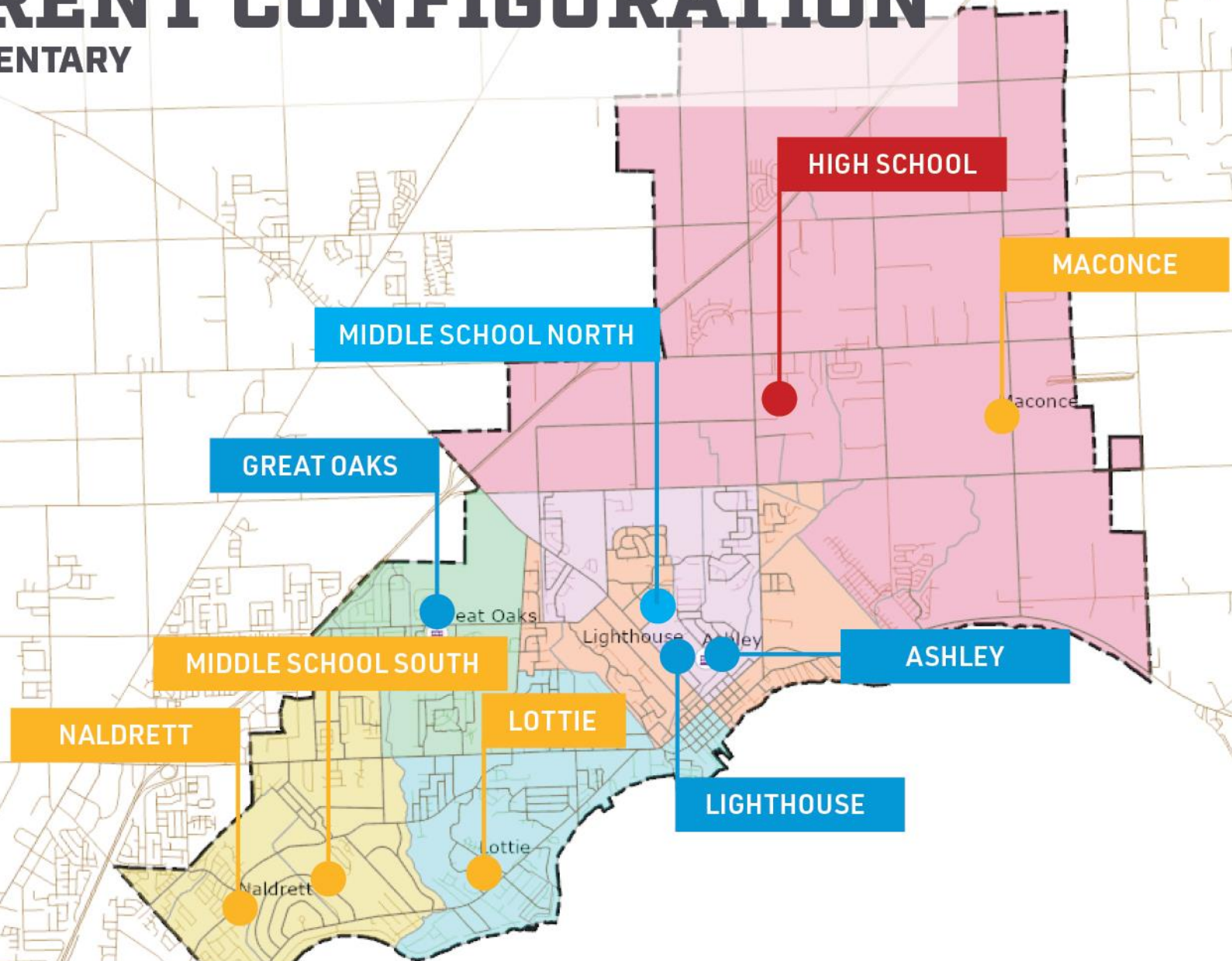


**Naldrett**



# CURRENT CONFIGURATION

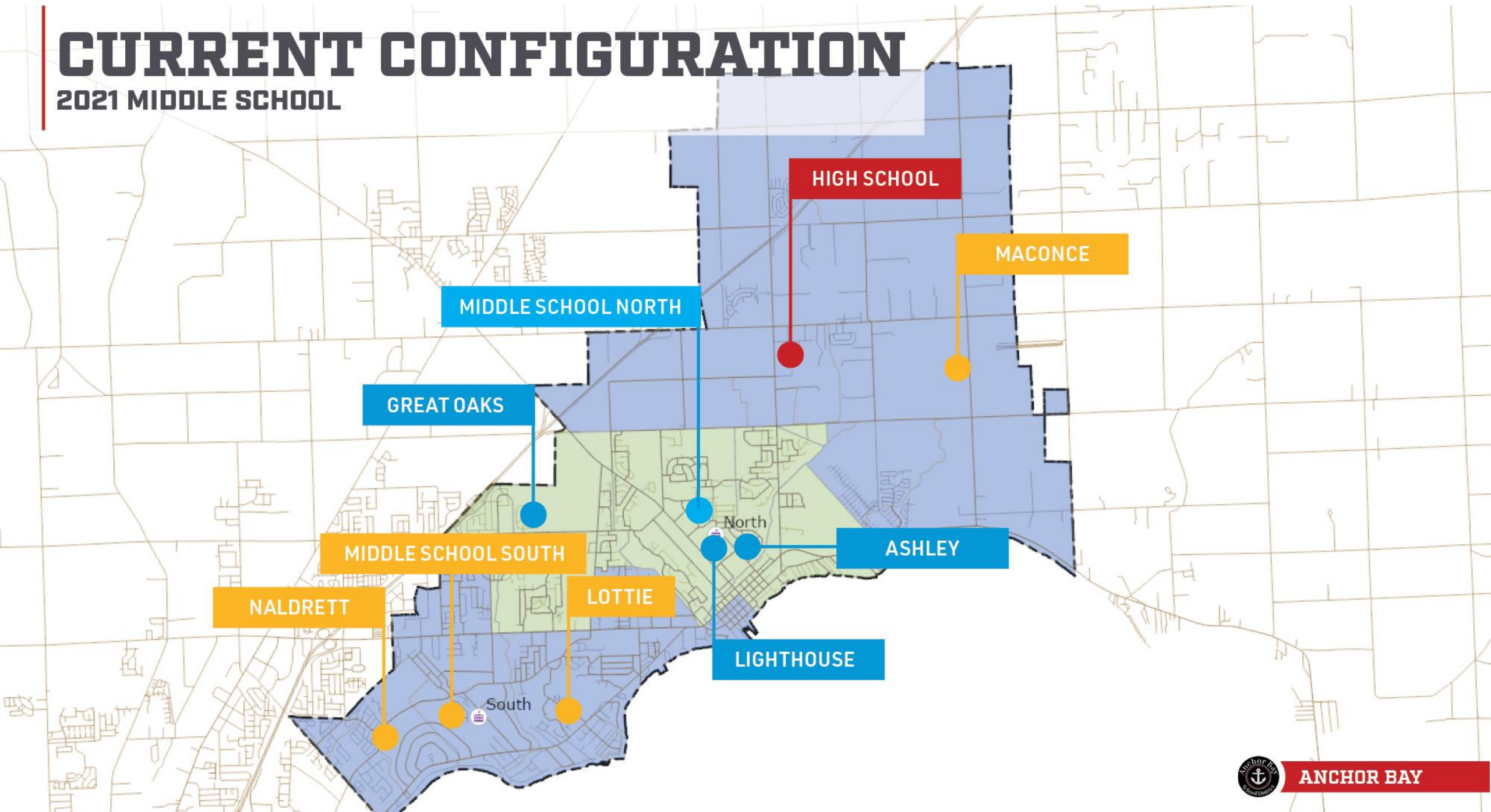
2021 ELEMENTARY



ANCHOR BAY

# CURRENT CONFIGURATION

## 2021 MIDDLE SCHOOL





# KEY CONCEPTS

