



Board Work Session

Monday, February 20, 2023 at 5:00 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

2. ESU 7 Board Self Assessment Review

Speaker(s): Board President or designee

Rationale: Director Marci Ostmeyer will facilitate a review of the ESU 7 Board Self Assessment Summary with the Board.

3. 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, GUTHRY, 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

ESU 7 Board Self Assessment 2022-2023

	Not Observed	0.4%
	Needs Improvement	0
	Basic	5.9%
	Proficient *	42.9%
	Distinguished	50.8%

9/12 Members Completed, 75% return rate.

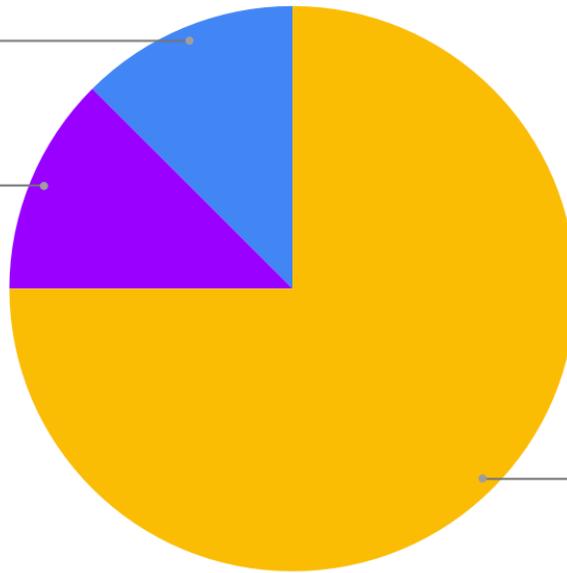
Physical arrangement of board meeting is conducive to board members interacting with each other.

DISTINGUISHED:

12.5%

Not observed at this time

12.5%



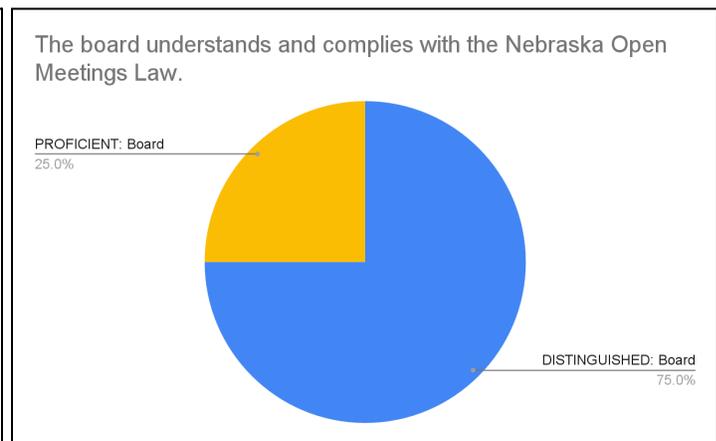
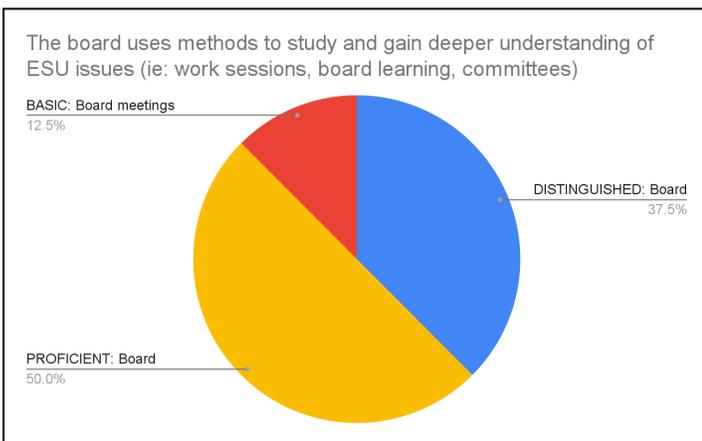
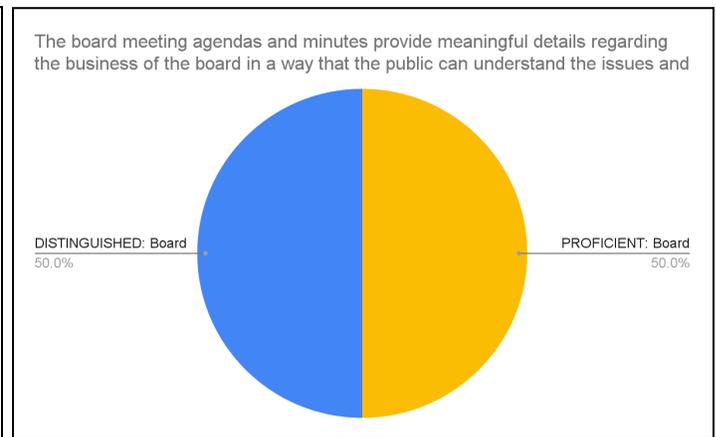
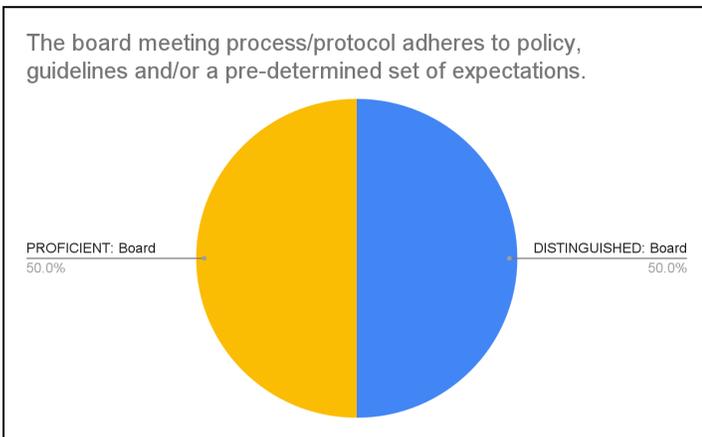
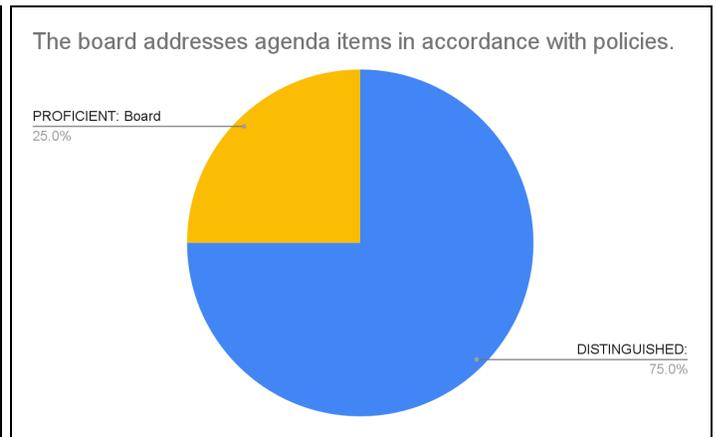
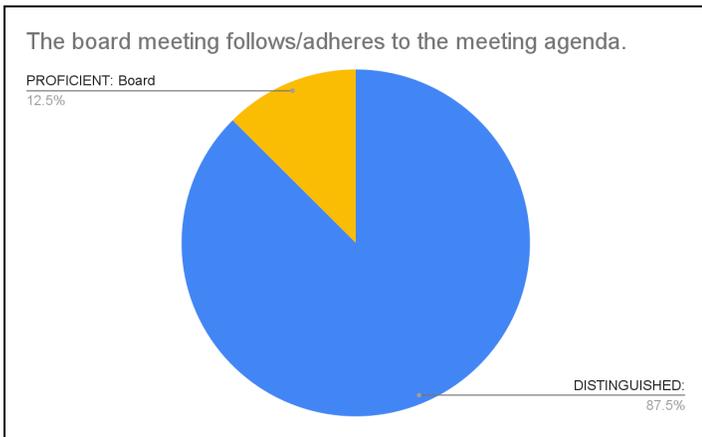
PROFICIENT:

75.0%

Comments:

- Sound:
 - Due to the size of the room, hearing can sometimes be a challenge.
 - Sometimes, I have trouble hearing members comments or statements, maybe due to the distance across or on the sides of me
- Space:
 - I realize Covid is still a concern, but think the board can be seated in a little "tighter" group.
 - I liked the last meeting when our tables were set up a little closer. it seems more like a group/team where discussion can take place easier.
- Meeting space allows members to interact and the projection of the agenda etc. is very helpful

