

LAKE CENTRAL SCHOOL CORPORATION
Lake Central High School
LGI ROOM – Enter Door E
8260 Wicker Avenue, St. John, IN 46373

Board Members Present

Cindy Sues, President
Nicole Kelly, Secretary
Louise Tallent, Board Member
Janice Malchow, Vice President

Board Members Not Present

Howard Marshall, Board Member

Administration Present

Dr. Lawrence Veracco, Superintendent
Sarah Castaneda, Assistant Superintendent
Rob James, Director of Business Services
Yolanda Bracey, Director of Primary Education
Rebecca Gromala, Director of Student Services
Misty Scheuneman, Director of Secondary Education

Administration Not Present

Bill Ledyard, Director of Facilities

*To view the archived video of the meeting in its entirety,
go to the School Board section of website at www.lcsc.us*

*All Motions Were Passed With a 4-0
Vote Unless Otherwise Indicated*

SCHOOL BOARD MEETING AGENDA
Monday, August 18, 2025 - 7:00pm

- I. Call to Order – *Cindy Sues*
 - The meeting was called to order and Pledge of Allegiance led by Board President Cindy Sues.
- II. Agenda: Approval, Deletions, Additions – *Dr. Veracco* – **Action Required**
 - There is a revised Personnel Packet under Sarah Castaneda's section.
 - Janice Malchow moved to approve the revised Agenda.
 - Cindy Sues seconded the motion.
 - Motion carried.
- III. Correspondence – *Nicole Kelly*
 - A letter from Dyer Chief of Police William Alcott, to Superintendent Larry Veracco, was read aloud by Nicole Kelly. Copy attached.
- IV. Liaison Committee Updates – *Cindy Sues*
 - A. Personnel Interview Committee: Howard Marshall
 - B. Schererville Redevelopment Commission: Nicole Kelly
 - C. Schererville Parks Department: Nicole Kelly
 - D. Lake Central Education Foundation: Janice Malchow
 - E. Legislative Committee: Janice Malchow
 - F. Dyer Parks Department: Janice Malchow
 - G. St. John Redevelopment Commission: Cindy Sues
 - H. Dollars for Scholars: Cindy Sues
 - I. Dyer Redevelopment Commission: Louise Tallent
 - J. Wellness Committee: Louise Tallent

- V. Official School Board Business Topics: Consent Agenda – *Dr. Veracco* – **Action Required**
- A. Approval of Minutes
- Special Board Meeting: Monday, August 4, 2025
 - Regular Board Meeting: Monday, August 4, 2025
- B. Approval of Claims, Payroll and Extracurricular Expenditures
- Nicole Kelly moved to approve the Consent Agenda.
 - Louise Tallent seconded the motion.
 - Motion carried.
- VI. Public Comments Regarding Action Items
- There were no public comments regarding action items.
- VII. Official School Board Business Topics: Regular Agenda
- A. Superintendent – *Dr. Veracco*
1. Beginning of School Year Update
- B. Assistant Superintendent – *Sarah Castaneda*
1. Personnel Recommendations – **Action Required - Revised**
 - Janice Malchow moved to approve the revised personnel recommendations.
 - Nicole Kelly seconded the motion.
 - Motion carried.
- C. Director of Primary Education – *Yolanda Bracey*
1. Professional Leave Requests - **Action Required**
 - Louise Tallent moved to approve.
 - Cindy Sues seconded the motion.
 - Motion carried.
 2. Plan for Staff Evaluation - Certified Staff - **Action Required**
 - Nicole Kelly moved to approve.
 - Janice Malchow seconded the motion.
 - Motion carried.
 3. Plan For Staff Evaluation - Administrators - **Action Required**
 - Louise Tallent moved to approve.
 - Cindy Sues seconded the motion.
 - Motion carried.
 4. IREAD Results
 5. Vision Story - *Alison Petralia*
- D. Director of Secondary Education – *Misty Scheuneman*
1. Professional Leave Requests - **Action Required**
 - Janice Malchow moved to approve.
 - Nicole Kelly seconded the motion.
 - Motion carried.
 2. Field Trip Requests - **Action Required**
 - Louise Tallent moved to approve.
 - Cindy Sues seconded the motion.
 - Motion carried.

- E. Director of Student Services - *Becky Gromala*
1. Professional Leave Requests - **Action Required**
 - Nicole Kelly moved to approve.
 - Cindy Sues seconded the motion.
 - Motion carried.

F. Director of Facilities – *Bill Ledyard*

- G. Director of Business Services – *Rob James*
1. Donations - **Action Required**
 - Janice Malchow moved to approve.
 - Louise Tallent seconded the motion.
 - Motion carried.
 2. 2026 Budget Timeline

VIII. Public Comments – *Cindy Sues*

IX. Board Comments and Consideration of Future Agenda Items – *Cindy Sues*

Louise Tallent: I just wanted to say awesome job to our administrative staff in the way you presented things to our staff so that they were motivated and able to come along and buy in and maybe make some of the changes for the results to see what we've seen. So, the whole team has worked really hard and that should really be expressed as well. So, thank you at all levels. You guys all did a great job. Really, thank you. And our kids. Go, LC.

Nicole Kelly: I'd just like to say I hope everybody's having a great return to school. Things are going well for everyone.

Cindy Sues: Everyone has said what I had on my mind. So, I'm good.

Janice Malchow: I really don't have a whole lot to say tonight, but I'm happy to hear what I hear so that's good. And, I appreciate what my colleagues have shared and agree with them. What's really cool with Mr. James' donations is they totaled almost \$7,500 [*this amount was later corrected to \$13,500*] and a large chunk of that came from our local tri kappa. That just tells you that people are behind Lake Central and what we're doing and that's what we want to be, we want to be drive by our community and community partnerships. That is super. Who does the thank you notes to them? Would that be something we could send out Mrs Sues, the board members or as a group of board members? That's quite a donation. And your letter that you sent to the administrators was great. That was a good way to start the school year for them I believe. Very very trustworthy.

- X. Board Calendar of Future Activities – *Dr. Veracco*
- Next School Board Meeting: Monday, September 8, 2025

- XI. Adjournment – *Cindy Sues* – **Action Required**
- Nicole Kelly moved to adjourn the meeting at 7:40 pm.
 - Louise Tallent seconded the motion.
 - Motion carried, meeting adjourned.

Minutes of the August 18, 2025 School Board Meeting were approved and adopted by the Board of School Trustees at the September 8, 2025 School Board Meeting.

Cindy Sues, President

ATTEST:

Nicole Kelly, Secretary

SUPPORTING
DOCUMENTS
FOR MINTUES



Dyer Police Department



2025

6 August 2025


Superintendent, Dr. Larry Veracco
Lake Central Corporation
8400 Wicker Ave.
St. John, IN 46373

Dr. Veracco,

I am writing this letter to thank you for allowing the Lake Central High School Boys Soccer Team, Dance Team and Cheer Team to volunteer for our National Night Out. Their participation helped to make our night a success. They represented the Lake Central High School in a manner that we can all be proud of.

In addition to the participation of the Administration and PTO of both; Kahler Middle School and Protsman Elementary School. Which was all coordinated by Associate Principal Richard Moore.

