

Organizational Plan 2013-2017

Nashville Christian School

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Overview

Plan Name

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Plan Description

This plan includes goals that will improve the organization and infrastructure of school operations.

Goals Summary

The following is a summary of the goals encompassed in this plan. The details for each goal are available in the next section.

#	Goal Name	Goal Details	Goal Type	Total Funding
1	Stakeholders will be engaged in the school improvement process.	Objectives: 3 Strategies: 4 Activities: 10	Organizational	\$1000
2	Administrators will continue to refine the implementation and administration of an educational technology initiative.	Objectives: 4 Strategies: 6 Activities: 10	Organizational	\$133200
3	Nashville Christian School will have an up to date Library Media Center that services Kindergarten through 12th grade students.	Objectives: 2 Strategies: 5 Activities: 13	Organizational	\$45000

Goal 1: Stakeholders will be engaged in the school improvement process.

Measurable Objective 1:

demonstrate a behavior of establishing a direct line of communication between stakeholders and the administration by 08/31/2015 as measured by regular stakeholder surveys.

Strategy 1:

Establishing Survey Protocol - Administrators will delineate a timeline for regular distribution and collection of stakeholder surveys. The communications director will distribute surveys through RenWeb, and the accreditation coordinator will monitor response rate in the ASSIST program. Administration will pro-actively encourage stakeholder participation.

Activity - Establish a Timeline	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Delineate a timeline for regular survey distribution to the school community (students, parents, staff, faculty, and outside community) and distribute surveys accordingly.	Community Engagement	10/16/2012	01/31/2013	\$0	No Funding Required	Administration and Communications Director
Activity - Monitoring Participation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Monitor percentage of stakeholder response through ASSIST program and encourage participation of stakeholders through regular school publications such as The Eagle Watch, text alerts, principal emails, classroom newsletters, and an incentive program.	Community Engagement	01/31/2013	05/31/2015	\$0	No Funding Required	Administration, Accreditation Coordinator, Communications Coordinator, Faculty

Strategy 2:

Presidential Advisory Council - The president will form an advisory council composed of students, faculty, board members, parents, and community leaders. This council will provide input and feedback about school-wide improvement initiatives.

Activity - Committee Formation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Teachers and administrators will nominate candidates to participate on the advisory council. These nominees will be contacted and invited to participate by the President.	Community Engagement	10/31/2012	05/31/2015	\$0	No Funding Required	Administrators, faculty, and school president
Activity - Committee Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Leadership will meet quarterly with President's Advisory Council to discuss school-improvement initiatives.	Community Engagement	12/05/2012	05/31/2015	\$200	General Fund	The school president and administration
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Measurable Objective 2:

collaborate to educate stakeholders about the continuous school improvement and accreditation process by 05/31/2015 as measured by stakeholder surveys.

Strategy 1:

Accreditation Education - The school will inform stakeholders regarding AdvancEd/NCSA standards and the school improvement process through various forms of communication, both written and personal.

Activity - School Improvement Web Page	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Create a page on the school website with links to our current school improvement plan, the AdvancEd website, and the NCSA website.	Community Engagement	11/01/2012	12/01/2012	\$0	No Funding Required	Administrators, Accreditation Coordinator, and Communications Director

Activity - On-going Accreditation Communication	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Communicate information about the school improvement process through the Eagle Watch and regular administrative emails. Incorporation of information about the school improvement plan at public school gatherings such as parent education nights, open houses, student assemblies, board meetings, and faculty meetings.	Community Engagement	10/01/2012	05/31/2015	\$0	No Funding Required	Administrators and Communication Director

Measurable Objective 3:

demonstrate a behavior fostering community involvement through volunteerism and interaction by 05/31/2015 as measured by sustained increase in membership and participation in school community groups.

Strategy 1:

Project Eagles Council - Administration and current volunteer leaders will reorganize existing volunteer groups into one campus-wide body that promotes and implements opportunities for stakeholder involvement in a range of community activities. The Eagles Council will be fully functioning by 2015.

Research Cited: While it is true that volunteers operate without receiving market-value compensation for the work performed, any serious organizational initiative—of any type—requires a strategic vision and an outlay of time, attention, and infrastructure. Someone needs to be assigned the important task of overseeing the venture, of facilitating community involvement, of preparing volunteers for the task at hand, of supporting their ongoing involvement, and of thanking them for the time given. The organization needs to know what it hopes to achieve and how that end product will help meet the overall goals of the group. The organization's staff and leadership need to be committed to working with volunteers and, in many cases, offered staff development opportunities to learn how to work well with the community. In short, a credible effort needs a vision and plan, resources sufficient to the task at hand, and a dedicated, skilled, point person to assure that tasks run smoothly and reach completion.

