



# GOAL III

School Board Presentation

May 12, 2008

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# Goal III:

Operate with Fiscal Responsibility,  
Integrity, and Effectiveness



# Key Strategic Components of Goal III

- Governance - August 25
- Financial - May 12 and August 11
- Management and Administrative Systems - May 12
- Facilities - June 23



# FWCS Support SYSTEMS

- System – a collection of parts or sub systems that work together to accomplish the overall aim of the organization.
- Systems have inputs, processes, outputs, and outcomes that are interdependent.
- If one part is removed or changed, the entire nature of the system is changed.

# Featured Strategic Objectives

- Annually ensure all human and financial resources are effectively, efficiently, and equitably directed
- Ensure a cohesive leadership system to implement district goals
- Ensure human resource best practices are implemented
- Deliver safe and efficient transportation
- Provide effective technology systems

# Deliver Safe and Efficient Transportation

- Safely
- On time
- Ready to learn



# Deliver Students Safely

- 25,000 students ride our buses each year, about 19,500 on any single day
- 240 buses- 1,060 routes each day
- About 3.5 million miles

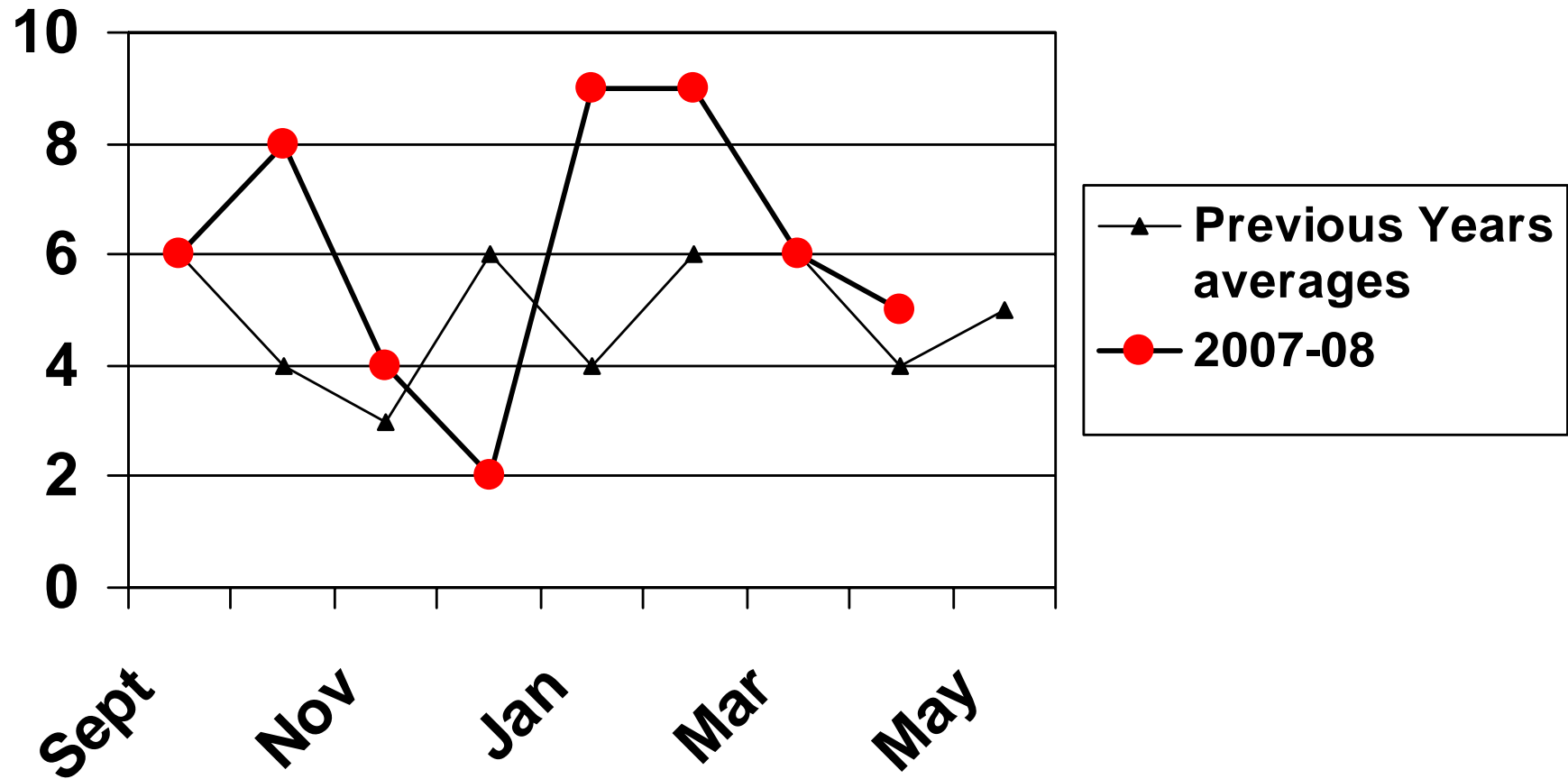


# Pro active measure include:

- Safety reminders to drivers each day
- Mandatory annual 6 hours of driver training
- Annual 3 hour Safety meeting
- Review bus stops to achieve the safest possible location
  - Students don't cross major streets to catch a bus
  - Kindergarten students and some special needs students are picked up at their doorstep
  - Buses on a preventive maintenance schedule
  - Annual safety inspection



# Accidents by Month



# Deliver Safe and Efficient Transportation

- Safely
- On time
- Ready to learn



# On Time:

- Buses run a minimum of 4 routes per day
- That's about 1,060 routes
- Many issues delay buses
  - Weather
  - Equipment failure
  - Heavy traffic
  - Splitting routes
  - New and substitute drivers
  - Trains



# Our tool box– Late Bus Page



**Shawnee Middle School**  
**1000 E Cook Rd**  
**Fort Wayne, Indiana 46825**  
**(260) 425-7447**  
Principal: Linda Johnson

[Edline Student Information Website](#)

[School Mailbox](#)

[Indiana DOE Statistics](#)

Where can I find ... ?