Thank you once again,


William Alcott
Chief of Police

Lake Central School Corporation

8260 Wicker Avenue
Tel: (219) 365-8507

Saint John, IN 46373
Fax: (219) 365-6406

website: lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Sarah Castaneda, Assistant Superintendent
DATE: August 14, 2025
RE: Board Meeting of August 18, 2025

Personnel

REVISED

(Board action required)

We are recommending that the following be approved:

I. Certified Appointment(s), Transfer(s), Retirement(s):

A. Appointment(s):

1. Allison Chavez (rehire), Temporary English Teacher, Clark Middle School (effective August 12, 2025).
2. Hannah Fionda (rehire), Temporary Grade 1 Teacher, Protsman Elementary School (effective September 2, 2025 through January 30, 2026).
3. Rachel Paplomatas (Dyer), PLTW Teacher, Kahler Middle School (effective August 2025).
4. Amanda Jacobs (Crown Point), School Service Provider, Clark Middle School (effective August 22, 2025).
5. Morgan Mathews (Schererville), Grade 3 Teacher, Peifer Elementary School (effective August 12, 2025).

B. Transfer(s):

1. Jennifer Fieleke transfer from Grade 2 to Grade 3, Bibich Elementary School (effective August 12, 2025).

C. Retirement(s):

1. Linda Pawlak, Grade 3 Teacher, Kolling Elementary School (effective May 29, 2026);
20 years of dedicated service.

II. Classified Appointment(s), Resignation(s), Retirement(s), Transfer(s), Change of Status & Other:

A. Appointment(s):

1. Patricia Fletcher (Highland), Paraprofessional, Lake Central High School (effective August 13, 2025).
2. Emily Keilman (Crown Point), Paraprofessional, Kahler Middle School (effective August 13, 2025).
3. Amber Noble (Crown Point), Paraprofessional, Kahler Middle School (effective August 13, 2025).
4. Crisel Gonzalez (Dyer), Paraprofessional, Kahler Middle School (effective August 13, 2025).

5. Stephanie Slupski (Hammond), Custodian 1A, Lake Central High School (effective August 13, 2025).
6. Alicia Williams (Dyer), Paraprofessional, Bibich Elementary School (effective August 13, 2025).
7. Ika Geising (Schererville), Paraprofessional, Bibich Elementary School (effective August 13, 2025).
8. Hannah Ross (St. John), Paraprofessional 3 days per week, Kolling Elementary School (effective August 13, 2025).
9. Jackson Krueger (Crown Point), Paraprofessional 3 days per week, Kolling Elementary School (effective August 14, 2025).
10. Isabella Brazzale (Dyer), Paraprofessional, Protsman Elementary School (effective August 13, 2025).
11. Riley Flaherty (Crown Point), Paraprofessional, Protsman Elementary School (effective August 15, 2025).
12. Naomi McQueen (Highland), Paraprofessional, Protsman Elementary School (effective August 21, 2025).
13. Aseel Alhaddad (St. John), Custodian 1A, Clark Middle School (effective August 28, 2025).

B. Resignation(s):

1. Morgan Matthews, Paraprofessional, Protsman Elementary School (effective August 4, 2025).
2. Aisha Taylor, Paraprofessional, Peifer Elementary School (effective August 5, 2025).
3. Alejandra Navarro, Paraprofessional, Homan Elementary School (effective August 5, 2025).
4. Sharon Peters, Cafeteria Assistant, Protsman Elementary School (effective August 4, 2025).
5. Katie Nefs, Paraprofessional Title 1 Tutor, Homan Elementary School (effective August 6, 2025).
6. Hector Garcia, Bus Driver, Lake Central Transportation (effective May 16, 2025).
7. Kim Conger, Paraprofessional, Kahler Middle School (effective August 11, 2025).
8. Lisa Becker, Paraprofessional, Bibich Elementary School (effective August 11, 2025).
9. Isabel Arteaga, Paraprofessional, Bibich Elementary School (effective August 6, 2025).
10. Victoria Carbajal, Paraprofessional, Grimmer Middle School (effective August 12, 2025).

C. Retirement(s):

1. Sandy Buntin, 9 Month Secretary, Peifer Elementary School (effective August 27, 2025); *18 years of dedicated service.*
2. Lucy Bertossi, COTA, Lake Central School Corporation (effective August 13, 2025); *15 years of dedicated service.*

D. Transfer(s):

1. Karina Rivera, from Paraprofessional at Protsman Elementary School to 9 Month Secretary at Kolling Elementary School (effective August 6, 2025).
2. Susie Glasgow, from 3 day per week Paraprofessional at Kolling Elementary School to 9 Month Secretary at Clark Middle School (effective August 12, 2025).

E. Change of Status:

1. Brynn McGuffey, from 4 days to 5 days as a Paraprofessional at Lake Central High School (effective August 13, 2025).
2. Lisa Jorsch, from 4 days to 5 days as a School Nurse at Kolling Elementary School (effective August 12, 2025).

3. Ashley Whiteman, from 3 days to 5 days as a Paraprofessional at Bibich Elementary School (effective August 13, 2025).
4. Kathrine Vrshek, from 5 days to 2 days as a Paraprofessional at Bibich Elementary School (effective August 13, 2025).
5. Lauren Schwitter, from 5 days to 4 days as a Paraprofessional at Kolling Elementary School (effective August 13, 2025).
6. Emilio Zambrano, from 3 days to 5 days as a Paraprofessional at Lake Central High School (effective August 13, 2025).
7. Ivonne Anderson, from 6.75 hours to 7.0 hours as a Paraprofessional at Kolling Elementary School (effective August 14, 2025).
8. Megan Lucas, from 7.25 to 7.50 hours per day 4 days per week as a Paraprofessional at Grimmer Middle School (effective 8/15/25).

F. Other:

1. Timothy Peyton, Bus Driver, Lake Central Transportation (effective August 7, 2025).

G. Termination:

1. Luceli Salgado, Paraprofessional, Lake Central High School (effective August 14, 2025).

III. Certified Extracurricular Appointment(s) & Resignation(s):

A. Appointment(s):

1. Kirstie Keller, Purchase of Plan-grade 5 Art, Grimmer Middle School (effective August 13, 2025).
2. Eric Graves, Traffic Duty, Lake Central High School (effective August 13, 2025).
3. Liz Cowan, Art Club Co-Sponsor, Lake Central High School (effective August 13, 2025)
4. Sara Sjoquist, Art Club Co-Sponsor, Lake Central High School (effective August 13, 2025).

B. Resignation(s):

1. James Ashby, Math Department Chair, Grimmer Middle School (effective August 12, 2025).
2. Danielle Carr, Robotics Sponsor, Lake Central High School (effective August 13, 2025).

Approval of Lake Central School Corporation Substitute Staff Appointments and Resignations – Refer to attached list of substitutes that have been hired and have resigned.