From Strategic Volunteer Engagement by the RGK Center for Philanthropic and Community Service

Activity - Establishing Structure and Guidelines	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Establish a governing document that includes organizational structure and by-laws for Eagles Council.	Community Engagement	01/08/2013	05/31/2013	\$0	No Funding Required	school president, board members, directors
Activity - Financial Needs Assessment	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Assess financial needs of all participating subgroups by obtaining an operating budget from each director.	Community Engagement	05/01/2013	08/01/2013	\$0	No Funding Required	directors
Activity - Public Relations	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Promoting transition to the Eagles Council structure through education, explanation, and positive marketing.	Community Engagement	01/04/2013	08/01/2013	\$500	General Fund	Administration, Directors, Development Office, volunteer group leaders
Activity - Collaboration and Team Building	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hold initial regular meetings with representatives of the various subgroups to build an awareness of each group's contribution to the school and to begin quarterly, collaborative planning sessions.	Community Engagement	08/01/2013	05/29/2014	\$300	General Fund	Directors, Administrators, volunteer group representatives

Goal 2: Administrators will continue to refine the implementation and administration of an educational technology initiative.

Measurable Objective 1:

collaborate to provide reliable support and tools to sustain the current technology initiative by 05/31/2013 as measured by staff surveys.

Strategy 1:

Outsourcing IT - We will contract with an off-site group to manage our technology needs, including repair, maintenance, and future planning.

Research Cited: Project RED conducted the first large-scale national study to identify and prioritize the factors that make some U.S. K-12 technology implementations

perform dramatically better than others. According to their study, a 1:1 student-computer ratio has a higher impact on student outcomes and financial benefits than other ratios, and the key implementation factors (KIFs) increase both benefits.

They go on to say that continuous access to a computing device for every student leads to increased academic achievement and financial benefits, especially when technology is properly implemented.

In general, they suggest that schools with a 1:1 student-computer ratio outperform non-1:1 schools on both academic and financial benefits.

Activity - Selection Process	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Accept bids from and interview technology companies and select the best candidate.	Technology	05/01/2012	08/01/2012	\$90000	General Fund	Administration, board, and school president

Activity - On-site Technology Liaison	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Hire on-site technology liaison to partner with off-site company and manage immediate needs. Liaison will also teach middle and high school technology classes.	Technology	05/01/2012	08/01/2013	\$30000	General Fund	Administrators

Measurable Objective 2:

demonstrate a behavior of educating our stakeholders about technology integration by 05/31/2015 as measured by tracking the number of hours devoted to technology training.

Strategy 1:

Team Technology - Teachers will complete professional development in technology integration and work in teams to develop ways to embed technology into the curriculum.

Research Cited: According to Project Red:

Schools must incorporate technology into daily teaching to realize the benefits. The daily use of technology in core classes correlates highly to the desirable education success measures (ESMs). Daily technology use is a top-five indicator of better discipline, better attendance, and increased college attendance.

Activity - Technology Professional Development	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Send teachers annually from all school levels to off-site technology workshops.	Professional Learning	05/01/2012	05/31/2015	\$6000	General Fund, Title II Part A	teachers and administration

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Activity - On-site Technology Training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide 20 hours of on-site technology training for teachers.	Professional Learning	05/01/2012	05/31/2015	\$900	General Fund	administration

Strategy 2:

School-Home Connection - Staff will equip parents with technological strategies that allow them to aid the student learning process at home.

Research Cited: The Family–School Connection and Technology by Jay Blanchard

<http://ecap.crc.uiuc.edu/eearchive/books/fte/links/blanchard.pdf>

Activity - Parent Education Night	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Host parent education nights at least twice a year, offering a technology session	Parent Involvement	05/01/2012	05/31/2015	\$1200	Booster Fund	Administration, teachers, and volunteer organizations

Activity - Technology Orientation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Require a parent technology orientation at the beginning of each school year to acquaint parents with policy, expectations, and general use of technology tools.	Parent Involvement	08/05/2013	05/31/2015	\$0	No Funding Required	administration and technology liaison

Measurable Objective 3:

demonstrate a behavior of providing students regular opportunities to develop technology skills in the classroom by 05/31/2015 as measured by formal submission of two lesson plans per quarter demonstrating use of technology in the classroom.

