



Regular Board of Directors Meeting

Monday, December 19, 2022 at 5:30 PM

Educational Service Unit 7, Oak Room
2657 44th Ave
Columbus, NE 68601-8537

1. Call the Meeting to Order
Speaker(s): Board President or Designee
Rationale:

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

- 1.1. Notification of Open Meetings Law

Speaker(s): Board President or Designee

Rationale:

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

Speaker(s): Board President or Designee

1.3. Absent Board Members

Speaker(s): Board President or Designee

Rationale:

Recommendation: Discuss, consider and take action to approve the Board member absences.

Recommended Motion(s):

Approval of Board Member absences as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

1.4. Pledge of Allegiance

Speaker(s): Board President or Designee

2. Approval of Agenda

Speaker(s): Board President or Designee

Rationale:

The sequence of agenda topics is subject to change at the discretion of the Board.

Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Recommended Motion(s):

Agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Virtual Conferencing Option

Speaker(s): Board President or designee

Rationale: Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. The board will determine if next month's board meeting should allow for a virtual conferencing option.

Recommendation: Discuss, consider and take any necessary action to approve the virtual conferencing option for the _____ board meeting.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the virtual conferencing option for the _____ board meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

4. Welcome Visitors

Speaker(s): Board President or Designee

5. Public Comment

Speaker(s): Board President or Designee

Rationale: The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this

time. However, the Board will only receive the petitions and not act upon them or their contents.

6. Retirement Resolutions - Nancy Smith, Production Personnel

Speaker(s): Board President or Designee

Rationale:

BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY NANCY SMITH, PRODUCTION PERSONNEL
IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY NANCY SMITH

WHEREAS, Nancy has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7; and

WHEREAS, Nancy has provided outstanding support and guidance to ESU 7; and

WHEREAS, Nancy has faithfully and with honor, integrity and great distinction served as Production Personnel for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Nancy for nearly 44 years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Nancy with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 19 day of December, 2022, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

Recommendation: Discuss, consider and take any necessary action to approve the Retirement Resolutions as presented for Nancy Smith.

Recommended Motion(s):

Discuss, consider and take any necessary action to approve the Retirement Resolutions as presented for Nancy Smith Passed with a motion by Board Member #1 and a second by Board Member #2.

7. Board Spotlight - School Psychology

Speaker(s): Board President or designee

Rationale: School Psychologist Jackie Ternus will present the School Psychology Spotlight to the Board.

8. Consent Agenda

Speaker(s): Board President or Designee

Rationale:

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If any Board member wishes to discuss an item, it must be removed from the consent agenda at which time the remaining items will be acted upon.

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the bills
- Policy review with no recommended changes
- Other routine agenda items

Recommendation: Discuss, consider and take any action necessary to approve the consent agenda as presented.

Recommended Motion(s):

Consent agenda as presented Passed with a motion by Board Member #1 and a second by Board Member #2.

8.1. Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

8.2. Presentation of Bills #75272 through #75431 totaling \$800,932.68

Speaker(s): Board President or Designee

Rationale:

The summary of bills for the current month total:\$800,932.68 - Bills #75272 through #75431

Inservice bills total: \$225.00

	Amount	Vendor	Description
75295	\$10,233.00	Daktech Computers	School Technology Flow Through

This is a consent item.

8.3. Reading of Article II, Section 12, A Minutes

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

8.4. Reading of Article III, Section 1, A ESU Services

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

8.5. Reading of Article III, Section 1, B Core Services to Member Districts

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

8.6. Reading of Article III, Section 1, C Use of Core Service Funds and Property Tax Funds

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

8.7. Reading of Article III, Section 1, E Use of Funds from Other Sources

Speaker(s): Board President or Designee

Rationale:

This is a consent item.

8.8. TRA - Excess Lodging and Meals

Speaker(s): Board President or Designee

Rationale: Excess Lodging and Meals: The Admin Dept and Board have travel excesses while attending the 2022 AESA Annual Conference in Atlanta, GA, November 29-December 1.

Excess for lodging and meals:

- 2022 AESA Annual Conference (Atlanta, GA: November 19-December 1, 2022)
 - Jack Young - \$98.58
 - Jennifer Miller - \$92.42
 - Larianne Polk - \$156.18

This is a consent item.

9. Treasurer's Report

Speaker(s): Board President or Designee

Rationale: Review the breakdown of the Treasurer's Report

Recommended Motion(s):

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Board Member #1 and a second by Board Member #2.

10. Administrator's Report General

Speaker(s): Administrator or Designee

Rationale:

- Transportation
- Professional Development Report - Director Ostmeyer
 - Process and update on NDE Designations and Classifications
 - External Visits - Visits will be March 28-30, 2023. Continuous Improvement Team Chair Director Ostmeyer will provide an update.
- Special Education Report - Director Clay
- Technology Report - Director Ellsworth
 - Cyber Security
 - Nebraska Cybersecurity Network Cooperative Agreement
- Upcoming Events
 - NASB Legislative Issues Conference (Embassy Suites Lincoln) - January 22-23, 2023
 - Registered: Administrator Larianne Polk, Dawn Lindsley, Richard Stephens
 - NRCSA Legislative Forum (Cornhusker Lincoln) - February 16, 2023
 - NRCSA Spring Conference (Crowne Plaza Kearney) - March 23-24, 2023

Recommendation: Discuss, consider, and take all necessary action with regard to: NEBRASKA CYBERSECURITY NETWORK COOPERATIVE AGREEMENT

1. January 2023 - December 2025
2. Cost not to exceed \$12,000 per year
3. Addresses - goods, services, personnel, and facility needs

Recommended Motion(s):

Discuss, consider, and take all necessary action with regard to: NEBRASKA CYBERSECURITY NETWORK COOPERATIVE AGREEMENT 1.

January 2023 - December 2025 2. Cost not to exceed \$12,000 per year 3. Addresses - goods, services, personnel, and facility needs

Passed with a motion by Board Member #1 and a second by Board Member #2.

10.1. Goal Update

Speaker(s): Administrator or Designee

Rationale:

Goals - Attached for your Review

- Goal 1:
 - Reminder: The June 2023 Board Meeting has been moved to Tuesday, June 20, 2023 at 4:00pm
 - Board Orientation Manual has been printed off for each board member.
- Goal 2:
 - Chart attached.
 - Board members who have a * behind their name indicate events that have not taken place as of yet but have been registered for.
- Goal 3:
 - School District Board Meetings Completed:
 - David City - 10/10/2022
 - Osceola - 10/10/2022
 - East Butler - 10/12/2022
 - Boone Central - 11/14/2022
 - School District Board Meeting confirmed in January:
 - High Plains Public - January 9th at 6:30pm.
 - Administrator Polk and Board Secretary Jennifer Miller to attend.
 - Clarkson Public Schools - January 11th at 6:00pm
 - Director Dan Ellsworth to attend?
 - Board President Doug Pauley or Board Member Gary Wieseler to attend.

10.2. Services Update

Speaker(s): Administrator or Designee

Rationale: Items inside this item include visit updates, quarterly report, director reports, etc.

- SIMPL Update
 - School districts participated in the Service Planning Process for 2023-2024. A draft Service Plan has been developed and will be provided to districts for approval in January. Executive Committee Chair Aaron Plan will present the service plan to the Board in February.

10.3. Facilities Update

Speaker(s): Administrator or Designee

Rationale: The Administrator will provide a facilities reorganization update during this item.

10.4. Personnel

Speaker(s): Administrator or designee

Rationale: All Classified/Non Cert Hires and Resignations under this item. Not an action item.

- New Hires

- Scott Wyman, District Technology Coordinator for Twin River. Start date is January 3, 2023.

10.5. Legislative Update

Speaker(s): Administrator or Designee

Rationale: During this item, the Administrator will provide a Legislative Update to members of the Board.

11. Committee Reports

Speaker(s): Committee Chair

11.1. Administrator Evaluation Committee Report

Speaker(s): Administrator Evaluation Committee Chair

Rationale: A report of activities from the Administrator Evaluation Committee will be given during this item. Administrator Evaluation Committee: Marni Danhauer, Dawn Lindsley, Donald Ellison, and Joyce Baumert.

Evaluation Timeline:

- **August:** Evaluation Committee to meet in September to go through comments and create a summary. Larianne will meet with the Evaluation Committee chair.

- **September:** Full Board is provided a copy of the Administrator Evaluation

- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.

- **November:** Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.

- **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.

- **January:** Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.

11.2. Administrator Intent to Extend

Speaker(s): Board President or designee

Rationale: Administrator Polk has submitted her formal Notice of Intent to Extend her contract to Board President Doug Pauley.

12. Conference Report

Speaker(s): Conference Attendees

Rationale: Conference Attendees will report on their learnings.

- AESA Annual Conference

13. Adjournment

Speaker(s): Board President or Designee

Created by: Mindy Reed, Secretary to the ESU 7 Board of Directors

NEBRASKA OPEN MEETINGS ACT

84-1407. Act, how cited. Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

84-1408. Declaration of intent; meetings open to public. It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

84-1409. Terms, defined. For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as: (a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) Discussion regarding deployment of security personnel or devices; (c) Investigative proceedings regarding allegations of criminal misconduct; (d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; (e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or (f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length. Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1)(a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public. (b) (i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website. (ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, such notice shall be published by: (A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's website; or (B) Posting written notice in three conspicuous public places in such city or village. Such notice shall be posted in the same three places for each meeting. (iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public

body.(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee. (d) Each public body shall record the methods and dates of such notice in its minutes. (e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2)(a) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met: (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity; (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act; (iii) The governing body of a public power district having a chartered territory of more than one county in this state; (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state; (v) An educational service unit; (vi) The Educational Service Unit Coordinating Council; (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act; (viii) A community college board of governors; (ix) The Nebraska Brand Committee; (x) A local public health department; (xi) A metropolitan utilities district; (xii) A regional metropolitan transit authority; and (xiii) A natural resources district. (b) The requirements for holding a meeting by means of virtual conferencing are as follows: (i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference; (ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used; (iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and (iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, the organization may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing. The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by virtual conferencing if the governing body's quarterly meetings are not held by virtual conferencing.

(3) Virtual conferencing, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by virtual conferencing. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body. (b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings. (c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413. (8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if: (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body; (b) No action is taken by the public body at the virtual meeting; and (c) The public body complies with subdivisions (2)(b)(i) and (2)(b)(ii) of this section.

84-1412. Meetings of public body; rights of public; public body; powers and duties.

(1) Subject to the Open Meetings Act, the public has the right to attend and the right to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings, including meetings held by virtual conferencing. A body may not be required to allow citizens to speak at each

meeting, but it may not forbid public participation at all meetings.

(3) No public body shall 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. The body shall require any member of the public desiring to address the body to identify himself or herself, 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.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if: (a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction; (b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience; (c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making virtual conferencing available at an in-state location to members, the public, or the press, if requested twenty-four hours in advance; (d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state; (e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act; and (f) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting, either in paper or electronic form. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

84-1413. Meetings; minutes; roll call vote; secret ballot; when; agenda and minutes; required on website; when.

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written or kept as an electronic record and shall be available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

84-1415. Open Meetings Act; requirements; waiver; validity of action. No motion, resolution, rule, regulation, ordinance, or formal action made, adopted, passed, or taken at a meeting as defined in section 84-1409 of a public body as defined in such section shall be invalidated because such motion, resolution, rule, regulation, ordinance, or formal action was made, adopted, passed, or taken at a meeting or meetings on or after March 17, 2020, and on or before April 30, 2021, pursuant to a Governor's Executive Order which waived certain requirements of the Open Meetings Act.

Revised
4-2022



PERRY, GUTHERY, HAASE & GESSFORD, P.C., L.L.O.
233 South 13th Street, Suite 1400,
Lincoln, NE 68508
(402) 476-9200
perrylawfirm.com



Nebraska Council
of School Administrators
455 South 11th Street, Suite A
Lincoln, NE 68508
(402) 476-8055
ncsa.org



BOARD RESOLUTION OF ESU 7 IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY NANCY SMITH, PRODUCTION PERSONNEL

IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED SERVICE BY NANCY SMITH

WHEREAS, Nancy has always been mindful of the interests of Educational Service Unit and has worked tirelessly to advance ESU 7;

WHEREAS, Nancy has provided outstanding support and guidance to ESU 7; and

WHEREAS, Nancy has faithfully and with honor, integrity and great distinction served as Production Personnel for ESU 7;

RESOLVED, that the ESU 7 Board of Directors formally acknowledges and extends its profound appreciation to Nancy for nearly forty four years of service to ESU 7 and her cause of impact on education. As a token of appreciation, ESU 7 will provide Nancy with a gift recognizing her retirement;

RESOLVED FURTHER, that the Board Members of ESU 7 are hereby authorized and directed to take such action as may be necessary, appropriate or advisable to implement this resolution; and

We, the undersigned, hereby certify that the ESU 7 Board is comprised of 12 members, of whom __, constituting a quorum, were present at a meeting duly and regularly called, noticed, convened and held this 19 day of December, 2022, and that the foregoing Resolution was duly adopted at said meeting by the affirmative vote of __ members, and opposed by __ members, and said Resolution has been duly recorded in the Minutes and is in full force and effect.

DULY PASSED ON December 19, 2022

Presented by:

<i>Douglas Pauley</i>	<i>Jack Young</i>	<i>Jennifer Miller</i>	<i>Richard Stephens</i>
<i>Gary Wieseler</i>	<i>Richard Luebbe</i>	<i>Bob Arp</i>	<i>Dan Hoesly</i>
<i>Joyce Baumert</i>	<i>Marni Danhauer</i>	<i>Donald Ellison</i>	<i>Dawn Lindsley</i>

School Psychology Department

ESU 7 Board Meeting
December 19, 2022

Jackie Ternus
School Psychologist, ESU 7



Department Stats

- 6 School Psychologists
- 1 BCBA
- 13 districts served

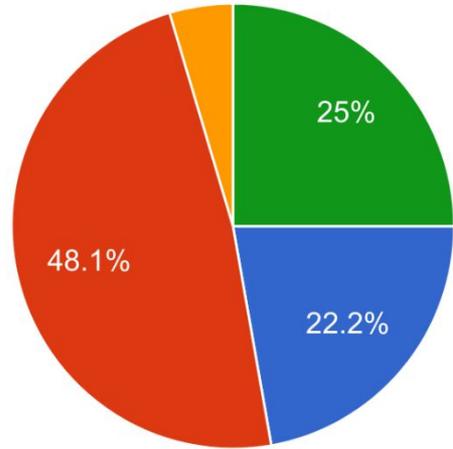
Roles/Responsibilities

- Social Skills
 - ◆ 16 of students served
 - ◆ 5 districts
- Behavior Plans
 - ◆ students YTD
- Collaboration on mental health supports
 - ◆ Screeners
 - ◆ Navigating 504 or Special Education decisions
 - ◆ Behavior Intervention Planning

YTD Evaluation Numbers

What type of referral?

108 responses



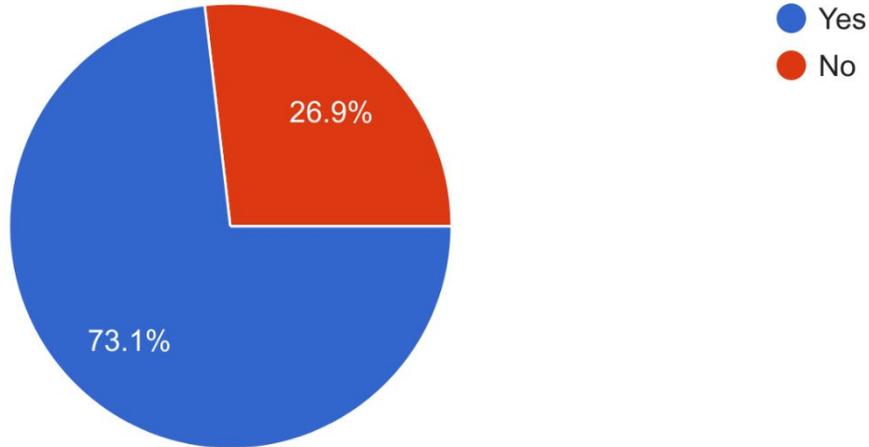
- Initial
- Reeval
- Determination Notice
- Behavior

Referrals as of:
November 30, 2022

YTD Evaluation Numbers

Does the student have Social/Emotional Concerns?

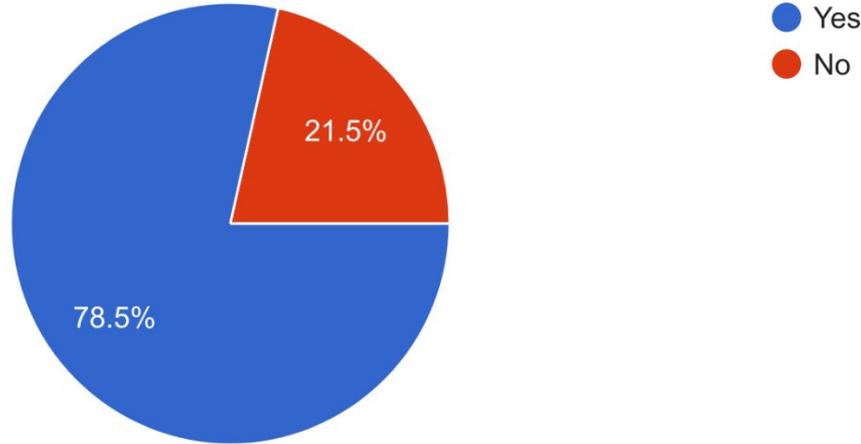
108 responses



YTD Evaluation Numbers

Does the student have Resource Concerns?

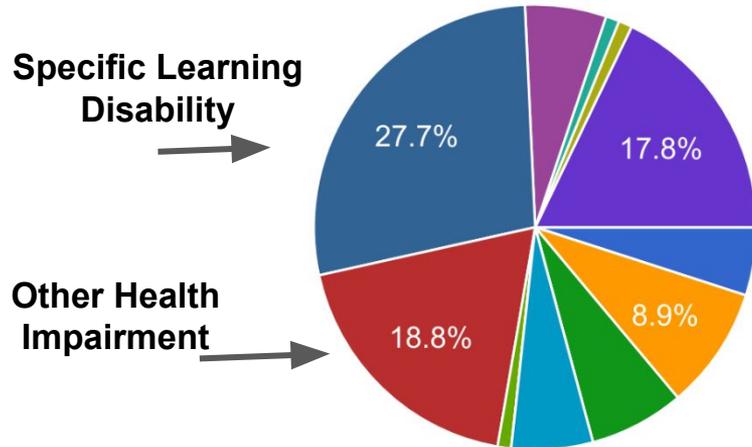
107 responses



YTD Evaluation Numbers

Primary Verification

101 responses



Top 5

- #1:** Specific Learning Disability
- #2:** Other Health Impairment
- #3:** No Verification
- #4:** Developmental Delay
- #5:** Emotional Disturbance



Regular Board of Directors Meeting

Educational Service Unit 7, Oak Room

2657 44th Ave

Columbus, NE 68601-8537

Monday, November 21, 2022 at 5:30 PM

Posted Locations:

- Columbus Telegram Newspaper
 - Columbus Telegram Website
- ESU 7 North Building Front Door

Posted Date: MM/DD/YYYY

Attendance Taken at 5:33 PM.