8/18/2025

Substitutes - Hired

Employee Name	Hire Date	Job Description
Katie Nefs	8/6/2025	Sub Teacher
Neng March	8/4/2025	Sub Transportation
Kelly Kostopoulos	8/14/2025	Sub Teacher
Josiah Kuypers	8/14/2025	Sub Teacher
Michelle Tymm	8/14/2025	Sub Teacher
Mallory Hardesty	8/15/2025	Classified Sub
Grace Glasgow	8/18/2025	Sub Teacher

Substitutes - Resigned

Employee Name	Resignation Date	Job Description
Mark Mileusnic	8/5/2025	Sub Teacher
Brianna Franco	8/6/2025	Sub Teacher
Laurie Toole	8/6/2025	Sub Nurse
Joanna Connelly	8/6/2025	Sub Nurse
Richard Devries	8/7/2025	Sub Transportation
Edward Gidcumb	8/7/2025	Sub Transportation
James Holesapple	8/7/2025	Sub Transportation
Dylan Anderson	8/7/2025	Sub Teacher
Tammy Rush	8/7/2025	Sub Teacher
Susan Davros	8/11/2025	Sub Teacher
Francis Jagiella	8/12/2025	Sub Teacher
Kyle Watson	8/11/2025	Sub Custodial
Barb Januchowski	8/15/2025	Classified Sub

NEW CERTIFIED HIRES FOR 2025-2026

<u>Last Name</u>	<u>First Name</u>	<u>Hire Date</u>	<u>Position/School</u>	<u>Deg/Exp</u>	<u>University</u>	<u>Board Approved</u>
Corral	Yesenia	8/12/2025	Grade 1/Peifer	Bachelors/2 yrs.	Purdue NW	6/16/2025
Lakomek	Ashley	8/12/2025	Art/Kolling	Masters/2 yrs.	Valparaiso University	6/16/2025
Macak	Delayna	8/12/2025	Grade 1/Homan	Bachelors/0	Purdue NW	6/16/2025
Michniewicz	Kari	8/12/2025	Preschool/Bibich	Bachelors/4 yrs.	Purdue University	6/16/2025
Ramirez	Justine	8/12/2025	Applied Skills/Bibich	Bachelors/3 yrs.	Indiana Univ. NW	6/16/2025
Peterson	Allison	8/12/2025	Science/Kahler MS	Bachelors/0	Purdue University	7/14/2025
Copak	Tyler	8/12/2025	Temp. PE/Kahler MS	Bachelors/0	Indiana Univeristy	7/14/2025
VanVleck	David	8/12/2024	App. Skills/Kahler MS	Bachelors/0	Valparaiso University	7/14/2025
Baran	Amy	8/12/2025	Temp. SSP/Grimmer MS	Bachelors/0	Purdue University	7/14/2025
Ali	Rakim	9/12/2025	Temp. Math/LCHS	Bachelors/0	Univ. West Alabama	8/4/2025
Romeli	Colleen	8/12/2025	Temp. Math/Kahler MS	Bachelors/4 yrs.	Purdue NW	8/4/2025
Kickert	Brianna	8/23/2025	Temp. Grade 1/Bibich	Bachelors/0	Western Governors University	8/4/2025
Schranz	Justin	8/12/2025	Temp. Resource/Bibich	Bachelors/1	University of Illinois	8/4/2025
Wagner	Samantha	9/1/2025	Temp. TAP/LCHS	Bachelors/0	Purdue University	8/4/2025
Nasinska	Anna	8/12/2025	Temp. ELA/Kahler MS	B/9	Eastern Illinois University	8/4/2025
Mathews	Morgan	8/12/2025	Grade 3/Peifer	B/0	Purdue NW	8/18/2025
Papломatis	Rachel	8/12/2025	PLTW/Kahler MS	M/25	St. Joseph's/Purdue	8/18/2025
Chavez	Allison	08/12/2025	Temp ELA/Clark MS	B/0	Purdue NW	8/18/2025
Jacobs	Amanda	8/12/2025	SSP/Clark MS	B/1	Purdue NW	8/18/2025

2025-2026 Mentoring Information

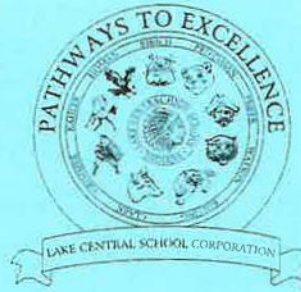
Emp. #	Last Name	First Name	POSITION	Assigned Mentor
10040	Corral	Yesenia	Grade 1/Peifer	Shannon DeSt Jean, Peifer Grade 1
10783	Lakomek	Ashley	Art/Kolling	Melissa Miller, Bibich Art
9614	Peterson	Allison	Science/Kahler MS	Melissa Gonnella, Kahler Science
10597	Copak	Tyler	Temp. PE/Kahler MS	Corrie Erdelles, Kahler PE
10782	Baran	Amy	Temp. SSP/Grimmer MS	Lindsey Megyesi, Grimmer Counselor
10423	Rakim	Ali	Temp. Math/LCHS	Danny Crnokrak, LCHS Math
10541	Kickert	Brianna	Temp. Grade 1/Bibich	Sheri Venturelli, Bibich Grade K
7775	Wagner	Samantha	Temp. TAP/LCHS	Gigi Bissias, LCHS TAP
10569	Mathews	Morgan	Grade 3/Peifer	Lauren Martinez, Peifer Grade 3
10795	Papломatis	Rachel	PLTW/Kahler MS	Randi Lollis, Kahler Computers
9016	Chavez	Allison	Temp ELA/Clark MS	Jennifer Gleason, Clark ELA
9485	Jacobs	Amanda	SSP/Clark MS	Sharon Vail, Clark Counselor

Lake Central School Corporation

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website:lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Yolanda Bracey, Director of Primary Education
DATE: August 14, 2025
RE: **Board Meeting of August 18, 2025**

PROFESSIONAL LEAVE REQUESTS

NAME	Yolanda Bracey / Cassandra Cruz
POSITION	Director of Elementary Education / Principal
SCHOOL	District / Kolling Elementary
EVENT	Preparing for the Future Conference
DATES	9/07 - 9/09/2025
PLACE	Indianapolis, IN
DESCRIPTION	Conference is dedicated to strengthening the pipeline of school district leaders of color in Indiana
SPONSORING ORGANIZATION	Indiana Association of Public School Superintendents
EXPENSES	Estimated Meal Cost - \$70 x (2) Estimated Hotel Cost - \$465 x (2) Estimated Required Fees - \$275 x (2) Estimated Travel Cost - Mileage & Parking x (2)
FUNDING	TBD

YB/vv

Lake Central School Corporation

Plan for Staff Evaluation

Certified Staff

2025-26

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Introduction:

The Lake Central School Corporation has developed this staff evaluation plan for teacher members in accordance with Indiana Code (20-28-11.5-4). The goal of all evaluations is to improve the instructional quality available to the students of the school corporation. Supporting teachers through professional development embedded in the classroom experience to the extent possible is an integral part of the overall program. As required by law, the Plan for Staff Evaluation encompasses an annual performance review which provides meaningful feedback regarding a teacher's performance.

The School Corporation seeks to recognize and improve the instructional skills and abilities of the staff through meaningful feedback and continuing professional development expanding the capacity to adapt to the ever-changing landscape of educating students.

Evaluation Plan Discussion: Certified Staff

The Lake Central School Corporation will ensure the evaluation plan is in writing and explained to the governing body in a public school board meeting before the evaluations are conducted. Before explaining to the governing body, the superintendent, or one of his designees, shall discuss the plan with teachers and/or their teachers' representative during discussions with the Lake Central Teachers' Association (LCTA). A representative from LCTA will sign the evaluation plan. The plan, including required observations and important evaluation dates, will also be reviewed with district and building level administrators.

Performance Evaluations – Certified Staff

The Lake Central School Corporation will use the RISE Lake Central Teacher Evaluation System 3.0 for all certified staff. Certified staff members that are employed by Lake Central for no less than 120 days in the same position in a school year will receive an evaluation of performance annually.

Certified staff members who do not meet the 120 day minimum, including individuals hired with less than 120 days, or serving in a temporary capacity under the 120 day minimum, will be observed at least one time utilizing the LCSC Rise extended observation format and appropriate rubric dependent upon the length of employment expected.

Appendix A and table 1, which are included in this document details the number of long and short observations required for different groups of teachers. Appendix B details important dates for the evaluation process.

Rigorous Measures of Effectiveness

The Lake Central RISE 3.0 observation rubrics provide for detailed descriptions of levels of effectiveness. The rubrics are used to create a shared vision of teaching excellence and instructional effectiveness. The level of rigor established through the evaluation rubrics provides a focal point for staff development and commonality of purpose between subject, grades, and developmental levels.

