

GOLD . . .

CREDIT YOU CAN RELY ON

Presented by:

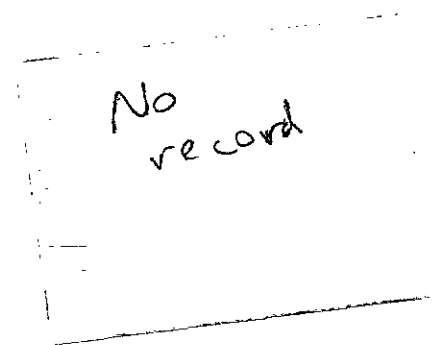
Ruth Bond - Biomet

Brian Catron - Mason Health Care

William Hough, Jr. - Othy

Cheryl McCann - Chore-Time/Brock

April 28, 1998



Gold ... credit you can rely on. Gold brings to mind something that represents value. What comes to mind as you visualize gold? - Fort Knox, a gold watch, the graduate Gold Card? Some of these items are very familiar. However, many are not aware of the graduate Gold Card and the value it holds.

In 1994, approximately 200 concerned citizens representing area schools, businesses and community organizations convened in Warsaw for the first Education Summit.

The purpose of the annual summit is to define what area business leaders expect from education, in order for students to be prepared to enter the workforce.

The creation of the Gold Card was discussed in Summit I in 1994. Area high school seniors would receive a Gold Card at graduation, if the following pre-set criteria were met:

- Grade point average of C+ or higher
- Attendance rate of 95% or higher
- No suspensions within the last two years of high school
- Participation in two or more school-sponsored extracurricular activities

Area employers worked with educators in setting the criteria. Business leaders felt the Gold Card program served to make a relevant connection between what happened in the classroom with the world of work.

Employers were encouraged to ask students about their Gold Card status prior to employment, and to give hiring preferences to these students.

As a part of the curriculum, the 1997-1998 KLA class was invited to attend the 1997 Education Summit IV. Various topics concerning educating the future workforce were discussed, including the Gold Card program.

A compact was signed by various businesses, educators, and community organizations, relating to the topics discussed at Summit IV, and indicating various degrees of support that these institutions would provide. The Chamber of Commerce compiled the results of the compact respondents. A copy is attached as Addendum A, for reference.

It was apparent that, while there was potential value for businesses and students, there was a lack of awareness of the value of the Gold Card program. The purpose of this white paper project is to heighten awareness of the Gold Card and its value.

The Education Steering Committee of the Warsaw/Kosciusko County Chamber of Commerce met on February 10, 1998, to work on goals and action plans for Education Summit V. On the agenda for Summit V was promoting and improving the Gold Card program.

We attended the meeting, and gave a brief outline of our intention to prepare a white paper project on the Gold Card. Tony Etienne, Assistant Superintendent of Warsaw Community High School, and Paul Crousure, Principal of Warsaw Community High School volunteered to chair the subcommittee and give us guidance with the project.

We met with Mr. Etienne and Mr. Crousure on March 19, 1998. They were very helpful in providing contact information and giving suggestions for the project.

We took the following steps in an effort to heighten awareness among area businesses and students.

ACCOMPLISHMENTS

- Obtained listing from the Warsaw Chamber of Commerce of businesses that signed the education compact.
- Designed and printed 1,000 trifold brochures to be distributed to Kosciusko County schools, businesses, and Chambers of Commerce.
- Designed and printed 250 window stickers to be distributed to Kosciusko County businesses who support and accept the Gold Card.
- Encouraged area high schools to include the Gold Card program on their respective internet home pages.
- Gave a brief presentation of the white paper project to the Warsaw Chamber of Commerce Education Council at its quarterly meeting on April 16, 1998.
- Participation in the Warsaw High School Career Day, April 29, 1998. The Human Resource breakout sessions will feature the Gold Card program, using the trifold brochure.

We wanted to do more; however, we were limited by time constraints.

We would like to put forth the challenge to future KLA participants to continue our endeavor.

FUTURE RECOMMENDATIONS

- Identify businesses expressing an interest in the Gold Card using the Education Compact Results Summary – Addendum A.
- Mail trifold, window stickers, and the white paper to each business to encourage support of the Gold Card program.
- Encourage businesses to request the Gold Card in their employment applications.

