

**Pana High School**  
**Report to the Board of Education**  
**April, 2022**



- 9<sup>th</sup> Grade 110
- 10<sup>th</sup> Grade 87
- 11<sup>th</sup> Grade 98
- 12<sup>th</sup> Grade 87
- Totals 382

**Good Things at PHS:**

We have recommended a Dean of Students, German and sophomore English teachers to be hired!

School wide SAT/PSAT was a success. Make ups and accommodated testing are taking place.

**Other news:**

**Upcoming Dates:**

April 25-29 - MAP testing 9th and 10th grade  
    English 25-26  
    Math 28-29  
April 27th - NHS Banquet 5:00  
    Club picture day  
April 28th - FFA Banquet  
May 3rd - 8th Grade Transition 2:30  
May 5th - Honors Day  
    Music Department Concert  
May 7th - Prom/Post Prom  
May 11,12 & 13 - Senior Finals  
May 13 - Ag/FFA Barnyard Zoo  
May 15 - Baccalaureate 1:30  
    Scholarship and Awards Banquet 5:30  
May 17 - Senior Trip  
May 18 - Senior Campout  
    Senior Prank  
May 19 - Senior Breakfast  
    Graduation Practice  
    Elementary School Walk-thru  
    Senior Skip Day  
May 20th, 7:00pm - Graduation  
May 24-26 Finals  
May 27th - Last day of school

We have agreed to renew our dual credit agreement with Lake Land College.

**Yearbook plans:**

1. Fiscal responsibility
  - a. We renegotiated the contract with the yearbook vendor. It is a 2 year contract. The new contract brought the price down from \$69 to \$55. In the past we were paying \$69 for each yearbook and only charging \$50.

We started \$19 in the red for each yearbook we sold and counted on Ad sales to make up the difference. The Ad sales lagged due to the pandemic and scheduling changes causing the yearbook to fall into debt.

- b. Yearbook was loaned \$4100 from the HS Pepsi rebate.
    - i. This amount was chosen with the belief that through continued sales of the 20-21 yearbook, additional fundraising and static sales we should be able to get Yearbook into the black.
    - ii. The plan is for the loan to be repaid as Yearbook works concessions stands and sells ads.
    - iii. To date, Yearbook has fundraised \$900 working concessions and brought in \$1665 in ad sales for a total of \$2565. The \$2565 will go toward repaying the loan.
  - c. The cost of the yearbooks were increased from \$50 to \$55. This will prevent the debt issue from being a constant struggle. Once Yearbook is out of debt and we have an idea of what the yearly ad sales are we can revisit lowering the cost to make the yearbooks more affordable.
  - d. Ad Sales - We are increasing the number of pages within the yearbook to display ads. In the past this was limited to four pages. Four pages does not give us the ability to cover costs. We are looking at expanding to 6-8 pages.
  - e. Purchasing adjustments - We are going to limit the number of extra yearbooks purchased. The vast majority of yearbooks purchased will be from pre-orders. In the past, dozens of extras were purchased in the hope of selling them over an extended time. The extra did not sell and have compounded our debt issue.
  - f. As of this moment Yearbook is now \$32.80 in the black.
2. Structure
- a. Over time Yearbook has moved from a class to meeting during a full study hall to a 20 minute study hall. This has reduced the number of students in Yearbook and the amount of time they are allotted to complete the required tasks. The effect this reduction in time and students had was to reduce ad sales and prolong completion of the yearbook. The 20-21 yearbook wasn't completed until September of the 21-22 school year.
  - b. This year there are only 4 students working on the yearbook.
  - c. With it essentially working as a club, there is also a lack of accountability for task completion.
  - d. This semester the study hall returned to a full 40 minutes.
  - e. In the future the hope is that Yearbook will once again become a class. This will help with numbers and accountability. We are working toward that goal but it will depend on scheduling and the Yearbook sponsor.

Update on our plan to draw more applicants when we have a job opening and to persuade them to accept if offered..

1. Grow your own initiatives.
  - a. Pana students. Pana students who express interest in a career in education will be given opportunities in the district to get experience in the classroom through service learning, mentoring and co-op.
  - b. Local college students. We have contacted the local college education departments to extend an invite to host student teachers.

- c. I attended a community planning session with the Greenville College Education Department. I reiterated our desire to host student teachers and started dialogue to start a residency program with any student teachers.
2. Recruitment
    - a. We have started to leverage non-traditional methods to advertise job openings, ie LinkedIn.
    - b. I have had two meetings with Tony Ambrose to discuss 30 sec hype videos to sell our school and the community to potential candidates.
    - c. The videos would then be shared on our social media platforms and our school web page.
    - d. We formed a recruitment and branding committee to brainstorm ideas for the videos.
    - e. A student welcoming committee was formed to meet candidates when they arrived and gave them a tour of the building. The students then sat and chatted with the candidates as they waited.
    - f. Candidates were given a packet to take with them to streamline the hiring process if they were offered the position. The idea is to make it as easy as possible to finish the process.
    - g. Knowing that most good to great candidates will have several offers, they were sent home with a "WHY PANA" flyer emphasizing the great things we have happening at the high school.
    - h. Instead of calling to offer potential new hires, I have started to meet them for lunch and sell Pana while offering them the position.
  3. Retention
    - a. When a candidate accepts. Intentional efforts are made to make the hiring process as smooth as possible.
    - b. We will celebrate the hiring after the candidate is officially hired with a college signing style press release.
      - i. We want to include students in a welcome video that is sent to the candidate as well.
    - c. New hires will be assigned a mentor.
    - d. An official mentoring program is in the early stages of development.
    - e. Climate and culture committee will also plan activities for all staff to foster a family atmosphere and ensure all faculty build relationships amongst themselves.
  4. Constant and continual review and adjustment of these programs to ensure we are doing everything we can to attract the best candidates.

**The April First National Bank Senior-of-the-Month was:** Grace Harmston

**The April WMKR Radio Students-of-the-Month are:**

- 9 - Kylie Evrley
- 10 - Griffin Kimbrel
- 11 - Dillon Elledge
- 12 - Alex Rodgers

**The January Peoples Bank and Trust of Pana Student-Athletes-of-the-Month are:**

Senior - Grace Fitzpatrick

Junior - Evan Swisher

Soph - Bailey Evrley

Fresh - Belle Anderson