Bob Arp: Present

Joyce Baumert: Present

Marni Danhauer: Absent

Donald Ellison: Present

Dan Hoesly: Absent

Dawn Lindsley: Present

Richard Luebbe: Absent

Jennifer Miller: Present

Doug Pauley: Present

Richard Stephens: Present

Gary Wieseler: Present

Jack Young: Present

Present: 9, Absent: 3.

Attendance Update Taken at 5:34 PM.

Dan Hoesly: Present

Present: 10, Absent: 2.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Roll call was taken at 5:33pm
Board President conducted the meeting.

Staff present:

Larianne Polk, Administrator
Linda Shefcyk, Business Manager
Mindy Reed, Secretary to the Board of Directors
Dan Ellsworth, Network Operations Director

1.1. Notification of Open Meetings Law

This meeting has been preceded by reasonable advance notice and is hereby declared to be in open session. A copy of the Open Meetings Act is posted in the meeting room.

1.2. Roll Call

1.3. Absent Board Members

Board members Marni Danhauer and Richard Luebbe will be absent for the November board meeting. They notified the Administrator prior to the meeting.

Recommendation: Discuss, consider and take action to approve the Board member absences.

Approval of Board Member absences as presented Passed with a motion by Jack Young and a second by Dawn Lindsley.

Marni Danhauer:	Absent
Richard Luebbe:	Absent
Donald Ellison:	Abstain (Without Conflict)
Dan Hoesly:	Abstain (Without Conflict)
Bob Arp:	Yea

Joyce Baumert: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 8, Nay: 0, Absent: 2, Abstain (Without Conflict): 2

Board members Marni Danhauer and Richard Luebbe were absent for the November board meeting. They notified the Administrator prior to the meeting.

1.4. Pledge of Allegiance

All members present participated in the Pledge of Allegiance.

2. Approval of Agenda

The sequence of agenda topics is subject to change at the discretion of the Board.

Recommendation: Discuss, consider and take any necessary action to approve agenda as presented.

Agenda as presented Passed with a motion by Joyce Baumert and a second by Gary Wieseler.

Marni Danhauer: Absent
Richard Luebbe: Absent
Donald Ellison: Abstain (Without Conflict)
Bob Arp: Yea
Joyce Baumert: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2, Abstain (Without Conflict): 1

3. Virtual Conferencing Option

Nebraska Revised Statute § 84-1411 authorizes virtual meetings for educational service units if the requirements of subdivision (2)(b) are met. The board will determine if next month's board meeting should allow for a virtual conferencing option.

Recommendation: Discuss, consider and take any necessary action to approve the virtual conferencing option for the _____ board meeting.
There will not be a virtual conferencing option for December.

4. Welcome Visitors
No visitors present.

5. Public Comment
The Board has the discretion to limit the amount of time set aside for public participation.

Citizens wishing to address the Board on a certain agenda item must complete the Request to be Heard Document prior to the start of the board meeting. Citizens wishing to present petitions to the Board may do so at this time. However, the Board will only receive the petitions and not act upon them or their contents.
No public comments provided.

6. **Consent Agenda**

Unless removed from the consent agenda, items identified within the consent agenda will be acted on at one time.

If any Board member wishes to discuss an item, it must be removed from the consent agenda at which time the remaining items will be acted upon.

Consent Agenda Includes:

- Minutes from the previous meeting(s)
- Presentation of the bills
- Policy review with no recommended changes
- Other routine agenda items

Recommendation: Discuss, consider and take any action necessary to approve the consent agenda as presented.

Consent agenda as presented Passed with a motion by Jennifer Miller and a second by Jack Young.

Marni Danhauer: Absent

Richard Luebbe: Absent

Donald Ellison: Abstain (Without Conflict)

Bob Arp: Yea

Joyce Baumert: Yea

Dan Hoesly: Yea

Dawn Lindsley: Yea

Jennifer Miller: Yea

Doug Pauley: Yea

Richard Stephens: Yea

Gary Wieseler: Yea

Jack Young: Yea

Yea: 9, Nay: 0, Absent: 2, Abstain (Without Conflict): 1

6.1. Minutes

This is a consent item.

6.2. Presentation of Bills #75101 through #75271 totaling \$940,189.05

The summary of bills for the current month total:\$940,189.05 - Bills #75101 through #75271

Inservice bills total: \$30.00

	Amount	Vendor	Description
75115	\$23,078.00	Central NE Rehab Services	SPED SLP services
75117	\$11,604.00	Chartwells Food Service	Latino Summit
75130	\$30,006.94	Eakes Office Solutions	Copier Maintenance/Migrant furniture
75141	\$9,529.30	ESU 2	NNNC 1st Quarter
75143	\$16,700.00	ESUCC	SRS Annual/MSA 22-23 PDO fees
75172	\$14,400.00	Marzano Resources LLC	Title II Consultant
75174	\$10,691.85	Miotees Custom T-shirts	Latino Summit canvas bags and t-shirts

This is a consent item.

6.3. Reading of Article II, Section 9, E Access to Written Materials

This is a consent item.

6.4. Reading of Article II, Section 9, F Public Comment

This is a consent item.

6.5. Reading of Article II, Section 10, A When Closed Sessions May Be Held

This is a consent item.

6.6. Reading of Article II, Section 10, B Procedure for Closed Sessions

This is a consent item.

6.7. Reading of Article II, Section 11, A Voting and Board Operating Procedures

This is a consent item.

6.8. Reading of Article III, Section 3, F Audits

This is a consent item.

6.9. Reading of Article III, Section 4, F Internal Controls

This is a consent item.

7. Treasurer's Report

Review the breakdown of the Treasurer's Report

Discuss, consider and take any action necessary to approve the Treasurer's Report as presented. Passed with a motion by Joyce Baumert and a second by Doug Pauley.

Marni Danhauer: Absent

Richard Luebbe: Absent

Donald Ellison: Abstain (Without Conflict)

Bob Arp: **Yea**

Joyce Baumert: **Yea**

Dan Hoesly: **Yea**

Dawn Lindsley: **Yea**

Jennifer Miller: **Yea**

Doug Pauley: **Yea**

Richard Stephens: **Yea**

Gary Wieseler: **Yea**

Jack Young: **Yea**

Yea: 9, Nay: 0, Absent: 2, Abstain (Without Conflict): 1

8. Reading of Article III, Section 11, Media and Public Relations

Reading of the newly included Article III, Section 11, Media and Public Relations, which includes the below policies:

- Article III, Section 11, A Media and Public Relations
- Article III, Section 11, B News Conferences and Interviews
- Article III, Section 11, C Communication Relations
- Article III, Section 11, D Crisis Management Communications

Recommendation: Discuss, consider and take all necessary action to approve Article III, Section 11, Media and Public Relations as presented.

Discuss, consider and take all necessary action to approve Article III, Section 11, Media and Public Relations as presented Passed with a motion by Jennifer Miller and a second by Doug Pauley.

Marni Danhauer: Absent

Richard Luebbe: Absent

Richard Stephens: **Nay**

Bob Arp: Yea
Joyce Baumert: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 9, Nay: 1, Absent: 2

Administrator Polk reviewed the attached policies with the Board. Section 11 is a new section in the policy manual. There was a lot of discussion as to the need to have this policy in order to communicate with the media. Administrator Polk described our Crisis Team and the guidelines in development for crisis scripts and communication. After lengthy discussion, action was taken.

9. Board Memorial Contribution

The ESU 7 Board provides monetary memorial to immediate family members of ESU 7 staff.

Recommendation: Discuss, consider, and take any necessary action to adjust the amount of the memorial to \$75 and give the Administrator the authority to give said amount as memorial or plant/flower

Discuss, consider, and take any necessary action to adjust the amount of the memorial to \$75 and give the Administrator the authority to give said amount as memorial or plant/flower. Evaluate annually for inflation. Family will be defined as immediate family members Passed with a motion by Jennifer Miller and a second by Jack Young.

Marni Danhauer: Absent
Richard Luebbe: Absent
Bob Arp: Yea
Joyce Baumert: Yea
Donald Ellison: Yea
Dan Hoesly: Yea
Dawn Lindsley: Yea
Jennifer Miller: Yea
Doug Pauley: Yea
Richard Stephens: Yea
Gary Wieseler: Yea
Jack Young: Yea
Yea: 10, Nay: 0, Absent: 2

Administrator Polk reminded the Board, the current memorial amount is \$20. Board Secretary Jennifer Miller recommended including all immediate family (consistent as defined in the leave policy) for the memorial.

10. Board Self-Assessment

Administrator Polk will email the Board a self-assessment to be completed by the second week in December.

Administrator Polk will send the Board Self-Assessment to the board on November 22, 2022. Administrator Polk asked for the Board to have the self-assessments completed and submitted by the December board meeting.

11. Administrator's Report General

- ESUCC Update
- Annual Report (linked)
- School Based Mental Health Grant Report
- Technology Report - Director Ellsworth
 - Cyber Security Information
- Upcoming Events
 - AESA Annual Conference 11.30.22-12.2.22
 - NCSA Legislative Preview 12.1.22
- Administrator Leave Report

Administrator Polk notified the Board there will be more cyber security discussions in December. School Based Mental Health competitive grant was submitted in conjunction with Columbus Public. The grant will include all of the ESU 7 districts, except Schuyler, and it includes Madison. The grant would pay for two licensed mental health practitioners plus a secretary to help manage the grant. The grant was submitted on November 3, 2022. We should find out if we receive the grant in December and the grant starts January 1, 2023.

Director Ellsworth provided a technology update. Director Ellsworth and the tech team are working on addressing cyber security vulnerabilities.

11.1. Goal Update

Goals - Attached for your Review

- Goal 1:
 - Reminder: The June 2023 Board Meeting has been moved to Tuesday, June 20, 2023 at 4:00pm
 - Board Orientation document complete (linked)
 - Presented outline to ESUCC 11.16.2022
- Goal 2:
 - Chart attached.
 - Board members who have a * behind their name indicates events that have not taken place as of yet but have been registered for.
- Goal 3:
 - School District Board Meetings Completed:

- David City - 10/10/2022
- Osceola - 10/10/2022
- East Butler - 10/12/2022
- Boone Central - 11/14/2022
- School District Board Meeting confirmed in December and January:
 - Columbus Public - December 12th at 5:30pm.
 - Administrator Polk to attend.
 - Which Board Member to attend?
 - High Plains Public - January 9th at 6:30pm.
 - Administrator Polk to attend.
 - Which Board Member to attend?

Administrator Polk reviewed the attached flip book of the Board Orientation Manual. Board members Bob Arp and Jack Young will attend the Columbus Public Board Meeting with Administrator Polk in December. Board Secretary Jennifer Miller will attend the High Plains Board Meeting with Administrator Polk in January.

11.2. Services Update SIMPL Update

- Service Planning continues in December with Superintendents and Principals reviewing quantitative data. Service Plan for 23-24 will be presented to School District Superintendents in January and to the ESU 7 Board in February for approval.

Items inside this item include visit updates, quarterly report, director reports, etc. The Service Planning process will take place in the December Superintendent and Principal meeting. There will be a more digital solution for the data dig. Both of the senator-elects will be in attendance. The Board is more than welcome to attend the meeting and will need to notify Secretary to the Board, Mindy Reed.

11.3. Facilities Update

The focus group for the playground addition is its planning stages. The Administrator will provide an update on the kitchen remodel. The contractor for the kitchen remodel reached out and asked for dates in the next month to get some demo done.

11.4. Legislative Update

During this item, the Administrator will provide a Legislative Update to members of the Board.

- NCSA Legislative Preview - December 1, 2022 at the Cornhusker Marriott
- January 4, 2023 at 10:00am is the first day of the Legislative Session
- Retirement Plan clarification

The Legislative Session will start at 10:00am on January 4, 2023. There will be rules discussion including secret ballots. There was clarification regarding the retirement plan.

12. Committee Reports

12.1. Negotiations Committee Report

Reports of activities and discussions from the Negotiations Committee will take place during this item.

Negotiations Committee Chairperson Jennifer Miller provided an update to the Board. The committee is negotiating for the second year of the two-year agreement. Insurance is going to go up 6.92%. Last year, the committee already agreed to do a 4.5% increase for 22-23. The committee will start looking at other groups next month. There will be a benefits survey sent out to staff this week and the results will be discussed in December.

12.2. Administrator Evaluation Committee Report

A report of activities from the Administrator Evaluation Committee will be given during this item. Administrator Evaluation Committee: Marni Danhauer, Dawn Lindsley, Donald Ellison, and Joyce Baumert.

Evaluation Timeline:

- **August:** Evaluation Committee to meet in September to go through comments and create a summary. Larianne will meet with the Evaluation Committee chair.
- **September:** Full Board is provided a copy of the Administrator Evaluation
- **October:** Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
- **November:** Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.
- **December:** Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
- **January:** Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.

13. Conference Report

Conference Attendees will report on their learnings.

- NASB State Education Conference - clip linked

Board member Dawn Lindsley appreciated the ESU sessions. Board member Bob Arp felt good and proud to be a part of ESU 7. Board member Joyce Baumert thought the State Education Conference was one of the better conferences she attended. Board member Don

Ellison stated there is no longer NESUBA, it has been dissolved. NESUBA has a balance in their account. ESU 7 has been carrying the balance for years. ESU 7 will provide the dollars to the ESUCC and they will distribute the funds to ESU boards for legislative advocacy training. Administrator Polk and Director Marci Ostmeyer presented two sessions.

14. Adjournment

Meeting adjourned at 7:10pm.

Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00075272	255.00	12/20/22	10060 Administrators In-Service	C
10	00075273	74.00	12/20/22	190428 ALMQUIST MALTZAHN GALLOWAY & LUTH PC	C
10	00075274	130.00	12/20/22	190428 ALMQUIST MALTZAHN GALLOWAY & LUTH PC	C
10	00075275	1,231.44	12/20/22	10391 AMAZON	C
10	00075276	906.72	12/20/22	10391 AMAZON CAPITAL SERVICES	C
10	00075277	314.38	12/20/22	120155 AMY J SLAMA	C
10	00075278	1,091.39	12/20/22	130180 AMY MAZANKOWSKI	C
10	00075279	1,579.00	12/20/22	10681 APPLE COMPUTER INC.	C
10	00075280	320.00	12/20/22	388 APPLIED CONNECTIVE TECHNOLOGIES	C
10	00075281	180.00	12/20/22	20428 BOONE CENTRAL SCHOOLS	C
10	00075282	144.47	12/20/22	6700 BROOKE KAVAN	C
10	00075283	7.18	12/20/22	13196 BSN SPORTS LLC	C
10	00075284	60.00	12/20/22	13765 BYRON ARMANDO TENESACA AGUILAR	C
10	00075285	1,492.42	12/20/22	30039 CAPITAL ONE-POLK	C
10	00075286	12,180.62	12/20/22	30039 CAPITAL ONE-POLK	C
10	00075287	171.99	12/20/22	1996 CASEY'S MAIL SERVICE LLC	C
10	00075288	314.88	12/20/22	1996 CASEY'S MAIL SERVICE LLC	C
10	00075289	100.00	12/20/22	30271 CENTRO HISPANO COMUNITARIO DE NEBRASKA	C
10	00075290	410.60	12/20/22	30550 CITY OF COLUMBUS WATER & SANIT	C
10	00075291	500.00	12/20/22	30610 CLARKSON PUBLIC SCHOOLS	C
10	00075292	500.00	12/20/22	9849 CLASSLINK	C
10	00075293	2,337.00	12/20/22	31029 COLUMBUS PUBLIC SCHOOLS LUNCH FUND	C
10	00075294	363.55	12/20/22	4812 CUBBY'S CENEX	C
10	00075295	10,233.00	12/20/22	40190 DAKTECH COMPUTERS	C
10	00075296	3,995.00	12/20/22	40235 DAVID CITY PUBLIC SCHOOL	C
10	00075297	20.00	12/20/22	11711 DAWN LINDSLEY	C
10	00075298	74.32	12/20/22	4456 DOUG PAULEY	C
10	00075299	1,069.58	12/20/22	40725 EAKES OFFICE SOLUTIONS	C
10	00075300	400.00	12/20/22	40725 EAKES OFFICE SOLUTIONS	C
10	00075301	796.67	12/20/22	40725 EAKES OFFICE SOLUTIONS	C
10	00075302	669,710.82	12/20/22	50825 ED SERVICE UNIT 7-PAYROLL	C
10	00075303	2,550.00	12/20/22	13439 EMILIE VANCE BRUGGER	C
10	00075304	129.55	12/20/22	50630 ERNST AUTO CENTER	C
10	00075305	183.17	12/20/22	7560 ESI HOSTED SERVICES	C
10	00075306	317.91	12/20/22	50640 ESU 1	C
10	00075307	47.25	12/20/22	50750 ESU 10	C
10	00075308	40.00	12/20/22	50734 ESU 8	C
10	00075309	1,102.04	12/20/22	7226 FIREGUARD	C
10	00075310	47.69	12/20/22	13684 FLEETCOR TECHNOLOGIES INC	C
10	00075311	318.90	12/20/22	7013 GREAT PLAINS COMMUNICATIONS	C
10	00075312	971.25	12/20/22	11460 HAYLEY MURPHY	C
10	00075313	1,221.46	12/20/22	12645 HILTON OMAHA	C
10	00075314	19.97	12/20/22	4944 HOBBY LOBBY	C
10	00075315	98.00	12/20/22	80498 HOLIDAY INN EXPRESS-LEXINGTON	C
10	00075316	755.08	12/20/22	80543 HOMETOWN LEASING	C
10	00075317	210.00	12/20/22	80670 HOWELLS-DODGE CONSOLIDATED SCHOOL DIST	C
10	00075318	210.00	12/20/22	80860 HUMPHREY PUBLIC SCHOOL	C
10	00075319	71.51	12/20/22	80880 HY-VEE	C
10	00075320	557.02	12/20/22	80880 HY-VEE	C
10	00075321	786.88	12/20/22	3387 JENNIFER FISTLER	C
10	00075322	139.64	12/20/22	4618 JENNIFER L. MILLER	C
10	00075323	100.00	12/20/22	9180 JERI GLENN	C
10	00075324	3,311.46	12/20/22	6319 JOURNEYED.COM INC	C
10	00075325	527.50	12/20/22	260092 JUDY A ZADINA	C
10	00075326	875.00	12/20/22	12424 KASEYA US LLC	C