- Develop an action plan to secure funding and have additional trifolds printed.
- Produce an updated Gold Card video.
- Work with schools to encourage businesses to make the Gold Card a part of the display in annual career day sessions. Request the commitment on the application for a Career Day display.
- Design a placard/display businesses could use at Career Day.
- Follow-up with high schools regarding placement of the Gold Card information on their web sites.
- Redesign handbook inserts regarding Gold Card information. Make the information prominent – a full page “advertisement”.
- Target service organizations with a Gold Card presentation; i.e., Rotary, Kiwanis.
- Ensure that the Gold Card program is discussed at Freshmen orientation at all high schools.
- Include trifold brochures in Chamber of Commerce packets to new businesses locating in Kosciusko County.
- Provide packets to companies considering locating in Kosciusko County. Show potential new businesses that the community is proactively preparing the future workforce.
- Attend monthly Human Resource meetings. Present the Gold Card program, and ask for the various businesses for a commitment to request and honor the Gold Card.
- Prepare a display to be placed in middle schools to pique the interest of incoming freshmen.
- Start a program at the middle school level; i.e., Silver Card.

We feel very strongly that the Gold Card can benefit both employers and students.

The burden lies with the employer to recognize and support the Gold Card program before the student will come to realize the program’s full potential and value.

ACKNOWLEDGEMENTS

We would like to thank the Education Steering Committee and the Education Council for inviting us to the meetings and allowing us to present our ideas and our white paper project.

Thank you to Tony Etienne and Paul Crousire for chairing the Gold Card subcommittee and providing valuable information.

Thank you to the Biomet Art Department for the layout, and the CTB Advertising Department for the printing of the trifold brochure.

Thank you to each of our sponsors for providing the funding to print the brochures and stickers.

ADDENDUM A

EDUCATION SUMMIT IV - 1997

Education Compact Results Summary Replies by Sectors

I personally support implementation of this compact (103 replies):

Business

ABE Corporation	Mr. Alan Abrahms
DePuy	Mr. Ted Burnworth
DePuy	Mr. Dan Gehrke
DePuy	Mr. Steve Wentworth
Othy, Inc.	Ms. Joe Delaney
Othy, Inc.	Ms. Linda Scalet
Othy, Inc.	Mr. D. Darin Martin
Othy, Inc.	Mr. Bill Hough
Othy, Inc.	Mr. Todd Lozier
Winona Corporation	Mr. Art Gakstatter
Dekko Heating Technologies, Inc.	Ms. Mary Gerard
Dekko Heating Technologies, Inc.	Mr. Wayne Luchenbill
Dekko Heating Technologies, Inc.	Mr. Don Allen
CTB, Inc.	Mr. Dave Hurt
CTB, Inc.	Mr. John Replolge
CTB, Inc.	Mr. Pat Farm
CTB, Inc.	Ms. Cheryl McCann
Dilling Mechanical Contractors, Inc.	Mr. Eric Ott
Bertsch Services	Mr. Steven Ross
NCI	Ms. Lee Ann Merket
NCI	Ms. Sandra Hess
1st Source Bank	Mr. Dennis Hively
1st Source Bank	Mr. Tim Myer
Lake City Bank	Ms. Pam Messmore
First National Bank of Warsaw	Mr. Dennis Burch
Dalton Corp.	Mr. Darryl Smith
R.R. Donnelley & Sons Co.	Ms. Evelyn Kay Wilson
Biomet	Ms. Barbara Goslee
Biomet	Ms. Ruth Bond
NIPSCO	Ms. Kim Lahman
Renekers Sports	Ms. Judy Reneker
Merrill Lynch	Mr. Michael Bergen
Creighton Brothers	Mr. Bruce Andrews
People Works	Ms. Kara McClure
Star Staffing	Ms. Jan McLaughlin
Flexible Personnel/Staffmark	Mr. Rick Reneker
TVSC/McSherry Farms, Inc.	Mr. Fred McSherry
Corporate Staffing Resources	Ms. Mary Joyner

Health Care

Otis R. Bowen Center
Otis R. Bowen Center
Otis R. Bowen Center
Otis R. Bowen Center
Mason Health Care Facility
Kosciusko Community Hospital
Kosciusko Community Hospital

Ms. Sharmion Howell
Mr. Jay Baumgartner
Mr. Don Wilka
Mr. Mike Szymanski
Mr. Brian Catron
Ms. Sandy Rader
Ms. Heather Desenberg