- ✓ Combine Ashley + Lighthouse at Ashley
- ✓ Combine Lottie + Naldrett at Naldrett
- ✓ Align Facilities Geographically



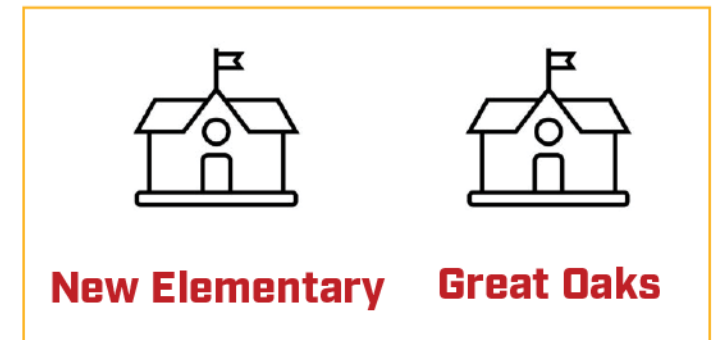
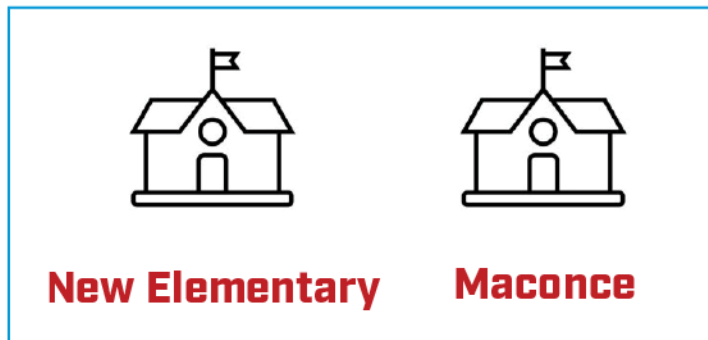
**High School**



