

Board of Education Special Meeting

Friday, November 21, 2025 7:00 PM

Room 801, Elm Creek High School (south side, door 2)
230 Calkins Avenue
Elm Creek, NE 68836

1. **OPEN THE MEETING**
 - 1.1. **Call to Order**
 - 1.1.1. **Publication of Meeting**
 - 1.1.2. **Nebraska Open Meetings Law**
 - 1.1.3. **Pledge of Allegiance**
 - 1.1.4. **District Mission Statement**
 - 1.2. **Board Member Roll Call**
2. **PUBLIC COMMENT**
3. **INFORMATION ITEMS**
 - 3.1. **Review Superintendent and Board Goals**
4. **ACTION ITEMS**
 - 4.1. **Discuss and Consider Closed Session for the Purpose of Negotiations Related to the Superintendent Contract Terms**
 - 4.2. **Consider and Take Any Necessary Action on Renewal of the Superintendent Contract, Including the Contract Terms**
5. **ADJOURN**
6. ****CLOSED SESSION: If, during the course of the meeting, discussion of any item on the agenda should be held in a closed meeting, the board will conduct a closed meeting in accordance with the Nebraska Open Meetings Act.**
7. ****SEQUENCE OF AGENDA: The sequence of agenda topics is subject to change at the discretion of the board.**

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: _____

Revised on: _____

Reviewed on: _____

PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please stand and state your name.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

Elm Creek Public School District

2025-28 Superintendent-Board Goals

Kim Beran
Superintendent

Board of Education

Lynette Mitchell, President

Alicia Beavers

Hannah Hild

Jacob Kringle

Ryan Martin

Cole Brodine

Elm Creek Public School District

2025-2028 Superintendent-Board Goals

The following superintendent goals reflect a summary of feedback received from the superintendent, board of education and the 2024 fall superintendent evaluation summary. The board will support the success of the superintendent through committee and regular board meeting discussion, consideration, and action.

The superintendent will prioritize the goals according to urgency and impact. Updates will be presented to the board through board meetings. The reports will outline the superintendent's progress, success, and outcome of the identified goals.

Board and Superintendent Identified Priorities

Financial well-being

1. Continue to build cash reserves to support financial stability.
 2. Grow the Capital Replacement Plan
 - a. Maintenance and Upkeep Plan – HVAC Contracts
 - b. Short-Long Term Facility Plan [Track safety]
- Providing quality education to support student needs
 - Safe and supportive environment
 - Professional Development for staff

Organizational and Cultural Leadership

Staff recruitment and retention attract high-quality educators.

Curriculum and Instruction

- Administrative Guidelines
 1. Hiring procedures
- Instructional Framework, alignment to the
- Curriculum Review Cycle
- Academic learning and success utilizing the instructional framework, blend of Marzano, Danielson, and SEED. There is a need for superintendent and ensure the instructional framework is effective, aligned to evaluation and helps to retain staff.
- Need Job Descriptions and evaluations for classified staff.
- Social-emotional supports need for resources for students [i.e., students are pulled, whereas the elementary does not necessarily have the same opportunities. We need to equip our students with strategies to manage the pressures they are experiencing. For staff, it is burnout. We have adopted three curriculums in three years; how do we support them and help them through that process?
- Student enrollment growth, more option enrollment growth
- Monitoring enrollment numbers

- The transition from sixth to seventh grade and second to third grade. Consider a review of the curriculum to determine the why and the need.

Community Relations

- Identify facility needs and improvements.
- Sustain the progress made by the maintenance plan.
- Continue to build our partnership with the community.
- Continue the Weekly Bulletin

Board Goal

- Policy Review Schedule

Goal I: Budget Planning and Management

Objective: Provide strategic leadership through financial stewardship, facility management, and the engagement of the board and community to develop long-term goals to support the success of the district.

Strategy I. Ensure the district's long-term success by implementing responsible financial stewardship, initiative-taking facility management, and meaningful engagement with the board and community.

Superintendent Performance Indicators:

- A. Increase unrestricted cash reserves by at least \$250,000 annually until the reserve goal (\$1.6M or more) is met and sustained.

Timeline, Action Steps, and Data to support evidence of progress:

- B. Expand the Capital Replacement Plan to include 5- and 10-year forecasts for facility and ground investments by the end of the fiscal year.

Timeline, Action Steps, and Data to support evidence of progress:

- C. Ensure a formal HVAC Maintenance and Upkeep Plan is developed and implemented by [xxx], with all contracts reviewed and approved annually.

Timeline, Action Steps, and Data to support evidence of progress:

- D. Develop a comprehensive short- and long-term facility improvement plan, including safety upgrades (e.g., track resurfacing), and present it to the board for approval by [xxx].