Education

Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Warsaw Community Schools
Eisenhower School
Lakeview Middle School
Lakeview Middle School (parent)
Warsaw Community High School
Warsaw Community High School
Warsaw Community High School
Warsaw Community High School
Warsaw Community High School
Warsaw School Board
21st Century Scholars
21st Century Scholars
Tippecanoe Valley High School
Milford Schools/Wawasee Corporation
Wawasee High School
Wawasee High School
Triton School Corporation
Lakeland Christian Academy
Whitko Community Schools
Tippecanoe Valley High School
Freedom Academy
Grace College & Seminary
IVY Tech-Warsaw

Mr. Dennis Duncan
Mr. Mike Bott
Mr. Anthony Etienne
Dr. Lee Harman
Mr. Thomas Turney
Ms. Chris Bonifield
Ms. Jacque Brandenburg
Ms. Debbie DeMuth
Ms. Anne Halpin
Ms. Sue Neat
Ms. Monica Smith
Ms. Mary Thorndike
Ms. Lori Masur
Ms. Deanna Hicks
Mr. Ed Parks
Ms. Tracy Schweitzer
Ms. Jennifer Brumfield
Mr. Paul Crousore
Ms. Sally Davison
Mr. Chuck Deford
Mr. Rick Swaim
Mr. George Klinger
Mr. John Finash
Mr. Robert Blue
Mr. Scott Carmichael
Ms. Cindy Kaiser
Mr. Ron Gorson
Mr. Alan Frank
Ms. Anita Orcutt
Mr. Marv Retzer
Mr. Bill Worl
Ms. Judy Swick
Mr. Van Grehl
Mr. J.D. Woods
Dr. Steve Grill

Other Community Organizations

Warsaw Community	Ms. Deborah Blatz
Warsaw Area Career Center	(no name)
City of Warsaw	Mr. Pat Hudson
City of Warsaw	Mr. Jeffery M. Noffsinger
Office of Congressman Tim Roemer	Ms. Michelle Boxell
Warsaw Community Public Library	Ms. Virginia Colburn
Kosciusko County	Ms. Avis Gunter
YMCA Camp Crosley	Ms. Lauren Hall
Kosciusko Area Bus Service (KABS)	Ms. Rita M. Baker
Workforce Development Services	Ms. Lorna Strohschein
Cardinal Center	Mr. Buckley Watson
Combined Community Services	Ms. Kim Nance

Education Compact Results Summary - 1997
Replies by Sector

My company or organization will support the implementation of this compact

Business

ABE Corporation	Mr. Alan Abrahms
DePuy	Mr. Ted Burnworth
Othy, Inc.	Ms. Linda Senlet
Othy, Inc.	Mr. Joe Delaney
Winona Corporation	Mr. Art Gakstatter
CTB, Inc.	Mr. John Replolge
CTB, Inc.	Mr. Dave Hurt
Bertsch Services	Mr. Steven Ross
TVSC/McSherry Farms, Inc.	Mr. Fred McSherry
Dekko Heating Technologies, Inc.	Ms. Mary Gerardd
Dilling Mechanical Contractors, Inc.	Mr. Eric Ott
People Works	Ms. Kara McClure
Flexible Personnel/Staffmark	Mr. Rick Reneker
Star Staffing	Ms. Jan McLaughlin

Health Care

Kosciusko County Hospital	Ms. Sandy Rader
Mason Health Care Facility	Mr. Brian P. Catron
Otis R. Bowen Center	Ms. Sharmion Howell

Education

Warsaw Community Schools	Mr. Dennis Duncan
Warsaw Community Schools	Dr. Lee Harman
Warsaw Community Schools	Mr. Anthony Etienne
Warsaw Community Schools	Mr. Nick Bott
Warsaw Community High School	Ms. Sally Davison
Warsaw Community High School	Mr. Paul Crousore
Warsaw Community High School	Mr. Chuck Deford
Warsaw Community High School	Ms. Jennifer Brumfield
Warsaw Community High School	Mr. Rick Swaim
Grace College & Seminary	Mr. J.D. Woods
North Central Indiana Special Education Cooperative	Ms. Tamara Ummel
Whitko Community Schools	Mr. Bill Worl
Milford Schools/Wawasee Corporation	Ms. Cindy Kaiser
Wawasee Community Schools	Mr. Thomas E. Tumey
Triton School Corporation	Ms. Anita Orcutt
Lakeland Christian Academy	Mr. Marv Retzer

Other Community Organizations

YMCA Camp Crosley
Warsaw Area Career Center
Warsaw Community
City of Warsaw

Mr. Richard Armstrong
(No name)
Ms. Deborah Blatz
Mr. Pat Hudson

**Education Compact Results Summary
Replies by Sector**

I will recommend implementation of this compact to the appropriate individual(s) at my company/organization