**Middle School North**

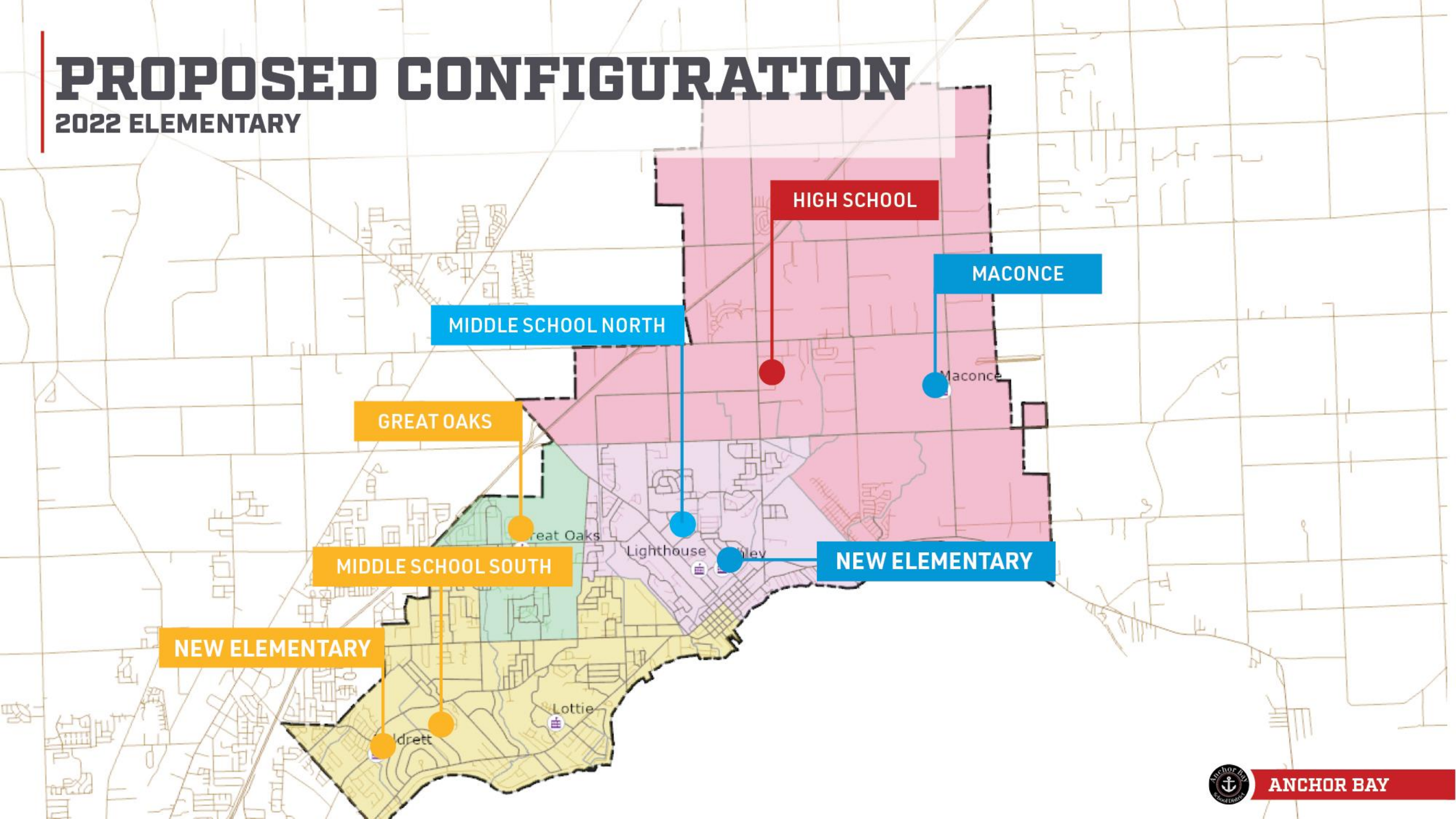


**Middle School South**



# PROPOSED CONFIGURATION

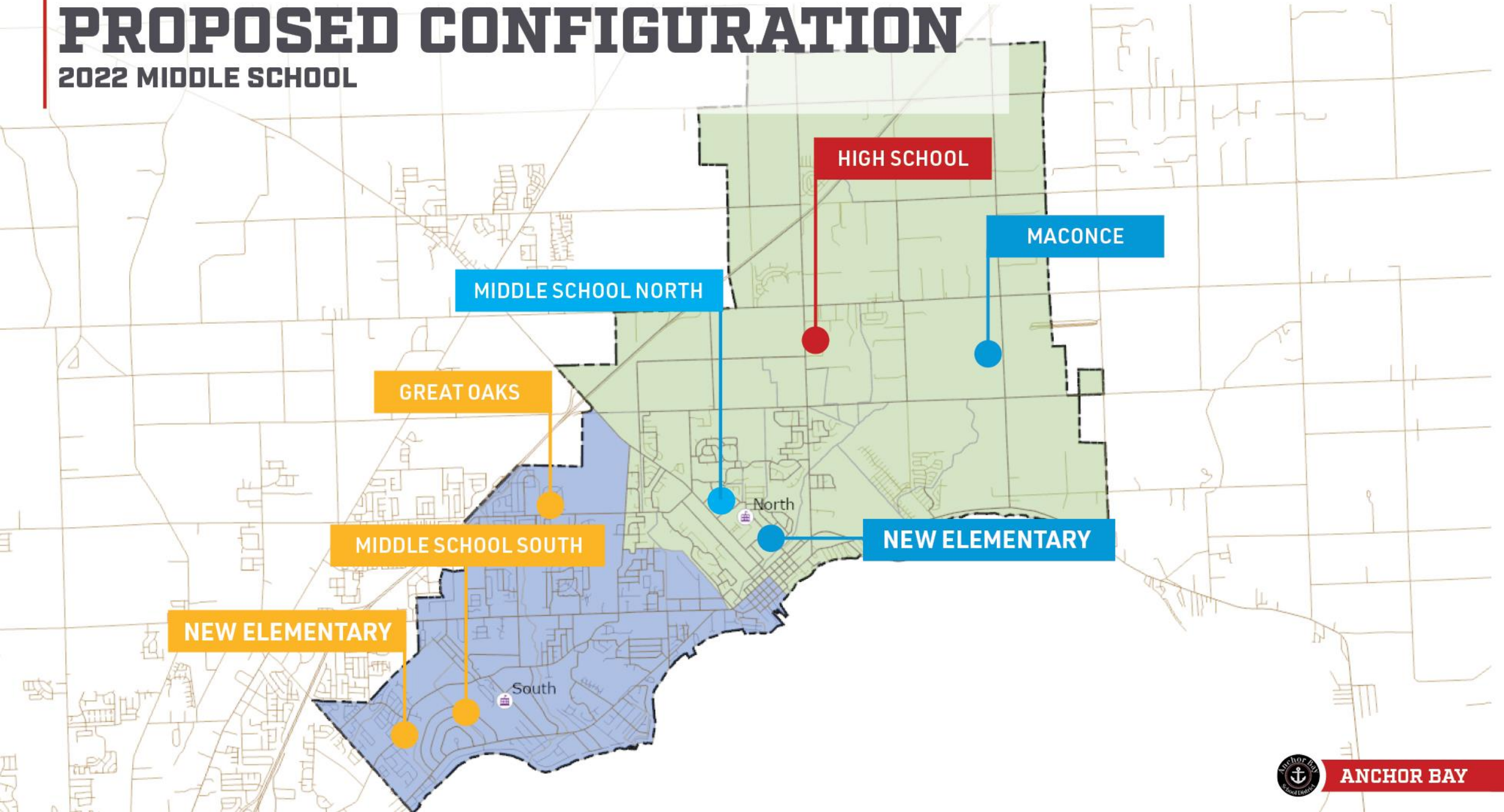
2022 ELEMENTARY



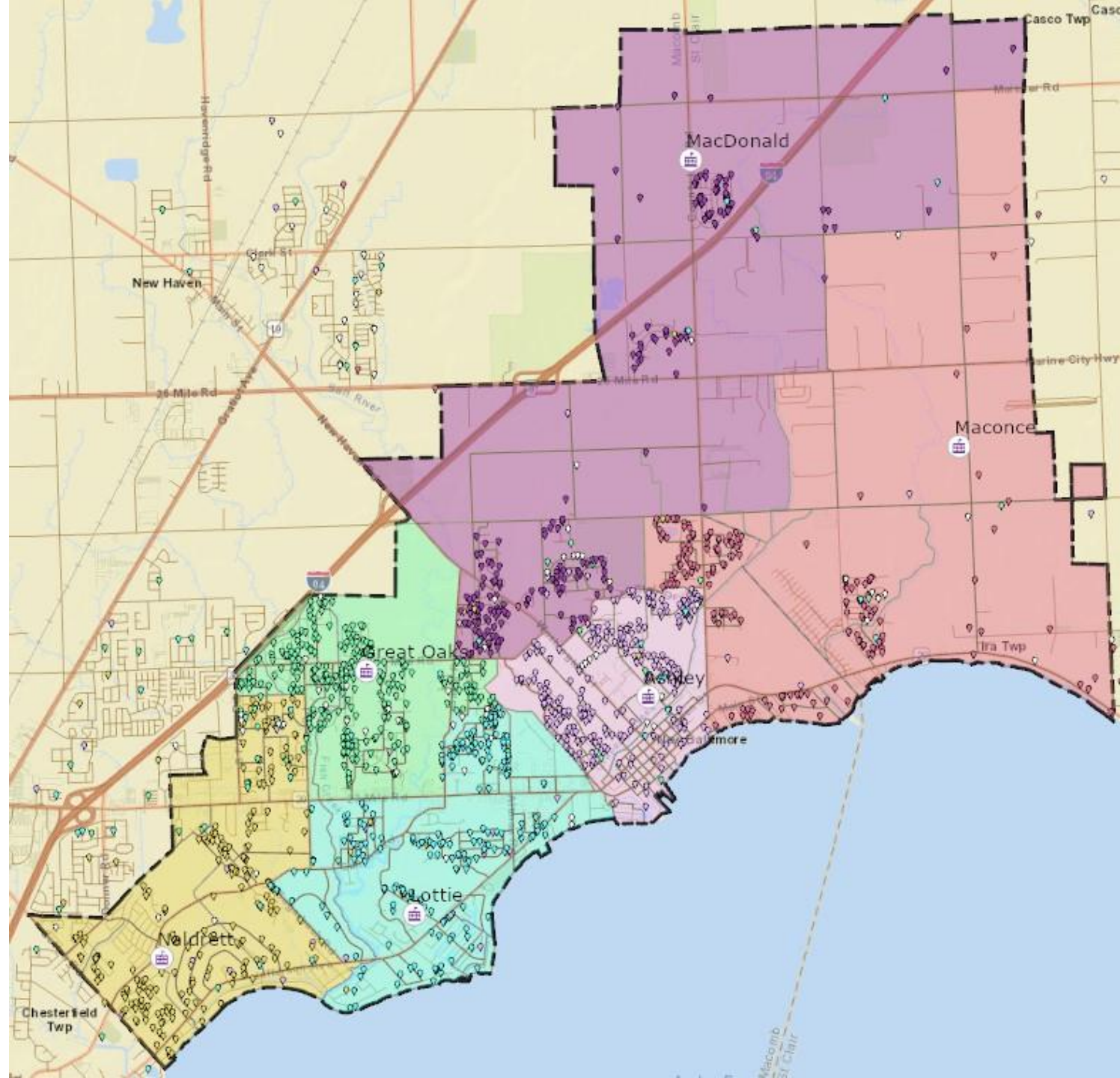