Strategy 1:

Technology in Lessons - Teachers will regularly apply technology training to design of lesson plans.

Research Cited: According to Project RED:

Schools must incorporate technology into daily teaching to realize the benefits. The daily use of technology in core classes correlates highly to the desirable education success measures (ESMs). Daily technology use is a top-five indicator of better discipline, better attendance, and increased college attendance.

Activity - Technology in Action	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Require teachers to submit two lesson plans per quarter demonstrating the use of technology.	Direct Instruction	08/05/2013	05/31/2015	\$0	No Funding Required	teachers and administration

Measurable Objective 4:

collaborate to evaluate the effectiveness of our current technology initiative and identify necessary alterations to maintain or establish effectiveness by 03/01/2014 as measured by formulation of a plan for the next phase of our technology initiative.

Strategy 1:

Assessment of Current Implementation - Administration will gather feedback from stakeholders and technology support providers to assess the strengths and weaknesses of our current technology plan.

Activity - Gathering Information	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Gather feedback from stakeholders through focus group, interviews and surveys.	Technology	06/01/2013	12/19/2014	\$100	General Fund	administration

Strategy 2:

Options and Current Trends - In partnership with ANS, the technology liaison and administration will explore current trends in educational technology and developments in available technology tools.

Activity - Quarterly Meetings	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Share findings and recommendations related to research and formulate plans.	Technology	11/01/2012	03/01/2014	\$0	No Funding Required	Administration , technology support, technology liaison

Activity - Technology Reconnaissance	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Visit regional schools who successfully use technology to improve student learning.	Technology	01/31/2013	10/31/2014	\$5000	General Fund	teachers, administrators , technology liaison

Goal 3: Nashville Christian School will have an up to date Library Media Center that services Kindergarten through 12th grade students.

Measurable Objective 1:

collaborate to hire a full time Library Media Specialist by 05/19/2014 as measured by completion of the hiring process.

Strategy 1:

Job Description - Administrators will research current practices of Library Media Centers and develop a detailed job description.

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Activity - Research	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Tour local schools and read current research	Academic Support Program	01/13/2014	02/28/2014	\$0	No Funding Required	Administrative Staff

Activity - Write Job Description	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will collaboratively construct a detailed job description for the Library Media Specialist position.	Academic Support Program	03/03/2014	03/31/2014	\$0	No Funding Required	Administrative staff

Strategy 2:

Hiring Process - Administrators will post the position on school website and other appropriate venues. The hiring process will include an initial interview with administrators and sessions with stakeholders. Applicants will be required to submit a personal statement of faith, a completed application and resume, and evidence of past successes. Applicants will also be evaluated on their ability to visualize and articulate a vision.

Research Cited: Hiring with Your Head: Using Performance-Based Hiring to Build Great Teams by Lou Adler

Activity - Resume Review and Phone Interviews	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
After allowing two weeks to accept applications, administrators will review all resumes. Administrators will conduct phone interviews.	Other	04/01/2014	04/30/2014	\$0	No Funding Required	Administration and Administrative Assistants

Activity - Initial Interview and Reference Checks	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will interview applicants, check references, and narrow down applicant pool.	Other	04/21/2014	04/28/2014	\$0	No Funding Required	Administrators

Activity - Panel Interview	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Administrators will assemble a panel consisting of teachers and parents to interview the final candidates.	Community Engagement	05/01/2014	05/14/2014	\$0	No Funding Required	Administrators and teachers

Measurable Objective 2:

collaborate to update the Library facility by 08/01/2017 as measured by an updated collection of books, a devoted staff member, and current media tools.

Strategy 1:

Book Collection - Stakeholders will inventory the collection assessing items to be discarded or replaced. Books on the shelf will be aligned with digital card catalog.

Activity - Inventory Books	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
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A taskforce of stakeholders will inventory and organize current collection.	Parent Involvement	10/22/2013	01/31/2014	\$0	No Funding Required	Administrator s, teachers, parents, and staff
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Activity - Collection Management	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Library Media Specialist will select software to manage collection.	Academic Support Program	06/02/2014	08/04/2014	\$5000	General Fund	Administration and Library Media Specialist

Activity - Acquiring New Materials	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Library Media Specialist will oversee the acquisition of new materials.	Academic Support Program	07/01/2014	08/01/2017	\$10000	Capital Improvement Fund	Library Media Specialist

Strategy 2:

Media Resources - Library Media Specialist will oversee the updating of technological resources.