Thursday, May 8, 2008

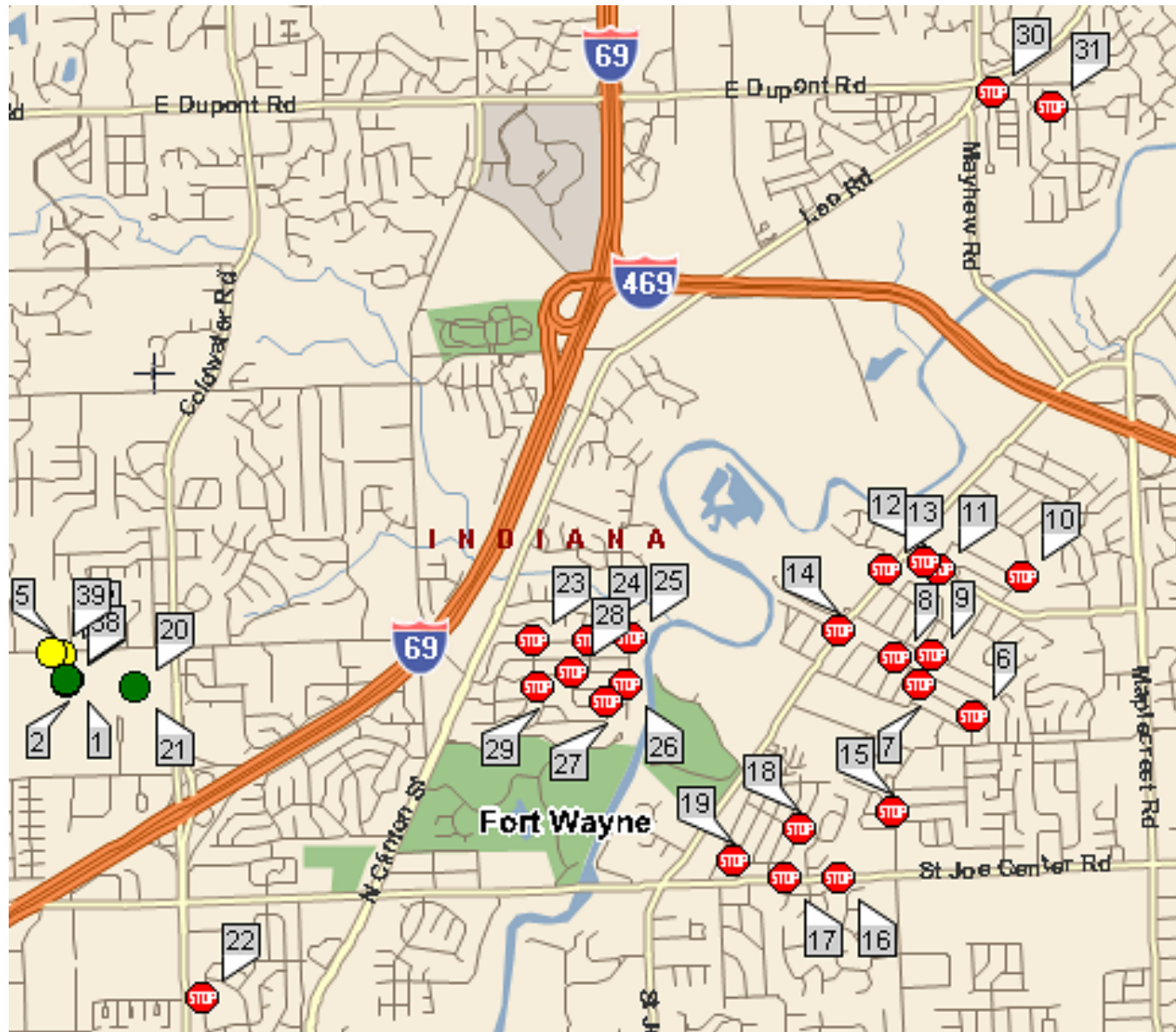
## School and Bus Status Information

Bus	Status	Comment	Last Updated
187 - AM Pickup	15-25 minutes late		May 8 2008 7:17AM

School bus status is updated as often as possible for your convenience, however Fort Wayne Community Schools cannot guarantee complete accuracy in all situations.

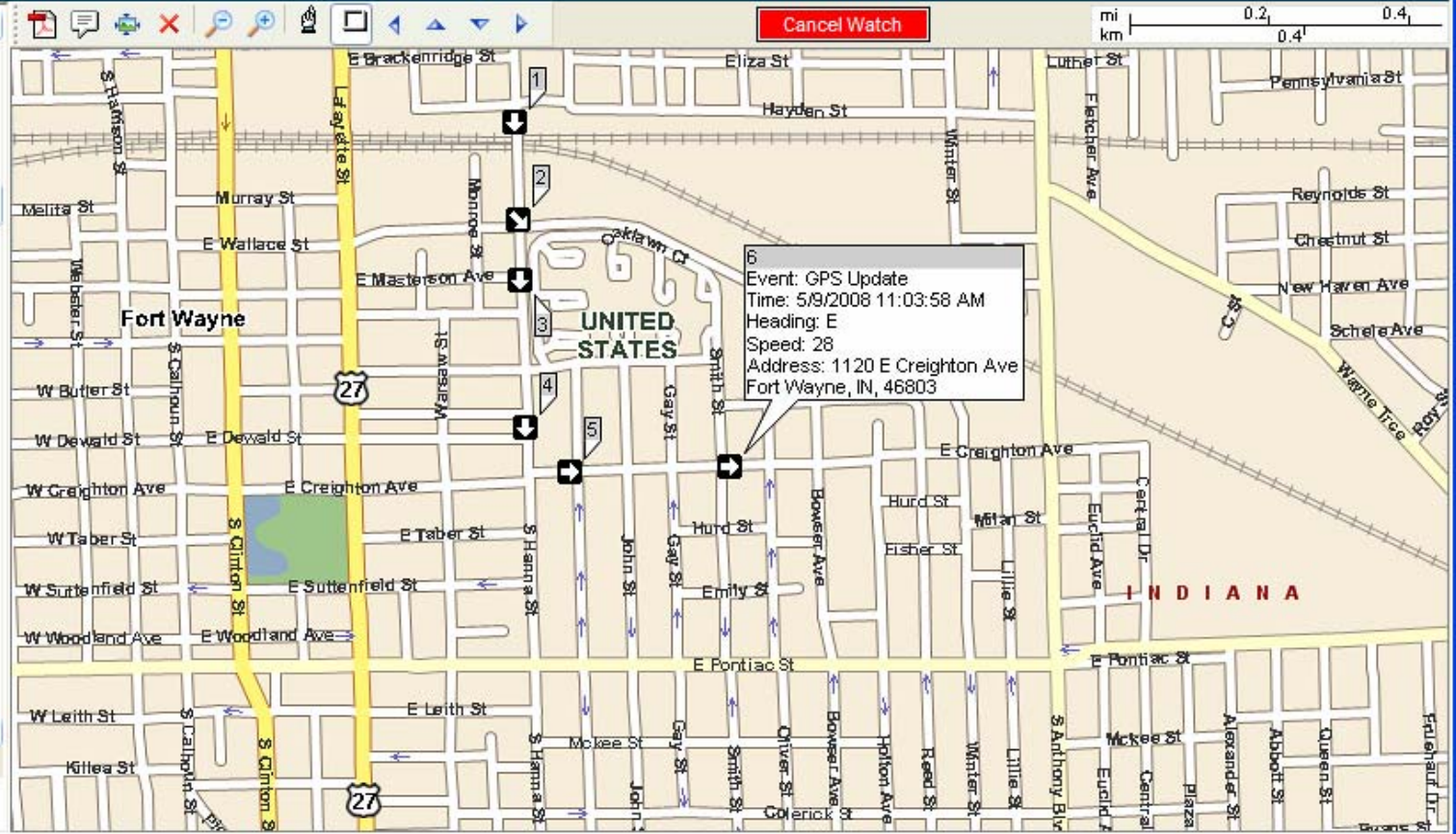
[Close](#)