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00075327	600.00	12/20/22	260089 KATHLEEN ZADINA	C
10	00075328	4,436.00	12/20/22	110235 KIDDIE CAB	C
10	00075329	4,930.50	12/20/22	110235 KIDDIE CAB	C
10	00075330	287.75	12/20/22	6718 LAURA PLAS	C
10	00075331	234.00	12/20/22	120207 LEARNING A-Z	C
10	00075332	105.00	12/20/22	120223 LEIGH COMMUNITY SCHOOLS	C
10	00075333	12.69	12/20/22	120314 LINCOLN JOURNAL STAR	C
10	00075334	785.00	12/20/22	40545 LISA DURANSKI	C
10	00075335	2,055.95	12/20/22	120550 LOUP POWER DIST	C
10	00075336	59.25	12/20/22	13749 LUCIA DELAS NIEVES ROMERO BARRERA	C
10	00075337	190.00	12/20/22	130011 M & O METALS INC.	C
10	00075338	459.58	12/20/22	5410 MARK BRADY	C
10	00075339	273.52	12/20/22	130378 MENARDS	C
10	00075340	750.00	12/20/22	10499 MICHELLE RUIPIPER	C
10	00075341	7.00	12/20/22	130547 MNJ TECHNOLOGIES	C
10	00075342	2,271.37	12/20/22	130912 NASCO	C
10	00075343	702.00	12/20/22	140066 NE ASSOC OF SCHOOL BOARDS	C
10	00075344	139.40	12/20/22	140570 NEBRASKA TECHNOLOGY & TELECOM.	C
10	00075345	45.00	12/20/22	12122 ONE SOURCE THE BACKGROUND CHECK COMPANY	C
10	00075346	243.80	12/20/22	418 OTIS PIERCE	C
10	00075347	1,678.20	12/20/22	80130 PEARSON ASSESSMENT-USE ONLY	C
10	00075348	185.00	12/20/22	160095 PERRYGUTHERY HAASE& GESSFORD P.C.L.L.	C
10	00075349	38.61	12/20/22	160672 PRESTO-X	C
10	00075350	155.94	12/20/22	160672 PRESTO-X	C
10	00075351	126.98	12/20/22	3697 PYRAMID SCHOOL PRODUCTS	C
10	00075352	32.83	12/20/22	170029 QUALITY SOUND	C
10	00075353	26.25	12/20/22	21001 RACHEL BURGESS	C
10	00075354	3,147.90	12/20/22	180237 REALITY WORKS	C
10	00075355	471.51	12/20/22	30268 SANDY CERNY	C
10	00075356	546.88	12/20/22	981 SARAH WACHA	C
10	00075357	4,545.36	12/20/22	190164 SCHUYLER COMMUNITY SCHOOLS	C
10	00075358	288.00	12/20/22	10421 SEI SECURITY	C
10	00075359	542.50	12/20/22	8524 SHAYNA CEPEL	C
10	00075360	3,531.01	12/20/22	190557 SOUTHWEST BINDING & LAMINATING	C
10	00075361	4,762.60	12/20/22	190850 STATE OF NEBRASKA DAS STATE ACCTG.	C
10	00075362	79.44	12/20/22	191085 SUPER SAVER	C
10	00075363	495.57	12/20/22	191085 SUPER SAVER	C
10	00075364	594.75	12/20/22	140691 THE HOME DEPOT PRO	C
10	00075365	787.50	12/20/22	9130 THE SUPPORT GROUP	C
10	00075366	1,000.00	12/20/22	200481 TRI-STATE LAW CONFERENCE/TAESE	C
10	00075367	112.25	12/20/22	200606 U & I SANITATION	C
10	00075368	125.00	12/20/22	6289 UNIV OF NEBR STATE MUSEUM	C
10	00075369	50.00	12/20/22	4960 Nebraska Safety Center	C
10	00075370	110.00	12/20/22	13366 UNK	C
10	00075371	476.89	12/20/22	10320 VERIZON WIRELESS	C
10	00075372	45.27	12/20/22	10320 VERIZON WIRELESS	C
10	00075373	822.72	12/20/22	10320 VERIZON WIRELESS	C
10	00075374	253.06	12/20/22	230049 WALMART (SPED)	C
10	00075375	20.53	12/20/22	230048 WALMART CAPITAL ONE - BUS	C
10	00075376	94.04	12/20/22	230051 WALMART CAPITAL ONE - MIG	C
10	00075377	809.39	12/20/22	13420 WOODRIVER ENERGY LLC	C
10	00075378	153.20	12/20/22	13420 WoodRiver Energy	C
10	00075379	710.00	12/20/22	10510 ABBY PFISTER	A
10	00075380	1,090.13	12/20/22	12629 ABIGAIL FOCHT	A
10	00075381	315.00	12/20/22	13897 ADILENE PEREZ	A

A/P Summary Check Register

FPREG01A

Bank	Check No	Amount	Date	Vendor	Type
10	00075382	2,620.63	12/20/22	190945 AMANDA STUTHMAN	A
10	00075383	223.44	12/20/22	10030 ANA KAREN GARCIA MEDINA	A
10	00075384	317.50	12/20/22	1082 ANGEL MAYBERRY	A
10	00075385	300.00	12/20/22	40709 ANN DUBAS	A
10	00075386	461.25	12/20/22	990 BRANDY ROSE	A
10	00075387	176.88	12/20/22	13528 CARA NEESEN	A
10	00075388	976.25	12/20/22	5967 CASSANDRA RUTH	A
10	00075389	623.75	12/20/22	9512 CASSIE KRINGS	A
10	00075390	541.19	12/20/22	13510 CHRISTINA HANCOCK	A
10	00075391	453.75	12/20/22	70017 CYNTHIA ALARCON	A
10	00075392	1,786.25	12/20/22	180474 DARLENE RODRIGUEZ	A
10	00075393	532.50	12/20/22	10529 DAVID VANDERHEIDEN	A
10	00075394	18.59	12/20/22	50570 DONALD ELLISON	A
10	00075395	1,096.02	12/20/22	60033 ELISSA HEIBEL	A
10	00075396	458.75	12/20/22	7099 HALEY KUNZE	A
10	00075397	728.77	12/20/22	20135 ISAURA BARRETO	A
10	00075398	65.32	12/20/22	4294 JACK YOUNG	A
10	00075399	315.04	12/20/22	8559 JACLYN TERNUS	A
10	00075400	245.00	12/20/22	13927 JAMES LEE	A
10	00075401	357.50	12/20/22	11223 JILL WIELGUS	A
10	00075402	760.00	12/20/22	8540 JOLYNN KAHLANDT	A
10	00075403	1,445.00	12/20/22	11932 JOSH ARIAS	A
10	00075404	410.00	12/20/22	6459 KAISE RECEK	A
10	00075405	170.20	12/20/22	100521 KRIS JOHNSON	A
10	00075406	302.56	12/20/22	160636 LARIANNE POLK	A
10	00075407	17.99	12/20/22	190384 LARRY SHEFCYK	A
10	00075408	643.75	12/20/22	13480 LETISHIA KLEINSCHMIT	A
10	00075409	787.50	12/20/22	13471 LINDSEY CLAREY	A
10	00075410	727.50	12/20/22	190434 LORI SIMANEK	A
10	00075411	1,722.31	12/20/22	11797 MARIA RODRIGUEZ	A
10	00075412	644.38	12/20/22	11479 MEGAN WELCH	A
10	00075413	301.88	12/20/22	4650 MELINDA VELECELA	A
10	00075414	678.07	12/20/22	12246 MERRIDIE KAUP	A
10	00075415	100.00	12/20/22	11304 MINDY REED	A
10	00075416	599.62	12/20/22	12254 MOLLIE MORROW	A
10	00075417	100.00	12/20/22	1104 NANCY SMITH	A
10	00075418	678.76	12/20/22	8788 NATHALIE VARGAS	A
10	00075419	474.38	12/20/22	13498 RACHEL BECK	A
10	00075420	407.50	12/20/22	5983 RACHEL GARNER	A
10	00075421	469.33	12/20/22	10375 RONELLE JACKSON	A
10	00075422	759.38	12/20/22	130708 SHARON M BROWN	A
10	00075423	553.75	12/20/22	10740 SHELLI EICKMEIER	A
10	00075424	266.27	12/20/22	12165 STEPHANIE FOREMAN	A
10	00075425	48.75	12/20/22	13447 SUSAN OLMER	A
10	00075426	328.15	12/20/22	11436 TAMRA CLAY	A
10	00075427	883.75	12/20/22	13536 TERI OPFER	A
10	00075428	108.64	12/20/22	10774 TRICIA SPIEKER	A
10	00075429	194.94	12/20/22	70018 VANESSA GASCON-GUARCAS	A
10	00075430	685.00	12/20/22	230361 WENDY WOLFE	A
10	00075431	997.51	12/20/22	10545 YARIBEY RODRIGUEZ	A

Total Bank No 10

800,932.68

A/P Summary Check Register

FPREG01A

<u>Bank</u>	<u>Check No</u>	<u>Amount</u>	<u>Date</u>	<u>Vendor</u>	<u>Type</u>
				Total Manual Checks	.00
				Total Computer Checks	770,252.30
				Total ACH Checks	30,680.38
				Total Other Checks	.00
				Total Electronic Checks	.00
				Total Computer Voids	.00
				Total Manual Voids	.00
				Total ACH Voids	.00
				Total Other Voids	.00
				Total Electronic Voids	.00
				Grand Total	800,932.68
				Number of Checks	160

<u>Batch Yr</u>	<u>Batch No</u>	<u>Amount</u>
23	000184	128.42
23	000191	46,518.53
23	000201	54,652.73
23	000206	669,710.82
23	000209	29,922.18

Section 12 - Minutes

Article II, Section 12, A Minutes

The Board shall keep minutes of all meetings showing the time and place, members present and absent, the substance of all matters discussed, and other matters required by law. The resignation of a Board member or any other circumstance that results in a vacancy in office shall be made a part of the minutes.

The minutes shall be prepared by the Recording Secretary immediately following the meeting.

The minutes shall be written and available for inspection by the public and for distribution to the members of the Board within 10 working days, or prior to the next convened meeting, whichever occurs earlier. The minutes shall be a part of the agenda for the next regular meeting at which time they shall be corrected, if necessary, and approved. The minutes shall be kept at the principle office of ESU 7. The minutes are public records and are open to public inspection during normal business hours. The minutes may be kept as an electronic record.

Legal Reference:	§ 79-570 § 84-1413
Date of Adoption:	May 21, 2018
Date(s) of Review:	May 17, 2021 December 20, 2021 December 19, 2022

Section 1 - Services

Article III, Section 1, A ESU Services

The ESU shall provide educational services as identified and requested by member school districts through a collaborative process, as developed by the ESU.

Legal Reference:	NDE Rule 84, section 1.05D
Date of Adoption:	August 20, 2018
Date(s) of Review:	February 15, 2021 December 20, 2021 December 19, 2022

Article III, Section 1, B Core Services to Member Districts

Core services shall be provided to all member school districts. Core services shall be defined by the ESU as follows:

Core services shall be within the following service areas in order of priority: (i) Staff development which shall include access to staff development related to improving the achievement of students in poverty and students with diverse backgrounds; (ii) technology, including distance education services; and (iii) instructional materials services.

Core services shall improve teaching and student learning by focusing on enhancing school improvement efforts, meeting statewide requirements, and achieving statewide goals in the state’s system of elementary and secondary education. Core services shall provide schools with access to services that: the ESU and its member school districts have identified as necessary services; are difficult, if not impossible, for most individual school districts to effectively and efficiently provide with their own personnel and financial resources; can be efficiently provided by the ESU to its member school districts; and can be adequately funded to ensure that the service is provided equitably to the public school districts.

Core services shall be designed so that the effectiveness and efficiency of the service can be evaluated on a statewide basis. Core services shall be provided by the ESU in a manner that minimizes the costs of administration or service delivery to member school districts.

Legal Reference:	§§ 79-1204 NDE Rule 84, section 3.02 and section 8
Date of Adoption:	August 20, 2018
Date(s) of Review:	February 15, 2021 December 20, 2021 December 19, 2022

Article III, Section 1, C Use of Core Service Funds and Property Tax Funds

Funds generated by the ESU property tax shall only be used for purposes approved by representatives of two-thirds of the member school districts, representing a majority of the students in the member school districts. The valuation of individual school districts shall not be the only consideration in determining the utilization of such funds.

The Administrator is responsible for and is delegated the authority to develop the process and procedures to obtain the required approvals, to include the following:

1. The Administrator or designees shall prepare and transmit a written proposal of core services offerings and use of the property tax levy to all member school districts each fiscal year.
2. The member school districts through their designated representatives shall indicate their approval or disapproval of the proposal within thirty calendar days after receipt of the proposal. Failure to so indicate within such time period shall be deemed approval of the proposal.
3. In the event a proposal fails to receive approval, the Administrator will consult with the designated representatives and/or the Boards of the member school districts. After such consultation, written proposals may be amended and resubmitted.

Legal Reference:	§79-1242 NDE Rule 84, section 1.05D
Date of Adoption:	August 20, 2018
Date(s) of Review:	February 15, 2021 December 20, 2021 December 19, 2022

Article III, Section 1, E Use of Funds from Other Sources

The Board may receive, for the purpose for which it is made available, any school district, county, state, or federal funds made available to it, or funds or property received from any other source. The Board may use tax revenue from the levy of the ESU for operational expenses and for the purpose of matching any funds that may be made available to it on a matching basis by any state or federal agency. The Board may utilize such personnel or services that may lawfully be offered by any state or federal agency or governmental unit.

It is the policy of the ESU to comply with the conditions of state and federal grant programs in which the ESU participates, including the conditions of the Every Student Succeeds Act (“ESSA”) as applicable.

1. Authority to Sign Applications. The Administrator is authorized to sign applications for grant funds, including ESSA formula grants, on behalf of the ESU and may delegate such authority to other administrators at the discretion of the Administrator. The Administrator shall submit such applications as determined appropriate so long as acceptance of the funds does not include conditions contrary to the policies of the Board.
2. Supplement not Supplant. Federal funds shall be used to supplement, not supplant, the amount of funds or services available from non-federal sources, in compliance with the requirements of federal law. ESSA funds shall not be used to provide services otherwise required by law to be made available.
3. Equitable Allocation. Federal funds shall be used in a manner to ensure equitable allocation of resources. Staff are to be assigned and curriculum materials and instructional supplies are to be distributed to the schools in such a way that equivalence of personnel and materials is ensured among the schools in compliance with the requirements of federal law.
4. Maintenance of Effort. The ESU shall maintain fiscal effort related to ESSA programs in compliance with the requirements of federal law.
5. Resources. The procurement of resources related to ESSA programs, including contracts and purchase or service agreements for such programs, shall be in accordance with the ESU’s written procedures for purchasing and contracting. Purchase orders and invoices shall indicate an appropriate record of expenditures. All equipment purchased with federal funds, including those used in nonpublic and other facilities, shall be appropriately identified, inventoried, and when no longer useful to the program, properly disposed. Resources such as staff, materials and equipment funded by the Federal Program shall be used only for children participating in the program.
6. Maintenance of Records. Records of all federal financial and program information shall be kept for a minimum of 5 years after the start date of the project.
7. Identification of Eligible Children. The Administrator and the designees shall implement an appropriate process to identify children eligible for services provided under federal programs.

8. Coordination of Services. Federal Grant services shall be coordinated and integrated with school district direction, with other agencies providing services, and with other federal, state and local programs.
9. Other Requirements. The Administrator shall take or cause other staff to take such action as required by law for the ESU to maintain compliance with ESSA and specific grant programs in which the ESU participates.

Legal Reference:	§ 79-1224; ESSA
Date of Adoption:	August 20, 2018
Date(s) of Review:	August 16, 2021 December 20, 2021 December 19, 2022

North Building
2657 44th Ave.
Columbus, NE 68601
O: 402.564.5753
F: 402.563.1121
@ESU7_NE
www.esu7.org



South Building
2563 44th Ave.
Columbus, NE 68601
O: 402.564.0815
F: 402.563.1121
@ESU7_NE
www.esu7.org

Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties.

Dr. Larianne Polk
Chief Administrator
E: lpolk@esu7.org

Dir. Marci Ostmeyer
Professional Development
E: mostmeyer@esu7.org

Dir. Tami Clay
Special Education
E: tclay@esu7.org

Dir. Dan Ellsworth
Network Operations
E: ellsworth@esu7.org

TO: ESU 7 Board
FROM: Dr. Larianne Polk
DATE: December 19, 2022
RE: Kiddie Cab

This memo is to provide the ESU 7 board with information regarding our transportation of students.

In the spring of 2022, Kiddie Cab was notified by ESU 7 Student Services that we would no longer need their transportation service beginning Fall of 2022. At that time, ESU 7 began to acquire transportation vehicles and arrange for personnel training. Vehicles were purchased and staff were trained beginning in the Fall of 2022. ESU 7 Student Services continued to use Kiddie Cab until training was complete and vehicles were prepared. In November of 2022, ESU 7 Student Services was notified by Kiddie Cab that they believe there was an existing contract approved by the ESU 7 Board for Kiddie Cab to transport students through the academic year 2023. Kiddie Cab was not able to produce the contract. There is no record in the ESU 7 Board Meeting minutes of action related to a contract with Kiddie Cab dating back to 2014 when Board Meeting agendas and minutes were recorded in Sparq. Administrator Polk and the Student Services leadership team were unable to locate any contract in hard copy as was described by Kiddie Cab. At this time, given no contractual obligation to Kiddie Cab, ESU 7 Student Services will transport students in ESU 7 purchased vehicles by properly trained personnel.

ESU 7 appreciates the long standing relationship we have had with Kiddie Cab and thank them for their service.

NEBRASKA CYBERSECURITY NETWORK SUMMARY



“The Cybersecurity and Infrastructure Security Agency (CISA) has seen an increase in malicious activity with ransomware attacks against K-12 educational institutions. Malicious cyber actors are targeting school computer systems, slowing access, and rendering the systems inaccessible to basic functions, including remote learning. In some instances, ransomware actors stole and threatened to leak confidential student data unless institutions paid a ransom.”

<https://www.cisa.gov/stopransomware/cyber-threats-k-12-remote-learning-education>

To combat the increase of attacks, enter the Nebraska Cybersecurity Network (NCN). The NCN is a network of educational entities, per interlocal agreement, who share in the common interest to improve the landscape of cyber security in their respective areas. Join your like-minded counterparts to take proactive measures to dedicate the resources necessary to keep education safe from cyber threats that are becoming increasingly common in the world.

Here is how to become a partner of the NCN:

- Sign the interlocal agreement
- Commit to the initial contribution amount, which will not exceed \$12,000, which provides membership from January 1, 2023 until June 30, 2023. Continuing funds will be decided at a meeting of NCN members in May 2023.
- Attend regular monthly meetings starting January 2023.

What if I cannot contribute the initial funds for the January to June membership?

- Interested ESUs who are not charter members of NCN may join by a vote of the current members, by the terms outlined by the NCN
- Please note that the funds to become a member will increase after the charter membership period has passed.

