Committee of the Whole
Thursday, October 30, 2025 5:30 PM
Lincoln Elementary School
200 West 9th St.
North Platte, NE 69101

1. **Call to Order**
2. **Posting of the Open Meetings Act**
3. **Roll Call**
4. **Approval of Publication**
5. **Approval of Agenda**
6. **Pledge of Allegiance**
7. **Board Engagement**
8. **Public Comment**
9. **Agenda**
    - 9.1. Lincoln Site Team Report
    - 9.2. Safety Report
    - 9.3. Discuss Policy #4038 Classified Staff Defined
    - 9.4. Discuss Policy #4057 Superintendent Evaluation
    - 9.5. Review Policies #5001-5035
10. **Adjournment**

2009
Public Participation at Board Meetings

The board of education shall conduct its meetings in accordance with the Nebraska Open Meetings Act.

The board shall make reasonable efforts to accommodate the public's right to hear the discussions and testimony presented at its meetings. The board shall make available at the meeting, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed in open session of the meeting.

Except for closed sessions, the board will allow members of the public an opportunity to speak at each meeting. The board may make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, photographing, or recording its meetings.

The board shall not require members of the public to identify themselves as a condition for admission to the meeting, nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. However, the board shall require members of the public desiring to address the board to identify themselves, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

Adopted on: October 12,2020
Reviewed on: June 27, 2024
Revised on: July 8, 2024

LINCOLN LIONS

GUIDING COALITION

2025

LINCOLN VISION

At Lincoln Elementary School, we envision a nurturing and inclusive environment where every child is empowered to reach their full potential. We strive to foster a love of learning, cultivate curiosity, and build resilience through innovative teaching and strong community partnerships. Together, we will inspire our students to become confident, compassionate leaders who embrace diversity and contribute positively to our world.

LINCOLN VALUES

AT LINCOLN ELEMENTARY SCHOOL, WE BELIEVE...

ALL STUDENTS CAN LEARN AND SUCCEED WITH A SHARED RESPONSIBILITY FOR THEIR LEARNING.

ALL DESERVE TO FEEL COMFORTABLE AND SAFE AT SCHOOL.

COLLABORATION WITH TEACHERS, PARENTS, SCHOOL SUPPORT STAFF, AND THE COMMUNITY IS KEY TO STUDENT SUCCESS.

EQUITY BEFORE EQUALITY WITH EVERY DECISION AND ACTION BASED ON A STUDENT'S INDIVIDUAL NEEDS.

LEARNING IS A CONTINUOUS AND LIFELONG PROCESS.

WE WILL INCREASE THE ACADEMIC SUCCESS OF STUDENTS AND THE EFFICACY OF STAFF.

R – Responsibility

O – Ownership

A – Acceptance

R – Respect

Expectations Posters

– Hallways

–Classrooms

–Playground

–Walking Club

–Recess

–Lunch Room

–Restrooms

Rewards –

ROAR Tickets for the

ROAR Store

Drawings

Morning Shout Outs

Classroom Rewards

PROFESSIONAL LEARNING COMMUNITY

Collaboration at Building Level

*3rd grade math groups

SpEd Strategies 3 – 5

*Inclusive Practices

Grade Level District Wide

*Alignment & shared strategies

Team Effort! Staff supports each other with all students – all kids are OURS!

THE LION PRIDE

Future Plans -

Continued high expectations and standards to further improve our students' successes in our school, community, state, and nation.

Put-in-Cups fundraiser with our PTO.

Playground upgrades in our future, to make it more inclusive, as we have our elementary life skills programming for the district at Lincoln.

Book Vending Machine


THANK YOU
FOR COMING!

School Safety

Brandy Buscher & Brian Smith

North Platte Public Schools

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Balanced Approach to School Safety

School Safety is much more than physical safety measures.



Technical Safety

Cameras

Electronic Check-in

Clear labels on doors and hallways.