Activity - Inventory Media Tools	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Library Media Specialist will assess current media tools available and compare them with area schools.	Academic Support Program	08/04/2014	12/29/2014	\$0	No Funding Required	Library Media Specialist

Activity - Media Tools Accessibility	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Library Media Specialist will collaborate with ANS, IT support, to insure ongoing accessibility to media tools.	Academic Support Program	07/01/2014	08/04/2017	\$30000	General Fund	Library Media Specialist, ANS support personnel

Strategy 3:

Facility Update - A taskforce of stakeholders will update the appearance of the Library Media Center in a way that is both functional and aesthetically pleasing. The design will reflect the mission and vision of the school.

Activity - Assemble taskforce	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
A task force of administrators, teachers, students, and parents will meet to develop a long term plan of improvement.	Community Engagement	10/14/2013	12/01/2014	\$0	No Funding Required	Administrator s and teachers

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Activity - Library Taskforce	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Library Taskforce will meet monthly to implement short term goals of Library update	Community Engagement	10/14/2013	01/01/2015	\$0	No Funding Required	Administrators, teachers, staff
Activity - Library Renovation	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Library Media Specialist will collaborate with Development Director and the Library Taskforce to coordinate funding and completion of major renovation and updating of Library facility. Funding will be determined after taskforce has given recommendations. A capital campaign will fund this effort.	Academic Support Program	07/01/2015	08/01/2017	\$0	Capital Improvement Fund	Administrators, Library Media Specialist, Development Director

Activity Summary by Funding Source

Below is a breakdown of your activities by funding source

No Funding Required

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Panel Interview	Administrators will assemble a panel consisting of teachers and parents to interview the final candidates.	Community Engagement	05/01/2014	05/14/2014	\$0	Administrators and teachers
Resume Review and Phone Interviews	After allowing two weeks to accept applications, administrators will review all resumes. Administrators will conduct phone interviews.	Other	04/01/2014	04/30/2014	\$0	Administration and Administrative Assistants
Financial Needs Assessment	Assess financial needs of all participating subgroups by obtaining an operating budget from each director.	Community Engagement	05/01/2013	08/01/2013	\$0	directors
Establishing Structure and Guidelines	Establish a governing document that includes organizational structure and by-laws for Eagles Council.	Community Engagement	01/08/2013	05/31/2013	\$0	school president, board members, directors
Quarterly Meetings	Share findings and recommendations related to research and formulate plans.	Technology	11/01/2012	03/01/2014	\$0	Administration, technology support, technology liaison
Establish a Timeline	Delineate a timeline for regular survey distribution to the school community (students, parents, staff, faculty, and outside community) and distribute surveys accordingly.	Community Engagement	10/16/2012	01/31/2013	\$0	Administration and Communications Director
Technology Orientation	Require a parent technology orientation at the beginning of each school year to acquaint parents with policy, expectations, and general use of technology tools.	Parent Involvement	08/05/2013	05/31/2015	\$0	administration and technology liaison
Monitoring Participation	Monitor percentage of stakeholder response through ASSIST program and encourage participation of stakeholders through regular school publications such as The Eagle Watch, text alerts, principal emails, classroom newsletters, and an incentive program.	Community Engagement	01/31/2013	05/31/2015	\$0	Administration, Accreditation Coordinator, Communications Coordinator, Faculty
Technology in Action	Require teachers to submit two lesson plans per quarter demonstrating the use of technology.	Direct Instruction	08/05/2013	05/31/2015	\$0	teachers and administration