# Our tool box- GPS





- Bus 063 N
- Bus 064 N
- Bus 065 N
- Bus 066 N
- Bus 067 S
- Bus 068 S
- Bus 069 N
- Bus 070 N
- Bus 071 N
- Bus 072 N**
- Bus 073 N
- Bus 074 S
- Bus 075 N
- Bus 076 N
- Bus 077 N
- Bus 078 N
- Bus 079 N
- Bus 080 S
- Bus 081 N
- Bus 082 N

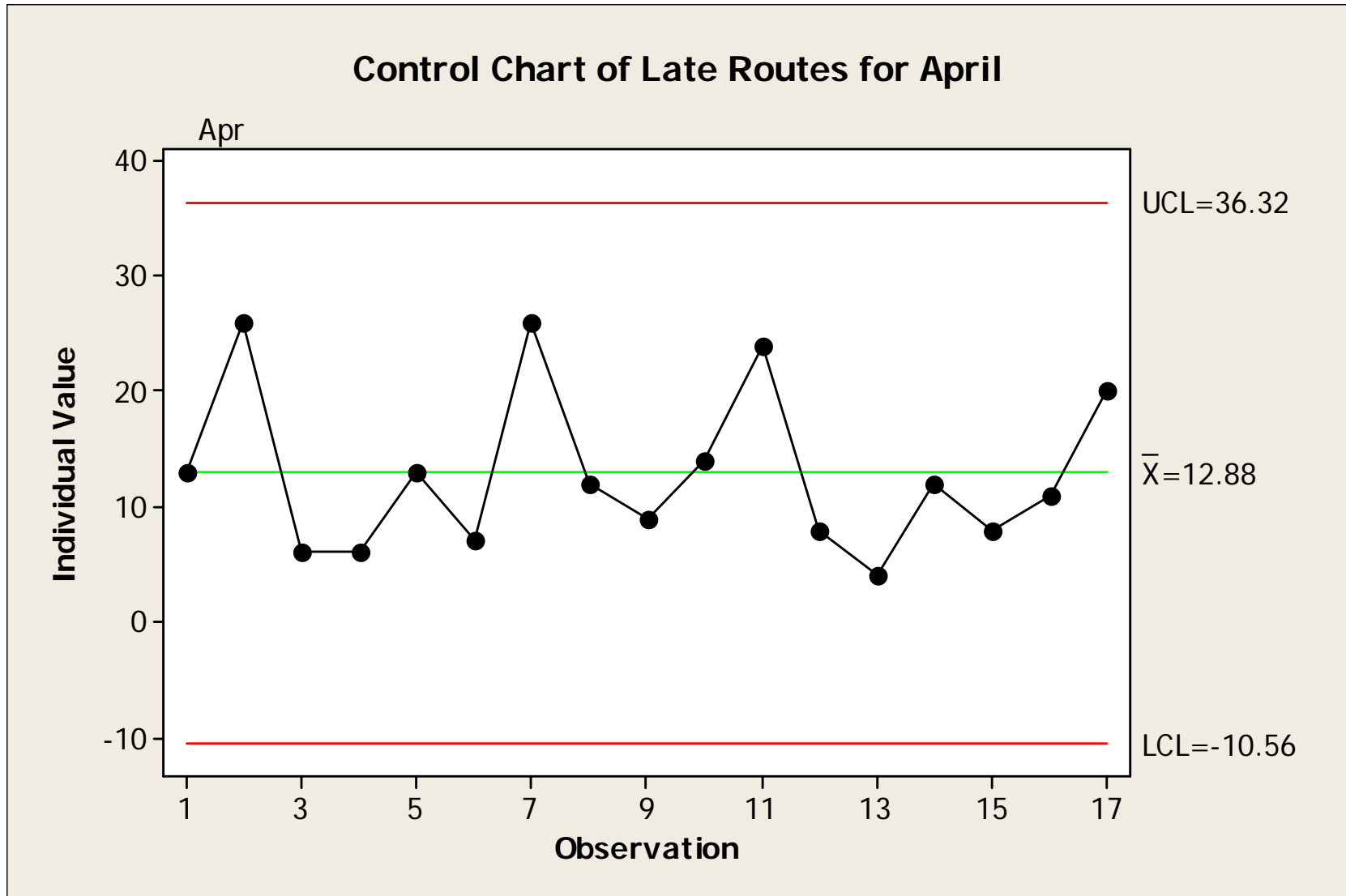


History: 6 records

Alerts

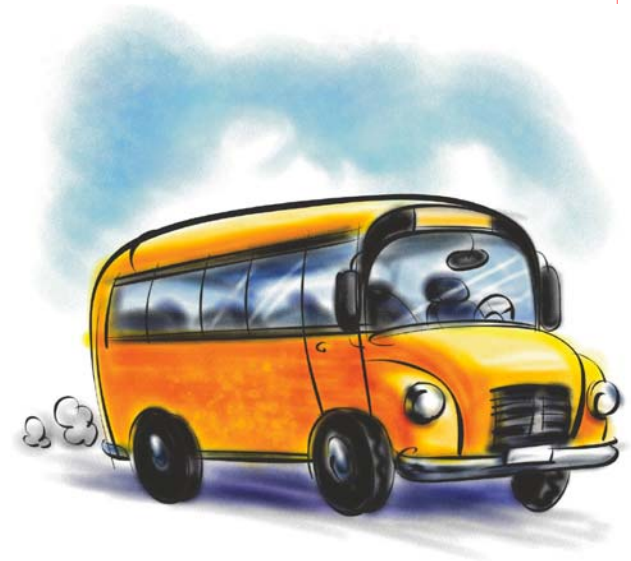
Map ID	Vehicle	Time	Event	Speed	Headi...	Address
6	Bus 072 N	5/9/2008 11:03:58 AM	GPS Update	28	E	1120 E Creighton Ave Fort Wayne, IN, 46803
5	Bus 072 N	5/9/2008 11:03:28 AM	GPS Update	23	F	786 E Creighton Ave Fort Wayne, IN, 46803