ANCHOR BAY

# PROPOSED CONFIGURATION

## 2022 MIDDLE SCHOOL







# ADDITIONAL EFFECTS

- ✓ **New Early Childhood Center at Lighthouse**
- ✓ **Administration Remains at MacDonald**
- ✓ **Sugarbush Remains Re-Purposed**
- ✓ **Reevaluate/Re-Purpose Early Childhood Center**





# ELEMENTARY SCHOOL RECONFIGURATION

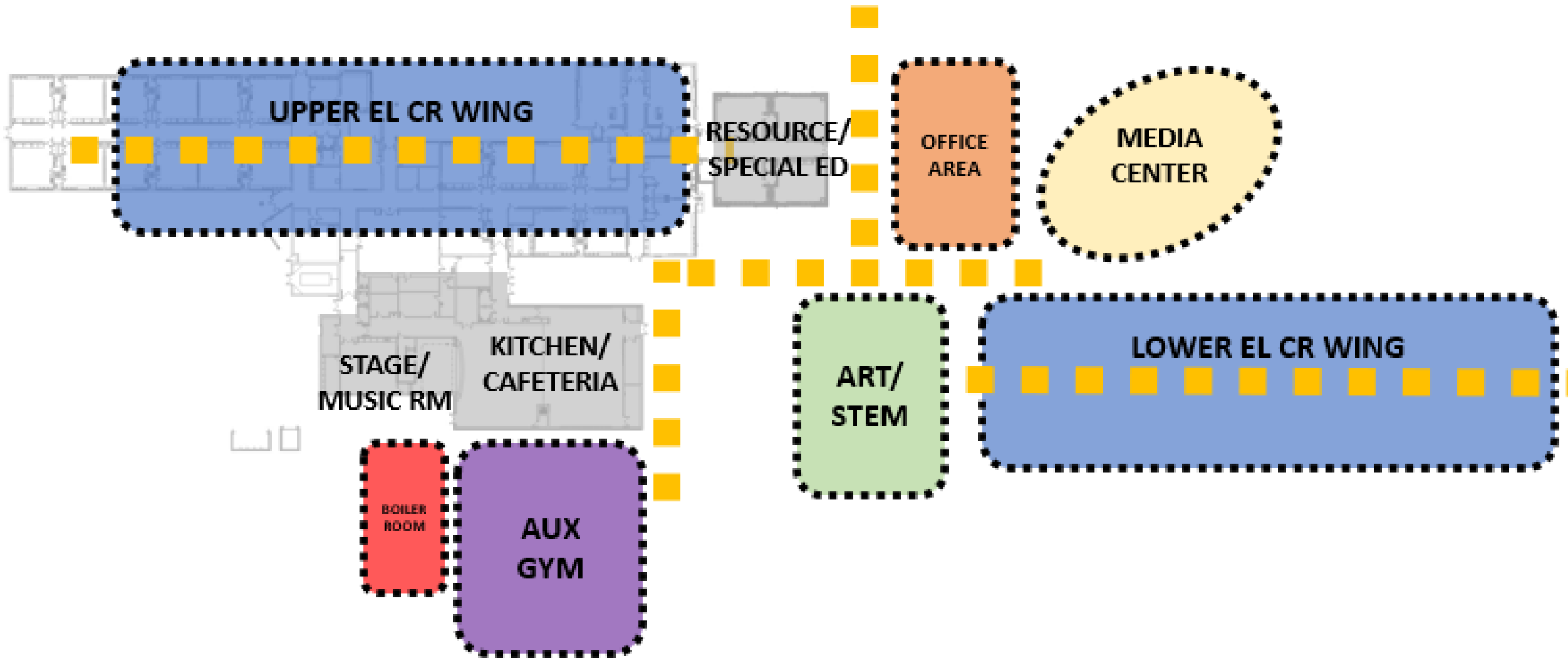
TRANSFORM ELEMENTARY FACILITIES TO MEET THE DEMANDS  
OF A NEW GENERATION OF ANCHOR BAY LEARNERS