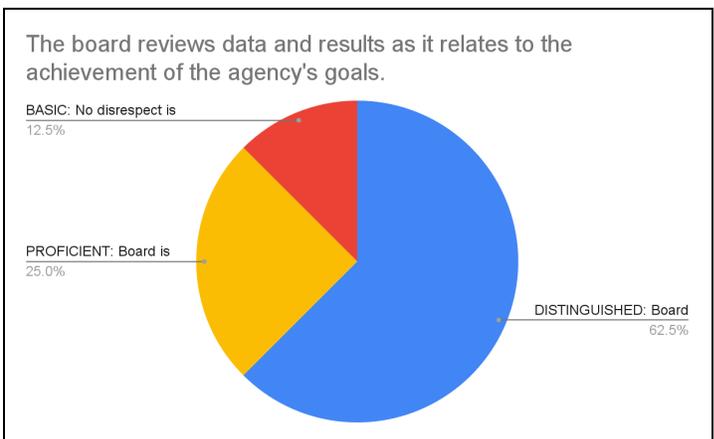
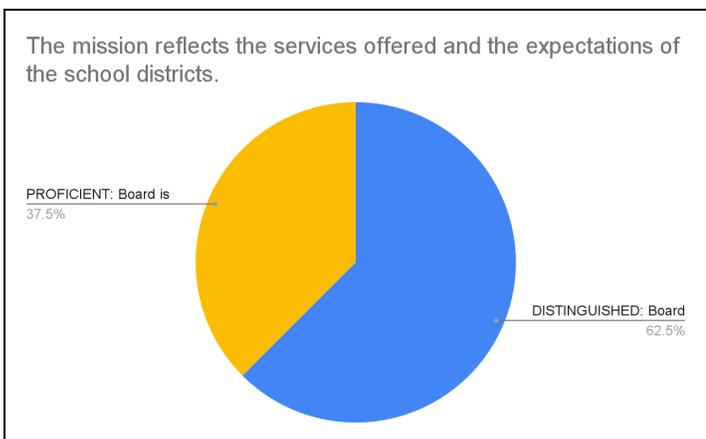
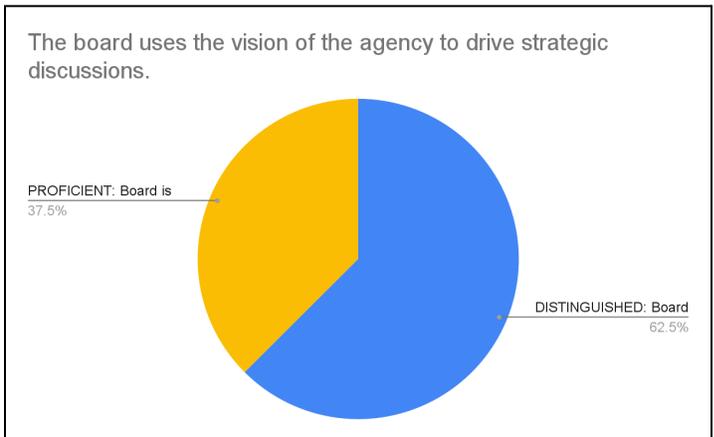
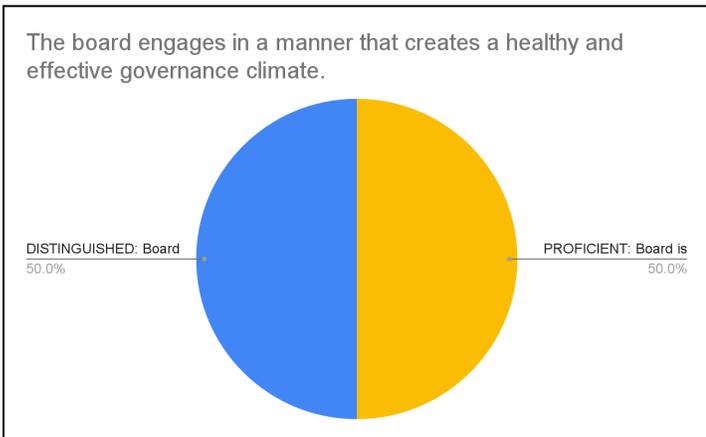
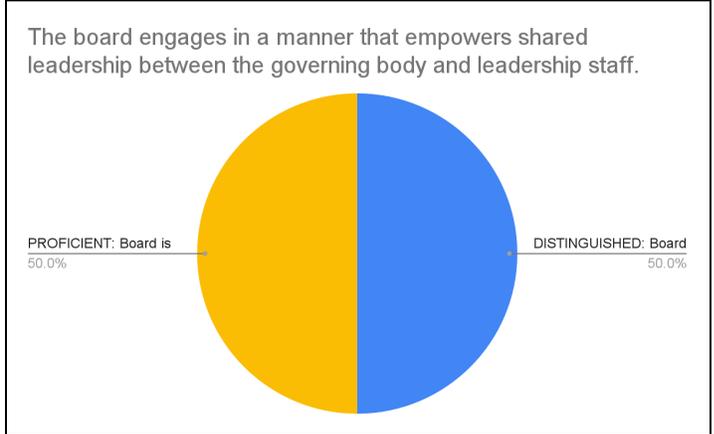
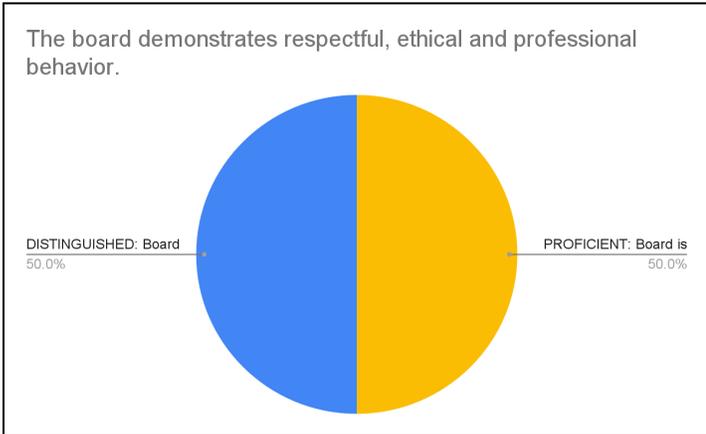
- If a guest came in that you were not expecting, would they know where to go, feel comfortable, etc.? I am not sure... just a question to ponder moving forward.