4	Bus 072 N	5/9/2008 11:02:58 AM	GPS Update	24	S	2188 S Hanna St Fort Wayne, IN, 46803
3	Bus 072 N	5/9/2008 11:02:28 AM	GPS Update	27	S	1910 S Hanna St Fort Wayne, IN, 46803
2	Bus 072 N	5/9/2008 11:01:58 AM	GPS Update	0	SE	1780 S Hanna St Fort Wayne, IN, 46803
1	Bus 072 N	5/9/2008 11:01:28 AM	GPS Update	29	S	1542 S Hanna St Fort Wayne, IN, 46802

# Control Chart of Late Routes for April



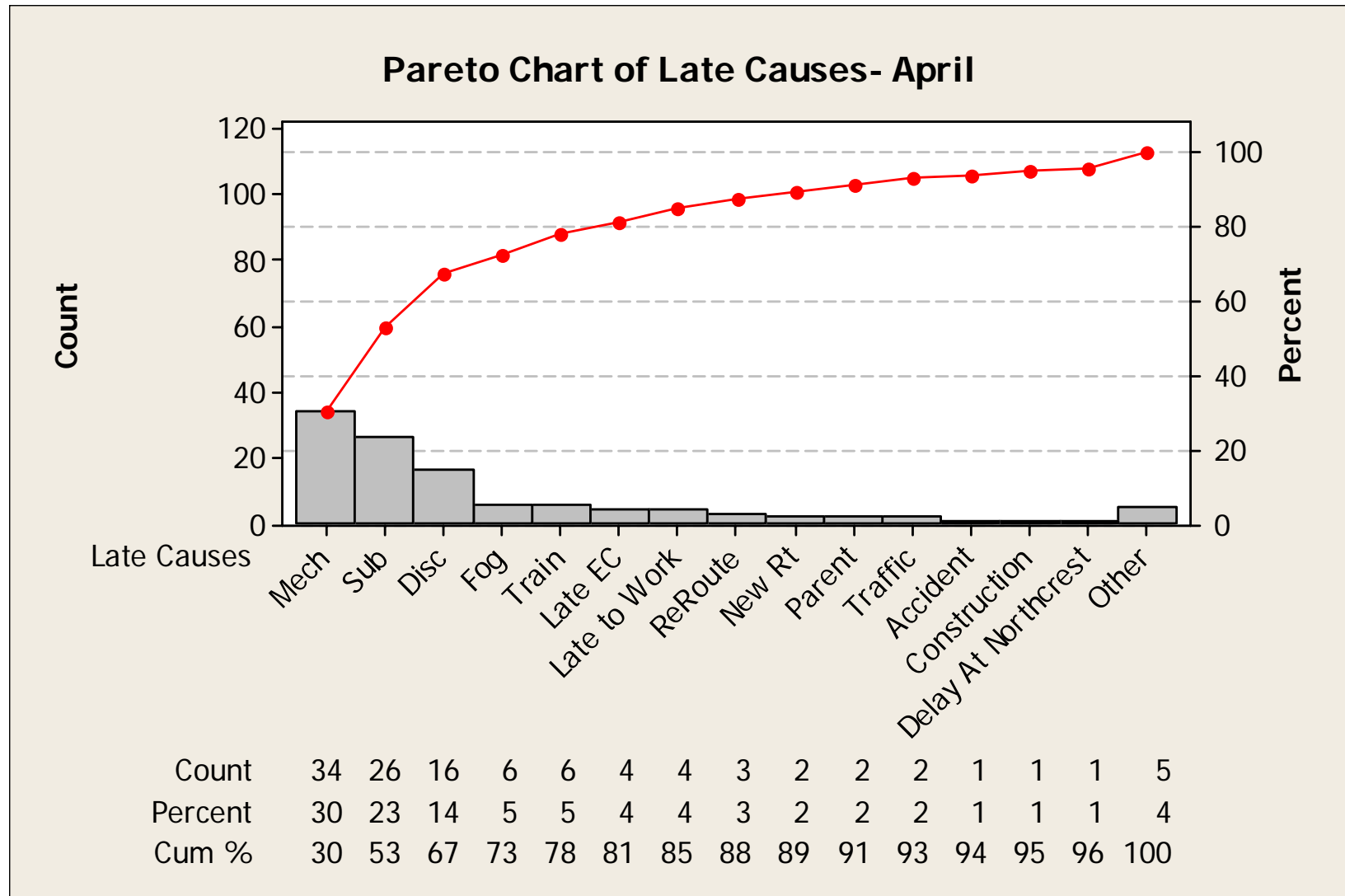
# Making Improvements

- Late routes are tracked on our web page
- Routes that frequently run late are addressed
- Cause of lateness is determined, and corrections made