ANCHOR BAY



# ASHLEY ELEMENTARY

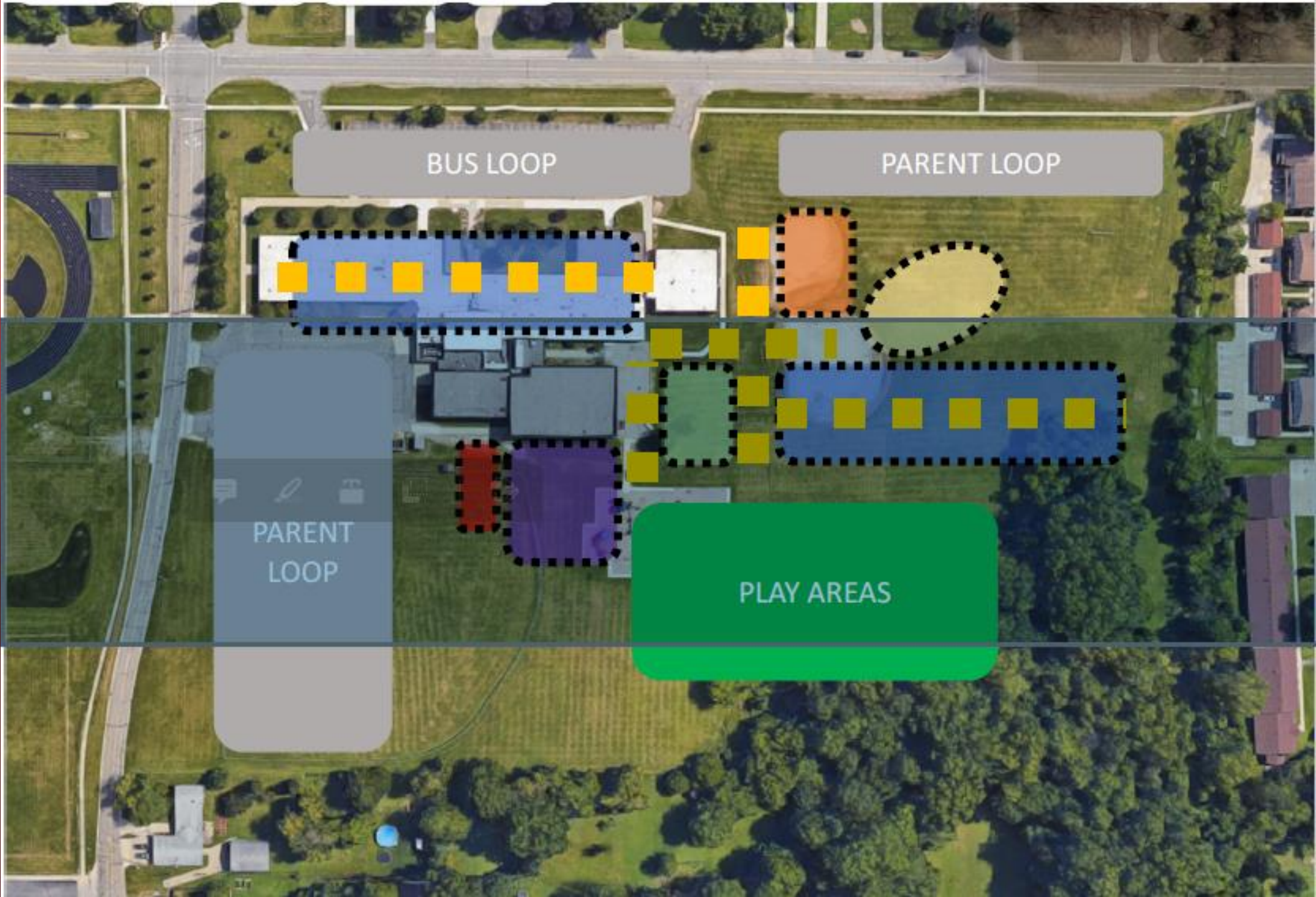


# ASHLEY SITE PLAN



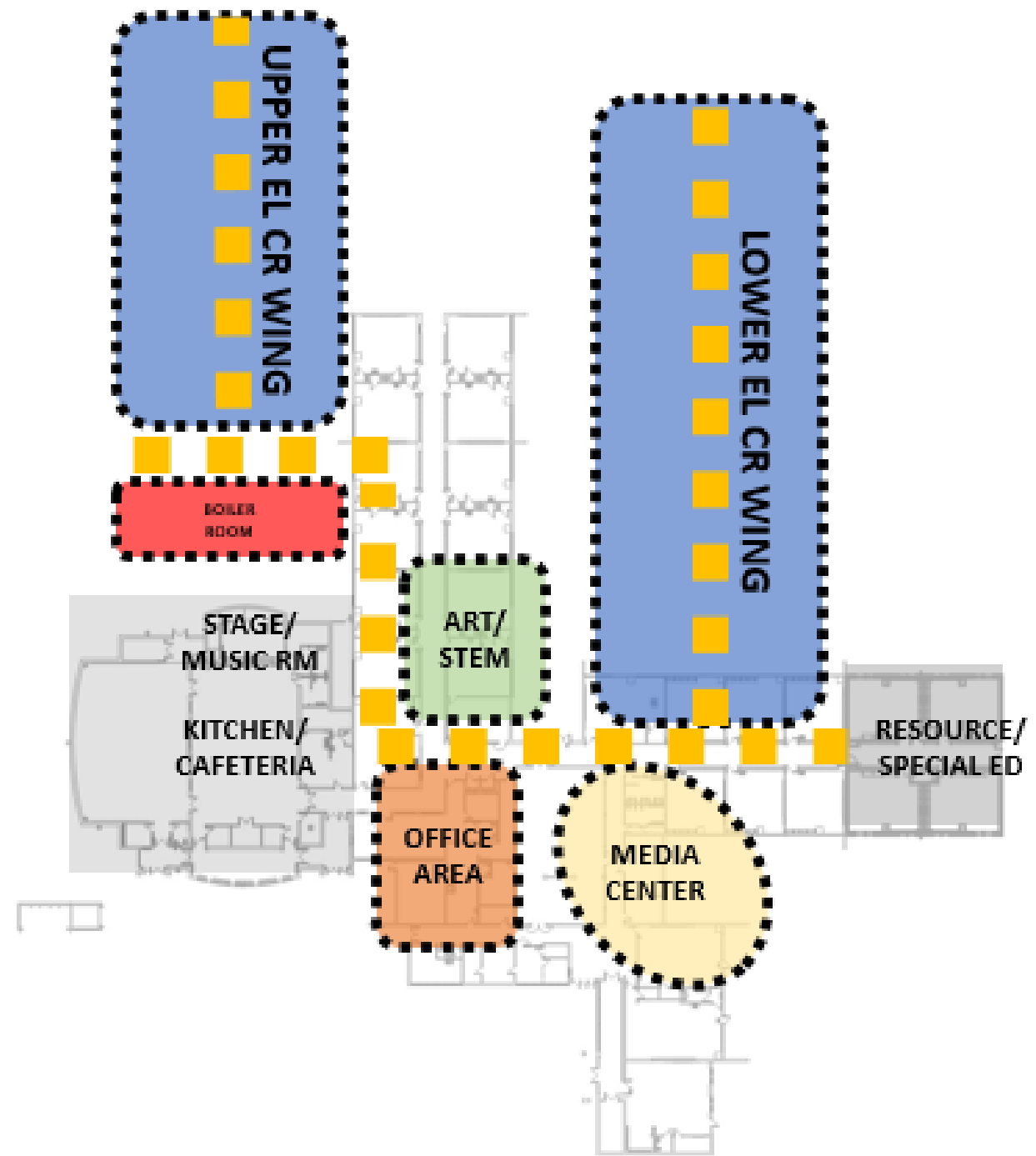


# ASHLEY SITE PLAN





# NALDRETT ELEMENTARY



# WALDRETT SITE PLAN



PLAY  
AREAS

UPPER EL

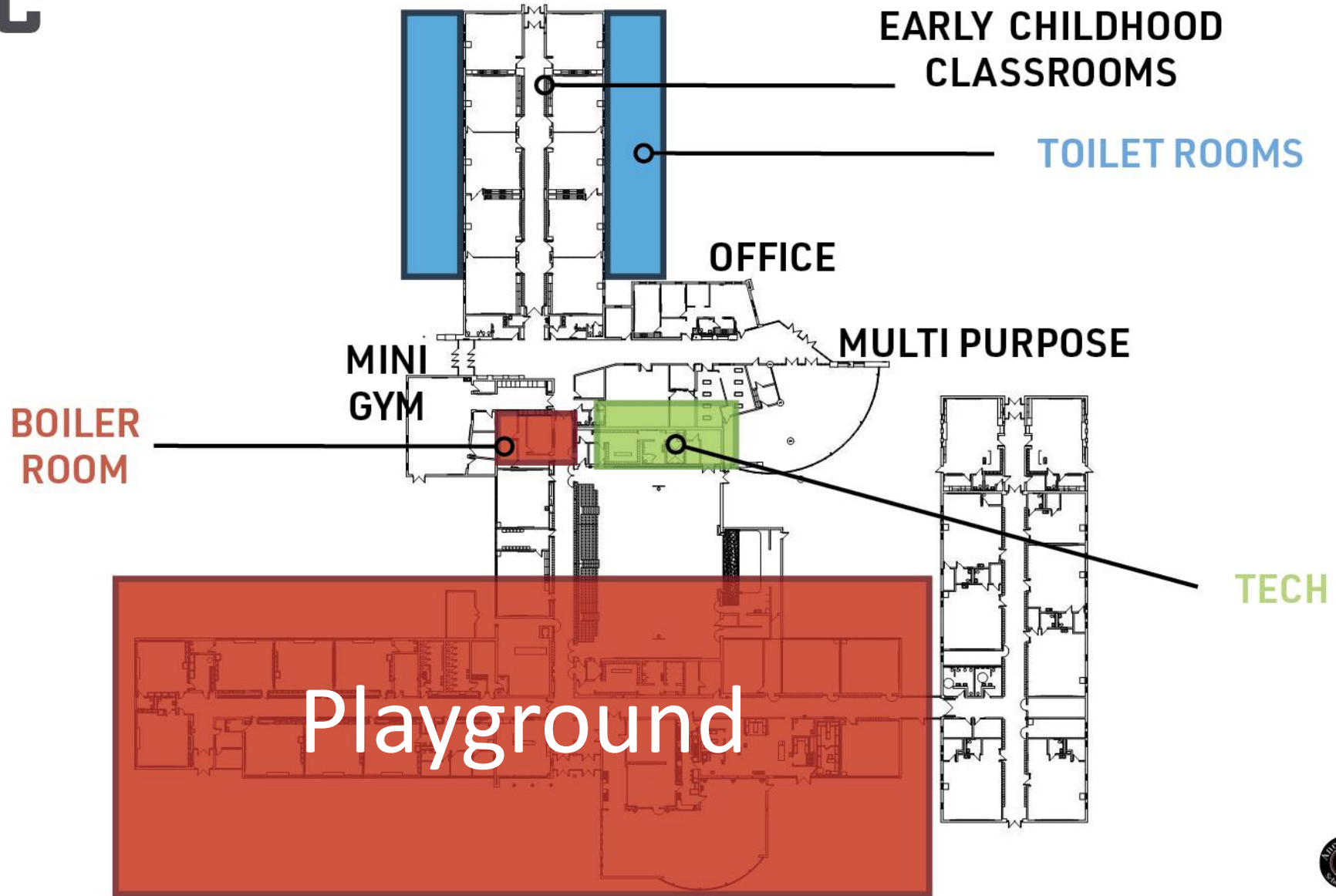
LOWER EL

BUS  
LOOP

PARENT LOOP



# CONVERT LIGHTHOUSE TO ECC





# OPERATIONAL GOALS



## **Reduce Average Age of Facility**

- District's oldest facilities from 1955 and 1957 are replaced
- Average age of facility decreases from 49 years old to 9 years old



## **Reduce District Square Footage**

- Reduces District square footage by over 90,000SF



## **Efficiently Balances District Student Population**

- Corrects facility use imbalance and creates equitable student distribution at middle school level



# OPERATIONAL GOALS

- ✔ **Correct Geographical Concerns**
  - Puts Anchor Bay families closer to their school and reduces transportation time
- ✔ **Lower Operational Costs**
  - Lowers operational cost by \$2 million annually
- ✔ **Utilize Key Existing Investments**
  - Over 83,000 square feet of past bond square footage saved. Over 20% of new facilities will utilize existing square footage



# FACILITY IMPROVEMENTS

UPGRADE KEY FACILITY REQUIREMENTS



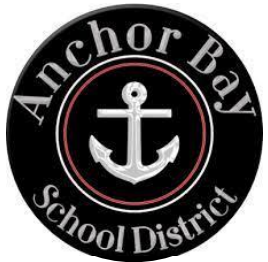