The Lake Central RISE Teacher Effectiveness Rubric 3.0 assesses teachers in three domains and includes nineteen (19) specific competencies related to classroom instruction. These nineteen (19) competencies are divided into Purposeful Planning, Effective Instruction, and Teacher Leadership domains.

In addition to the teacher rubric, there are job specific rubrics for certified staff whose duties do not fall under the Lake Central RISE Teacher Effectiveness Rubric 3.0 that allow for detailed descriptions of performance levels. They are:

School psychologists will be evaluated using the Lake Central rubric for school psychologists as included in the RISE Lake Central Teacher Evaluation System 3.0.

Speech pathologists will be evaluated using the Lake Central rubric for speech and language teachers as included in the RISE Lake Central Teacher Evaluation System 3.0.

Social workers will be evaluated using the approved Lake Central effectiveness rubric for social workers as included in the RISE Lake Central Teacher Evaluation System 3.0.

Counselors will be evaluated using the Lake Central rubric for school counselors as included in the RISE Lake Central Teacher Evaluation System 3.0. The appropriateness of the rubric content should be considered in making the final determination of rubric assignment. Not all parts of the rubric may be applied to every counselor position and the evaluator will make the final determination as to the specific rubric measures.

Instructional and Technology Coach, Literacy Coach, and Math Coaches will be evaluated using the Lake Central Instructional Coach Rubric and checklist but may be evaluated in a teaching situation with either students or when instructing adults in a professional development context. Observations may be conducted by Curriculum Directors as well as principals in the building(s) to which they are assigned.

Media Coordinators will be evaluated using the School Librarian/Media Specialist Rubric.

Each teacher will receive a rating at the end of each school year in one of four performance levels:

Highly Effective: A highly effective teacher consistently exceeds expectations. This is a teacher who has demonstrated excellence, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Effective: An effective teacher consistently meets expectations. This is a teacher who has consistently met expectations, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Improvement Necessary: A teacher who is rated as improvement necessary requires a change in performance before he/she meets expectations. This is a teacher who a trained evaluator has determined to require improvement in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Ineffective: An ineffective teacher consistently fails to meet expectations. This is a teacher who has failed to meet expectations, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

There is an additional domain that is a part of all certified staff rubrics, Core Professionalism. This domain has four competencies on which the teacher is rated. These four are Attendance, On-time Arrival, Policies and Procedures, and Respect. They are considered the non-negotiable aspects of a staff member's job. This domain has only two rating levels: Meets Standard and Does Not Meet Standard. The evaluator uses available information and professional judgment to decide if a teacher has met the standards for any of the four competencies. One criteria that began in the 2020-21 school year, was teachers must have a current Indiana license in their teaching area on the first student day to receive a Meets Standard in the Policies and Procedures competency. A score of -1 will be added to the final TER rating if a teacher is rated Does Not Meet Standard in any of the four Core Professionalism areas.

Evaluators

The Superintendent will determine the evaluators each year. The Superintendent may provide for evaluations to be conducted by primary evaluators whose non-instructional responsibilities allot sufficient time to observe in a meaningful and timely format within the classroom. The Superintendent may provide for evaluations to be conducted by an external provider.

Certified staff members will be assigned a primary evaluator. The primary evaluator will be an administrator whose main function is the oversight of teaching staff and whose responsibilities are not of an instructional nature. A secondary evaluator may also be assigned to perform some short or long evaluations. Persons assigned as a secondary evaluator will typically be department chairpersons, deans, or other individuals whose primary duty is to provide instruction to students

Teachers who are not department chairs or serving as Dean of Students and are selected to be evaluators must complete a training program related to the Lake Central RISE Indiana Teacher Effectiveness System 3.0 and that training will align with the RISE Lake Central Teacher Evaluation System and the software system being utilized. Also, teachers selected to perform evaluations of other teachers must have achieved a rating of Highly Effective or Effective in the year prior to being selected as an evaluator. Should a teacher be selected to become a primary evaluator, the evaluation of staff must comprise a significant portion of their duties and responsibilities. Teachers identified as primary evaluators by the superintendent and whose non-instructional duties warrant such a designation would be subject to additional training and

support prior to assuming duties as a primary evaluator. Teachers selected as evaluators but who have a significant portion of their duties and responsibilities in the classroom setting will be considered secondary evaluators.

Observations and Feedback

All certified staff will be observed at least two times per year. Table 1 and Appendix A detail the required number of observations for each category of staff. There are three types of observations used in the staff evaluation process. Long observations are at least 40 minutes in length. Medium observations are no less than 20 minutes. Short observations are 10 to 15 minutes in length.

Table 1

Designation of Rating Category	Type of Observation	Length
3.25-4.0	2 Medium Observations	20 minutes each
2.5-3.24	1 Long observation 2 Short observations	40 minutes 10-15 minutes each
2.49-1.0 & all first year certified staff	2 Long observations 3 Short observations	40 minutes each 10-15 minutes each

Following each long observation, the evaluator shall conduct a conference with the employee to discuss the evaluation within seven (7) school days from the completion of the evaluation unless interrupted by a scheduled school break period or weather-related circumstances. Prior to the formal evaluation conference, the evaluator may release the results of the evaluation to the employee. Short and medium observations are exempted from the release and conference provisions. Written feedback of short and medium observations is required within two (2) school days of the short or medium observation's occurrence unless interrupted by a scheduled school break or weather-related circumstances. The software program allows the evaluator to release this information to the staff member without additional comment.

A mid-year conference is considered an optional component of the adopted evaluation process. It is suggested that evaluators who have areas of concern regarding a teacher's instructional performance or performance related to any of the domains, should convene a mid-year

conference to inform the teacher of the concerns and, if needed, develop a plan for improvement if this has not already been done at the time of the evaluation. In that case, the mid-year conference provides an opportunity for the evaluator and the evaluatee to monitor the individual's progress with the improvement plan.

Designation in Rating Category

Following the evaluation of each individual, the primary evaluator will annually designate a rating category placement for the individual. The Lake Central School Corporation will use the state recommended designations of Highly Effective, Effective, Needs Improvement, or Ineffective.

The summative rating shall consist of weighted components in the various Lake Central rubrics. The primary evaluator will use professional judgment in assigning the Teacher Effectiveness Rubric score and setting the score for Core Professionalism.

An employee's final rating will be based on 100% of the Lake Central rubrics and applied to the chart below for determining effectiveness category.

Highly Effective	3.5 – 4.0
Effective	2.5 - 3.49
Improvement Necessary	1.75 – 2.49
Ineffective	1.0 – 1.74

Any certificated employee receiving a final rating of Ineffective can request a private conference with the Superintendent. The employee must request such a meeting in writing and provide such a request within ten (10) days of receiving the final Ineffective rating designation.

Professional Development Plans (PDP)

If a certificated employee receives a rating of ineffective or improvement necessary, the evaluator and the certificated employee shall develop a remediation plan of not more than ninety (90) school days in length to correct the deficiencies noted in the certificated employee's evaluation. The remediation plan must require the use of the certificated employee's license renewal credits in professional development activities intended to help the certificated

employee achieve an effective rating on the next performance evaluation. If the principal did not conduct the performance evaluation, the principal may direct the use of the certificated employee's license renewal credits under this subsection. (Public Law 90).