# Most common causes can be identified



# Deliver Safe and Efficient Transportation

- Safely
- On time
- Ready to learn

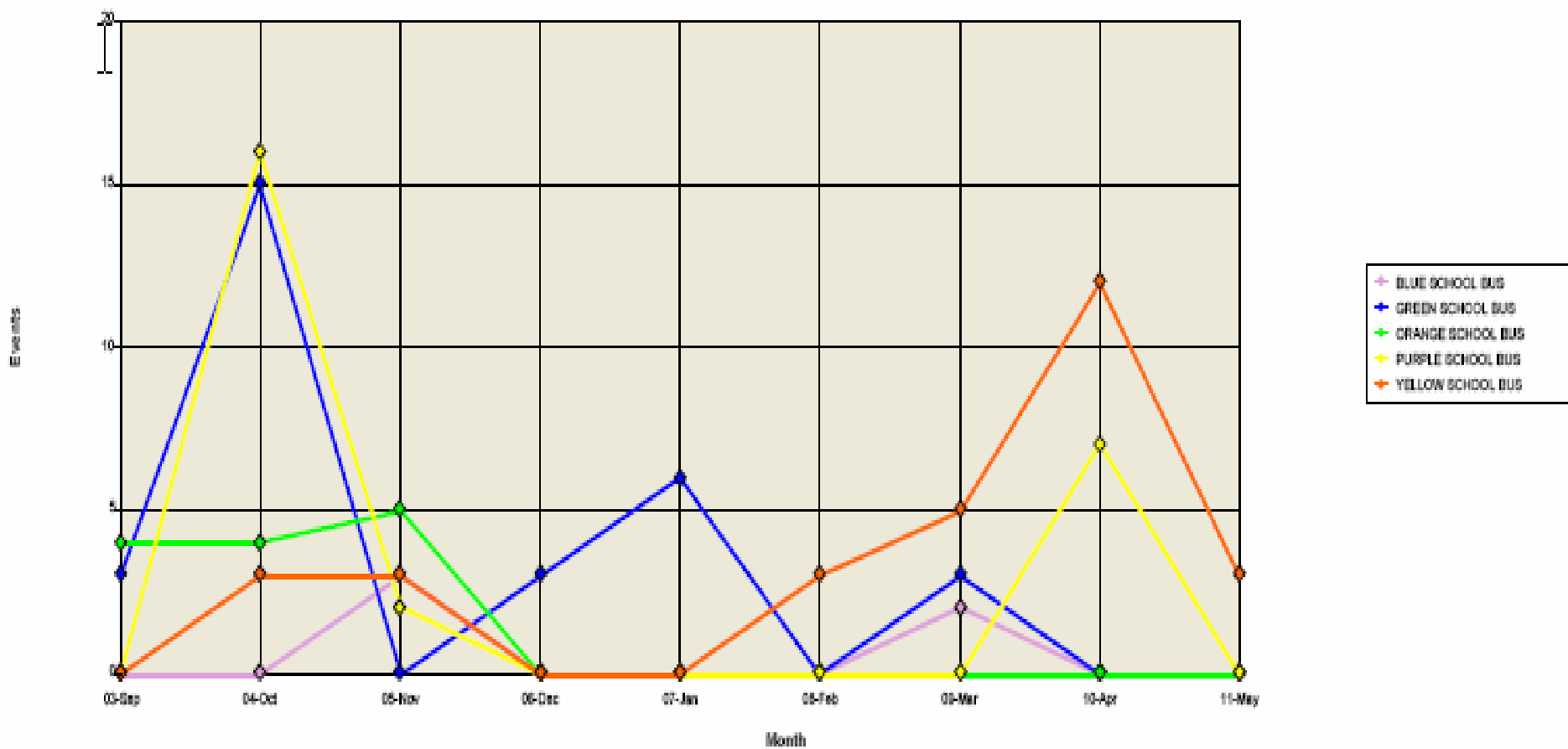


# Ready to Learn

- Student misbehavior can be caused by:
  - Excessively long routes
  - Disputes that are brought onto the bus from the neighborhood or school
  - Lack of supervision/skill

# Principals have Tracking Tools

2007-2008 Discipline\* Events by Month for Franke Park



\* Does not include Attendance violations.

# Data Collection provides Information

- Determinations can be made and corrections implemented
- Additional resource or measures can be taken to improve conditions