Comments:

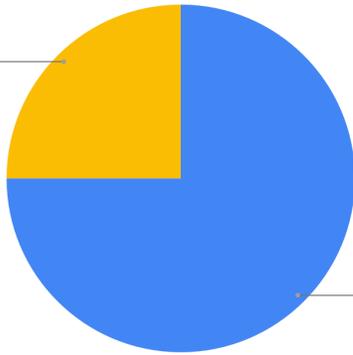
- Not sure how easily the 'public' can access board agendas and minutes.
- In general, I think the board meetings are well run, with ample opportunities for meaningful discussion, questions, feedback, etc. and does a good job of following proper protocol for the meetings. Larianne does a good job of giving details of issues where necessary.
- Overall, I think some members are engaged and work at learning and don't seem to do much other than show up to meetings. I like it when we are more engaged as a whole.
- Understanding

- I struggle to see where we gain a deeper understanding of ESU issues outside the Board meetings. Work sessions and learning committees would be a good idea.
- I think it is important for the board to understand deep issues. It's also a learning opportunity.



The board demonstrates transparency in their decision-making.

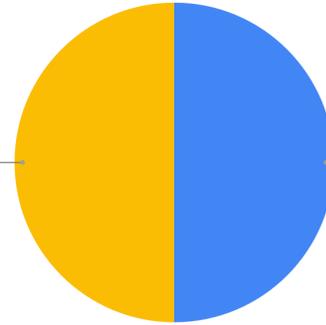
PROFICIENT: Board is
25.0%



DISTINGUISHED:
75.0%

The board uses feedback from agency leaders to inform decision-making.

PROFICIENT: Board is
50.0%

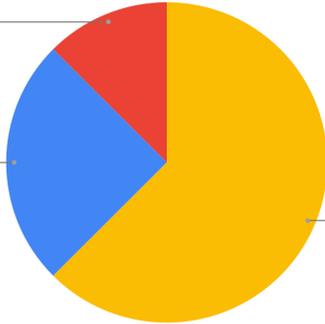


DISTINGUISHED: Board
50.0%

The board demonstrates knowledge and understanding of their roles and responsibilities.

BASIC: No disrespect is
12.5%

DISTINGUISHED: Board
25.0%

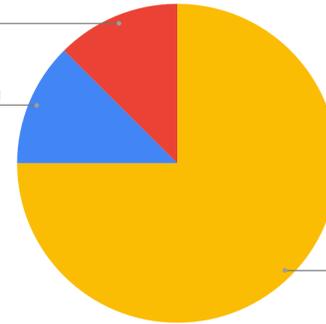


PROFICIENT: Board is
62.5%

The board as a team pursues professional development activities to improve their knowledge and governance skills.

BASIC: No disrespect is
12.5%

DISTINGUISHED: Board
12.5%

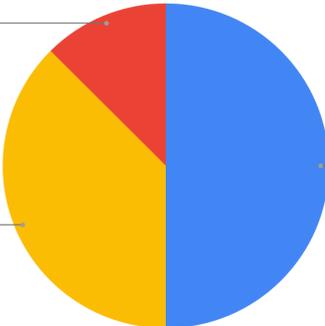


PROFICIENT: Board is
75.0%

The board and administrator share the responsibility for the orientation of new board members and work together to form a new inclusive

BASIC: No disrespect is
12.5%

PROFICIENT: Board is
37.5%

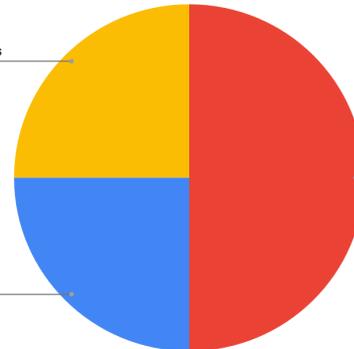


DISTINGUISHED: Board
50.0%

Board packets are read prior to the meeting.