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Write Job Description	Administrators will collaboratively construct a detailed job description for the Library Media Specialist position.	Academic Support Program	03/03/2014	03/31/2014	\$0	Administrative staff
Assemble taskforce	A task force of administrators, teachers, students, and parents will meet to develop a long term plan of improvement.	Community Engagement	10/14/2013	12/01/2014	\$0	Administrators and teachers
Inventory Books	A taskforce of stakeholders will inventory and organize current collection.	Parent Involvement	10/22/2013	01/31/2014	\$0	Administrators, teachers, parents, and staff
Initial Interview and Reference Checks	Administrators will interview applicants, check references, and narrow down applicant pool.	Other	04/21/2014	04/28/2014	\$0	Administrators
Research	Tour local schools and read current research	Academic Support Program	01/13/2014	02/28/2014	\$0	Administrative Staff
On-going Accreditation Communication	Communicate information about the school improvement process through the Eagle Watch and regular administrative emails. Incorporation of information about the school improvement plan at public school gatherings such as parent education nights, open houses, student assemblies, board meetings, and faculty meetings.	Community Engagement	10/01/2012	05/31/2015	\$0	Administrators and Communication Director
Inventory Media Tools	The Library Media Specialist will assess current media tools available and compare them with area schools.	Academic Support Program	08/04/2014	12/29/2014	\$0	Library Media Specialist
Committee Formation	Teachers and administrators will nominate candidates to participate on the advisory council. These nominees will be contacted and invited to participate by the President.	Community Engagement	10/31/2012	05/31/2015	\$0	Administrators, faculty, and school president
Library Taskforce	Library Taskforce will meet monthly to implement short term goals of Library update	Community Engagement	10/14/2013	01/01/2015	\$0	Administrators, teachers, staff
School Improvement Web Page	Create a page on the school website with links to our current school improvement plan, the AdvancEd website, and the NCSA website.	Community Engagement	11/01/2012	12/01/2012	\$0	Administrators, Accreditation Coordinator, and Communications Director
Total					\$0	

Title II Part A

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Technology Professional Development	Send teachers annually from all school levels to off-site technology workshops.	Professional Learning	05/01/2012	05/31/2015	\$3000	teachers and administration
Total					\$3000	

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General Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
On-site Technology Training	Provide 20 hours of on-site technology training for teachers.	Professional Learning	05/01/2012	05/31/2015	\$900	administration
On-site Technology Liaison	Hire on-site technology liaison to partner with off-site company and manage immediate needs. Liaison will also teach middle and high school technology classes.	Technology	05/01/2012	08/01/2013	\$30000	Administrators
Collection Management	The Library Media Specialist will select software to manage collection.	Academic Support Program	06/02/2014	08/04/2014	\$5000	Administration and Library Media Specialist
Media Tools Accessibility	The Library Media Specialist will collaborate with ANS, IT support, to insure ongoing accessibility to media tools.	Academic Support Program	07/01/2014	08/04/2017	\$30000	Library Media Specialist, ANS support personnel
Technology Professional Development	Send teachers annually from all school levels to off-site technology workshops.	Professional Learning	05/01/2012	05/31/2015	\$3000	teachers and administration
Gathering Information	Gather feedback from stakeholders through focus group, interviews and surveys.	Technology	06/01/2013	12/19/2014	\$100	administration
Technology Reconnaissance	Visit regional schools who successfully use technology to improve student learning.	Technology	01/31/2013	10/31/2014	\$5000	teachers, administrators, technology liaison
Public Relations	Promoting transition to the Eagles Council structure through education, explanation, and positive marketing.	Community Engagement	01/04/2013	08/01/2013	\$500	Administration, Directors, Development Office, volunteer group leaders
Committee Meetings	Leadership will meet quarterly with President's Advisory Council to discuss school-improvement initiatives.	Community Engagement	12/05/2012	05/31/2015	\$200	The school president and administration
Collaboration and Team Building	Hold initial regular meetings with representatives of the various subgroups to build an awareness of each group's contribution to the school and to begin quarterly, collaborative planning sessions.	Community Engagement	08/01/2013	05/29/2014	\$300	Directors, Administrators, volunteer group representatives
Selection Process	Accept bids from and interview technology companies and select the best candidate.	Technology	05/01/2012	08/01/2012	\$90000	Administration, board, and school president
Total					\$165000	

Capital Improvement Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Library Renovation	Library Media Specialist will collaborate with Development Director and the Library Taskforce to coordinate funding and completion of major renovation and updating of Library facility. Funding will be determined after taskforce has given recommendations. A capital campaign will fund this effort.	Academic Support Program	07/01/2015	08/01/2017	\$0	Administrators, Library Media Specialist, Development Director
Acquiring New Materials	Library Media Specialist will oversee the acquisition of new materials.	Academic Support Program	07/01/2014	08/01/2017	\$10000	Library Media Specialist
Total					\$10000	

Booster Fund

Activity Name	Activity Description	Activity Type	Begin Date	End Date	Resource Assigned	Staff Responsible
Parent Education Night	Host parent education nights at least twice a year, offering a technology session	Parent Involvement	05/01/2012	05/31/2015	\$1200	Administration, teachers, and volunteer organizations
Total					\$1200	