# **Provide Effective Technology Systems**

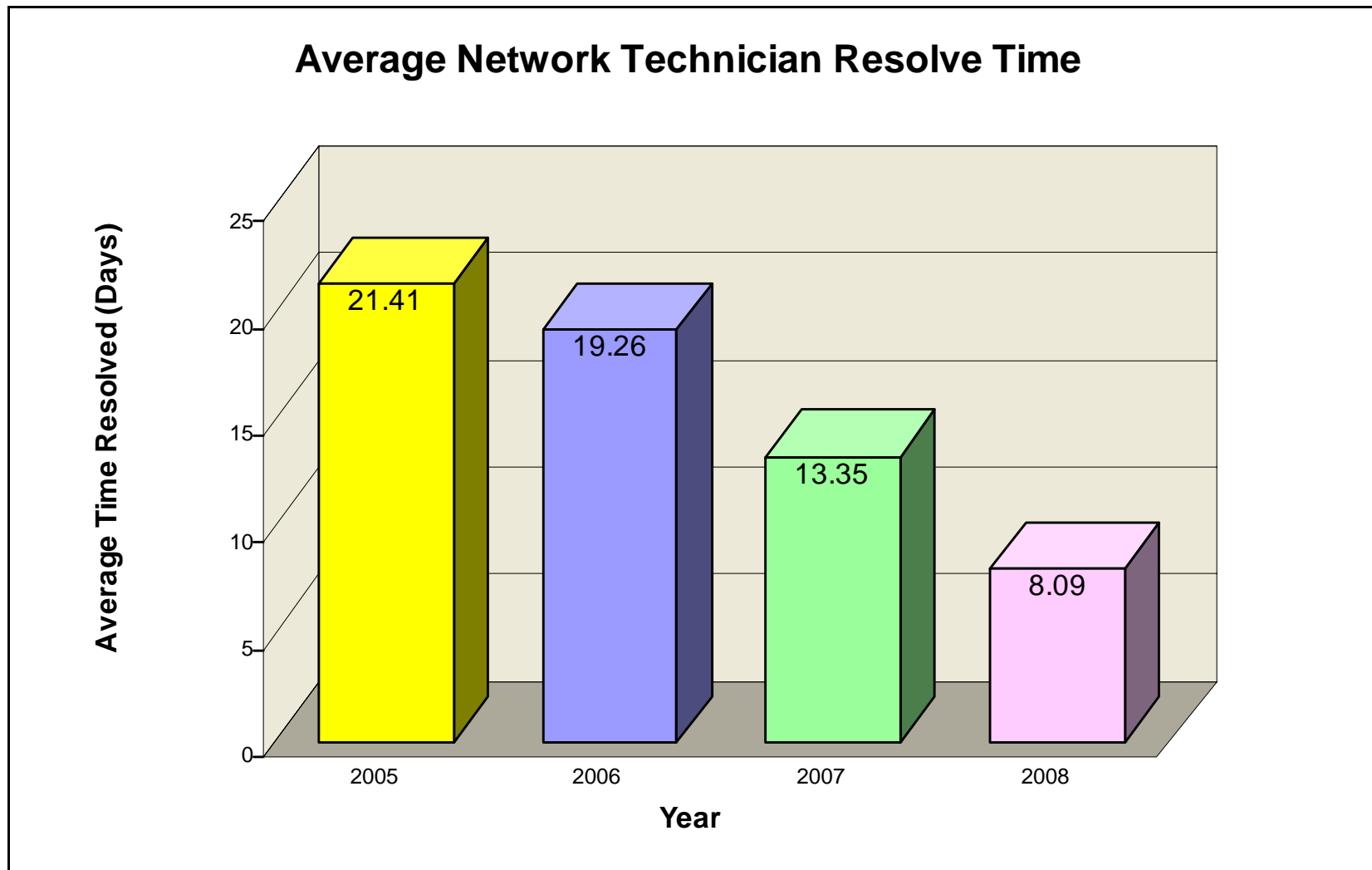
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# Technology at FWCS

- 9,000 computer workstations
- 10,000,000 web requests per day
- Over 300 supported software applications
- 22,500 support calls per year
- 8,000,000 websites blocked per year
- 37,500,000 email messages handled per year
- 99.9% network availability