PROFICIENT: Board is
25.0%

DISTINGUISHED:
25.0%

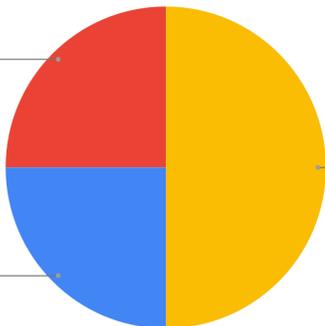


BASIC: No disrespect
50.0%

Board members reach out to board leadership and/or ESU 7 leadership with questions prior to the meeting.

BASIC: No disrespect is
25.0%

DISTINGUISHED: Board
25.0%

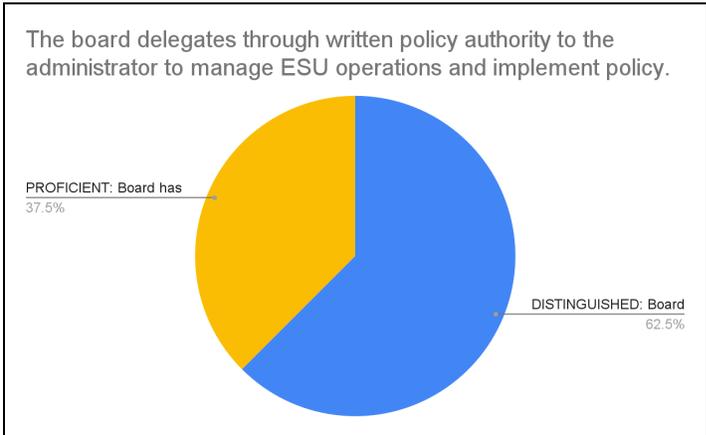
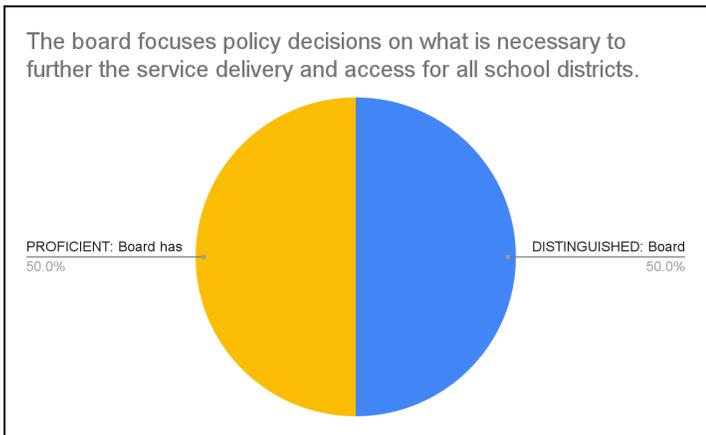
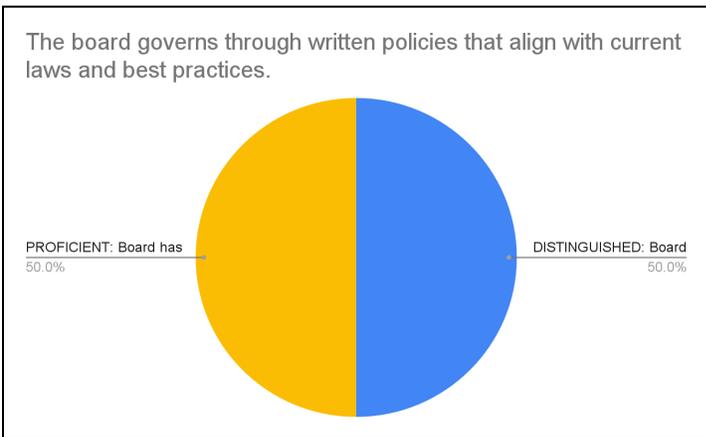
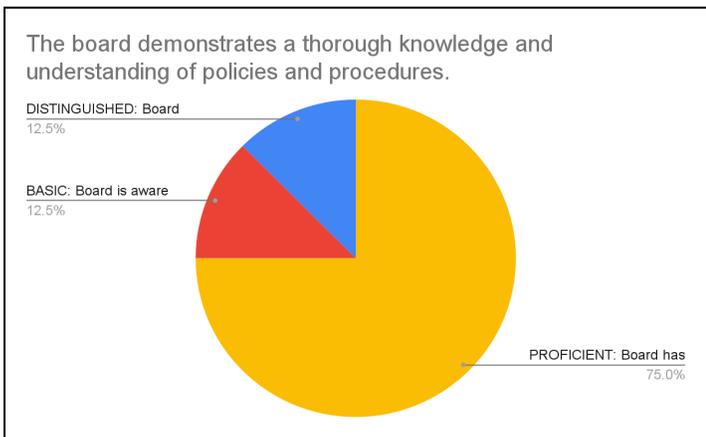


PROFICIENT: Board is
50.0%

Comments:

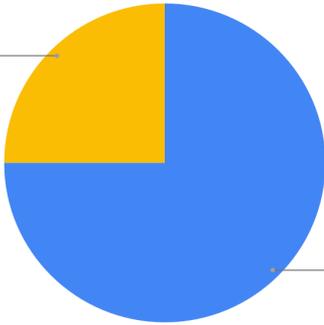
- Preparedness

- I'm not convinced that all board members come prepared for the meetings, have taken time to consider the issues before meeting, or are fully engaged during the meetings.
- I think as board members, most of us should do a better job doing our homework before each meeting
- I think the board could spend more time preparing for the meetings.
- Board members seem to acknowledge the responsibility they have in their roles as board members and take it very seriously.
- Again, from my perspective I think we have the more engaged and the minimally engaged, not much in between as a Board.
- Board PD can be addressed by the Board Members continuing to do at least 3 learning sessions per year. It will be good to see who achieved this goal and who needs some help getting there.



The board policies enable the administrator and directors to hire, evaluate, and retain qualified staff to meet the needs of the

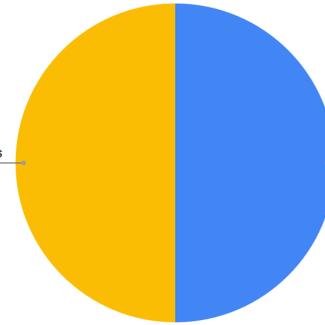
PROFICIENT: Board has
25.0%



DISTINGUISHED: Board
75.0%

The board continuously reviews, updates, and defines appropriate and meaningful policies.

PROFICIENT: Board has
50.0%



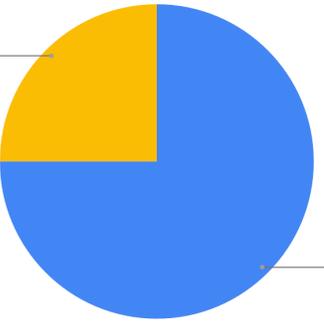
DISTINGUISHED: Board
50.0%

Comments:

- I think the board does a good job of leading without micromanaging. The board recognizes the need for sound policies and procedures but also recognizes the high quality of the staff allows for these policies and procedures to be followed effectively.
- We probably rely too much on Larianne's input on many of these topics but she does give us her unbiased opinion and we trust her.
- It's a process that needs to be done but people don't like doing it.

The board focuses on service delivery and service access to achieve the vision and goals of the agency.

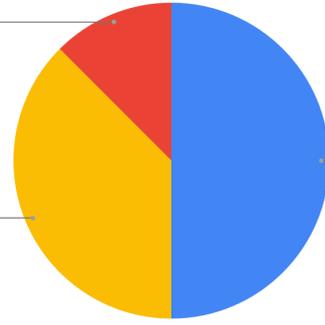
PROFICIENT: Board
25.0%



DISTINGUISHED: Board
75.0%

The board reviews service delivery results for continuous improvement and accountability.

BASIC: Board is
12.5%

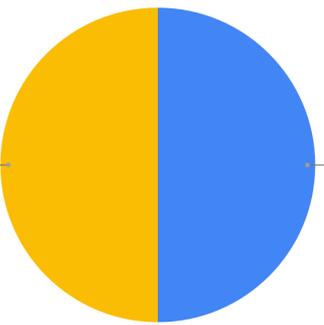


DISTINGUISHED: Board
50.0%

PROFICIENT: Board
37.5%

The board conducts transparent discussions regarding the agency's services.

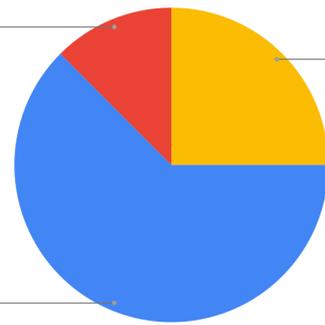
PROFICIENT: Board
50.0%



DISTINGUISHED: Board
50.0%

The board supports services that address the customized needs of school districts.