Should an evaluator determine a teacher's performance during an observation to be Ineffective or Needs Improvement, the evaluator will meet with the teacher during the post-observation conference and establish a plan for improvement. This plan should include sources of assistance for the teacher which create embedded practice within the classroom. The plan should identify remediation strategies specifically linked to the deficiencies noted in the classroom observation. It is desired that the professional development for these deficiencies occur within the timeframe of the remediation period whenever possible. Long-term resources may be identified, but should not compose the majority of suggested remediation resources.

Any improvement/remediation plan must be implemented immediately and shall include a time limit not to exceed ninety (90) school days for the employee to correct any areas of concern noted in the evaluation observation. The primary evaluator should include additional extended and short observations to monitor the progress of the employee beyond the RISE minimums outlined in earlier portions of this document.

An employee will be obligated to use any available license renewal credits to comply with the professional development plan requirements. The principal will not approve any professional leave requests from an employee that are not seen as being applicable to the improvement of skills outlined in the professional development plan.

Following the initial plan for improvement, an additional plan(s) may be created to assist the employee for a subsequent period of time not exceeding ninety (90) school days should evaluation observations continue to receive Ineffective or Needs Improvement ratings. Such improvement plans may span consecutive school years if necessary to permit a reasonable amount of time for the improvement to occur. Typically, this would be the case for improvement plans initiated within the last ninety (90) school days of a school year.

The Lake Central School Corporation may provide additional support to teachers either new to the profession or the school district. This could include employee induction activities, professional development, coaching, or other means as determined by the primary evaluator.

Instruction Delivered by Teachers Rated Ineffective

The Lake Central School Corporation does not desire to have students instructed by staff members who have received a rating of Ineffective for two consecutive years unless such placement is unavoidable. There is no intent by the school corporation to shame or embarrass any staff member who receives an Ineffective rating. The district does desire to have policies and procedures in place that are practical to implement and emphasize the needs of students. Each building administrator shall review student class assignments prior to the start of a school year and determine if any student has been assigned to a teacher having an Ineffective rating in the prior year and is scheduled for the current year to have a similar placement. Unless there is only one teacher for the class or subject, any student having a prior year's teacher rated Ineffective shall be reassigned to a teacher having a higher rating. Should only one teacher be available, the building administrator will inform the parent(s) of the student (and the student if age 18) and work to a collaborative decision about either placing the student in the class of the Ineffective teacher or seeking an alternate course as is appropriate to the developmental level.

Should a student be placed into a classroom being instructed by a teacher whose prior year rating was Ineffective and was, in the previous school year, placed in a classroom of a teacher also rated Ineffective, the building administrator shall inform the parent (and the student if age 18) of the placement by telephone, email, or U.S. Mail. If a telephone notification is used, it is to be followed by formal notification in a letter addressed to the parent (and the student if age 18). If the placement of a student into a classroom for two consecutive years is unavoidable, the notification to the parent (and the student if age 18) must indicate this situation and be able to provide accommodations available to the student to promote positive learning growth.

Monitoring Systems

The school district will review random samples from each evaluator to monitor the fairness, consistency, and objectivity of the evaluations. Professional development will be implemented to assure that high levels of inter-rater reliability are achieved.

Student performance, school accountability grades, and student growth data will provide a basis for the evaluation of rater consistency. Inconsistencies determined during the review will be addressed through additional professional development for the evaluator or the replacement of the individual as an evaluator.

The software package utilized by the school corporation will enable the district to collect, analyze, and generate reports of data within the system. The software must be able to efficiently update information and provide for the archiving of data over an extended period. Reports generated must be consistent with the electronic submission needs of the IDOE.

Cash Awards

Should the school district become eligible to receive cash awards for the purpose of recognizing teacher performance, said awards can only be distributed to those individuals with an underlying teaching contract. Any awards distributed will follow the rules and directives set forth by the Indiana Department of Education.

Monetary awards will typically be made to qualifying individuals in the third fiscal quarter of the year. This will permit the completion of all evaluations for the preceding school year including those that are reliant on data received following the completion of the school year. Such cash awards shall be integrated into the overall compensation system in accordance with regulatory statutes.

If monetary awards are received as the result of grant application or available from local general fund monies or other resources such as Title II funds, a base amount will be determined for staff with an underlying teaching contract and who have received an evaluation rating of Effective or Highly Effective. The amount of award to each category will be determined by the rules and directives set forth by the Indiana Department of Education. The intent of any award for performance is to provide a meaningful amount to each group eligible

for the compensation whenever possible. This differential will only be applicable if required for grant eligibility. Should a differential not be required, the total available funds would be distributed in even shares to qualifying individuals. Payment of such grant funds will be subject to the withholding rules of the Indiana Public Retirement System and the Internal Revenue Service related to compensation.

Required Observations 2025-26

	Long Observations (no less than 40 minutes)	Medium Observations (20 minutes)	Short Observations (10-15 minutes)
Returning LC Teacher receiving a final rating of 3.25 or higher in previous school year	<ul style="list-style-type: none"> • N/A • Teachers receiving a final rating of 3.25 may opt out of any long evaluations as long as they continue to be rated at least 3.25. • Teachers may request that their evaluator complete a long observation. They must complete this request by April 17, 2026. 	<ul style="list-style-type: none"> • At least 2 medium per year (20 minutes) • Completed no later than April 17, 2026 • Written feedback must be completed within 2 school days <i>(unless interrupted by scheduled school break or weather related incident)</i> 	<ul style="list-style-type: none"> • N/A
Returning LC Teacher rated Effective in previous school year (3.24-2.5)	<ul style="list-style-type: none"> • At least 1 long observation • Completed no later than May 8, 2026 • Must complete follow-up within 7 school days <i>(unless interrupted by scheduled school break or weather related incident)</i> 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • 2 short observations (10-15 minutes) • Completed no later than May 8, 2026 • Written feedback must be completed within 2 school days <i>(unless interrupted by scheduled school break or weather related incident)</i>
Returning LC teacher rated Needs Improvement or Ineffective in previous school year (2.49-1.0) & New LC Teacher	<ul style="list-style-type: none"> • At least 2 long observations per year • One must be completed no later than December 5, 2025. The second completed no later than May 8, 2026. (April 17, 2026 for AP teachers) • Must complete follow up within 7 school days <i>(unless interrupted by scheduled school break or weather related incident)</i> 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • At least 3 per year (10-15 minutes) • Completed no later than March 13, 2026 • Written feedback must be completed within 2 school days <i>(unless interrupted by scheduled school break or weather related incident)</i>

*** Any newly hired Lake Central Teacher is considered a "New Teacher" in terms of LC RISE even if they have previous experience teaching in another school district. Therefore, they must have a minimum of 2 long and 3 short observations like any other newly hired teacher**

Important Dates for Lake Central RISE Evaluations 2025-26

09/02/25	First date for observations for the 2025-26 school year
10/03/25	Deadline for teachers to submit intent to retire letter in order to be exempt from evaluation under LC RISE for the 2025-26 school year.
12/05/25	Last day for completion of 1 st long observation for all new teachers and returning teachers rated needs improvement or ineffective. Follow-up must be completed within 7 school days.
03/13/26	Last day for short observations for all new teachers and returning teachers rated needs improvement or ineffective. Written feedback must be completed within 2 school days.
04/17/26	<p>Last day for medium observations for teachers rated 3.25 and above. Written feedback must be completed within 2 school days.</p> <p>Deadline for teachers rated 3.25 and above to submit a request for a long observation to their primary evaluator (after 2nd medium is released).</p> <p>Last day for long observations for AP teachers. Follow-up must be completed within 7 school days.</p>
05/08/26	<p>Last day for all remaining long observations. Follow-up must be completed within 7 school days.</p> <p>Last day for short observations for returning LC teachers rated 2.5 to 3.24. Written feedback must be completed within 2 school days.</p>
05/29/26	Last day for teachers to upload items for evidence

Signed the 18th day of August, 2025 as representative of the governing body, exclusive bargaining unit, and Lake Central Schools Superintendent.