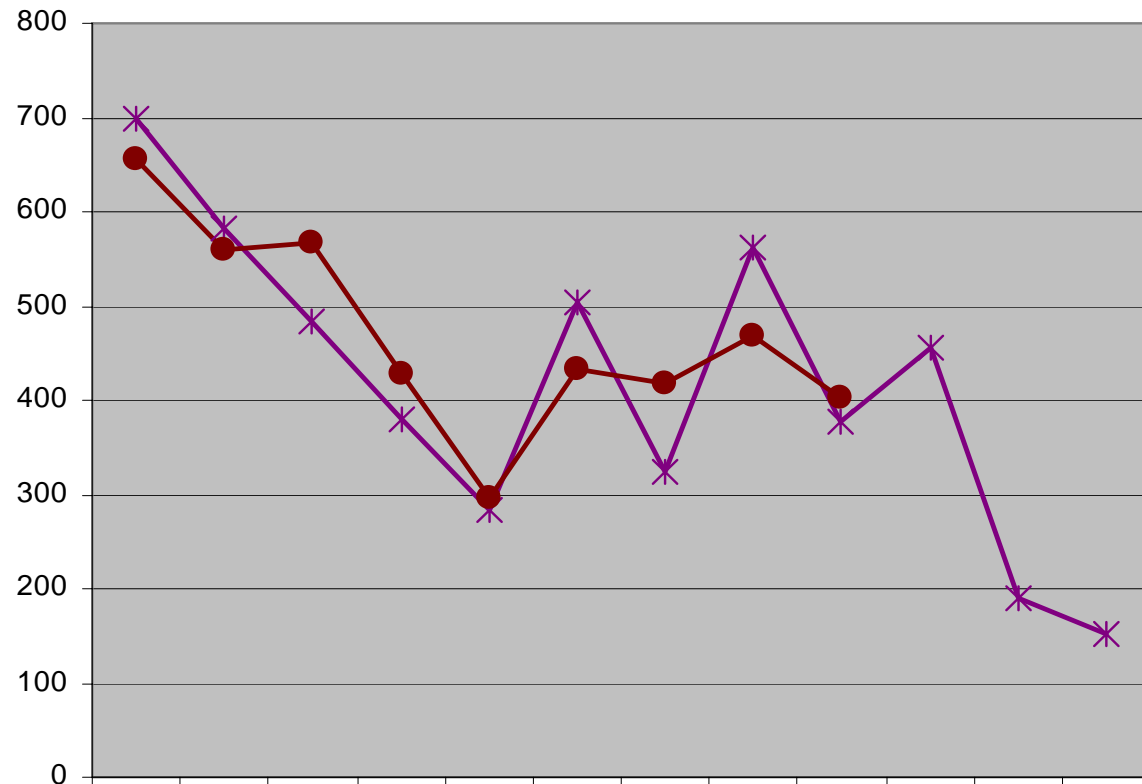
# Faster Problem Resolution





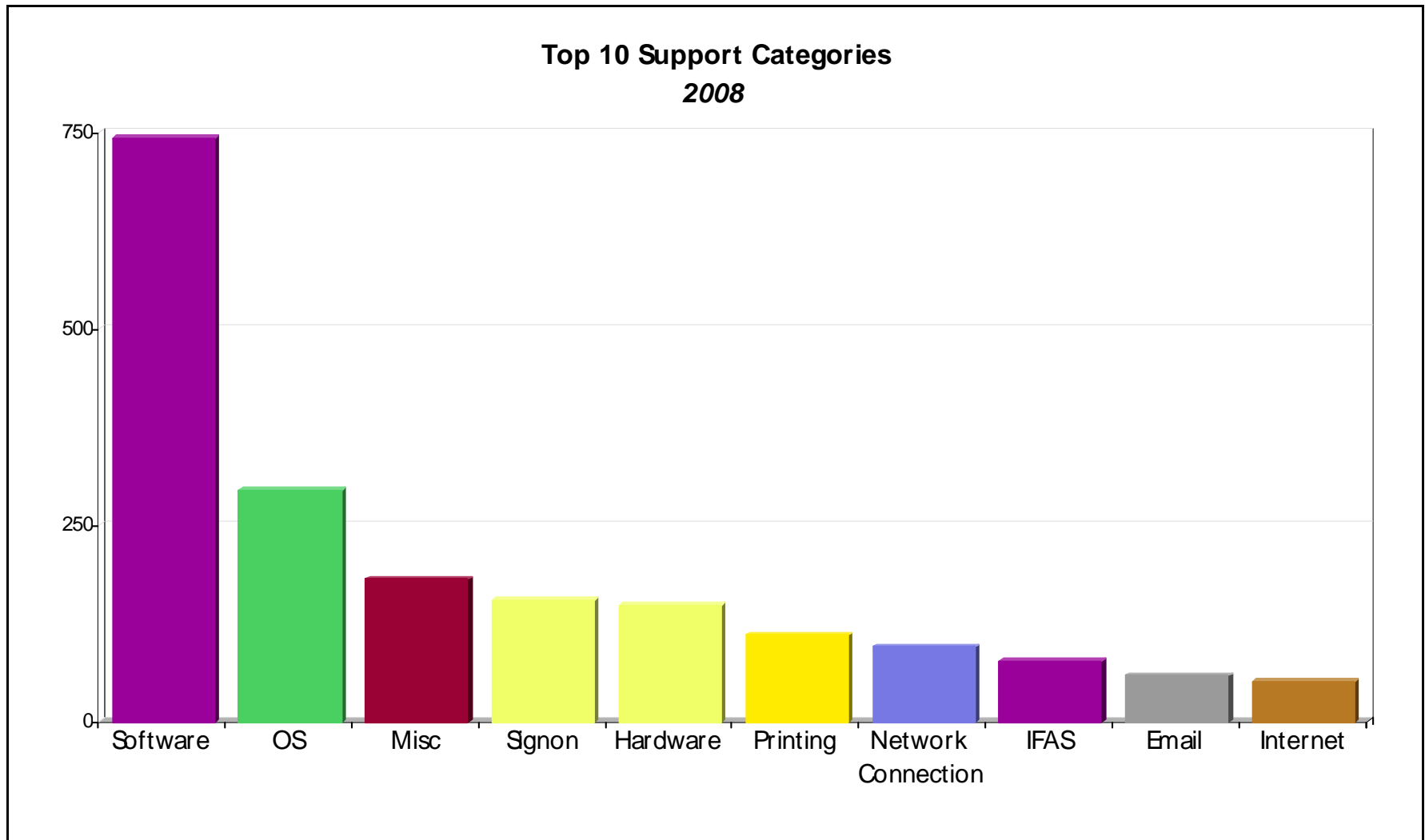
# Phone Support Efficiency

**Calls Requiring On-Site Visits**  
Comparison by Month/ School Year



	Aug	Sep	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul
✱ 06-07 Calls referred to Network Techs	700	582	484	379	284	503	323	563	377	456	191	151
● 07-08 Calls referred to Network Techs	656	560	568	427	295	432	418	468	403			