THE KEY GOALS OF THE NCN ARE THE FOLLOWING:

- Hire dedicated or contract cyber security personnel who will, as applicable and as requested:
 - Primary duties include:
 - Collaborate with industry and education experts to provide the best recommendations for members;
 - Provide analysis of a member's cybersecurity posture;
 - Reviews external threat intelligence feeds from cyber security agencies, sends alerts and coordinates with responsible parties to patch high risk vulnerabilities;
 - Secondary duties include:
 - Troubleshoots network performance, network security issues and analyzes network traffic;
 - Assist with incident response, computer forensics, data preservation and investigations related to network breaches and/or unauthorized access of data;
 - Interpret and analyze reports regarding risks and vulnerabilities;
 - Helps maintain configuration records and documentation;
 - Assists with the research, testing, evaluation, and implementation of security tools, systems, and processes;
 - Maintains, monitors, and modifies security tools, systems and processes;
- Provide access to group buy opportunities on discounted software and tools, including but not limited to:
 - Endpoint Detection and Response (EDR)
 - End User Security Awareness Training
- Provide access to cyber security grant opportunities, including grants with matching funds.

Who will hire the Cybersecurity Coordinator? Who will this position report to and who will provide guidance on priorities for this role? —

The position will be hired by ESUCC. Oversight of this position will come from the administrators of the NCN, with an indirect oversight coming from the technology directors of the member ESUs. Official orders come from the administrators, which will be generic in nature. Specifics will come from the member technology directors as they familiar with the intricacies of environments.

Does assistance with incident response mean that the network will have someone available during off hours to assist during an incident? —

Since this will likely be a single FTE, the ability to have this individual available 24/7/365 is unreasonable. But the FTE should be able to assist local and ESU efforts for incident remediation and analysis which will likely include off hours when feasible.

If the DHS cybersecurity grant is awarded to Nebraska, will it be able to fund this FTE either partially or in full? Conversely, if Nebraska is not awarded the DHS cybersecurity grant, how do we plan to support the NCN and associated FTE? —

The DHS cybersecurity grant could be used to cover costs partially, since it is a matching grant. However, if there are no grant monies awarded to the NCN project, the FTE would be funded by other means, including, but not limited to member ESU fees.

What does analysis of a member's security posture mean? Is this different than the DHS Cyber Hygiene reports or different than the checklist — being worked on by the NOC Cybersecurity Committee?

Security posture involved more than just vulnerability scanning. It also includes proper planning, policies and procedures. The NOC Cybersecurity Committee Cybersecurity Readiness Rubric will be a tool used, but this rubric will need to be expanded upon. The DHS Cyber Hygiene scans are also a great tool to be used, but that report too will also need to be expanded upon. This may include internal scanning and other recommendations.

NEBRASKA CYBERSECURITY NETWORK
COOPERATIVE AGREEMENT

THIS COOPERATIVE AGREEMENT is made between the Educational Service Units affixed on pages 5 and 6, all of which are political subdivisions of Nebraska, collectively referred to as "the Network,"

WHEREAS, the Interlocal Cooperation Act, Neb. Rev. Stat. §13-801 et. seq. provides that, two or more public entities may enter into an agreement for joint or cooperative action, and this Agreement is made and entered into pursuant to the provisions of that Act; those public entities entering into this joint cooperative agreement shall be known as "the Network," and

WHEREAS, the Network desires to make the most efficient use of their spending authority and other powers to enable them to cooperate with each other and other entities as further agreed on the basis of mutual advantage to provide goods, services, personnel, and facilities in a manner pursuant to forms of governmental organization that will accord the best results in terms of geographic, economic, population, and other factors that will influence the needs and development of local communities;

NOW, THEREFORE, in consideration of the mutual covenants contained herein; it is agreed by the parties as follows:

1. CREATION OF SEPARATE ENTITY. The Network agrees to create a separate joint entity called the Nebraska Cybersecurity Network (hereinafter "NCN") in order to provide the participating entities with those goods, services, personnel, and facilities deemed necessary pursuant to the powers outlined in this Agreement. Liabilities of the NCN shall not be deemed liabilities of the participants.

2. PURPOSE AND TERM. The purpose of this Agreement is to allow the Network to share technology and any related goods, services, personnel, property, and facilities.

3. DURATION. The term of this Agreement shall commence January 1, 2023 and expire on December 31, 2025, unless earlier terminated or extended as provided herein.

4. GOVERNANCE. A governing council shall administer this Agreement and implement the purposes of this Agreement and shall be called the "Council." (hereinafter "The Council"). The Council shall act in accordance with the terms and conditions of this Agreement and any bylaws, policies, and procedures adopted by the Council. The Council shall exercise all powers and do all acts and things necessary to carry out the purposes of this Agreement. The Council shall be comprised of the chief administrator or his or her designee from each of the participants. The Council shall meet at least one time per year; additional meetings shall be held as determined necessary by the Council President. The qualification for becoming and remaining a member of the Council shall be to be the chief administrator of a service unit which is a party to this agreement or that administrator's designee. A Council member shall serve so long as the Council member remains the chief administrator of a service unit (or his or her designee) which is a party to this agreement and so long as this agreement remains in full force and effect. The names of the initial members of the Council shall be provided at the first meeting of the Council. Members of the Council shall not be personally liable for actions taken by them in their official capacity and may be indemnified as provided herein.

5. POWERS. To carry the purposes of this Agreement, the Council shall have the powers to:

(a) Purchase and/or lease supplies, materials and equipment and enter into a contract with any person, firm, corporation or other entity provided that no purchase, lease, or contract shall not be legally binding upon the NCN unless authorized by a vote of the majority of a quorum of the Council members. However, the Council shall not have the authority to enter into any lease, lease purchase, or other contract with a duration beyond the expiration date of this agreement,

- (b) Receive and approve or disapprove a request to become a part of this Agreement;
- (c) Submit an annual report to the Network regarding the activities of the NCN;
- (d) Require of and obtain from the Network and entities seeking to become a member of the NCN any information deemed necessary to carry out the duties and responsibilities of this Agreement;
- (e) Require any service unit and others to perform its duties and functions as provided in this Agreement or by any agreement entered into pursuant to this Agreement;
- (f) Accept for any of its purposes and functions any and all donations, grant of money, equipment, supplies materials and services, conditional or otherwise from any person or entity, and may receive, utilize, and dispose of the same. The nature, amount and conditions, if any, attendant upon any donation or grant accepted pursuant to this section, together with the identity of the donor, grantor, or lender, shall be detailed in the annual report of Council.
- (g) Adopt policies and procedures not otherwise inconsistent with this Agreement;
- (h) Employ, compensate, evaluate and discharge a staff limited only to those persons necessary to carry out its duties and functions;
- (i) Establish committees as it deems necessary for the purpose of advising the Council on any and all matters pertaining to the purposes of this Agreement;
- (j) Indemnify or reimburse any person in the same manner as a service unit board is authorized to do pursuant to Neb. Rev. Stat. § 79-1217;
- (k) Take any other action authorized, either explicitly or implicitly, by the Interlocal Cooperation Act, including any action that may be necessary to perform its duties and functions as provided in this Agreement; provided that the NCN cannot change the stated purpose(s) contained in this Agreement.

6. FINANCING AND BUDGETING. This Agreement will be financed by the Network. Each service unit shall contribute funds that the Network receives each year, not to exceed the amount of **\$12,000.00** Future amounts shall be determined by the Council no later than the **May Meeting** prior to the next fiscal year unless determined otherwise by a majority vote of the Council members. Funds contributed to this Agreement shall be sums which have not been designated for direct distribution or which have not been directly distributed to a School District within the boundaries of such service unit. All funds received by the NCN from the participants shall have received approval as required by Neb. Rev. Stat. § 79-1242. Such contribution shall be no later than August 1st for each fiscal year. The fiscal year shall run from July 1st to June 30th. The annual budget will be as determined by a majority vote of the Council members at its May Meeting. Ensuing budgets may be increased or decreased as determined by a majority vote of the Council members. Each service unit administrator or the designee shall provide their respective Units with a report of the NCN budget information.

7. COMPUTER TECHNOLOGY BUDGETING. The Network hereby agrees to create a cybersecurity budget. Said budget shall be funded by the money received from each service unit. The initial year contribution for any entity joining this Agreement after its initial enactment shall be that which is agreed upon by the Council and the joining party. The contribution for all ensuing years shall be determined by the Council at the annual meeting. This budget may be used for any of the purposes established in this Agreement. Any services to be used by or provided to the Network shall be done so as determined by the Council based upon the best mutual financial interests of the Network. This budget may also be used to pay for any expenses necessary to accomplish any of the purposes of this Agreement or as otherwise allowed by law and to enforce any of the Council's powers or duties contained in this Agreement or otherwise allowed by law.

8. PRE-PAYMENT. Any service unit may pre-pay all or part of any annual contribution required of it under this Agreement at any time at the discretion of the governing board of the service unit.

9. EXPENSES. Expenses and costs that arise as a result of this Agreement shall be paid by each of the participants as determined by a majority vote of the Council members. The expense calculation or determination may be amended from time to time as determined necessary by the Council by a majority vote of the Council members. The Council may authorize the fiscal agent to pay legally routine or repetitive expenses.

10. REIMBURSEMENT OF EXPENSES. Council members, Council employees, and employees of the participants may be entitled to reimbursement for actual expenses incurred in their line of duty as determined by a majority vote of the Council members. The individual seeking reimbursement shall be required to present a request for payment or reimbursement to the Council. If approved, the Council shall forward authorization for payment to the Fiscal Agent's treasurer or other designee. Each request shall be fully itemized, including when, where and why the expense was incurred and the actual amount involved. When reimbursement is requested for mileage by automobile, the points between which such travel occurred, the times of arrival and departure, and the necessity and purpose of such travel shall be shown on such request. When reimbursement is requested for mileage by automobile, the license number, the owner of the automobile used, and the rate per mile being requested shall also be shown on each request. The Treasurer may require less supporting detail for requests covered in this section but shall not impose reporting requirements which exceed those listed unless specifically authorized by a majority vote of the Council. No request shall be submitted by an individual for an expense when such expense has been paid by the service unit. The statement of expenses shall be duly verified and supported by receipts for all of such expenditures, except immaterial items identified by the Treasurer, for which reimbursement is requested. No charge for mileage shall be allowed when such mileage accrues while using an automobile owned by the State of Nebraska or a respective service unit. The approval to attend a function, conference, or hearing shall be obtained from the Council prior to an individual's attendance at such function, conference, or hearing. The duties assigned to the Council Treasurer in this paragraph may be assigned to another individual by vote of the Council.

11. FISCAL AGENT FINANCIAL ACCOUNT AND NEGOTIABLE INSTRUMENTS. The Council shall appoint ESUCC as the fiscal agent to administer funds under this Agreement. All funds contributed pursuant to this Agreement shall be maintained in an account of the fiscal agent unit. The funds shall be maintained in such a manner so that they will be separately identifiable. The fiscal agent shall provide an accounting of said funds upon the request of any of the participants of the Network. The fiscal agent shall account for all expenses and receipts under this agreement to the Council. All checks, drafts, bills of exchange, notes or other obligations or orders for the payment of money shall be executed, endorsed, acknowledged and delivered by the fiscal agent for the Council. The fiscal agent for the Council shall report on all funds and fund activities as directed by the Council. Unless provided otherwise in this agreement, each expenditure or withdrawal from any account operated pursuant to this agreement shall require a majority vote of the Council.

12. NOT FOR PROFIT. It is expressly understood that this Agreement is to be operated not for profit and no profit or dividend will go to the benefit of any service unit or their entity or individual from this agreement.

13. TERMINATION. This Agreement may be terminated only upon a two-thirds concurring vote of the Council. Unless this Agreement is terminated by a two-thirds (2/3) concurring vote of the Council, the assets owned by the Council, whether directly or in trust, may only be liquidated or distributed in kind upon the expiration of the term of this Agreement. Said assets owned or belonging to the Council shall be distributed among the Network in the aggregate proportion of amounts contributed to this joint undertaking over the life of the agreement. If a dispute arises between the Network as to the value of such assets or as to how they will be distributed, such assets shall be sold by taking bids at public auction; said property shall be awarded to the highest bidder with the proceeds being divided as set forth above. The Council shall make a report of its activities to all members within 90 days after the termination of this Agreement and the liquidation of its assets.

14. WITHDRAWAL. Notwithstanding paragraph 13, any service unit may withdraw from this Agreement at the May Meeting of any year of this agreement by submitting a written or electronic notice to every other participant 30 days in advance, provided that said service unit must make restitution to the NCN for any funds committed or expended on its behalf under this Agreement. ***The withdrawing member relinquishes ownership in any property or funds generated and/or held by NCN.***

15. INDEMNIFICATION. Each service unit shall indemnify and hold harmless the NCN, its Council, and all members and participants herein from any and all claims, demands, losses, damages, injuries, suits, penalties, costs, liabilities and expenses arising out of any good or services provided to the service unit under this Agreement.

16. LIABILITY INSURANCE. Unless determined otherwise by the Council, it shall be the responsibility of the individual service unit to obtain and pay for the liability insurance coverage necessary for its participation in this Agreement, and each service unit shall take all necessary steps to obtain such liability insurance.

17. COUNCIL AUTHORITY. In addition to all of the powers specifically provided herein, all legal rights and obligations of the individual boards of the Network or other participating members shall also vest in the Council of the NCN so that the Council shall have all of the legal authority, powers, and duties of its members; provided that the Council cannot amend the stated purpose(s) contained in this Agreement.

18. EXPANSION OF MEMBERSHIP. Participation in the NCN shall be limited to the parties to this Agreement; provided, however, that the Network may expand the membership of the NCN by the consent of two-thirds majority of the Council. The Council shall receive and consider applications from other entities that request to participate in the NCN. The Council shall act upon such requests and shall establish all fees, costs, charges, leases, assessments and other conditions at the current rate of membership plus two-times (2X) the amount paid by current members previously; if such request is granted as provided in this paragraph.

19. AMENDMENT OF AGREEMENT. This Agreement may only be amended in writing by a Resolution adopted by a two thirds majority vote of the Council; provided that the NCN cannot amend the stated purpose(s) contained in this Agreement.

20. GOVERNING LAW. This Agreement shall be construed in accordance with and governed by the laws of the State of Nebraska.

21. SEVERABILITY. If any provision of this Agreement shall be declared invalid or unenforceable by a court of competent jurisdiction, such declaration shall not affect the validity of the remaining provisions of this Agreement.

22. VOTING. Unless provided otherwise in this Agreement or the bylaws, any action to be taken by the Council shall require a majority vote of the Council members of the participating the Network.

23. COUNTERPARTS. This Agreement may be executed in two or more counterparts, each of which shall be deemed an original but all of which together shall be and constitute one and the same instrument.

24. AUTHORIZATION TO ENTER AGREEMENT. By signing this Agreement, the undersigned represents that he or she has been authorized to do so by the public agency by ordinance, resolution; or otherwise. A true and accurate copy of said ordinance, resolution, or other action is attached hereto and incorporated herein by this reference.

IN WITNESS WHEREOF we have hereunto subscribed our names and date.

EDUCATIONAL SERVICE UNIT COORDINATING COUNCIL

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 1

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 2

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 3

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 4

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 5

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 6

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 7

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 8

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 9

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 10

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 11

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 13

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 15

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 16

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 17

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 18

Signature_____

Date_____

EDUCATIONAL SERVICE UNIT # 19

Signature_____

Date_____

2023 LEGISLATIVE ISSUES CONFERENCE

JANUARY 22-23 - EMBASSY SUITES LINCOLN

2023



New Governor
16 New State Senators
New Speaker
New Committee Chairs
2 New Faces on the SBOE
New Commissioner
New AG
New Faces in DC
New Faces On Your Board

New Faces

2023 REGISTRATION

TO REGISTER:

Go to www.NASBonline.org, and log in using your email and password

If you do not have an email and password to log in or have forgotten it, please contact NASB at 800-422-4572 for assistance.

\$20 cancellation fee by the registration deadline. No refunds after the deadline.

Registration fees for each event are as follows:

- Sunday Dinner & Program \$55
- Conference Registration \$97*
- *On-Site Registration \$127

Registration Deadline - January 17, 2023

TO REST:

The 2023 Legislative Issues Conference has MOVED to the Embassy Suites Lincoln!

To reserve a hotel room visit the LIC page of the NASB website for the direct booking link. Deadline for hotel reservations is January 3, 2023.



TO REDEEM:

Awards of Achievement Points Can Be Earned by Attending these events

- 10 points = Sunday Dinner & Program
- 15 points = Legislative Issues Conference

SUGGESTED AUDIENCE:

- School Board Members - Superintendents/ESU Administrators

2023 AGENDA - NEW FACES

LEGISLATIVE ISSUES CONFERENCE - SUNDAY, JANUARY 22

6:00 PM

Reception, Dinner & Program - Senators Tom Brewer & Justin Wayne
“Up The Mountain”



Black. White. Native. Male. Female. Urban. Rural. Conservative. Progressive. In the fall of 2021, five Nebraska legislators from different walks of life and different political perspectives spent months preparing to climb the legendary Mt. Kilimanjaro. To succeed, they had to set aside partisan and cultural differences to make an unbreakable team. Their hard work and cooperation got them to the top of the mountain and left them with lessons and memories for a lifetime. See what they learned from the mountain and from each other.

Hospitality event to follow hosted by First National Capital Markets

LEGISLATIVE ISSUES CONFERENCE - MONDAY, JANUARY 23

8:00 AM

Registration

8:30 AM

Welcome & Introductions - Kim Burry, NASB President



Key Committee Chairs and a number of other Senators, along with members of the State Board of Education and other education stakeholders have been invited to share their respective views throughout the morning. Get a first hand look at all of the bills and items introduced that will have an impact on public education in Nebraska during this year’s legislative session and beyond.

12:00 PM

Lunch with the Senators - This year’s lunch will have open seating, opposed to sitting with a particular Senator.



1:30 PM

Adjournment

(SPEAKER LIST SUBJECT TO CHANGE)



1311 STOCKWELL STREET
LINCOLN, NE 68502
WWW.NASBONLINE.ORG

NASBonline.org





ESU 7 Goals 2022-2023

Board of Directors

- Goal 1: By July 2024, the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
 - Pre-Post engagement survey
 - Pre-Post process survey
- Goal 2: By July 2024, the ESU 7 board will attend at least two professional/personal learning events annually.
 - Pre-Post data
- Goal 3: By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
 - Pre-Post data
- Goal 4: By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.
 - Pre-Post data

Administrator

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.

Directors

- Goal 1: By July 31, 2023, Directors will study job expectations and determine actionable steps as a result of the data.

Agency Team

- Goal 1: By May 18, 2023, the Agency Team will examine data to look at current staffing and deploy strategies to support recruiting and retaining staff.

Departments

- Administration: By July 2024, ESU 7 Administrative processes will be highly functional.