Dr. Lawrence Veracco, Lake Central School Corporation Superintendent

Cindy Sues, School Board President

Allison Peda, LCTA Discussion Representative

Lake Central School Corporation

Plan for Staff Evaluation

Administrators

2025-26

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Introduction:

The Lake Central School Corporation has developed this staff evaluation plan for teacher members in accordance with Indiana Code (20-28-11.5-4). The goal of all evaluations is to improve the instructional quality available to the students of the school corporation. Supporting teachers through professional development embedded in the classroom experience to the extent possible is an integral part of the overall program. As required by law, the Plan for Staff Evaluation encompasses an annual performance review which provides meaningful feedback regarding an administrator's performance.

The School Corporation seeks to recognize and improve the instructional skills and abilities of the staff through meaningful feedback and continuing professional development expanding the capacity to adapt to the ever-changing landscape of educating students.

Evaluation Plan Discussion: Administrators

The Lake Central School Corporation will ensure the evaluation plan is in writing and explained to the governing body in a public school board meeting before the evaluations are conducted. The plan, including required observations and important evaluation dates, will also be reviewed with district and building level administrators.

Performance Evaluations – Administrators

The Lake Central School Corporation will use the RISE Lake Central Teacher Evaluation System 3.0 for all certified administrative staff. Certified administrators that are employed by Lake Central for no less than 120 days in the same position in a school year will receive an evaluation of performance annually.

Certified administrators who do not meet the 120 day minimum, including individuals hired with less than 120 days, or serving in a temporary capacity under the 120 day minimum, will be observed at least one time utilizing the LCSC Rise 3.0 extended observation format and appropriate rubric dependent upon the length of employment expected.

Appendix A and table 1, which are included in this document, details the number of long and short observations required for different groups of teachers. Appendix B details important dates for the evaluation process.

Rigorous Measures of Effectiveness

The Lake Central RISE 3.0 observation rubrics provide for detailed descriptions of levels of effectiveness. The rubrics are used to create a shared vision of teaching excellence and instructional effectiveness. The level of rigor established through the evaluation rubrics provides a focal point for staff development and commonality of purpose between subject, grades, and developmental levels.

Professional Practice Component:

- Use of the appropriate rubric with all domains and competencies
- Scoring weights for all Professional Practice domains

Principals will be evaluated using the Lake Central RISE Principal Effectiveness 3.0 which assesses the performance of building principals on two domains, Teacher Effectiveness and Leadership Actions.

Assistant Principals, Deans of Students, Athletic Director, and Assistant Athletic Director will be evaluated using the Lake Central RISE Assistant Principal Effectiveness Rubric 3.0 which assesses their performance on two domains, Teacher Effectiveness and Leadership Actions. There are three (3) optional competencies that may be used depending on the duties assigned to the staff member:

- Professional Development
- Curriculum and Instructional Leadership
- And Student Culture, Management, and Support.

Directors of Elementary and Secondary Education, Student Services, and Human Resources will be evaluated using the Lake Central RISE Director's Rubric which has 5 domains:

- Communication Skills and Working relationships
- Supervision
- Leadership and Management Style
- Job Knowledge and Skills and
- Professional Responsibilities and Behavior.

The Superintendent will be evaluated using the Lake Central RISE Superintendent rubric 3.0 which has 6 domains:

- Human Capital Manager
- Instructional Leadership
- Personal Behavior
- Building Relationships
- Culture of Achievement and
- Organizations, Operational, and Resource Management.

Walk-through techniques, conferences, and a review of evidence/artifacts will be utilized to assist in gathering of information needed to compile a body of evidence for review.

Administrators will be rated on the applicable rubric through short and long observations which may be direct or indirect. An indirect observation will include a review of evidence/artifacts that pertain to the rubric categories. Each administrator will receive a rating at the end of each school year in one of four performance levels:

Highly Effective: A highly effective teacher consistently exceeds expectations. This is a teacher who has demonstrated excellence, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Effective: An effective teacher consistently meets expectations. This is a teacher who has consistently met expectations, as determined by a trained evaluator, in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Improvement Necessary: A teacher who is rated as improvement necessary requires a change in performance before he/she meets expectations. This is a teacher who a trained evaluator has determined to require improvement in locally selected competencies reasonably believed to be highly correlated with positive student learning outcomes.

Ineffective: An ineffective teacher consistently fails to meet expectations. This is a teacher who has failed to meet expectations, as determined by a trained evaluator, in locally selected

competencies reasonably believed to be highly correlated with positive student learning outcomes.

There is an additional domain that is a part of all certified staff rubrics, Core Professionalism.

This domain has four competencies on which the teacher is rated:

- Attendance
- On-time Arrival
- Policies and Procedures and
- Respect.

These additional domains are considered the non-negotiable aspects of a staff member's job.

This domain has only two rating levels: Meets Standard and Does Not Meet Standard. The evaluator uses available information and professional judgment to decide if a teacher has met the standards for any of the four competencies. One criteria that began in the 2020-21 school year, was teachers must have a current Indiana license in their teaching area on the first student day to receive a Meets Standard in the Policies and Procedures competency. A score of -1 will be added to the final TER rating if a teacher is rated Does Not Meet Standard in any of the four Core Professionalism areas.

Evaluators

The Superintendent will determine the evaluators each year. All evaluators will have completed a training program related to the RISE Lake Central Plan for Staff Evaluation-Administration. Additional training is provided to all evaluators on the software system used to track data and manage documentation. Software training is performed by either the training staff of the software vendor or an employee who has been trained on the software. Training and professional development in evaluation skills will be a focus of the school corporation to provide a high level of competence in the evaluator and consistency between evaluators.

Observations and Feedback

All certified staff will be observed at least two times per year. Table 1 and Appendix A detail the required number of observations for each category of staff. There are three types of observations used in the staff evaluation process. Long observations are at least 40 minutes in length. Medium observations for highly effective teachers are no less than 20 minutes. Short observations for all other ratings are 10 to 15 minutes in length.

Table 1

Designation of Rating Category	Type of Observation	Length
3.25-4.0	2 Medium Observations	20 minutes each
2.5-3.24	1 Long observation 2 Short observations	40 minutes 10-15 minutes each
2.49-1.0 & all first year certified staff	2 Long observations 3 short observations	40 minutes each 10-15 minutes each

Following each long observation, the evaluator shall conduct a conference with the employee to discuss the evaluation within seven (7) school days from the completion of the evaluation unless interrupted by a scheduled school break period or weather-related circumstances. Prior to the formal evaluation conference, the evaluator may release the results of the evaluation to the employee. Short observations are exempted from the release and conference provisions. Written feedback of short observations is required within two (2) school days of the short observation's occurrence unless interrupted by a scheduled school break or weather-related circumstances. The software program allows the evaluator to release this information to the staff member without additional comment.

A mid-year conference is considered an optional component of the adopted evaluation process. It is suggested that evaluators who have areas of concern regarding a teacher's instructional performance or performance related to any of the domains, should convene a mid-year conference to inform the teacher of the concerns and, if needed, develop a plan for improvement if this has not already been done at the time of the evaluation. In that case, the mid-year conference provides an opportunity for the evaluator and the evaluatee to monitor the individual's progress with the improvement plan.