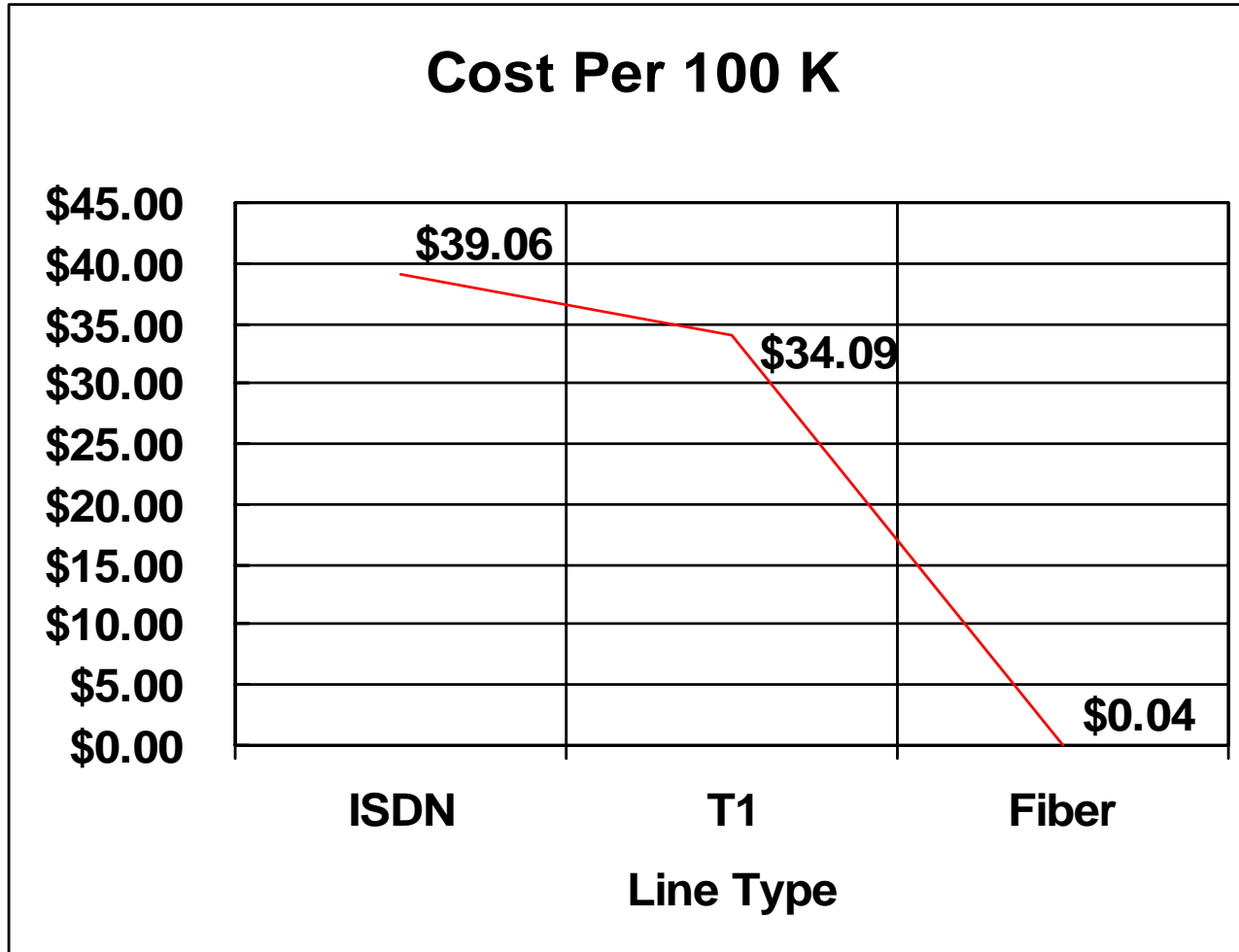
# Support Requests by Subject



# Proactive Measures

- Test software on all supported platforms before deployment.
- Allow installation of software by only qualified technicians.
- Develop standard operating system images.
- Install only FWCS approved software.
- Offer repeated Professional Development sessions on supported software.

# Reduce Connection Costs



# Project Status

## Current System Development Projects:

### Nutri-Kids Upgrade

**Description:**

Upgrade the Food Service Point-of-Sale (POS) and central office software to MS SQL.

3152

**Status:**

Waiting on Nutri-Kids to complete the upgrade.

0 10 20 30 40 50 60 70 80 90 100

### Transportation Mapping Upgrade

**Description:**

Install the new version of Versatran mapping software.

3153

**Status:**

New version is installed. Need to streamline the CIMS Versatrans interface.

0 10 20 30 40 50 60 70 80 90 100

### Transportation Extra-Curricular Route Tracking

**Description:**

Finish the implementation of the new Extra-Curricular tracking system for Transportation.

3171

**Status:**

VersaTrans' extra-curricular trip tracking software was selected to be the replacement for the old system due to its integration with VersaTrans RP. With the completion of the VersTran Mapping upgrade, the system will be installed this summer.

0 10 20 30 40 50 60 70 80 90 100



### Student Profile Enhancements

**Description:**

Add test scores and transcript information to the student profile.

3174

**Status:**

Complete.

0 10 20 30 40 50 60 70 80 90 100

### Data Warehouse SQL Server

**Description:**

Convert the Data Warehouse from a DB2 database to MS SQL.

3175

**Status:**

Complete.

0 10 20 30 40 50 60 70 80 90 100

**Annually ensure all human and financial resources are effectively, efficiently and equitably directed.**

- FWCS Audit Processes -

# Types of Audits

- **Internal Audits**
  - By Bonnie Fairfield, Internal Auditor
  - Primarily school extracurricular accounts
- **External Audits**
  - By State Board of Accounts
  - School extracurricular accounts
  - District funds
  - Federal Funds

# Internal Audit

- **School Internal Audit schedule**
  - When new treasurer hired
  - When new principal hired
  - Per AA request
  - High schools every year
  - Other schools on 2 year rotation
    - Follow-up on past internal and external audit findings



# Internal Audit

- **Extracurricular items audited**
  - According to the State Board of Accounts *“Accounting and Compliance Guidelines Manual for Extra-Curricular Accounts”*
  - According to FWCS policies and procedures
- **Corporation items audited**
  - Health insurance enrollment

# Internal Audit

- **Other services provided to schools**
  - Treasurer hiring assistance
  - Treasurer quarterly training
  - State Board of Accounts assistance
  - Assist in balancing accounts
  - Guidance in handling transactions in the most proper and efficient way
  - Issues written guidelines
- **Assists other districts by participating in statewide workshops**

# External Audit

- **State Board of Accounts**
  - Fiscal year audits July 1 to June 30
  - Cover a two year period
  - Most recent as of June 30, 2008
  - Audit
    - School extracurricular accounts
    - Corporation books
  - Management's Discussion and Analysis (MDA)

# Testimonials

- Bonnie gave us easy-to-follow recommendations for even more accountability.
- After our internal audit we have no issues passing the state's requirements.
- By having an internal audit, I feel I am better prepared for the State Audit.
- The most useful aspect of the audit is the professional development offered to the principal and treasurer.
- Bonnie makes the accounting of extracurricular funds understandable, manageable, and stress free.

**Annually ensure all human and financial resources are effectively, efficiently and equitably directed.**

- FWCS Audit Processes -

# **Ensure human resource best practices are implemented.**

- FWCS Human Resources Systems -



# FWCS Human Resources

FWCS currently employs 4200 individuals:

- 1,920 teachers
- 220 administrators and counselors
- 800 classroom assistants
- 240 bus drivers and technicians
- 230 clerks and secretaries
- 220 food service workers
- 210 building custodians
- 50 data processing specialists



# FWCS Human Resources

A system that is.....

- Highly personal and confidential
- Fair and consistent
- Compliant with all legal and contractual obligations





# Highly Personal and Confidential

- Supports all current employees and retirees receiving FWCS services
- Aligns job expectations and employees
- Coordinates appropriate salary and benefits package
- Maintains employment history

# Fair and Consistent

- Assures access and fairness during all stages of employment
  - Recruitment
  - Hiring
  - Allocation of staffing
  - Daily support
  - Evaluation
  - Separation



# Compliant with all legal and contractual obligations

- Oversight of state and federal labor laws
- Employee relations
- Negotiation with bargaining groups
- Communication with “meet and confer” groups

# **Ensure a cohesive leadership system to implement district goals.**

- FWCS Leadership Development -



# FWCS Leadership Development

Wallace Foundation support 2001 – 2007

- 1 of 15 districts to receive \$1 million yearly to research and design leadership development
- FWCS created Leadership Academies to recruit, develop and support administrators
- Met all Wallace expectations and were invited to continue as a grantee

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# FWCS Leadership Development

- Leadership Issue Groups (LIGs)
  - national research teams on:
    - data informed decision making
    - resource allocation, incentives
    - roles and responsibilities
    - governance
    - assessing leader effectiveness



# FWCS Leadership Development

New Wallace Grant 2007-2010:

- \$750,000 for each of first 2 years
- district application of an aligned leadership system
  - Vision
  - Toolbox of skills
  - Conditions to support the work



## **GOAL III**

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