- Cen7ter: Obtain five new job sites by September 12, 2022 and ensure each student has experience at one new job site by the end of the school year.
- Early Childhood: By May 2023, ESU EC team will organize four informal (outside of Word) activities and incorporate four additional team building activities into already scheduled work related activities with 80% attendance.
- Grants: By December 2022, the Grants Department will send one email to ESU 7 Principals that includes the Grants brochure which outlines services and resources. Hard copies will be disseminated by Grant Coordinators at their discretion.
- Learning Academy: By December 2022, Learning Academy staff will improve program consistency as evidenced by: creating a checklist of forms for incidents, teach and reinforce rules and procedures of Learning Academy to staff and students, provide a way for staff to report concerns, praise, and collaborate, and addressing concerns submitted each week at staff meetings.
- Mental Health: By May 2023, the Mental Health Department will improve the data collection process by piloting two assessments for grades.
- Migrant: By the end of the 2022-2023 MEP Performance Period, the MEP department will build and foster relationships with community partners, schools, and MEP families.
- Network Operations: During the 2022-2023 school year, the Technology Department will develop and implement a system for handling technology requests.
- Production: By May 2023, develop and implement a process to manage workflow with limited staff.
- Professional Development: By May 2023, we will design and implement methods for supporting districts amidst the current educational landscape.
- Psychology: Capture Psych roles and responsibilities through customized data collection systems to document how we support and lead our districts through innovative change.
- Speech: By May 2023, the SLP team will provide at least two resources to all ESU 7 districts regarding roles and responsibilities of SLPs in schools.
- Vision: By May 2023, the Vision team will have met at least five times during the school year with an average of 80% attendance as measured by agenda and attendance forms.



Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties

ESU 7 Administrator Goals

- **Goal 1:** Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption.
 - 11/3/22 Research complete. Established a subcommittee of 2 other ESU administrators to work on the concept. Developed an outline of content. Design of booklet complete. Booklet 60% complete.

- **Goal 2:** Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs.
 - 11/3/22 Developed a badging system to identify the vision, mission, and beliefs as well as the four board goals. Agendas for board development are 'badged' according to VMB and/or Goals using the badges. Badge identified agendas are scanned and provided to the board in the board packet monthly. 100% complete

- **Goal 3:** Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning.
 - 11/3/22 Administrator has worked with executive secretary to develop a schedule of visits to school boards in the ESU 7 region.



Serving the schools of Boone, Butler, Colfax, Merrick, Nance, Platte, and Polk counties

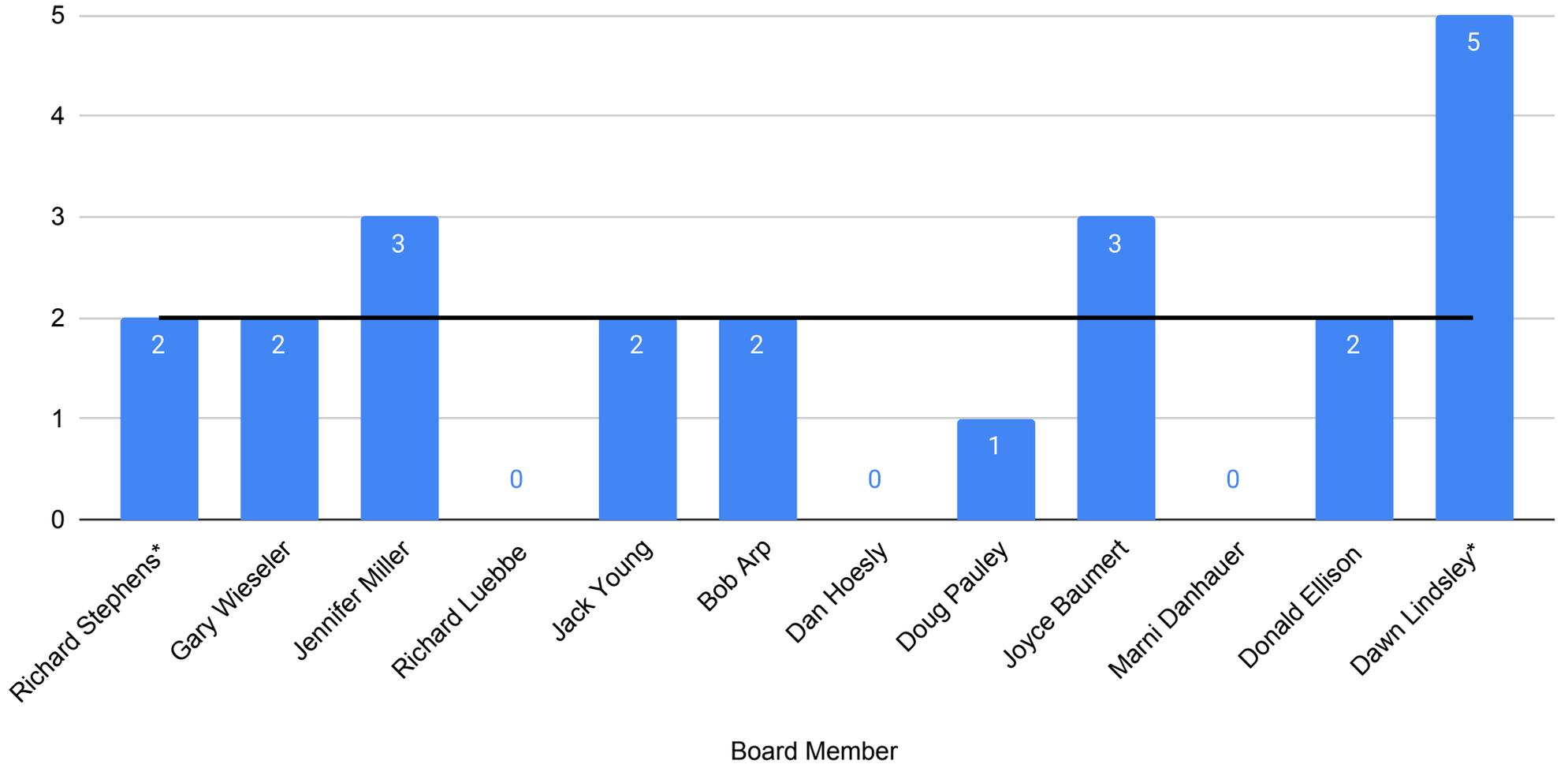
This schedule is built and is Google. At the time of this report, 3 of 19 board visits have occurred.

- In partnership with NASB, a boardsmanship event has been scheduled June 20, 2023 at 5:30.
- Goal is 60% complete

- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize.
 - 11/3/22 Draft of the communication document was given to the board and directors for feedback. Changes have been made and the newest revision is complete and ready for use at the next school board visit. Goal is 95% complete.

Goal 2 - Professional Events 2022

Events Goal



Component 1: Relations with the Board

- Administrator Board Report: September, October, and November
- Policy reviews:
 - Article I, Section 2, C [Chief Administrator Evaluation](#)
 - Article I, Section 5, E [Negotiations](#)
 - Article II, Section 6, D [Notice to Board Members](#)
 - Article II, Section 6, E [Notice to Media](#)
 - Article II, Section 7, A [Agenda Construction](#)
 - Article II, Section 7, B [Agenda Availability](#)
 - Article II, Section 8, A [Personal Presence at Meetings and Telephone Conference or Videoconference](#)
 - Article II, Section 8, B [Quorum](#)
 - Article II, Section 9, A [Open Meetings Act Poster](#)
 - Article II, Section 9, B [Attend](#)
 - Article II, Section 9, C [Hear](#)
 - Article II, Section 9, D [Record](#)
 - Article II, Section 9, E [Access to Written Materials](#)
 - Article II, Section 9, F [Public Comment](#)
 - Article II, Section 10, A [When Closed Sessions May Be Held](#)
 - Article II, Section 10, B [Procedure for Closed Sessions](#)
 - Article II, Section 11, A [Voting and Board Operating Procedures](#)
 - Article III, Section 3, F [Audits](#)
 - Article III, Section 4, F [Internal Controls](#)
 - Article III, Section 11, A [Media and Public Relations](#)
 - Article III, Section 11, B [News Conferences and Interviews](#)
 - Article III, Section 11, C [Communication Relations](#)
 - Article III, Section 11, D [Crisis Management Communications](#)
- ESUCC Updates to Board: September, October, and November
- Committee Meetings
 - Budget: September
 - Negotiations: September, October, and November
 - Administrator Evaluation: December (Chair and Administrator)
- Email Communication: Legislative updates, Board packets, NASB Board, and DYKs
- Created a Board Orientation Manual
- Monthly Meeting with the Board President: October and November
- Monthly Meeting with the Board Vice President: September and October
- Board Members that utilize Health Insurance: Dan Hoesly and Jack Young utilize Dental

Administrator Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption. (100%)

Administrator Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs. (100%)

Component 2: Community Relationships

- Attend and Participate in ESUCC/NDE Collaborative Planning Meetings: Ongoing
- Meetings with ESU 5 and ESU 13 regarding Board Member Orientation Process
- Participate in the Drive for Five Committee Meetings: October
- Region III Community Connect Award for 2021-2022
- Partnership Opportunities since January 1: Problem solving with Nebraska Department of Education and ESU Coordinating Council 2-3x/wk, ESU Coordinating Council Leadership Meetings 1-2x/wk, East Central District Health Department with Superintendents 2-4x/month, Central District Health Department with Merrick Foundation and Superintendents Updates 2-4x/month, Four Corners District Health Department with Superintendents 1x/wk, Director meetings 2-3/month, Agency Team 1/month, and Communications Campaign.
- Participation on a Dissertation Defense Committee
- Quarterly lunch meetings with Dr. Kathy Fuchser, Central Community College Vice President/Campus President: October and December
- Meeting with Columbus Community Hospital - Community Outreach: October
- Meeting with CCC to discuss a Career Academy: October

Board Goal 3: By July 2024, the ESU 7 Board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured. (50%)

Board Goal 4: By July 2024, the ESU 7 Board will create, roll out, and operationalize communication materials detailing tailored services and outcomes. (100%)

Administrator Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning. (100%)

Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize. (100%)

Cen7ter Goal: Obtain five new job sites by September 12, 2022 and ensure each student has experience at one new job site by the end of the school year. (___%)

Migrant Goal: By the end of the 2022-2023 MEP Performance Period, the MEP Department will build and foster relationships with community partners, schools, and MEP families. (25%)



Component 3: Staff and Personnel Relationships

- Agency Team meetings: November and December
- Committee Meetings: All Staff
- All Staff Meeting: October
- Director Meetings: October, November, and December
- Ongoing Staff Evaluation and Goal Setting
- Production Department Transition: Ongoing
- Did You Knows: October, November, and December
- Pupil Transportation Process Meetings: October
- Daily Check-In Process Meetings with Other Departments: November
- Staff Breakfast: November

Agency Team Goal: By May 18, 2023, the Agency Team will examine data to look at current staffing and deploy strategies to support recruiting and retaining staff. (50%)

Administration Goal: By July 2024, ESU 7 Administrative processes will be highly functional. (61%)

Early Childhood Goal: By May 2023, ESU EC team will organize four informal activities and incorporate four additional team building activities into already scheduled work related activities with 80% attendance. (25%)

Grants Goal: By December 2022, the Grants Department will send one email to ESU 7 Principals that includes the Grants brochure which outlines services and resources. Hard copies will be disseminated by Grant Coordinators at their discretion. (100%)

Network Ops Goal: During the 2022-2023 school year, the Technology Department will develop and implement a system for handling technology requests. (75%)

Production Goal: By May 2023, develop and implement a process to manage workflow with limited staff. (50%)

Professional Development Goal: By May 2023, we will design and implement methods for supporting districts amidst the current educational landscape. (___%)

Psychology Goal: Capture Psych roles and responsibilities through customized data collection systems to document how we support and lead our districts through innovative change. (50%)

Speech Goal: By May 2023, the SLP team will provide at least two resources to all ESU 7 districts regarding roles and responsibilities of SLPs in schools. (15%)

Vision Goal: By May 2023, the Vision team will have met at least five times during the school year with an average of 80% attendance as measured by agenda and attendance forms. (50%)



Component 4: Educational Leadership

- NASA Distinguished Service Award
- Fall Superintendent Visits Completed in October
- Presented a Session at the NASB State Education Conference: November
- Presented Two Sessions at the AESA Annual Conference: November/December
- Worked with Columbus Public Schools to apply for a grant: November
- SIMPL training and ongoing correspondence all ESUs with monthly Meetings
- Meetings with Lakeview and Columbus Public School Leadership: Monthly
- Agency Team Meetings: October, November, and December
- Director Meetings: October, November, and December
- Software development meetings for SIMPL: ESU 10 Partnership Ongoing Bi-Weekly
- Chair of ESUCC Special Populations Committee and a member of PD and Executive Committees
- NNNC meetings: Monthly
- Participated in Nebraska ELLC Meetings: October
- Participated in Statewide Teacher and Principal Support Conversations
- Member of NRCSA (Nebraska Rural Council of School Administrators) Legislative Committee
- Member of Commissioner's Advisory Group
- Member of Nebraska Schoolmasters Club
- Member of DLRT (Diverse and Learner Ready Teachers) Initiative
- Stakeholder for Nebraska Teacher and Principal Performance Standards
- Co-Facilitate Goal Setting and Data Analysis for High Plains Community Schools Board
- Coordinate ESSA Designations Conversation with ESU 7 Executive Committee and NDE
- Attend and facilitate Joint Bold Step Committee Meetings (Monthly)
- Assisting Superintendent of East Butler Public Schools, Michael Eldridge, on improving their evaluation process
- Elected as Superintendent Region III President Elect
- Participation on a Dissertation Defense Committee
- Member of the 2023 AESA Summer Leadership Planning Committee
- Partnership Opportunities since January 1: Problem solving with Nebraska Department of Education and ESU Coordinating Council 2-3x/wk, ESU Coordinating Council Leadership Meetings 1-2x/wk, East Central District Health Department with Superintendents 2-4x/month, Central District Health Department with Merrick Foundation and Superintendents Updates 2-4x/month, Four Corners District Health Department with Superintendents 1x/wk, Director meetings 2-3/month, Agency Team 1/month, and Communications Campaign.

Board Goal 2: By July 2024, the ESU 7 Board will attend at least two professional/personal learning events annually. (75%)

Administrator Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption. (100%)

Administrator Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs. (100%)

Administrator Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning. (100%)

Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize. (100%)

Learning Academy Goal: By December 2022, Learning Academy staff will improve program consistency as evidenced by: creating a checklist of forms for incidents, teach and reinforce rules and procedures of Learning Academy staff and students, provide a way for staff to report concerns, praise, and collaborate, and addressing concerns submitted each week at staff meetings. (___%)

Mental Health Goal: By May 2023, the Mental Health Department will improve the data collection process by piloting two assessments for grades. (25%)



Component 5: Business and Finance

- Sign/Inspect Monthly Bills
- Budget Maintenance with Agency Team: Monthly
- Accounts Payable work and examination: Monthly
- Revenue flow status work
- Budget Development work with business manager and Directors: Monthly
- Establish document management system for accounts payable

Board Goal 1: By July 2024, the ESU 7 Board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship. (100%)

Administrator Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize. (100%)

Component 7: Professional Growth

- ESUCC Committees and ESUCC/Board Meetings: October and November
- AESA Educator's Call to Action: September
- NASB Labor Relations Conference: October
- AESA Central Region Symposium: October
- NASB State Education Conference: November
- AESA Annual Conference: November/December
- NNNC Tech Budgeting Discussions: Monthly
- Books Read: 100+ Leaders

Director Goal: By July 31, 2023, Directors will study job expectations and determine actionable steps as a result of the data. (100%)

Vision, Mission, Beliefs

Vision:

To be a leader in innovative service delivery, ESU 7 prioritizes three areas: people, services, and efficiency.

- People: To be a family centered place to work where people are inspired to continue to grow.
- Services: Provide innovative services for school districts to meet current and anticipate future needs.
- Efficiency: Maximize our services by scaling them up to optimize outcomes.

Mission:

- The mission of ESU 7 is to provide leadership and support by delivering customized and innovative services.

Beliefs:

We believe in...

- People first
- Leading with trust and reliability
- Customized and innovative services
- Best practice expertise
- Intentional data driven service planning
- Authentic collaboration
- Maximizing efficiencies

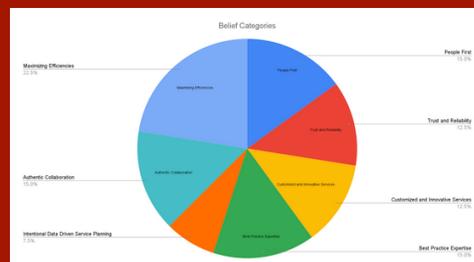
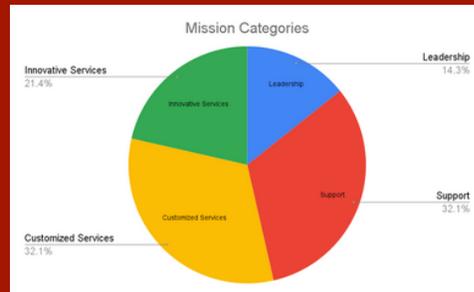
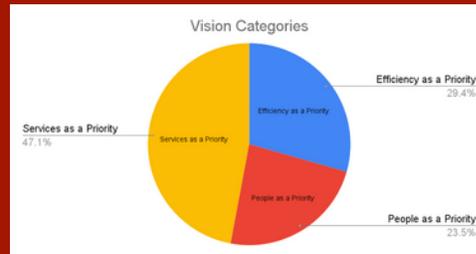
Component 6: Professional/Personal Qualities

- Interactions with ESU staff, school staff, school leadership, and Board
- Monthly Meetings with Coordinators/Directors (Marci, Tami, Dan, Cynthia)
- Monthly Meetings with Support Staff (Linda and Mindy)
- Growth and planning meetings with Production as needed
- Daily Secretary Meetings

Significant Agency Initiatives:

Significant improvements, additions, initiatives in the current Agency Improvement Cycle (since 2014)

- Clarified the Organizational Structure
- Solidified a people first, family matters culture
- Operationalized growth centered evaluation system, agency wide.
- Completed a strategic plan
- Revised the vision, mission, and belief statements
- Began utilizing online hiring software to bring our systems up to date
- Developed and deployed ESU database
- Strengthened SIMPL across every department in the ESU 7



Goals

Board of Directors

- Goal 1: By July 2024, the ESU 7 board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardsmanship.
- Goal 2: By July 2024, the ESU 7 board will attend at least two professional/personal learning events annually.
- Goal 3: By July 2024, the ESU 7 board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.
- Goal 4: By July 2024, the ESU 7 board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.