Designation in Rating Category

After reviewing all available evidence, evaluators will use their professional judgment to assign final scores for each competency which will be combined according to prescribed weightings to arrive at a final rubric score. A final score for Core Professionalism will also be set at this time. An administrator's final rating will be based entirely on the final rubric score which will be determined by the following scale:

Highly Effective	3.5 – 4.0
Effective	2.5 - 3.49
Improvement Necessary	1.75 – 2.49
Ineffective	1.0 – 1.74

Any certificated employee receiving a final rating of Ineffective can request a private conference with the Superintendent. The employee must request such a meeting in writing and provide such a request within ten (10) days of receiving the final Ineffective rating designation.

Professional Development Plan (PDP)

If a certificated employee receives a rating of ineffective or improvement necessary, the evaluator and the certificated employee shall develop a remediation plan of not more than ninety (90) school days in length to correct the deficiencies noted in the certificated employee's evaluation. The remediation plan must require the use of the certificated employee's license renewal credits in professional development activities intended to help the certificated employee achieve an effective rating on the next performance evaluation. If the principal did not conduct the performance evaluation, the principal may direct the use of the certificated employee's license renewal credits under this subsection. (Public Law 90).

Should an evaluator determine an administrator's performance during an observation to be Ineffective or Needs Improvement, the evaluator will meet with the administrator during the post-observation conference and establish a plan for improvement. This plan should include sources of assistance for the administrator which create embedded practice within the school day. The plan should identify remediation strategies specifically linked to the deficiencies noted in the observation. It is desired that the professional development for these deficiencies occur within the timeframe of the remediation period whenever possible. Long-term resources may be identified, but should not compose the majority of suggested remediation resources.

Any improvement/remediation plan must be implemented immediately and shall include a time limit not to exceed ninety (90) school days for the employee to correct any areas of concern noted in the evaluation observation. The primary evaluator should include additional extended and short observations to monitor the progress of the employee beyond the RISE minimums outlined in earlier portions of this document.

An employee will be obligated to use any available license renewal credits to comply with the professional development plan requirements. The evaluator will not approve any professional leave requests from an employee that are not seen as being applicable to the improvement of skills outlined in the professional development plan.

Following the initial plan for improvement, an additional plan(s) may be created to assist the employee for a subsequent period of time not exceeding ninety (90) school days should evaluation observations continue to receive Ineffective or Needs Improvement ratings. Such improvement plans may span consecutive school years if necessary to permit a reasonable amount of time for the improvement to occur. Typically, this would be the case for improvement plans initiated within the last ninety (90) school days of a school year.

The Lake Central School Corporation may provide additional support to administrators either new to the profession or the school district. This could include employee induction activities, professional development, coaching, or other means as determined by the primary evaluator.

Monitoring Systems

The school district will review random samples from each evaluator to monitor the fairness, consistency, and objectivity of the evaluations. Professional development will be implemented to assure that high levels of inter-rater reliability are achieved.

Student performance, school accountability grades, and student growth data will provide a basis for the evaluation of rater consistency. Inconsistencies determined during the review will be addressed through additional professional development for the evaluator or the replacement of the individual as an evaluator.

The software package utilized by the school corporation will enable the district to collect, analyze, and generate reports of data within the system. The software must be able to efficiently update information and provide for the archiving of data over an extended period. Reports generated must be consistent with the electronic submission needs of the IDOE.

Cash Awards

Should the school district become eligible to receive cash awards for the purpose of recognizing teacher performance, said awards can only be distributed to those individuals with an underlying teaching contract. Any awards distributed will follow the rules and directives set forth by the Indiana Department of Education.

Monetary awards will typically be made to qualifying individuals in the third fiscal quarter of the year. This will permit the completion of all evaluations for the preceding school year including those that are reliant on data received following the completion of the school year. Such cash awards shall be integrated into the overall compensation system in accordance with regulatory statutes.

If monetary awards are received as the result of grant application or available from local general fund monies or other resources such as Title II funds, a base amount will be determined for staff with an underlying teaching contract and who have received an evaluation rating of Effective or Highly Effective rating. The amount of award to each category will be determined by the rules and directives set forth by the Indiana Department of Education. The intent of any award for performance is to provide a meaningful amount to each group eligible for the compensation whenever possible. This differential will only be applicable if required for grant eligibility. Should a differential not be required, the total available funds would be distributed in even shares to qualifying individuals. Payment of such grant funds will be subject to the withholding rules of the Indiana Public Retirement System and the Internal Revenue Service related to compensation.

Required Observations 2025-26

	Long Observations (no less than 40 minutes)	Medium Observations (20 minutes)	Short Observations (10-15 minutes)
Returning LC Teacher receiving a final rating of 3.25 or higher in previous school year	<ul style="list-style-type: none"> • N/A • Teachers receiving a final rating of 3.25 may opt out of any long evaluations as long as they continue to be rated at least 3.25. • Teachers may request that their evaluator complete a long observation. They must complete this request by April 17, 2026. 	<ul style="list-style-type: none"> • At least 2 medium per year (20 minutes) • Completed no later than April 17, 2026 • Written feedback must be completed within 2 school days <i>(unless interrupted by scheduled school break or weather related incident)</i> 	<ul style="list-style-type: none"> • N/A
Returning LC Teacher rated Effective in previous school year (3.24-2.5)	<ul style="list-style-type: none"> • At least 1 long observation • Completed no later than May 8, 2026 • Must complete follow-up within 7 school days <i>(unless interrupted by scheduled school break or weather related incident)</i> 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • 2 short observations (10-15 minutes) • Completed no later than May 8, 2026 • Written feedback must be completed within 2 school days <i>(unless interrupted by scheduled school break or weather related incident)</i>
Returning LC teacher rated Needs Improvement or Ineffective in previous school year (2.49-1.0) & New LC Teacher	<ul style="list-style-type: none"> • At least 2 long observations per year • One must be completed no later than December 5, 2025. The second completed no later than May 8, 2026. • Must complete follow up within 7 school days <i>(unless interrupted by scheduled school break or weather related incident)</i> 	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • At least 3 per year (10-15 minutes) • Completed no later than March 13, 2026 • Written feedback must be completed within 2 school days <i>(unless interrupted by scheduled school break or weather related incident)</i>

*** Any newly hired Lake Central Administrator is considered a "New Administrator" in terms of LC RISE even if they have previous experience in another school district. Therefore, they must have a minimum of 2 long and 3 short observations like any other newly hired administrator.**

Important Dates for Lake Central RISE Evaluations 2025-26

09/02/25	First date for observations for the 2025-26 school year
10/03/25	Deadline to submit intent to retire letter in order to be exempt from evaluation under LC RISE for the 2025-26 school year.
12/05/25	Last day for completion of 1 st long observation for all new administrators and returning administrators rated needs improvement or ineffective. Follow-up must be completed within 7 school days.
03/13/26	Last day for short observations for all new administrators and returning administrators rated needs improvement or ineffective. Written feedback must be completed within 2 school days.
04/17/26	<p>Last day for medium observations for administrators rated 3.25 and above. Written feedback must be completed within 2 school days.</p> <p>Deadline for administrators rated 3.25 and above to submit a request for a long observation to their primary evaluator (after 2nd medium is released).</p>
05/08/26	<p>Last day for all remaining long observations. Follow-up must be completed within 7 school days.</p> <p>Last day for short observations for administrators rated 2.5 to 3.24. Written feedback must be completed within 2 school days.</p>
05/29/26	Last day for administrators to upload items for evidence

Signed the 18th day of August, 2025 as representative of the governing body and Lake Central Schools Superintendent for Lake Central RISE Administrator Evaluation Plan 2025-26.