ANCHOR BAY





# Big Stone School House

Complete Structural Improvements and Update  
HVAC Systems



# FACILITY IMPROVEMENTS



**PURCHASE BAND  
EQUIPMENT**



**INTERIOR AND EXTERIOR  
ATHLETIC IMPROVEMENTS**



**AUDITORIUM  
UPGRADES**



**INTERIOR AND EXTERIOR  
ARTS IMPROVEMENTS**



**SECURE ENTRY  
IMPROVEMENTS**



**TOILET ROOM  
UPGRADES**



**PLAYGROUND  
UPGRADES**



**FURNITURE REPLACEMENT**





# Athletics

- HS Turf Field
- HS Track
- HS Tennis Court Resurface
- Football Scoreboard and Sound
- North Concessions Remodel
- MS South Tennis Courts resurface



**Bond 2017 – \$3.3 million**





**Band Instruments**

**Instrument Storage**

**Marching Band Tower**

**Band Storage**

**Additional Parking**

**Anchor Bay High School**

**Bleachers Upgrades**

**Possible Team Room**

**Improved Access**

**Refinish Gym Floor**

**Upgrade Scoreboard**

**Replace Gym Equipment**

**Upgrade Auditorium AV and Lighting**

**Arts + Athletic  
Improvements**



# Other Athletic Updates

- Aux Gym at New Ashley Site
- Aquatic Center Updates
- Updated storage facilities at MSS & MSN
- Additional projects depending on contingencies
  - Visiting Team area at HS
  - Separate Visitor entrance to football field
  - Press box Updates at HS & MSN

