

## December 2024 Director’s Report (for November)

### 24-25 Organizational Goals Updates

This following is an update on some of NEO’s 24-25 organizational goals. Some will be updated in January and in subsequent months.

<b>24-25 ADULT EDUCATION GOALS</b>			
<b>GOAL</b>	<b>24-25 Goal</b>	<b>As of 12.1.24</b>	<b>Notes</b>
Adult Ed Enrollment (mid-year 12.31.24)	<b>204</b>	204	<b>Met goal</b>
NEO % of all Region 1 Adult Ed Enrollment	<b>23%</b>	37%	Looking good!
Increase enrollment at NEO’s 6 satellite adult learning centers from 23-24	<b>15 + or 5% increase</b>	4 of 6 sites have already met goal. PC Jail & Lake Station ESL have not. East Chicago has grown by 46%!	
Measurable Skills Gains (mid-year 12.31.24)	<b>57%</b>	45.1%	Expect to meet
Integrated Education and Training (IET)	<b>20 (internal) or 14 (DWD)</b>	7	6 Para Pro , 1 HVAC
High School Equivalency graduates	<b>66</b>	16	Steady Progress
Separation (exit before enrollment or gain)	<b>&gt;23%</b>	3%	Way to go!
<b>24-25 NEW VISTAS HIGH SCHOOL GOALS</b>			
<b>GOAL</b>	<b>24-25 Goal</b>	<b>As of 12.1.24</b>	<b>Notes</b>
February “count day” Enrollment	<b>153</b>	140	Fall count was 132
Credit Completion Rate	<b>83%</b>	53.5 %	Term 1
Attendance Rate	<b>89%</b>	64.7%	
January report will include updates on the following: chronically absent, retention, discipline, graduation			
<b>24-25 NEO ORGANIZATIONAL WIDE GOALS</b>			
<b>GOAL</b>	<b>Mid-Year Update &amp; Notes</b>		
Meet 90% + of BSU OCS Financial Framework goals	Will know once audit is finalized		
Fully implement Development Plan, resulting in raising an additional \$175,000 in revenue from donors and grants.	Rising Up campaign and grants report will be presented in January		
Complete capital projects (Creekside Early Learning and NEO Training Academy) and secure leases to yield a 400% increase in local revenue from rent by 25-26	CEL completed Training Academy begins in December		
Submit and be approved for a three to five year charter renewal from BSU ( to be announced in March 2025)	Renewal application and site visits completed, BSU decision by March 2025		
Ensure inclusive and effective leadership secession with new executive director hired by May 2025.	In progress		
Solidify training plans with tenants with focus on early education, trades, business, energy/green jobs, etc.	In progress		

### Program Updates

**NVHS Term 2:** New Vistas High School’s Term 2 began on Tuesday, November 19.

**College and Career Initiatives:** Stacy Lindskog, New Vistas Guidance Counselor and Teresa Valtierra, Adult Education Assistant Director, have launched NEO's comprehensive College and Career Readiness plan. The following events took place in November.

- **Trades Day Field Trip:** Stacy Lindskog, New Vistas Guidance Counselor, took six NVHS students to the Career Trades Day at Lake County Fairgrounds. Students interacted with representatives from various trades and learned about what each trade has to offer and what it's like to work in that field.
- **November Lunch and Learn:** Micheal Gonzalez, owner of Steel Shores Media, was November's speaker at NEO's career-focused Lunch and Learn. He shared his experience in this field with students and engaged them in some social media challenges.

### Personnel Updates

**Open Positions:** NVHS has an open position for a paraprofessional and Adult Education has an opening for an aide for East Chicago's English Language program.

**New Hire:** Andrea Smith has joined the New Vistas team as the school's Special Education Coordinator and Teacher. Mrs. Smith has extensive experience, credentials, and education in Special Education and brings a true affinity and commitment for this work.

### Professional Development

Dave Plesac continues training related to being the NVHS's Corporation Testing Coordinator. Andrea Smith is completing steps for her Services for Students with Disabilities (SSD) coordinator certification for testing accommodations.

### Student Recruitment Initiatives & Community Connections

**November Recruitment initiatives:** NVHS students are working with Michael Gonzalez of Steel Shores Media to create recruitment videos to be used in our social media posts and ads.

**500 Turkeys:** NEO was one of three agencies on site at the annual 500 Turkeys event held in Valpo on November 23 and 24. NEO staff and board volunteers interacted with the 1,500 NWI families who came and our program information was included in all 1,500 packets.

A **HUGE THANK YOU** to volunteers Mary Lee Carr, Bonnie Flint, Jennifer Jennings, Jim Pavelka, Dave Plesac, Rebecca Reiner, Shelley Schmidt, Dave Shepherd, and Lupe Valtierra.

**WVLP:** Rebecca was interviewed on local radio station WVLP to discuss NEO's programs and the Rising Up Campaign. (link shared)

**Ribbon Cutting:** The ribbon cutting ceremony for Creekside Early Learning was held on Tuesday, December 3. Over 40 people attended including Senator Ed Charbonneau and representatives from the city of Portage, Creekside, and project supporters including First Things First, 1<sup>st</sup> Source, and Early Years Learning. A **BIG SHOUT OUT** to Chef Marsha for the food, JuliAnn, Rodney, & everyone who helped out and/or attended.

**Adopt a Place:** We now have 15 NEO Ambassadors (staff and board) who have adopted over 55 places in NEO's service area to place NEO fliers, brochures, rack cards, etc. We hope to get more help with this in the next month in order to do all we can to get the word out to potential students.

### Financial Updates

NEO's construction loan with 1<sup>st</sup> Source was approved and signed.

We are still waiting for the audit to be finalized. The deadline is December 31st.

We raised \$1,000 in donations in November to NEO's Rising Up Campaign. Donations of any size really do help.



**Facility Updates**

Renovation work on Creekside Early Learning Center was completed in November and NEO received the Certificate of Occupancy.

NEO signed a construction agreement with Chester for renovation work in NEO's Training Academy to begin in December.

Rebecca is working to finalize lease agreements with Craftsman Community Makers Labs of Indiana and Urban Efficiencies Group and LLC for their respective suites in the Training Academy.

**REMINDER(s)**  
**Next NEO Board of Directors' Meeting is on**  
**Wednesday December 19 at 8:00 AM at the NEO Center**

