

Indiana School for the Deaf
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Thursday, December 11, 2008

To all Parents, Staff, and the ISD Community:

The financial crisis is facing our nation is having significant implications for our economy and for many people on a very personal level. It has also presented challenges for our school. A large number of ISD friends, alumni, parents, staff and ISD community stakeholders have inquired about the impact, how ISD is responding and what people can do to help. It is truly gratifying to all of us here that in this time of many concerns, ISD people are stepping forward in support of our students and faculty and our plans to maintain and enhance ISD's position as a great Deaf school.

ISD has a long history of strong financial management. The ISD will continue to reallocate our resources that advance our strategic plan as it relates to student success and enriching the learning and discovery environments. Recognizing the financial challenges that may be ahead for ISD, I have asked that our Administration Team carefully review position vacancies as they occur, pay special attention to significant purchases, and monitor travel plans. These measures are prudent steps to take at this juncture. Although there will be challenges ahead, ISD is moving forward with confidence to achieve the goals enunciated in our strategic plans.

A special Superintendent's forum will be held on Wednesday, January 28, 2009 in Multi-Purpose Room (8:00-9:00 for third shift staff only; 2:00-3:00 for second shift only; 4:00 - 5:00 for first shift only; and 5:00-6:00 for public only [employee's attendance is optional (no OT)]). The forum will featured Administration Team who will discuss and analyzed current events in the financial market and the impact of this on the ISD's budget. As the nation's economic picture unfolds, we intend to continue open, transparent communication about the impact on ISD with its employees.

I want to address some of the questions we are receiving. I also want to thank our donors and volunteers whose continued support is making an outstanding ISD education possible for our students.

State Financial Support

The ISD has been very fortunately to experience consistent, stable support from the State of Indiana. We certainly appreciate the State's support in making Deaf education a priority. We have not endured the annual fiscal volatility faced by deaf schools in some

other states. As you know, we have to close the Summer School and Camp Willard temporarily. We just learned that all of our ISD state employees will not receive a raise.

Fortunately, our employees who are in teaching positions will not feel the same impact of having their salaries frozen. Their salaries are determined by the Indianapolis Public School pay scale. Hopefully our teachers will empathize with those who will not receive pay increases by expressing their support through volunteering their time whenever they normally would have earned compensatory time in the past. This would not be asked of those whose compensatory time has already been approved for participating in the AEBPD training this year.

We are all passionate about our students and want the best for them. Now more than ever, we have to tighten our belts and find ways to conserve resources. Although times are tough, we can weather this time if we are willing to pull together.

Enclosed is a letter from our Governor, Mitch Daniels, regarding the freeze of our salaries (http://www.in.gov/gov/files/Press/state_employee_letter.pdf).

Again, as said in two previous letters, we will continue to provide quality educational service for our students. They are our future.

May the vision of Laurent Clerc become a reality.

Sincerely

A handwritten signature in black ink that reads "Dr. David Geeslin". The signature is written in a cursive style with a large initial "D" and "G".

Dr. David Geeslin
Superintendent/CEO

cc: ISD School Board