Secure entrances



Technical Safety

Reporting Apps

Alarms on Doors

RAVE Panic Button



Operational Safety

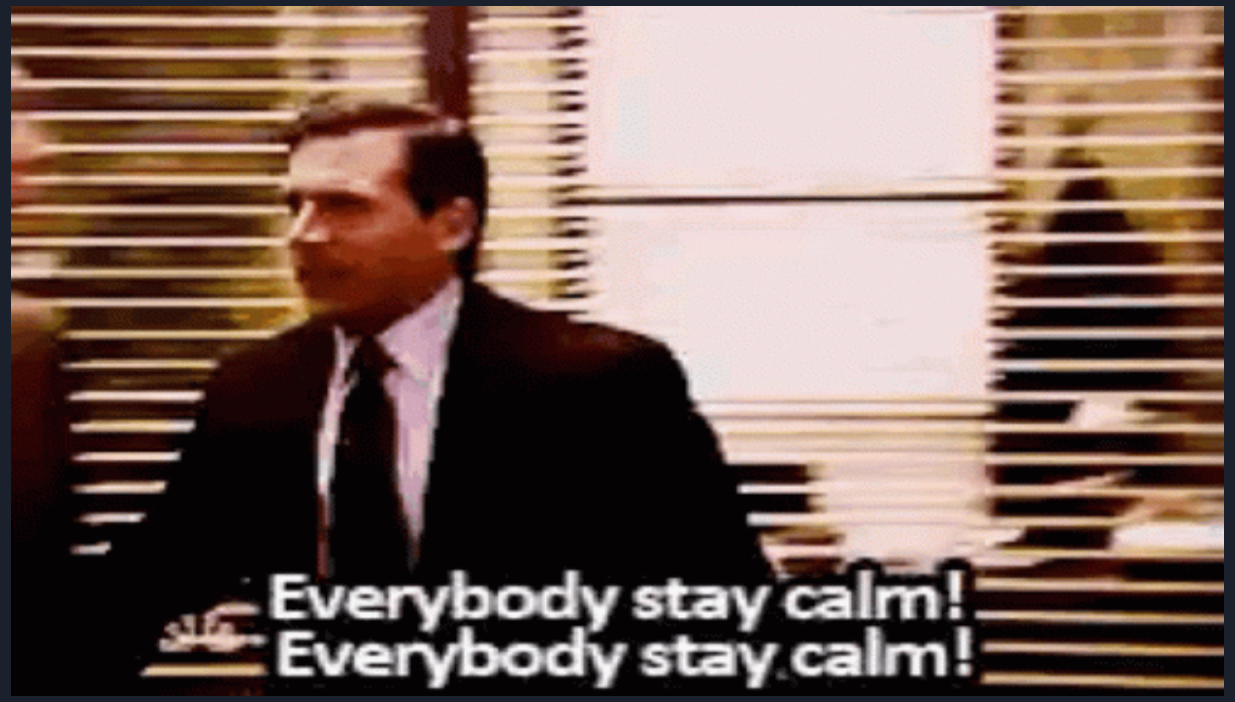
Drills

Procedures

SRP

Reunification Plan

Building Safety Plans



Personal Safety and Mental Health

Gaggle Safety Filter

Threat Assessment Team

Home Visits



Questions????



NORTH PLATTE PUBLIC SCHOOLS

4038
Classified Staff Defined

The term "classified staff" means all employees other than certificated teachers and administrators. Classified staff employees are employed at will, and their employment may be amended or terminated at any time and without any cause.

Classified staff shall have no property right in continued employment and need not be accorded a hearing or any other procedural or substantive due process, prior to termination of their employment.

Reviewed on: November 11, 2020
Adopted on: February 8, 2021
Effective on: August 10, 2021
Reviewed on: September 11, 2023

4057
Superintendent Evaluation

The board shall observe and evaluate the superintendent based upon actual classroom observations for an entire instructional period at least twice during his first year of employment and at least once each year thereafter. Additional evaluations may be conducted at the discretion of the board. For the purposes of this policy, "actual classroom observation" shall mean observing the superintendent performing activities that are typical of his or her position. An "entire instructional period" for administrators cannot be defined in terms of an instructional period and shall be satisfied by the actual observation of some aspect of the superintendent's work during the semester for no less than 40 minutes.

Purpose. The purposes of the formal job evaluation are:

1. To provide a means of rational, structured communication between the board and superintendent to create a more constructive and effective working relationship.
2. To provide a basis for commending, rewarding, and reinforcing good work, as well as identifying areas where the superintendent needs to improve.
3. To clarify the superintendent's role and inform the superintendent of the board's expectations.

Dates. Unless otherwise provided for in the superintendent's employment contract, the first year evaluations should take place (1) at or prior to the October board meeting, and (2) at or prior to the January board meeting. Annual evaluations shall generally take place during the month before the date in the superintendent's employment contract by which the board must notify the superintendent of its intention to consider the nonrenewal or amendment of the contract. In the absence of such a contract provision, the annual evaluation should take place at or prior to the March board meeting. The Superintendent shall remind the Board members in writing at least 45 days before the date of each upcoming evaluation and shall make his evaluation an agenda item for the board meeting.

Evaluation Document. The superintendent shall submit a recommended evaluation document to the board. The board shall meet and discuss the proposed document with the superintendent. The board may amend and adopt the proposed evaluation document. The board may amend the document or adopt a new document without amending this policy. The

superintendent shall submit the evaluation document to the Nebraska Department of Education.

Evaluation Procedures. Each board member shall have the opportunity to complete a draft evaluation document. The board president shall ~~compile the individual draft evaluations into~~ provide a single and final evaluation~~, provide a copy~~ to the board and to the superintendent. The board president will discuss the evaluation with the superintendent. If the superintendent's evaluation is conducted at a board meeting, the superintendent's evaluation may be conducted in closed session if it is necessary to prevent needless injury to the superintendent's reputation and if he or she has not requested it be done in open session.

Deficiencies. If deficiencies are noted in the superintendent's work performance, the board shall provide the superintendent at the time of the observation with a list of deficiencies and a list of suggestions for improvement and assistance in overcoming the deficiencies. The board shall also provide the superintendent with follow-up evaluations and assistance when deficiencies remain, a timeline for improvement, and sufficient time to improve. In the alternative, the board may rely upon the superintendent's education, training, and expertise and require him or her to submit a "list of suggestions for improvement" or plan of improvement for the board's consideration.

Personnel File. The evaluation shall be signed by the board president (or other member of the board) and the superintendent. The superintendent shall place a copy of the evaluation in his or her personnel file. The superintendent may provide a written response to the evaluation to the board. A copy of the response shall also be placed in the superintendent's personnel file. The board may meet with the superintendent to discuss the written response.

Policy Limitation. The evaluation procedures are included in this policy as a result of the board's statutory obligation to evaluate the superintendent and do not give the superintendent any rights not provided by statute. The board's failure to comply with any procedures provided in this policy but not required by law shall not prohibit the board from taking any action regarding the superintendent's employment, up to and including the nonrenewal, amendment, or cancellation of the employment contract.



Reviewed on: November 20, 2020
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