Business

DePuy	Mr. Steve Wentworth
DePuy	Mr. Dan Gehrke
Othy, Inc.	Ms. Dawn Godfrey
Othy, Inc.	Mr. D. Darin Martin
Othy, Inc.	Mr. Todd Lozier
Othy, Inc.	Mr. Bill Hough
Zimmer	Mr. Steve Barrett
Biomet	Ms. Barbara Goslee
Biomet	Ms. Ruth Bond
Royal Crown Ltd.	Ms. Missy Sorenber
First National Bank of Warsaw	Mr. John Warren
First National Bank of Warsaw	Mr. Dennis Burch
1st Source Bank	Mr. Tim Myer
1st Source Bank	Mr. Dennis Hively
Lake City Bank	Ms. Pam Messmore
Dalton Corporation	Mr. Darryl Smith
R.R. Donnelley & Sons Co.	Ms. Evelyn Kay Wilson
NIPSCO	Ms. Kim Lahman
Renekers Sports	Ms. Judy Reneker
Merrill Lynch	Mr. Michael S. Berger
Dekko Heating Technologies, Inc.	Mr. Don Allen
Dekko Heating Technologies, Inc.	Mr. Wayne Luchenbill
Creighton Brothers	Mr. Bruce Andrews
Time Services	Ms. Wendy Kress

Health Care

Warsaw Community Schools	Ms. June Walcott
Warsaw Community Schools	Ms. Sandy Carmichael
Warsaw Community Schools	Ms. Diana Yarian
Lakeview Middle School	Ms. Tracy Schweitaer (parent)
North Central Indiana Special Education Cooperative	Ms. Lee Ann Merket
Eisenhower School	Ms. Deanna Hicks
Otis R. Bowen Center	Mr. Don Wilka
Otis R. Bowen Center	Mr. Mike Szymanski
Kosciusko Community Hospital	Ms. Heather Desenberg

Other Community Organizations

YMCA Camp Crosley
Cardinal Center
Combined Community Service

Ms. Lauren Hall
Mr. Buckley Watson
Ms. Kim Nance

WARSAW COMMUNITY PUBLIC LIBRARY



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Kosciusko Leadership
Academy White Papers
1998

8-129
98

Participating Schools



Lakeland Christian Academy



Tippecanoe Valley



Triton



Warsaw



Wawasee



Whitko

The Gold Card

GRADUATE GOLD CARD

This card has been awarded to

High School
Insignia



High School Principal

Greater Warsaw Area
Chamber of Commerce

Gold

...Credit you can rely on

...Don't leave school
without it!

Purpose

"Credit you can rely on"

- Qualifications
- Credibility for
 - Students
 - Businesses
 - Educators

Benefits to Business

- Identifies traits/qualities sought by employers
 - dependability/reliability
 - team player
- opens communication between business leaders and educators
- helps in screening process
- student brings good attitude and dedication to positions available

Benefits to Students

- No expiration date!
Valid throughout your employment career
- Recognition for your accomplishments
- Easier to apply for position/qualifications are already known
- Prepares student for workplace
 - Attendance requirements
 - Teamwork
- Advertised for you

To Qualify:

- C+ or higher grade average maintained at high school level
- 95% or higher attendance attained
- No suspensions within last two years of high school
- Participated in two or more school sponsored extra curricular activities

"... This credit card can be presented on entry level applications or resumes. It recognizes those students that have demonstrated potential for being good employees and provide a greater team effort between businesses and the schools. ... This is a great program, and something they should be proud of."

- Mike Longenecker
Human Resources Specialist

"... quality people are a key for our continued success. ... We place a high value on individuals that demonstrate the ability to accomplish specific goals... When employment opportunities arise, applicants with a Gold Card have an excellent chance of working for CTB. ... We ask applicants, 'Do you have a Gold Card?'"

- James Strube
Employment and Training
Manager, Chore-Time Brock

Students who receive the Gold Card should be very proud of their accomplishments. These students will receive first consideration for employment opportunities with the Biomet Team; they are the leaders of our future.

- Darlene Whatley
VP Human Resources
Biomet, Inc.

"I believe all High School students should strive to receive a Gold Card at graduation. It is a valuable hiring tool at Otty."

- Linda Scalet
Human Resource Manager

"When I interview a Gold Card recipient I know I am talking to a person who is right for the job. By having the Gold Card, they have already demonstrated that they possess the skills and attributes we are looking for in an employee."

- Brian P. Catron, Administrator
Mason Health Care Facility