Administrator

- Goal 1: Administrator will research and present drafted processes for recruitment, onboarding, mentoring, and boardsmanship for board consideration, revision, and adoption. (100%)
- Goal 2: Administrator will provide the board with an ongoing menu of available learning opportunities at each board meeting aligned to the ESU 7 vision, mission, and/or beliefs. (100%)
- Goal 3: Administrator will coordinate the scheduling of regular board visits over a rolling two year period and will organize a board member summit for ESU 7 area boards to participate in professional learning. (100%)
- Goal 4: Administrator will determine the data to best communicate to school boards their utilized services and outcomes and will draft communication materials for the board to consider, revise, and finalize. (100%)

Goal Progress

Board of Directors

- Goal 1: Board Orientation document finalized and reviewed at the November board meeting. Every board member will receive a printed copy of the document at the December board meeting.
 - Goal 1 Percentage: 100%
- Goal 2: Beginning 2/14/2022, board agenda item containing upcoming events includes badging indicating events and/or agendas supporting ESU 7's vision, mission, and/or beliefs. Beginning 11/21/2022 graph showing progress will be included in the board meeting agenda.
 - Goal 2 Percentage: 75%
- Goal 3: District board meetings have started and at least one district board meeting per month is being attended.
 - Goal 3 Percentage: 50%
- Goal 4: Data Doc is being reviewed at all of the district board meetings. The Data Doc is being updated and revised to show pertinent information for the districts being visited.
 - Goal 4 Percentage: 100%

Administrator

- Goal 1: Administrator has researched onboarding for board members using Hanover Research, national research database. She has made inquiries to the Association of Educational Service Agencies and other ESUs in Nebraska. She has initiated to development of an ESUCC committee to continue research and development.
- Goal 2: Administrator has developed a 'badging' system to identify when the vision, mission, or beliefs are supported by board learning opportunities. When agendas are made available, badges are placed next to the agenda items corresponding with the vision, mission, and/or belief statements. This practice began 2/14/2022.
- Goal 3: Administrative staff have collected the dates each school district has their board meetings.
- Goal 4: Visual graphic was provided to the board on 2/14/2022 visualizing data to present to the school boards and asked for feedback from the ESU 7 Board. Administrator will make revisions suggested and will bring back to the board for additional feedback.

Stakeholder Satisfaction

2.51

Agency Team Leadership Inventory

Spring Deployment

Services Available

64

Services Accessed

58

0=Unsatisfactory

1=Basic

2=Proficient

3=Distinguished



Administrator Evaluation

PURPOSE

The purpose of evaluating the administrator is not to micromanage the organization, but to provide oversight and public assurance that the policies are being effectively implemented. The evaluation process offers the Board the avenue to strengthen communication with the administrator and is an ongoing process to enable the board the occasion to provide formal feedback for professional growth (Herring, p. 24). *

PREFACE

The purpose of the following evaluation is to provide a written commentary of the performance of the Administrator of Educational Service Unit 7, as perceived by the Educational Service Unit 7 Board of Directors. The Board is committed to the confidentiality of all statements, but believes the Administrator is free to share any comments with any individual or group that he/she deems appropriate.

RESOURCES FOR THE BOARD'S REVIEW

- Evaluation Policy
- Administrator's contract
- Administrator job description
- Administrator goal(s)
- Evaluation tool

PROCESS: All board members will participate in the evaluation process.

- August Evaluation Committee and Administrator review Evaluation Tool and Evaluation Policy/Procedures.
- September Full Board is provided a paper copy of the evaluation.
Quarterly Report
- October Administrator sends digital evaluation and evaluation resources to the Evaluation Committee Chair in the first week of October. The chair then forwards on to full Board for completion by October Board Meeting. Administrator completes Evaluation Tool as self-assessment and sends to Evaluation Committee on or before October 31.
- November Committee Chair will send the completed Administrator self-assessment to full Board after November 1. Evaluation Committee compiles results of full Board completed evaluations prior to the November Board Meeting.



- December Evaluation Committee meets prior to December Board Meeting to review with Administrator the results of evaluation. Report to full Board in December Board Meeting following Closed Session requirements with Administrator present.
Quarterly Report
- January Confirm Evaluation Committee members. Administrator provides Evaluation Committee with goals and shares with Board at January Board Meeting.
- March *Quarterly Report*
- June *Quarterly Report*

LEVELS DEFINED:

- Unsatisfactory Does not meet component expectations of job description, does not follow through.
- Basic Meets component expectations with little or no growth.
- Proficient Component is implemented consistently with strong leadership.
- Distinguished Component's expectations are exceeded. New strategies are created. Expertise is demonstrated. Knowledge is wide and deep. Work is innovative.
- Not Observed Standard not scored



QUESTIONS ON THE ELECTRONIC EVALUATION:

I. RELATIONS WITH THE BOARD				
Component 1. Communicates with the Board regarding current/new trends in education, programs, procedures, policies, budget, labor relations, staff, and statewide issues.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
II. COMMUNITY RELATIONSHIPS				
Component 2. Maintains two-way interactions with member districts, business partners, stakeholders, media, and legislators.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
III. STAFF AND PERSONNEL RELATIONSHIPS				
Component 3. Provides direction to Leadership Team, resulting in high quality work.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
IV. EDUCATIONAL LEADERSHIP				
Component 4. Provides the vision and leadership supporting schools in their efforts to meet the educational needs of all students.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
V. BUSINESS AND FINANCE				
Component 5. Maintains budgetary controls; monitors activities, initiates timely and effective correcting actions, stays within budget, makes budgetary recommendations and develops facilities management plans and procedures.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VI. PROFESSIONAL/PERSONAL QUALITIES				
Component 6. Models accepted moral and ethical standards in all professional and personal dealings including multi-cultural and ethnic understanding and sensitivity.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
VII. PROFESSIONAL GROWTH				
Component 7. Takes part in on-going professional development activities both organized and individual.				
*Unsatisfactory	Basic	Proficient	*Distinguished	Not Observed
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SUMMARY/ADDITIONAL COMMENTS:				

*Herring, M. R. (Ed.). (2015). Leading the board to success: Guidance for the board president (2nd ed.). Lincoln, NE: Nebraska Association of School Boards.



2657 44th Avenue • Columbus, NE 68601
402.564.5753 • FAX 402.563.1121
www.esu7.org
Larianne Polk, Administrator

Doug Pauley
2657 44th Avenue
Columbus, NE 68601

December 1, 2022

Dear Mr. Pauley,

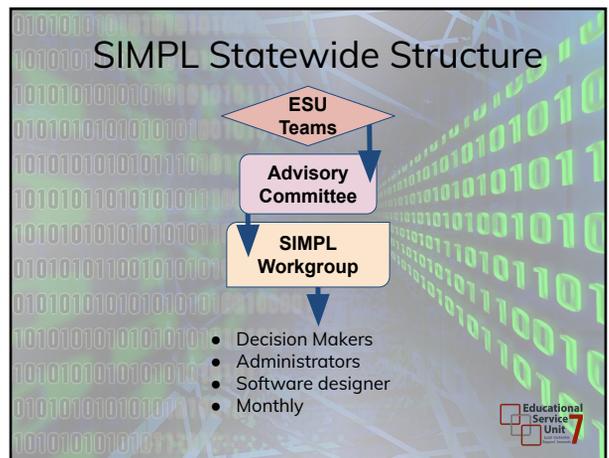
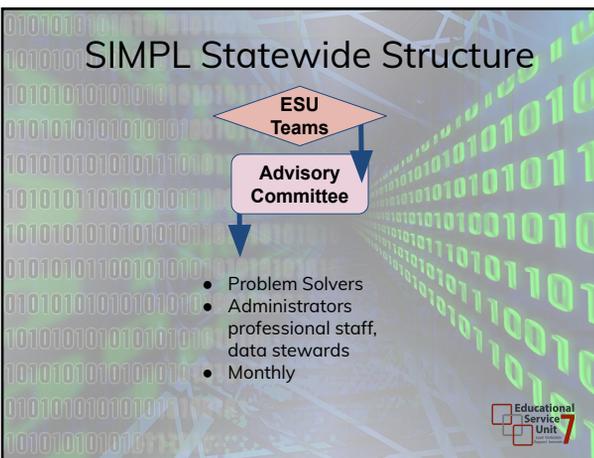
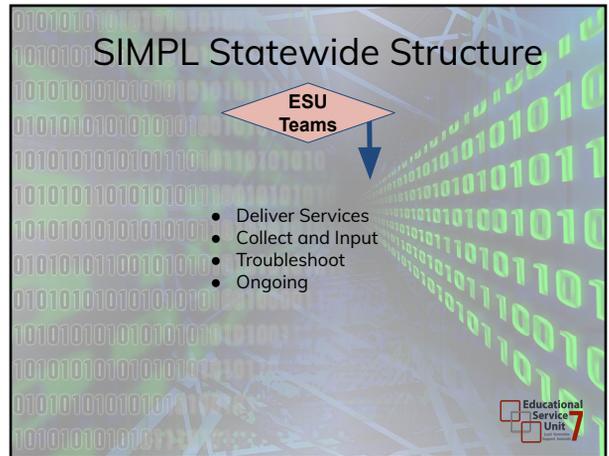
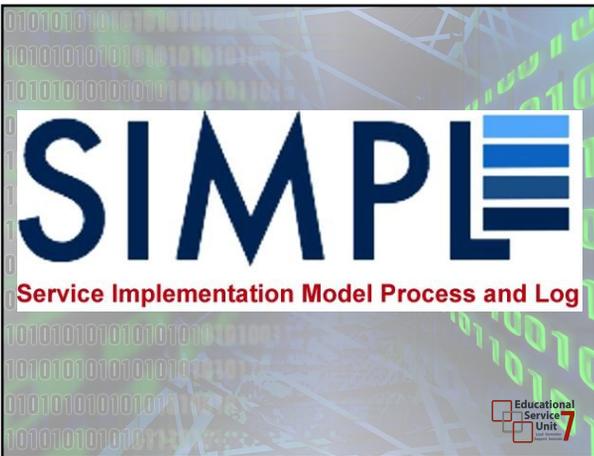
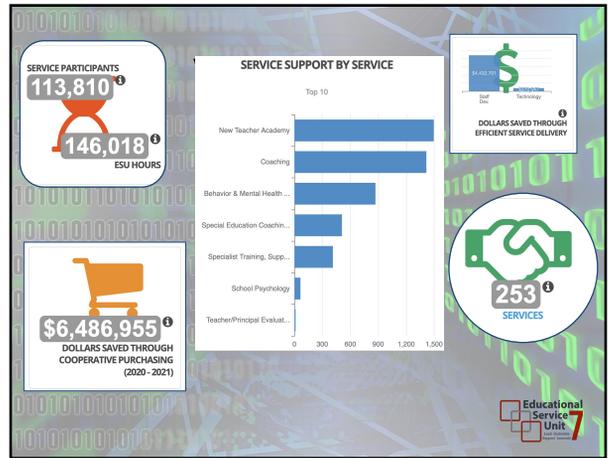
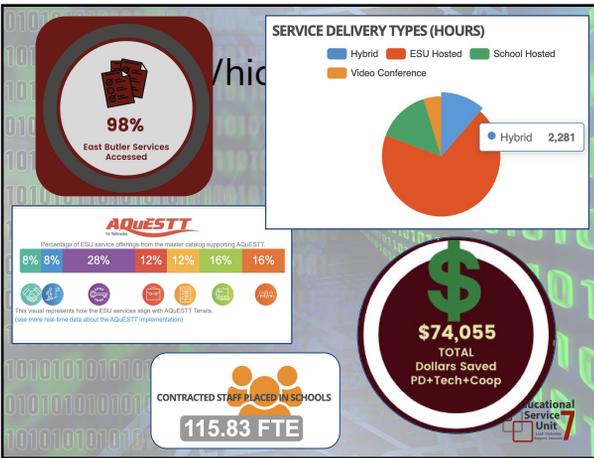
As ESU 7 Administrator, I respectfully submit this letter as formal Notice of Intent to Extend my contract. As per the current contract language in *Section 1, Term of Contract, Administrator's Notice of Intent to Extend*, this letter must be given to the ESU 7 Board President between December 1 and December 31.

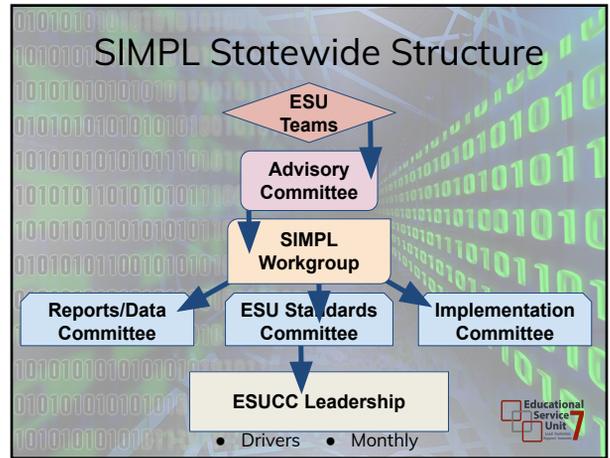
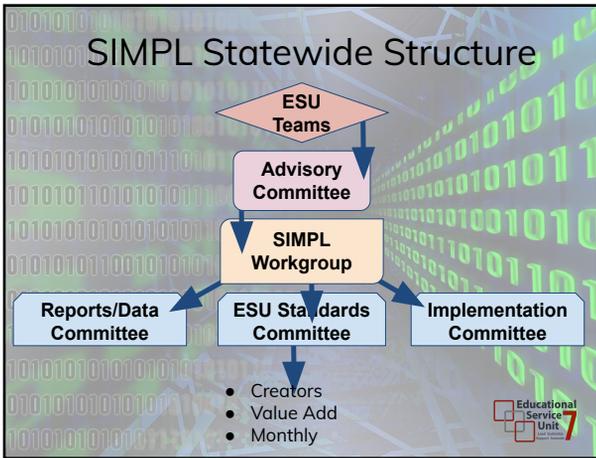
Thank you for your thoughtful consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "Larianne Polk", is written over a horizontal line.

Dr. Larianne Polk





- ## SIMPL Statewide Structure
- **ONE** master service catalog
 - **EACH** service tied to an NDE accountability tenet
 - **EACH** service tied to an ESU Standard
 - Funding sources identified for **EACH** service
 - **Specific** service providers responsible
 - *Coming*
Implementation of service measurement
- simpl.esucc.org



- ## SIMPL Start
1. Stakeholders
 2. Service Inventory
 3. Visualize
- simpl.esucc.org

- ## SIMPL Start
1. Stakeholders
 - ESU 7
 - Schools
 - Board
 - Department of Education
 - Legislature
 - Tax payers
- simpl.esucc.org

SIMPL Start

2. Service Inventory

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2. Service Inventory

Quantitative

Qualitative

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Quantitative

- Services
 - Offered / Accessed
- Providers
- Participants
 - District
- Delivery type
- Dollars spent / received

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Qualitative

- Satisfaction
- Value Added
 - Recruitment
 - Staff Evaluation
 - Facilitation
- Implementation
- Quality

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2. Service Inventory

- Inventory
 - Statutory Category
 - Definition
 - Who
 - Funded
 - Accountability Tenet
 - Districts
 - Cost per hour
 - Delivery

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3. Visualize

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Services

- Inventory
- Statutory Category
- Definition

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As of Nov. 20, 2022

- Inventory
- Statutory Category
- Definition

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As of Nov. 20, 2022

- Inventory
- Statutory Category
- Definition
- Who

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As of Nov. 20, 2022

- Inventory
- Statutory Category
- Definition
- Who

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As of Nov. 20, 2022

- Inventory
- Statutory Category
- Definition
- Who

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As of Nov. 20, 2022

- Inventory
- Statutory Category
- Definition
- Who

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As of Nov. 20, 2022

Inventory
 Status
 Definition
 Who
 Funding
 Accounts
 District
 Cost p
 Delive

63 services
 5,768 hours
 ESU 07 service matrix
 28.83 FTE

simpl.esucc.org Educational Service Unit 7

As of Nov. 20, 2022

Inventory
 Status
 Definition
 Who
 Funding
 Accounts
 District
 Cost p
 Delive

63 services
 5,768 hours
 ESU 07 service matrix
 28.83 FTE

simpl.esucc.org Educational Service Unit 7

Districts

simpl.esucc.org Educational Service Unit 7

Log

Year End 2022

- Activity
 - Service
 - Provider
 - Number of participants
 - Type of delivery
 - Duration

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Year End 2022

Activity
 Servi
 Servi
 Num
 Type
 Dura

117,653
 19,932
 432,050
 59%
 1% 9% 28% 12% 52%

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Districts-Which Data to visualize?

- Services
 - Inventory
 - Planned
 - Accessed
 - Contracted FTE
 - Cost Savings
 - Value Add

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As of Nov. 20, 2022

Districts

- Services
- Inventory
- Planned
- Accessed

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As of Nov. 20, 2022

Districts

- Services
- Inventory
- Planned
- Accessed

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As of Nov. 20, 2022

Districts

- Services
- Inventory
- Planned
- Accessed

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As of Nov. 20, 2022

Districts

- Services
- Inventory
- Planned
- Accessed
- Contracted FTE

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As of Nov. 20, 2022

Districts

- Services
- Inventory
- Planned
- Accessed

Contracted Staff * ESU Staff placed in schools to deliver services.

Service	FTE Amount	Description
Speech Language	3.85	Birth-age 21
Deaf Education	0.18	
Transition	0.03	
Resource Coach	0.2	
Vision	0.03	Orientation and Mobility

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As of Nov. 20, 2022

Districts

- Services
- Inventory
- Planned
- Accessed
- Contracted FTE
- Cost Savings
- Value Add

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As of Nov. 20, 2022

Service

- Investment
- Plan
- Account
- Contract
- Cost
- Value

SIMPLE
 SCHOOL DETAILS: Schuyler Community Schools / All Schools
 SERVICES PLANNED: 30 SERVICES ACCESSED
 SERVICE PARTICIPANTS: 427 (419 EU HOURS)
 DOLLARS SAVED THROUGH CONTRACTING OVERHOURS: \$51,169 (09/1 - 2022)
 SERVICE DELIVERY TYPES: 423 2022 Services Plan
 DOLLARS SAVED BY USING ESU SERVICES

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Educational Service Unit 7

ESU

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Educational Service Unit 7

ESU

- Services
 - Planned vs. Accessed
- Volume access
- Contracted Staff needs
- Cost Savings

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Educational Service Unit 7

ESU

- Services

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Educational Service Unit 7

As of Nov. 20, 2022

Service

SIMPLE
 REPORTS: Service Implementation / All Schools / Implementation Dept.
 63 Services
 5,768 hours
 ESU 07 service matrix
 COST SAVINGS FOR SCHOOLS
 CONTRACTED STAFF FOR SCHOOLS: 28.83 FTE
 SERVICE SUPPORT BY SERVICE

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Educational Service Unit 7

As of Nov. 20, 2022

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 REPORTS: Service Implementation / All Schools / Implementation Dept.
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Educational Service Unit 7

ESU As of Nov. 20, 2022

- Services
- Planned vs. Accessed
- Volume access

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As of Nov. 20, 2022



- Services
- Planned vs. Accessed
- Volume access

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As of Nov. 20, 2022



- Services
- Planned vs. Accessed
- Volume access
- Contracted Staff needs

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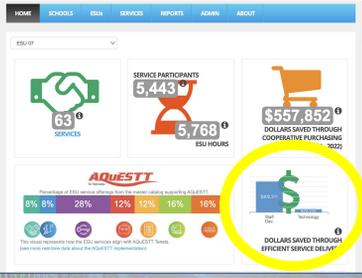
ESU As of Nov. 20, 2022

- Services
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ESU As of Nov. 20, 2022

- Services
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- Contracted Staff needs
- Cost Savings



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Reports...

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SIMPLE

Service Implementation Model Process and Log

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Dr. Larianne Polk
Chief Administrator
lpolk@esu7.org
@lariannepolk
@ESU7_NE

Session Takeaways

- **How do you use data to determine service for your districts?**
- How much does your ESA save your member districts?
- **What value does your school districts put on services?**
- Can you look at one database to see what all the ESAs in your state offer, deliver, and plan for?