Timeline, Action Steps, and Data to support evidence of progress:

Board Goals:

- Annually monitor and approve the budget and reserve fund progress aligned to the Capital Replacement Plan.
- Review and approve the Long-Term Facility Plan, including financial projections and maintenance priorities.

Goal II: Organizational and Cultural Leadership

Objective: To foster a culture of academic excellence, opportunity, and innovation to support high-quality instruction, and staff development to ensure the success of all students.

Strategy I. Lead initiatives to enhance student success, staff development, and operational efficiency to support the long-term success of the district.

Superintendent Performance Indicators:

- A. Engage the administrators in the development of district processes [Administrative Guidelines] to support implementation of policy, as well as consistency and structures that improve the overall operations of the school district.

Timeline, Action Steps, and Data to support evidence of progress:

- B. Develop and implement a Recruitment and Retention Plan with specific strategies for high need teaching areas and classified roles by [xxx].

Timeline, Action Steps, and Data to support evidence of progress:

- C. Study, consider, and present findings related to the gaps identified in transition of students from grades 6th to 7th and 2nd to third.

Timeline, Action Steps, and Data to support evidence of progress:

- D. Study and consider the district Instructional Framework for fidelity and alignment to the teacher evaluation to support the success of the certified staff.

Timeline, Action Steps, and Data to support evidence of progress:

- E. Develop and adopt job descriptions and classified evaluations to support effective performance.

Timeline, Action Steps, and Data to support evidence of progress:

- F. Propose and implement equitable social-emotional learning support across all grade levels, with measurable access improvements at the elementary level.

Timeline, Action Steps, and Data to support evidence of progress:

Board Goals:

- Consider and discuss academic data during board meetings to understand the district instructional support and needs of staff and the overall progress of student outcomes and success.
- Review and approve the district's Instructional Framework and Curriculum Review Cycle.

Goal III: Communication Leadership

Objective: Strengthen community relations by effectively sharing the district's story, fostering transparent communication, and building strong partnerships with stakeholders.

Strategy I: Enhance community engagement by implementing clear, consistent, and initiative-taking communication strategies that highlight the district's achievements, priorities, and vision.

- A. Design and implement purposeful community engagement opportunities and utilize communications channels to strengthen and sustain collaborative partnerships with families, businesses, and local organizations to foster trust and support of the Elm Creek school district.

Timeline, Action Steps, and Data to support evidence of progress:

- B. Maintain a consistent Weekly Bulletin with district news, celebrations, and strategic updates to engage stakeholders.

Timeline, Action Steps, and Data to support evidence of progress:

- C. Engage internal and external stakeholders in the review of the strategic plan progress to support the long-term success of the district.

Timeline, Action Steps, and Data to support evidence of progress:

- D. Complete an annual facilities update that includes community input, highlighting improvements and future needs.

Timeline, Action Steps, and Data to support evidence of progress:

Board Goals:

- Participate in and support community forums to promote transparency and partnership.

Board Goal: Governance and Policy

Superintendent Support:

- Collaborate with the board to propose updates to key governance policies, especially around hiring, evaluation, curriculum, and finance.

Board Goals:

- Develop and implement a **Board Policy Review Schedule**, ensuring all district policies are reviewed on a rolling 3-year basis.
- Monitor superintendent performance through goal-aligned evaluation twice per year, using agreed-upon metrics and timelines.

Elm Creek Board Governance Goal

Board Goal: The board will utilize the adopted committee structure to foster a cohesive and collaborative working relationship with the superintendent, driving intentional and positive district-wide culture and climate to support improved instruction and student success. [Elm Creek Committees: Building, Grounds, & Transportation, Finance & Personnel, Policy & Negotiations, and American Civics]

**Each committee meeting will follow an agenda, summarize discussion into minutes, distribute minutes to remaining board members, and request items be placed on the regular board meeting agenda for board information, discussion, consideration, and/or action per the committee's recommendations.*

The board role outlined through the committee structure aligns to appropriate superintendent goals and ensures:

- Effective board best practice and governance.
- Outlines proper role and responsibilities of the governance team.
- Informs district and community stakeholders of the role of the board and the importance of working with district leadership to grow and improve student success.
- Affirms the board's commitment to the mission, vision, and goals of the school district.
- Ensures the governance team sustains a focus on the support of improving and growing learning for all students.
- Models and supports a positive and focused climate-culture of the board and school district.
- Builds trust and fosters a better understanding of the responsibility of the board and what it means to govern effectively.
- Emphasizes board members accountability to each other, the district and community stakeholders.

- Equips district and community stakeholders with a meaningful basis for assessing the effectiveness of the governing board.