Dr. Lawrence Veracco, Lake Central School Corporation Superintendent

Cindy Sues, School Board President

Lake Central School Corporation

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Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Misty Scheuneman, Director of Secondary Education
DATE: August 14, 2025
RE: **Board Meeting of August 18, 2025**

PROFESSIONAL LEAVE REQUESTS

NAME	Amanda Pritt
POSITION	Girls Cross Country Coach
SCHOOL	LCHS
EVENT	Valley Kick Off Invite
DATES	8/15 - 8/16/2025
PLACE	Terre Haute, IN
DESCRIPTION	Cross Country Meet
SPONSORING ORGANIZATION	LCHS Athletics
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees - \$0 Estimated Travel Cost - \$0
FUNDING	Athletics

MS/vv

Board Meeting of August 18, 2025

NAME	Naveed Nizam
POSITION	Varsity Volleyball Coach
SCHOOL	LCHS
EVENT	Carroll Invite
DATES	8/29 - 8/30/2025
PLACE	Ft. Wayne, IN
DESCRIPTION	Volleyball Tournament
SPONSORING ORGANIZATION	Carroll High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Naveed Nizam
POSITION	Varsity Volleyball Coach
SCHOOL	LCHS
EVENT	Hamilton Southeastern Showcase
DATES	9/12 - 9/13/2025
PLACE	Fishers, IN
DESCRIPTION	Volleyball Tournament
SPONSORING ORGANIZATION	Hamilton Southeastern High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

Board Meeting of August 18, 2025

NAME	Naveed Nizam
POSITION	Varsity Volleyball Coach
SCHOOL	LCHS
EVENT	Carroll Invite
DATES	10/02 - 10/03/2025
PLACE	Ft. Wayne, IN
DESCRIPTION	Volleyball Tournament
SPONSORING ORGANIZATION	Carroll High School
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

NAME	Jeff Rhody
POSITION	Teacher / Coach
SCHOOL	LCHS
EVENT	IHSAA Cross Country Championships
DATES	10/31 - 11/01/2025
PLACE	Terre Haute, IN
DESCRIPTION	Boys Cross Country Meet
SPONSORING ORGANIZATION	IHSAA
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost – \$0 Estimated Required Fees – \$0 Estimated Travel Cost – \$0
FUNDING	Athletics

Lake Central School Corporation

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Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees

FROM: Misty Scheuneman, Director of Secondary Education

DATE: August 14, 2025

RE: **Board Meeting of August 18, 2025**

FIELD TRIP REQUESTS

Amanda Pritt, Girls Cross Country Coach at LCHS, requests to take approximately (12) members of the Girls Cross Country Team to Terre Haute, IN on August 15 - August 16, 2025. The team will compete in the Valley Kick Off Invite on the LaVerne Gibson Championship Course. All fees will be covered by athletics.

Naveed Nizam, Girls Volleyball Coach at LCHS, requests to take approximately (16) members of the Girls Volleyball Team to Ft. Wayne, IN on August 29 - August 30, 2025. The team will compete in the Carroll Invite Volleyball Tournament. All fees will be covered by athletics.

He also requests to take the same group to Fishers, IN on September 12 - September 13, 2025 to compete in the Hamilton Southeastern Showcase Volleyball Tournament. All fees will be covered by athletics.

He also requests to take the same group to Ft. Wayne, IN on October 2 - October 3, 2025. The team will compete in the Carroll Invite Volleyball Tournament. All fees will be covered by athletics.

Jeff Rhody, teacher and coach at LCHS, requests to take approximately (14) members of the Boys Cross Country Team to Terre Haute, IN on October 31 - November 1, 2025. The team will compete in the IHSA State Cross Country Championships on the LaVerne Gibson Championship Course. All fees will be covered by athletics.

MS/vv

Lake Central School Corporation

8260 Wicker Avenue
Tel: (219) 365-8507

Saint John, IN 46373
Fax: (219) 365-6406

website: lcsc.us



Lawrence Veracco, Ph.D.
Superintendent

Sarah Castaneda
Assistant Superintendent

Yolanda Bracey, Ed. D.
Director of Primary Education

Misty Scheuneman
Director of Secondary Education

Rebecca Gromala
Director of Student Services

TO: Board of School Trustees
FROM: Rebecca Gromala, Director of Student Services
DATE: August 14, 2025
RE: **Board Meeting of August 18, 2025**

PROFESSIONAL LEAVE REQUESTS

NAME	Justin Schranz
POSITION	Resource Teacher
SCHOOL	Bibich Elementary
EVENT	ASSET Special Education Training
DATES	8/25 - 8/27/2025
PLACE	Franklin, IN
DESCRIPTION	Required in-person training for ASSET program
SPONSORING ORGANIZATION	ASSET
EXPENSES	Estimated Meal Cost - \$70 Estimated Hotel Cost - \$303 Estimated Required Fees - \$0 Estimated Travel Cost - Mileage & Parking
FUNDING	TBD

RG/vv

NAME	Janice Meyer, Rebecca Dexter
POSITION	Early Childhood Teachers
SCHOOL	Watson Elementary
EVENT	Early Childhood and Play Summit
DATES	8/26/2025
PLACE	Lake Station, IN
DESCRIPTION	Annual summit on whole-child development and fostering early literacy
SPONSORING ORGANIZATION	Indiana Parks and Recreation Association
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees – \$35 x (2) Estimated Travel Cost – Mileage & Parking
FUNDING	Watson Title II

NAME	Kyle Ellis
POSITION	SSP
SCHOOL	LCCHS
EVENT	CPI Instructor Re-Certification
DATES	9/05/2025
PLACE	Oakbrook, IL
DESCRIPTION	Required 2-year re-certification for being a CPI Certified Instructor
SPONSORING ORGANIZATION	Crisis Prevention Institute
EXPENSES	Estimated Meal Cost - \$0 Estimated Hotel Cost - \$0 Estimated Required Fees – \$2349.00 Estimated Travel Cost – Mileage & Parking
FUNDING	Corporation Title II

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Lawrence Veracco, Ph. D.
Superintendent

Rob James
Director of Business Services

To: Board of School Trustees

From: Mr. Rob James, Director of Business Services

Date: August 14, 2025

RE: Board Meeting August 18, 2025

Donations (Action Required) Received

Given

The Kahler Middle School Cheer Team received a donation of \$1000 from Machinery Movers, Riggers, and Machinery Erectors.

The Kahler Girls Basketball team received a donation of \$950 from Dena and Eric Beaderstadt for the purchase of jerseys for the team.

The local Tri Kappa, Zeta Psi Chapter donated the following amounts to the Art Departments at each school:

Lake Central High School - \$3,000
Each Middle School - \$1,500
Each Elementary School - \$1,000

The Administration recommends approving the donations as indicated above.

2026 Budget Timeline

I have included in your packet my proposed timeline for adopting the 2026 Budget, Capital Projects Plan, and 5-year Bus Replacement Plan. Please review the dates and let me know if you have any questions.

Lake Central School Corporation
2026 Budget
Proposed Timeline

Public Work Session and
Permission to Advertise
2026 Budget; Capital Projects Plan;
5-year Bus Replacement Plan

Monday – September 8, 2025
Regular Board Meeting

Publication of Notice of Public
Hearing

Thursday – September 11, 2025
(At least 10 days prior to Public Hearing)

Public Hearing

Monday - September 22, 2025
Regular Board Meeting
(At least 10 days before adoption)

Adoption
2026 Budget; Capital Projects Plan;
5-year Bus Replacement Plan

Monday - October 6, 2025
Regular Board Meeting