Tomorrow
9:30 in Inman: ESA Standards
2:20 in Spring: Putting Continuous Back Into Continuous Improvement: Service Planning



Putting Continuous Back Into Continuous Improvement

How to develop a service plan....

December 1, 2022
2:00

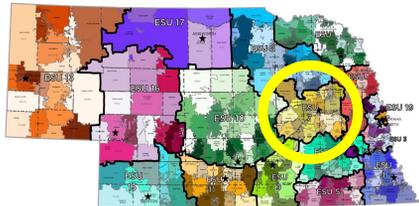


Dr. Larianne Polk
Chief Administrator
lpolk@esu7.org
@lariannepolk
@ESU7_NE



- Learn the power of **collaborating** at every level to determine the right services to resource for your ESA.
- Use **data** to inform service planning
- Establish goals with **districts** as to their desired **outcomes** of those service
- Collaborate to **monitor** their progress
- **Communicate** our work

2021 Nebraska Public School Districts & Educational Service Units



Educational Service Units
 ESU City
 1-WAVERLY
 2-FREMONT
 3-LAYVISTA
 4-AUBURN
 5-BEATRICE
 6-ELFORD
 7-COLUMBUS
 8-NELIGH
 9-HASTINGS
 10-WEARNEY
 11-INDIOLA
 12-SCOTTSBLUFF
 13-TRENTON
 14-OSALLALA
 15-ANDERSON
 16-OMAHA
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100 EMPLOYEES

- PROFESSIONAL DEVELOPMENT
- TECHNOLOGY
- SPECIAL EDUCATION
- GRANT FACILITATION
- PRINT SHOP



MEMBER REGION

- 7 COUNTIES
- 19 PUBLIC SCHOOL DISTRICTS
- 19 PRIVATE SCHOOLS
- 3600 SQ MILES
- 14,000 STUDENTS
- 1400 TEACHERS
- 65 ADMINISTRATORS



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Service Implementation Model Process and Log

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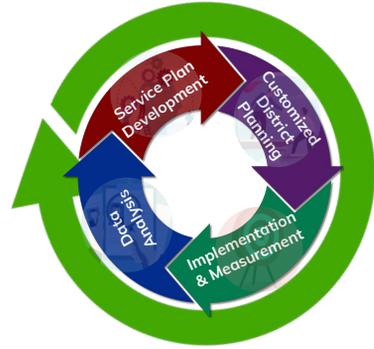
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Service Implementation Model Process and Log

Purpose:

A data-driven process that systematically identifies the needs of our districts and develops services to fill the gaps.

Comprehensively assesses the ESUs programming so as to allow for optimal implementation at the school district level.



Data Analysis

May-July

Superintendent Executive Committee

- Data sources
- Trends
- Legislative Priorities
- Arrears Data

August-November

Superintendents, Principals, LanManager, Teachers

- Qualitative Data Analysis
- Priorities
- Service Solutions
- Impact Analysis



Data Analysis

Data Analysis

Data Analysis

Data Analysis

**Superintendent Impact Chart
Greatest Need on Top**

- Special Education
- Mental Health - More L... services.
- Staffing Shortages - Cer... Non-Certified. Incentive...
- School Improvement: M... Reporting, Strategic Pla... Requirements, Data imp... expert.

TEACHER EXCHANGE

Q1 If ESU 7 could offer a service that would help fulfill yo... greatest challenge, what would it be?

Time to plan and work on curriculum. They... benchmarked with so many over ideas and great... practices but never have time to work them... into my centers. Also an extra good thing... an actual coach. Otherwise it is wasted time... learning about them.

4.4 ★★★★★

ESU 7 LAN MANAGERS

Q1 If ESU 7 could offer a service that would help... greatest challenge, what would it be?

Guidance on things we should do for security... because there are times we don't know things... that might happen until they do.

3.5 ★★★★★

I have lots of smaller challenges, no big ones. I... think that having access to ESU techs has... been important and good. Some days I don't... have big challenges, and other days they are... HUGE.

3.7 ★★★★★

Creating, maintaining, & backing up virtual... servers.

3.7 ★★★★★

**Principal Impact Chart
Greatest Need on Top**

- Staff shortage
- Maximizing staff properly to ensure... student/staff needs are continually met
- Content specific curriculum. Support fo... teachers - New!
- MTSS Implementation & Growth

Data Analysis

Superintendents

- Special Education
- Mental Health - More LMHP time and services
- Staffing Shortages - Certified and Non-Certified. Incentive hiring
- School Improvement: Motivation, reporting, strategic planning, additional requirements. Data input and analysis expert.

Teachers

- Having time to plan and grade
- Ensuring all student's needs are met while also trying to ensure a positive learning atmosphere in all areas
- Having enough subs
- Students being accountable for their learning and completing assignments
- Intentions/resources/curriculum for high-needs students

Principals

- Staff shortage
- Maximizing staff properly to ensure student/staff needs are met
- Content specific curriculum support. Support for teachers.
- MTSS Implementation and Growth

LAN Managers

- Cyber security vulnerabilities
- Time for LAN Managers and ESU personnel to address needs
- Budget limitations
- Unfinished projects: VLAN, Wi-Fi Networks, Classroom/Line/voice, Routers, VESAM

Perceptual Priorities 2022

Data Analysis

Service Plan Development

December

Superintendent & Principals

- Quantitative Data Analysis
 - Student Achievement
 - SIMPL Data
 - Service usage
 - Priorities
 - Cost savings
 - Service delivery
 - School Improvement
 - Priorities
- Service Plan
 - Priorities & Secondary Priorities
 - Service Inventory
 - Estimated Budget
 - Staffing Needs

Service Plan Development

Positive Observations	Opportunities, Challenges, Gaps

Service Plan Development

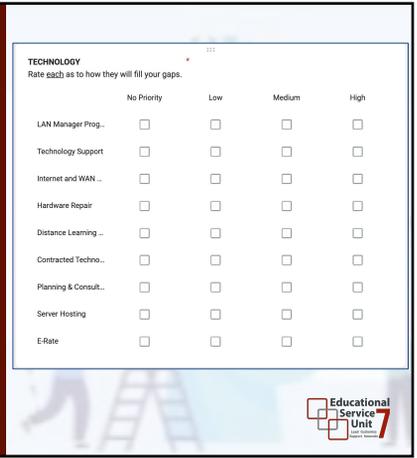
Service Plan Development

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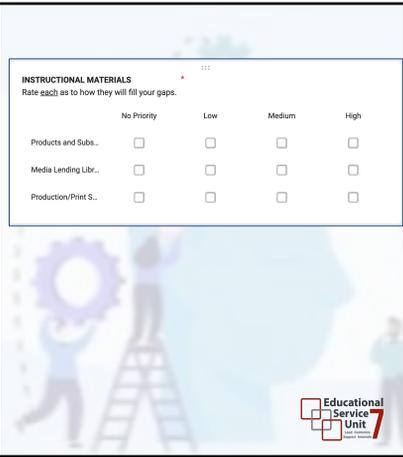
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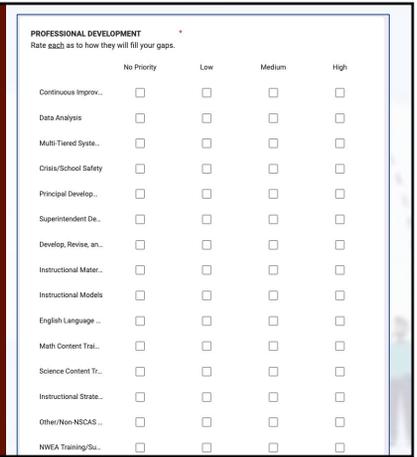
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Service Plan Development

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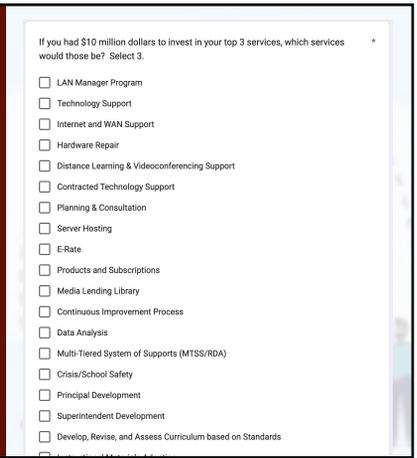
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Service Plan Development

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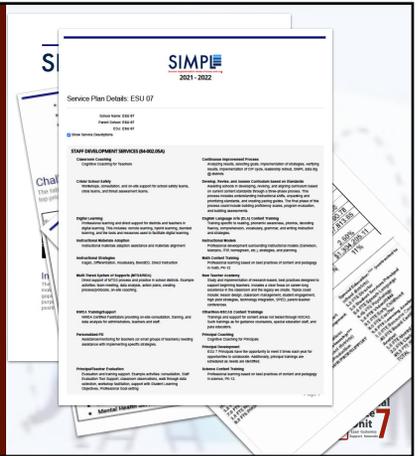
Service Plan Development

January-February Superintendents, School Boards, ESU Board

- Statutory obligation of approval
 - 2/3 Districts => 50% Students
 - ESU Board = majority



Service Plan Development



Service Plan Development



Customized District Planning

February-March ESU Team, EACH School District

- Customize their Service Plan
 - Review priorities
 - Identify services
 - Establish dates for the following year
 - Begin the planning process in our dashboard



Customized District Planning

Priorities		
District 2019-2020 Planning		
Planning Date:		
Who is taking notes in SIMPL tool: Nina		
Person Responsible	Question	Response
School lead	Introductions	
School lead	What goals/priorities will your district be focusing on this year?	
School lead	Considering those goals, how can ESU 7 support you?	
School lead	Any dates you'd like to put on the calendar for ESU 7 support? (August, especially)	
School lead	Highlight updates: Upcoming summer events.	
School lead	New Teachers coming in? New Teacher Academy Date.	
Specific content of Math - CTE - Social Studies - ELA - Science - Coaching -		



Customized District Planning



simpl.esucc.org

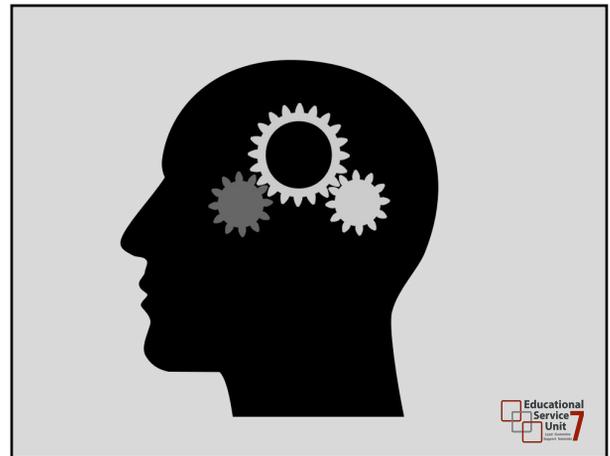
Educational Service Unit 7

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Educational Service Unit 7

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Educational Service Unit 7



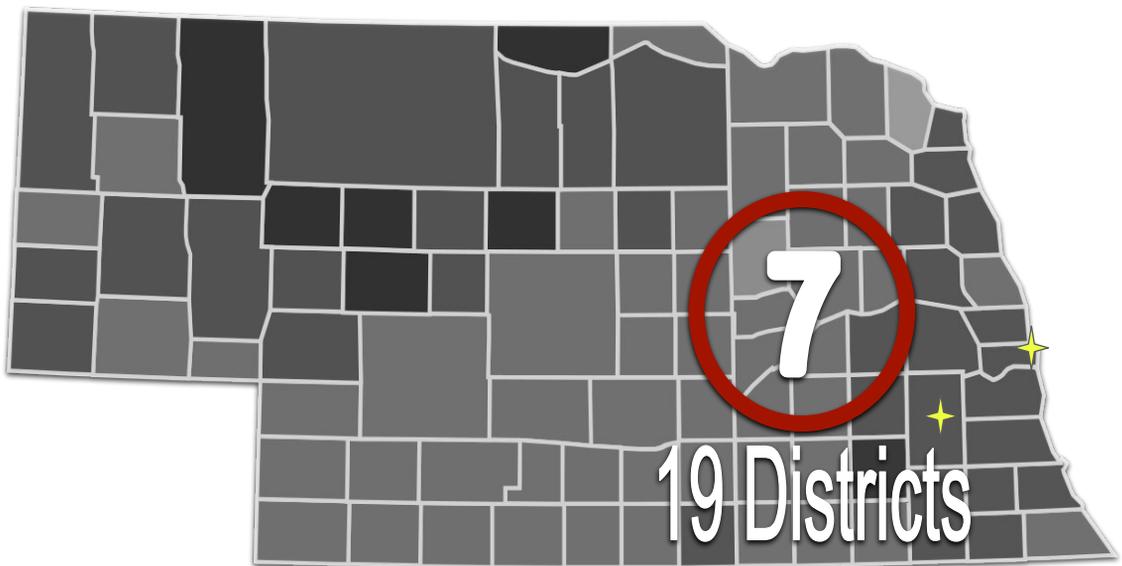
Dr. Larianne Polk
 Chief Administrator
lpolk@esu7.org
 @lariannepolk
 @ESU7_NE

- Learn the power of collaborating at every level to determine the right services to resource for your ESA.
- Use data to inform service planning
- Establish goals with districts as to their desired outcomes of those service
- Collaborate to monitor their progress
- Communicate our work.

Educational Service Unit 7

Closing the Mental Health Equity Gaps in Rural Nebraska Schools

Ronelle Jackson, LIMHP, LMHP, M.S.E

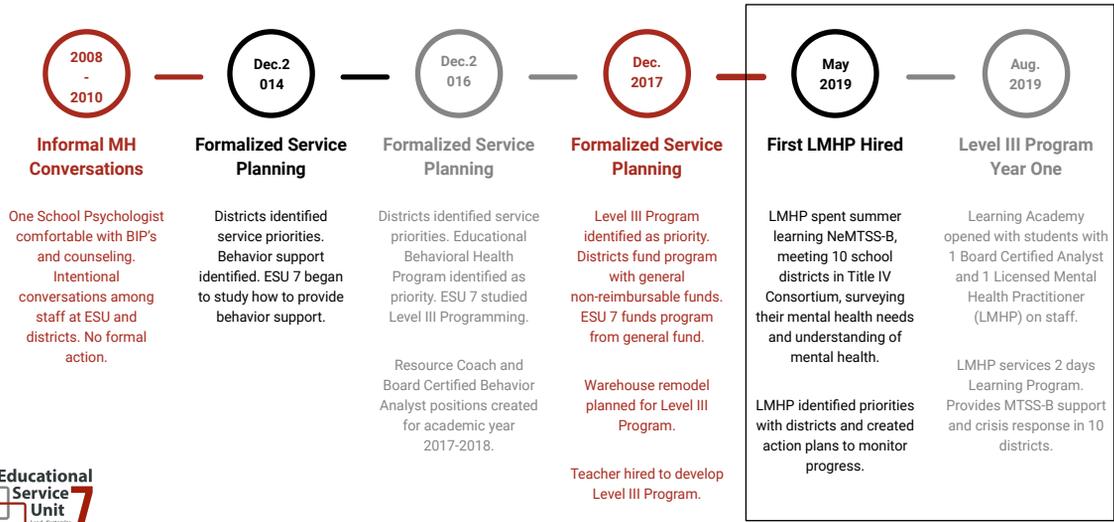


Overview

- ❑ Where We Started
- ❑ COVID-19 Impact
- ❑ Present Practices
- ❑ Where We Are Going



Where We Started



Where We Started - Year 1 w/ LMHP

- ❑ Create and complete a needs assessment to assess & determine behavioral and MH services and supports
- ❑ Provide MH resource maps to districts
- ❑ Create action plans to address priorities at Tier 1 with participating districts
- ❑ Therapy 2-days/week at Learning Academy
- ❑ Research school-based MH program development and establish best practices at ESU 7

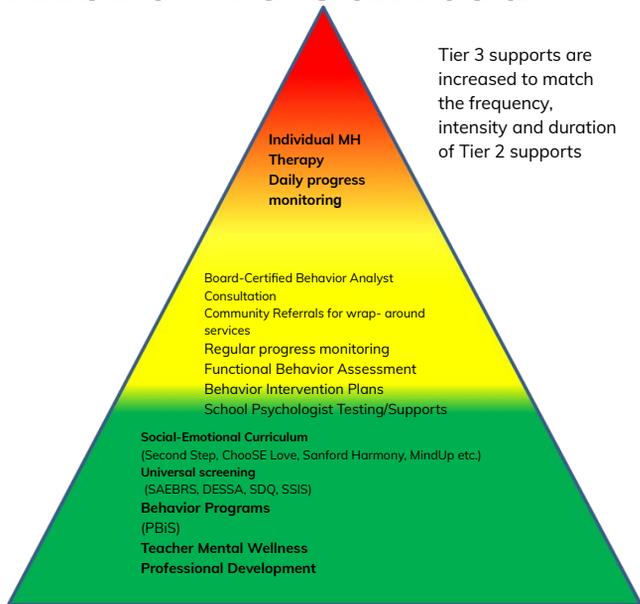


Where We Started - Year 1 w/ LMHP

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- ❑ Research school-based MH program development and establish best practices at ESU 7



Where We Started



Tier 3 supports are increased to match the frequency, intensity and duration of Tier 2 supports

10/19 Consort Title IV dollars to receive mental health support

10/10 complete a needs assessment to assess and determine behavioral and mental health services and supports

6/10 receive professional development on teacher self-care, burnout and understanding youth trauma

5/10 create and actively work on an action plan

Where We Started - Crossroads

- ❑ LMHP at an ethical crossroad once notified of a suicide attempt at a Title IV district.
- ❑ Hospital discharged student, student returned to school the following day.



- ❑ We can't put a bandaid on a surgical wounds!!
- ❑ Must stay at tier 1 until a system is built.
- ❑ ESU administrator cautious of employee burnout.

IEP or General Education?