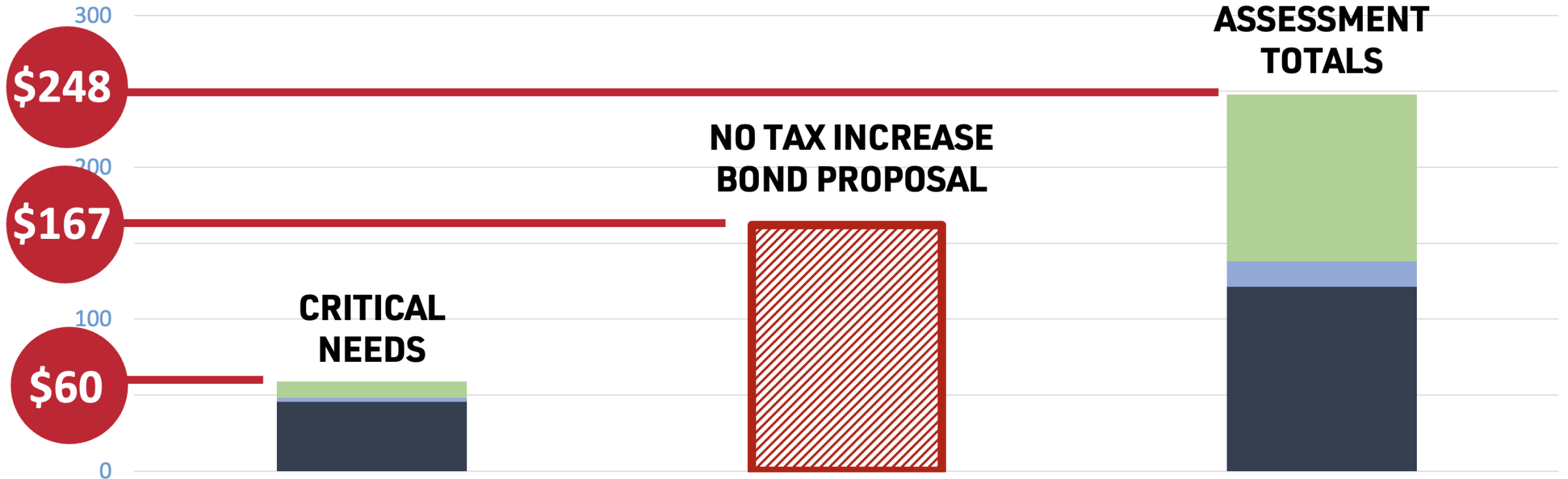




# COST SUMMARY



# COST SUMMARY + PRIORITIZATION



- No Tax Increase Bond Proposal
- Academic Needs
- Facility Improvement
- Infrastructure

# WHAT'S NEXT?



**PROJECT  
KICK-OFF**

**BOARD OF  
EDUCATION  
UPDATE**

**BOARD OF  
EDUCATION  
UPDATE**

**BOARD OF  
EDUCATION  
UPDATE**

**RECOMMENDATION  
TO THE  
BOARD**

**PHASE 1**

**PHASE 2**

**PHASE 3**

**PHASE 4**

**DECEMBER**

**Infrastructure  
Assessment**

**FEBRUARY**

**Academic and  
Facility  
Improvements**

**MARCH**

**Community Focus  
Panels + Staff  
Surveys**

**APRIL**

**Program  
Development**

**MAY**



**ANCHOR BAY**



# BOND PROGRAM PROJECT TIMELINE

2023 2024 2025 2026 2027 2028 2029 2030 2031

High School

New Ashley Elementary

Maconce Elementary

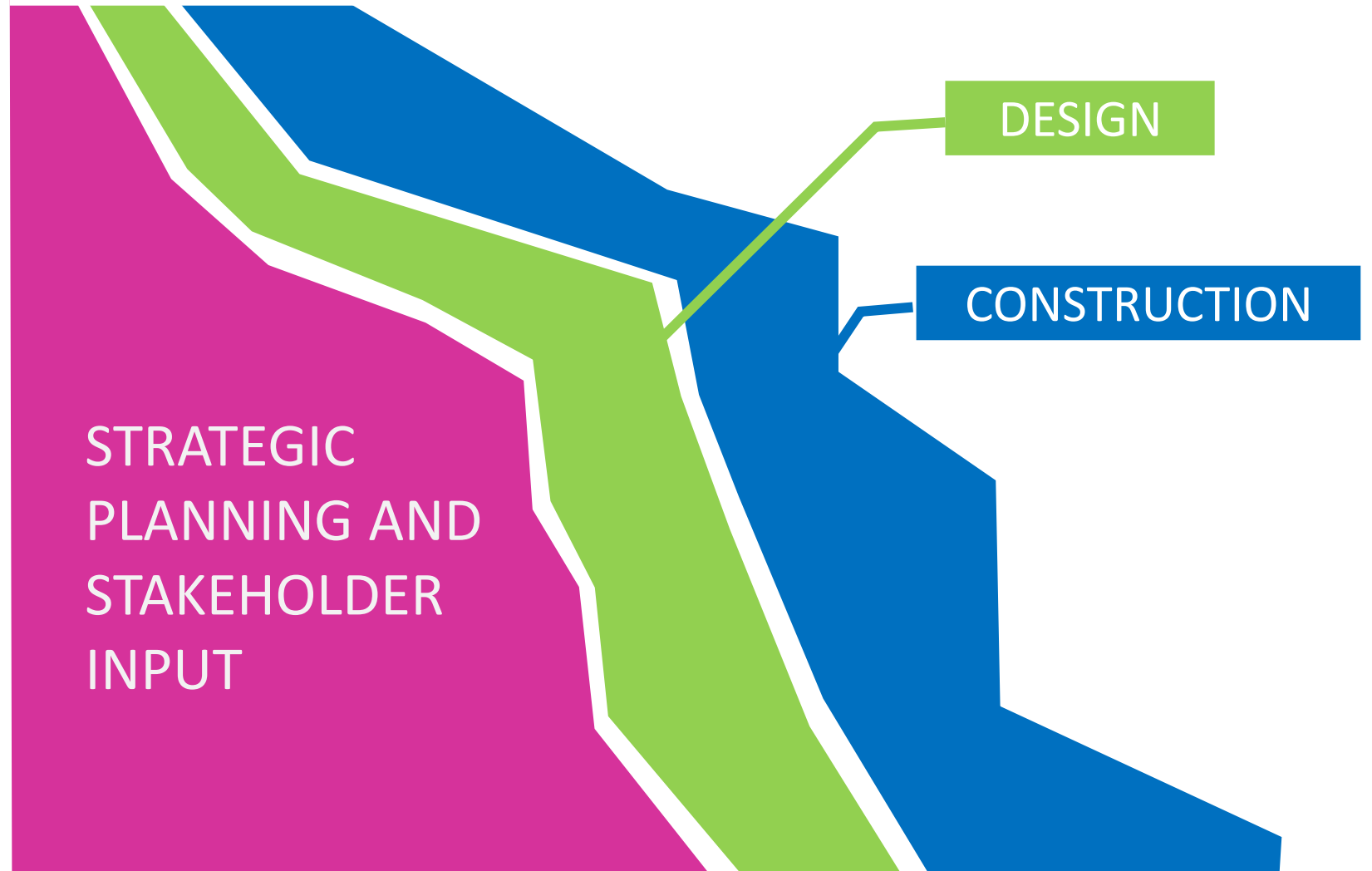
Great Oaks Elementary

Lighthouse Early Childhood

Middle School North

Middle School South

New Naldrett Elementary



# Questions?



**ANCHOR BAY**