Instructional minutes / Transition Time

Mental health stigma

Access to nearest services

Socioeconomic Status

No insurance

Generational Trauma

Where We Started - Internal Collaboration



NEMTSS.UNL.EDU

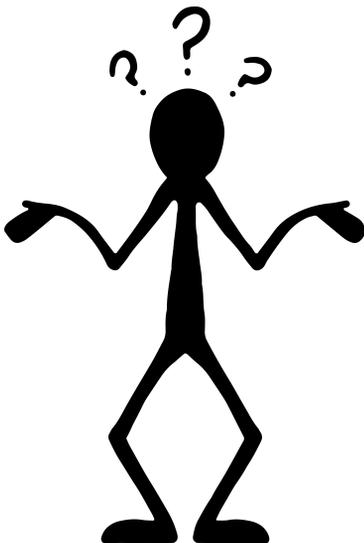


education.ne.gov/safety



COVID-19 Impact

ESU 7 Teacher Zoom Support



Group	Time	Dates	ESU 7 Contact	Zoom room
Math Teachers (K-12)	8:00-9:00am 2:00-3:00pm	Mondays Wednesdays	Marci Ostmeyer mostmeyer@esu7.org	https://zoom.us/j/211481499
ELA Teachers (K-12)	9:00-10:00am	Mondays & Wednesdays	Brooke Koliha bkoliha@esu7.org	https://zoom.us/j/4184818548
Social Studies Teachers (K-12)	9:00-10:00am	Mondays & Wednesdays	Mark Brady mbrady@esu7.org	https://zoom.us/j/4023601233
School Counselors	9:00-10:00am	Mondays & Thursdays	Ronelle Jackson rjackson@esu7.org	https://zoom.us/j/754212391
Specials Teachers (K-12)	10:00-11:00am	Mondays & Wednesdays	Otis Pierce opierce@esu7.org	https://zoom.us/j/3083668628
Tech Assistance (any school staff)	11:00am-noon	Mondays & Wednesdays	Otis Pierce opierce@esu7.org	https://zoom.us/j/3083668628
Middle School Teachers (grades 6-8)	11:00am-noon 1:00-2:00pm	Mondays Wednesdays	Brooke Kavan bkavan@esu7.org	https://zoom.us/j/4027052773
Social Emotional support (PK-12 teachers)	8:00-9:00am	Tuesdays & Thursdays	Ronelle Jackson rjackson@esu7.org	https://zoom.us/j/754212391
Elementary Teachers (grades PK-5)	9:00-10:00am	Tuesdays & Thursdays	Brooke Koliha bkoliha@esu7.org	https://zoom.us/j/4184818548
Science Teachers (K-12)	10:00-11:00am	Tuesdays & Thursdays	Laura Plas lplas@esu7.org	https://zoom.us/j/3083402888
High School Teachers (grades 9-12)	1:00-2:00pm	Tuesdays & Thursdays	Laura Plas lplas@esu7.org	https://zoom.us/j/3083402888
Social Emotional support (PK-12 teachers)	1:00-2:00pm	Tuesdays & Thursdays	Ronelle Jackson rjackson@esu7.org	https://zoom.us/j/754212391
ESL Teachers (K-12)	2:00-3:00pm	Mondays & Wednesdays	Mark Brady mbrady@esu7.org	https://zoom.us/j/4023601233

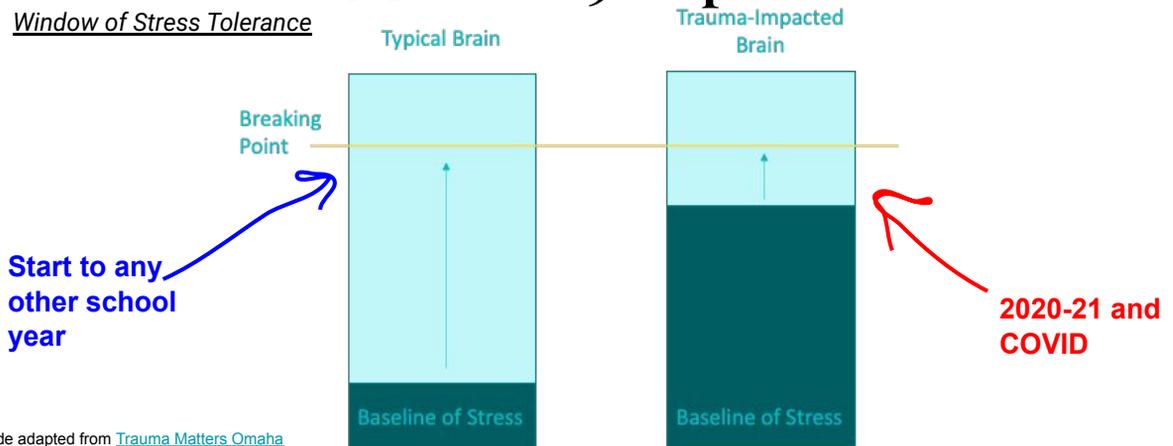
YEAR 1 DONE!!!

<u>681</u> direct contact hours	<u>4/32</u> students hospitalized for self-injury	1 LMHP Hired for Year 2
<u>69/681</u> hours were spent in crisis responding to death	<u>18/32</u> students received safety intervention for suicidality	
<u>39.5/681</u> hours were spent in adult group		



Beginning of Year 2: COVID- 19 Impact

Window of Stress Tolerance

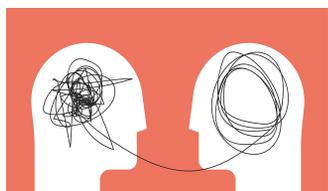


*Slide adapted from [Trauma Matters Omaha](#)



COVID-19 Impact

“Formal & established place to connect”



ESU 7 Mental & Behavioral Zoom Supports

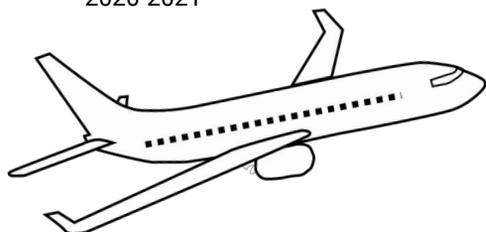
Group	Time	Dates	Zoom Room	Topics	Contact Info:
Elementary (PK-5)	3:45 - 4:30 p.m.	<u>Mondays:</u> August 24, 31 September 14, 21, 28 October 5, 12, 19	https://zoom.us/j/95759918759	IEP changes Routines/structure Acute Stress (adults/ students) SEL Lessons Depression Anxiety Boundaries	<u>Mental Health Therapists:</u> Ronelle Jackson, rjackson@esu7.org Megan Welch, mwelch@esu7.org
Secondary (6-12)	3:45 - 4:30 p.m.	<u>Thursdays:</u> August 27 September 3, 10, 17, 24 October 1, 8, 15	https://zoom.us/j/91354991022	Social Awareness Perception Digital Detox Mindfulness Body Listening MTSS Tiers	<u>School Psychologists:</u> Ann Dubas, adubas@esu7.org Jackie Ternus, jternus@esu7.org Haley Kunze, hkunze@esu7.org Haley Murphy, hmurphy@esu7.org
Administration	8:45 - 9:45 a.m.	<u>Mondays:</u> September 14 October 5 November 2	https://zoom.us/j/97868855626	...and anything else you bring to the table	Brandy Rose, BCBA, brose@esu7.org JoLynn Kahlandt, jkahlandt@esu7.org

There will be a Mental Health Therapist and School Psychologist in the zoom to answer questions and assist in staff with re-entry. *Come learn strategies from your peers, too!*
Feel free to contact us with questions in the meantime.



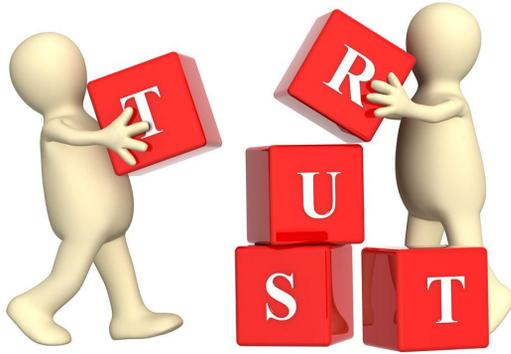
COVID-19 Impact

- No system established
- No completed action plan
- Yet, an increase in service need & support
 - Response to a situation
 - MH programming efforts in districts more acceptable
- Districts can refer highest MH need students for therapy during 2020-2021



The **expectation** that we can be immersed in suffering and loss daily and not be touched by it is as **unrealistic** as expecting to be able to walk through water without getting wet.
 - Rachel Naomi Remen

COVID-19 Impact: Year 2 Done!!



- ❑ 2 LMHP's for 1st semester, serving 10 Title IV districts as needed for SEB action plans & therapy
- ❑ Representation on 2 state committees
- ❑ 12/19 districts receiving MH PD
- ❑ Added a LMHP Intern for 2nd semester to provide therapy in a Non-Title IV district



COVID-19 Impact: Year 2 Done!!



Safety Planning & Suicidality		
6 Districts 1 LMHP	5 Districts, Learning Academy 1 LMHP, 1 Intern	2020 - 2021 Total
26/39 (67%) Suicidal Ideation	34/47 (72%) Suicidal Ideation	60/86 (70%) Suicidal Ideation
30/39 (77%) Had some form of Safety Planning Intervention	23/47 (49%) Had some form of Safety Planning Intervention	53/86 (62%) Had some form of Safety Planning Intervention
18/39 (46%) Self-harming Tendencies	26/47 (55%) Self-harming Tendencies	44/86 (51%) Self-harming Tendencies



2021-2022 Academic Year

- ❑ Added an additional Title IV district = 11
 - ❑ 8/11 added contract time for LMHP services
- ❑ Supporting 6 districts with SEB universal screeners
- ❑ 14/19 districts receiving LMHP services
- ❑ ESU hired 2 additional LMHP's



Present Practices - Year 3

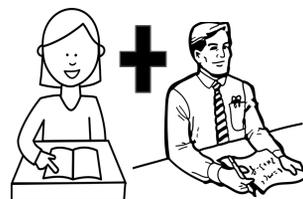
What district administration should EXPECT:

- ❑ Individual therapy
- ❑ Group therapy
- ❑ Resource mapping
- ❑ Consultation on various concerns
- ❑ Professional development
- ❑ Administration & School counselor support
- ❑ Consult with various medical providers to develop an effective plan in and out of school
- ❑ Safety planning & Threat Assessments
- ❑ Guidance in establishing comprehensive MH System

<u>8 Hour Day</u>	<u>4 Hour Day</u>	<u>2 hour Day</u>
7-9 Direct Student Sessions	3-5 Direct Student Sessions	2-3 Direct Student Sessions

What district administration should NOT EXPECT:

- ❑ Diagnosing in school
- ❑ Facilitating MTSS or other team meetings
- ❑ Therapy for staff members
- ❑ Extensive contact w/ families
- ❑ Class coverage
- ❑ Explicit SEB Instruction
- ❑ Disciplinary guidance (must follow school policies)



Present Practices - Regional Resources

- ❑ Community & Family Partnership
 - ❑ 10/19 districts involved

- ❑ United Way of NE
 - ❑ Encourage families to utilize 211 Referral Line

- ❑ Department Health and Human Services - Division of Behavioral Health
 - ❑ ESU 7 positioned in 3 of the 6 Behavioral Regions
 - ❑ Professional Partners Program

- ❑ 4 LMHP's are members of the NE Public Policy Center *Violence Risk and Threat Assessment Cadre*
 - ❑ Resource to school districts and law enforcement to conduct threat assessments



Present Practices

2021 - 2022 Academic Year

4 LMHP's 160 Students	
Disordered Eating Habits	42 students; 26%
Substance Use	65 students; 41%
Suicidality	50 students; 31%
Safety Planning	57 students; 36%
Self-Injury Tendencies	43 students; 27%

Present Practices

2021 - 2022 Academic Year

4 LMHP's 160 Students	
Disordered Eating Habits	42 students; 26%
Substance Use	65 students; 41%
Suicidality	50 students; 31%
Safety Planning	57 students; 36%
Self-Injury Tendencies	43 students; 27%



Fall 2022

5 LMHP's, 1 Intern 155 current students	
Disordered Eating Habits	28 students; 18%
Substance Use	27 students; 17%
Suicidality	61 students; 39%
Safety Planning	55 students; 35%
Self-Injury Tendencies	35 students; 23%

Present Practices

Fall 2022

5 LMHP's, 1 Intern 155 current students	
Disordered Eating Habits	28 students; 18%
Substance Use	27 students; 17%
Suicidality	61 students; 39%
Safety Planning	55 students; 35%
Self-Injury Tendencies	35 students; 23%

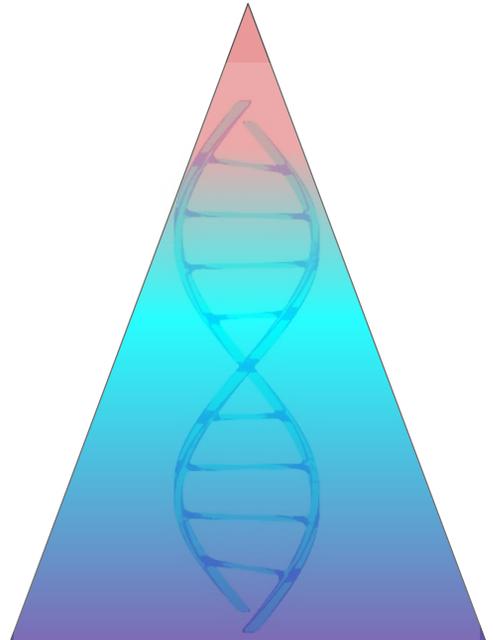


- ❑ LMHP currently serving:
 - ❑ 15 public districts
 - ❑ 1 Non-public
 - ❑ 1 Level III Program
- ❑ Supporting 9 districts w/ SEB universal screeners

Present Practices

- ❑ 4 LMHP's, 1 School Psychologist and MTSS Coordinator trained by the *Mental Health Technology Transfer Center Network (MHTTC) Region 7* in Sept. 2021
 - ❑ Spent the 2021-2022 year planning ESU 7's Mental Health Integration Summit for participating districts

- ❑ Currently in our pilot year utilizing *School Health and Assessment Program Evaluation (SHAPE)* with 5 districts
 - ❑ MTSS coordinator joins for sustainability and fidelity



Where We Are Going - School MH Policies

Policy	Status	Policy	Status
Alternatives to Exclusionary Discipline	Not addressed	MH Literacy	Not Addressed
Bullying Prevention	Addressed	MH Screening	Not Addressed
Culturally Responsive Teaching	Addressed	Social Emotional Learning	Addressed only Pre-K
Every Student Succeeds Act (Chronic Absenteeism & School Climate)	Accountability, Other uses	Suicide Prevention	Addressed
Family Engagement	Addressed	Professional Development: Trauma	Not Addressed
Funding	No State Sources Department of Education: ESSA & Other Grants Department of Health & Human Services: Other Grants	MH Excused Absences	Not Addressed

LB 852



Where We Are Going

Anticipate Participation From:

- 16 districts
- 2 non-public schools
- 1 Level III Program

Year 2 of School Mental Health Integration Summit:

- Add 5 more districts
- Monitor the sustainability of Year 1 districts in conjunction with the MTSS Coordinator

Internal Collaboration:

- Strengthen communication with Psychology Department through quarterly meetings while bridging connects in districts
- Formalize tier two intervention service options
- Continue alignment with NeMTSS and MHTTC

Prepare for LB 852:

- Continue providing Question. Persuade. Refer. (QPR)
- Provide Youth Mental Health First Aid (YMHFA)
- Research and establish trauma trainings for educators



Where We Are Going

Lead

Best Practice
Expertise
Authentic collaboration
Reliability

Support

People first
Trust
Anticipate future needs



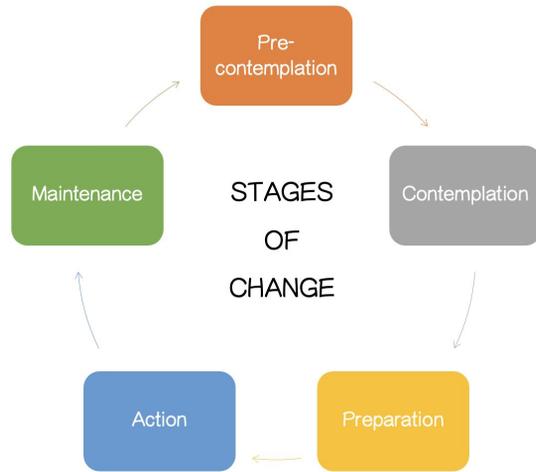
Customize

Innovate



Where We Are Going

Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom. - **Viktor E. Frankl**



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Thank You for Attending!



Ronelle Jackson, LIMHP, LMHP, MSE
Licensed Mental Health Practitioner
Educational Service Unit 7
2667 44th Ave.
Columbus, NE 68601
rjackson@esu7.org



Tami Clay
Special Education Director
Educational Service Unit 7
2563 44th Ave.
Columbus, NE 68601
tclay@esu7.org



Larianne Polk, Ed.D
Chief Administrator
Educational Service Unit 7
2667 44th Ave.
Columbus, NE 68601
lpolk@esu7.org





AESA Conference

Theme: Dream Forward

December 2022 - Atlanta, GA



11/30/22 - Sessions

- **Collective Equity: Partnering w/ESA's to Accelerate Learning for all students**

Equity Related Issues - Ask Who is the Who, who is benefiting & who is not. **Inequity will show itself.**

What **kinds of books** are in the libraries? Who gets **PD** and who doesn't?

Who gets **invited** and who doesn't? **Sense of belonging** is extremely important. Think about **our Impact**.

Define what equity means to us: "Each student/teacher receives what they need to develop to their full academic & social potential."

Collective Equity is a shared responsibility for the social, cultural, academic, and emotional fortification of students & adults that allows for everyone to achieve their goals & aspirations on their own terms, not by change, but by design.

Equity is so much more than race, language, sexual orientation, and religion. Build transformative equity.

Collective Equity Framework: Personal, Professional, Organizational, Systemic, and Relational Consciousness.

**** in our Strategic Plan do we have increasing the Sense of Belonging?**

- **ESA Service Dashboard: How to Communicate your Value? Lariane gave the presentation - Nice job!!**

12/1/22 Sessions

- **Buff Nuggets for Leaders: Empowering Others**
 - Played the harmonica - this one was lacking how to Empowering
 - Spoke about selling yourself - signature lines should be your billboard
- **Standards of Practice for Nebraska's Educational Service Units - NE ESU Coordinating Council**
 - Dan Schnoes (ESU3), Deb Paulman (ESU16), Alison Smith (ESU16), Scott Blum (ESU3)
 - History of ESUs, coordinates statewide activities
- **Dream Forward: Beyond the Red Pencil**
 - How do we get rid of the fear of the red pencil - correction isn't a punishment
 - Teachers need coaching to get better
- **Putting Continuous Back into Continuous Improvement - Larianne - Great job!**
- **Leading with Racial Equity - Native Americans**
 - Honor their presence
 - Native-land.ca (website to show where tribes are)

12/2/22 Sessions

- Business Advisory Councils Bridge Gaps: Collaborative Solutions to workforce challenges
 - Curt Bradshaw (Dir of Teaching & Learning) Southern Ohio Education Service Center
 - Ruth Brindle (Clinton County Port Authority)
 - Created a workforce collaborative group - with steering committees (includes Education, “For Profit Business”, and “Not-for Profit Businesses”)
 - Have used teachers to teach a project or subject to employees in businesses
 - Recommended: BYOC “Bring your Own Child” to Work day - show them what you do, and what impact you have
- Board Development w/ John Bass (AESAs COO)
 - Spoke of conferences coming up
 - Summer Leadership Conference - Cincinnati July 18-20
 - Educator’s Call to Action - Washington DC Oct 4-6
 - Annual Conference 2023 - Anaheim CA Nov 29-Dec 1 (Near Disney World)
 - 2024 - Orlando, FL
 - 2025 - Colorado
 - Introductions around the room took a lot of the time