BASIC: Board is
12.5%



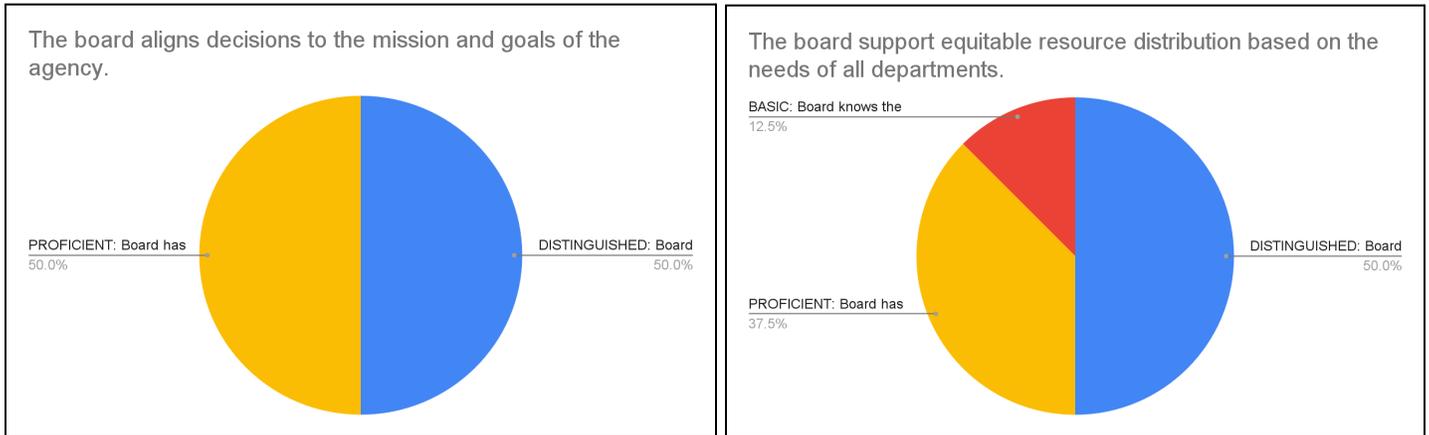
PROFICIENT: Board
25.0%

DISTINGUISHED: Board
62.5%

Comments:

- The board supports 'customized needs of school districts,' but isn't always aware of what the individual district needs are.

- I think the focus on the services provided by the ESU is one of the most notable strengths of the ESU....providing the services the schools need and ask for, and doing it in a very proficient manner.
- I don't think we look enough at the data as a Board. I feel like many times it is breezed through or just looked at from a surface level. I get maybe all Board members wouldn't like doing anything more than what we do now, but data is important in decision making. I think we do well at customizing for school in service planning. I am concerned that maybe certain areas that are smaller or outlier requests do not get appropriately addressed which is why I want to see the service planning process itself.
- I think it is important to continue to evaluate the services and not to be afraid to try new services



Comments:

- I think the board recognizes that all parts/departments of the ESU are equally vital.
- I struggled on answering these two items based on the descriptions. I see basic to proficient in both so I split my answers
- This might be something we could discuss more. Not sure I understand the questions completely

Additional Comments:

- I think the board recognizes that quality staff is needed to keep up the excellence in service that the ESU provides, and that this quality staff needs to be supported in every way possible.
- I like the diversity of our staff and the professionalism of our administration. I think it reflects in the success of our ESU7 .
- Maybe I am being highly critical because of my knowledge and background as an education professional, so I apologize if it comes across that way. But the Board as a whole, I think can do better moving forward. I am a strong believer in continuous improvement and that you can always make the best better. 😊
- It seems like we are working better as a board now than maybe in the past. I think it important to get new perspectives on services



Board Self Assessment Summary Report December 21, 2020 (2020-2021)

	Not Observed
	Needs Improvement
	Basic
	Proficient *
	Distinguished

Responses:

January 2020: 8/12 Members

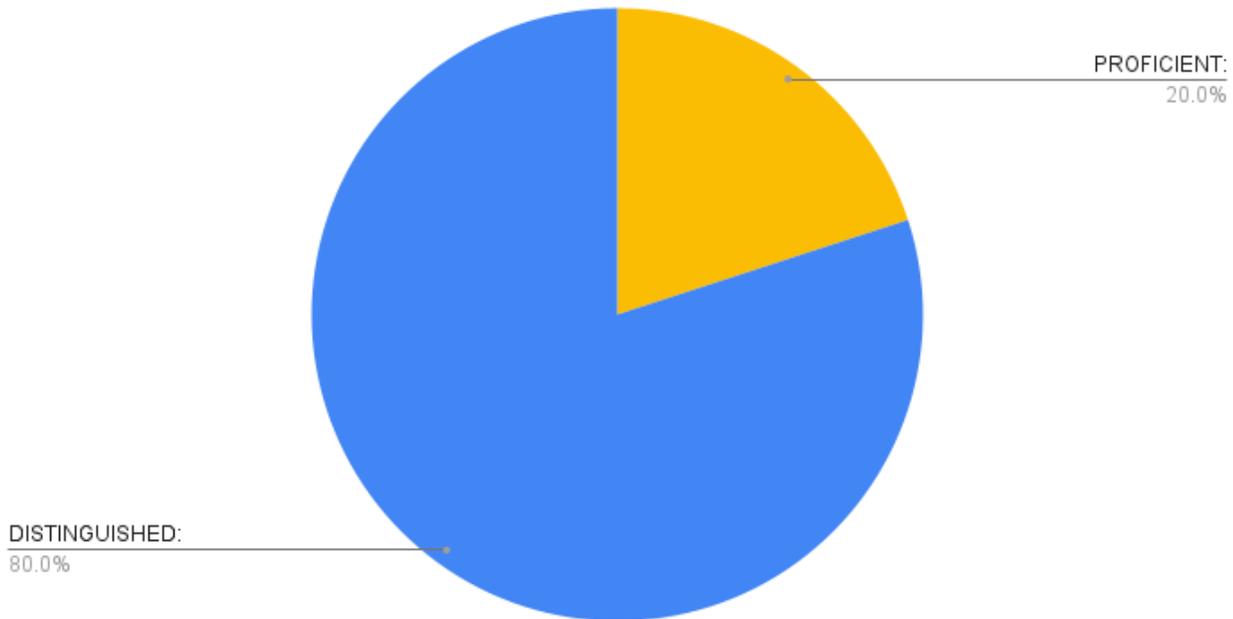
October 2020: 4/12 Members

Totals for January 2020	0 Not Met	1 Basic	2 Proficient	3 Distinguished	Totals	Average Score
Responses	10	53	99	68	230	1.98
Scores	0	53	198	204	455	

Totals for October 2020	0 Not Met	1 Basic	2 Proficient	3 Distinguished	Totals	Average Score
Responses	2	5	50	73	130	2.49
Scores	0	5	100	219	324	

Physical Setting

Physical arrangement of board meeting is conducive to board members interacting with each other.



Distinguished/Proficient Jan 100% / Oct 100%

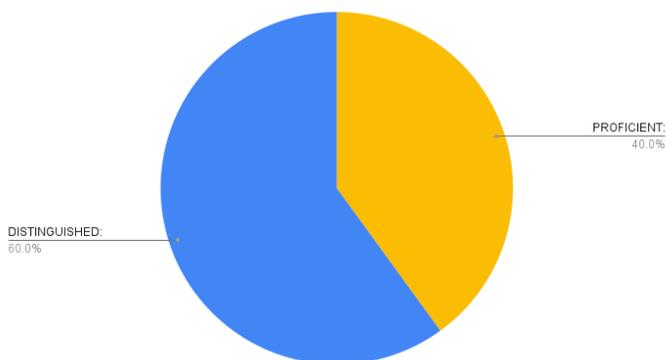
Commendations: (areas with no Basic or Needs Improvement score)

1. **Jan:** Physical arrangement of board meetings is conducive to board members interacting with each other.

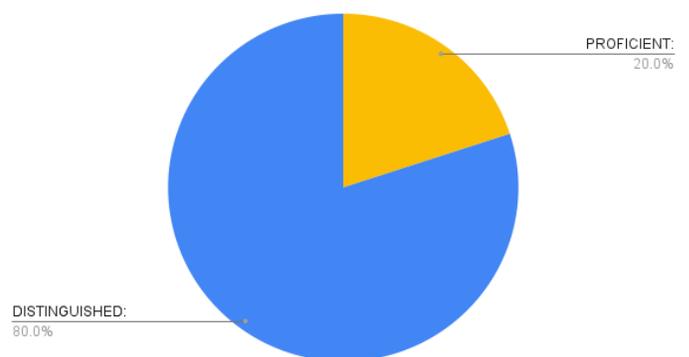
Recommendations/Comments:

1. **Jan:** More table space to spread out, but bring the table closer so it is easier to hear.
2. **Oct:** Covid has dictated this issue this fall

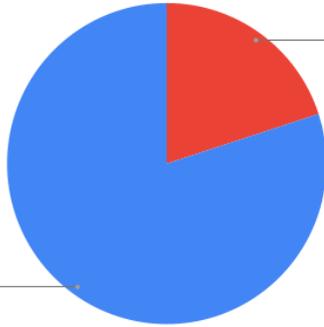
The board meeting follows/adheres to the meeting agenda.



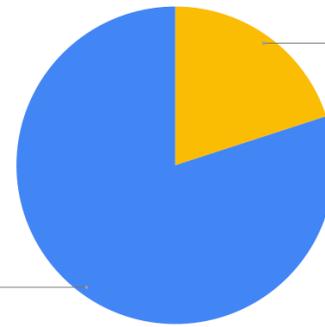
The board addresses agenda items in accordance with policies.



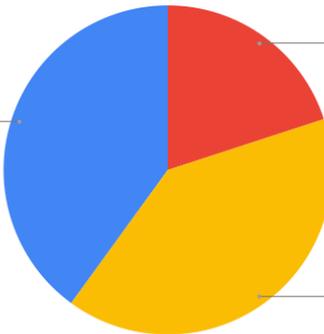
The board meeting process/protocol adheres to policy, guidelines and/or a pre-determined set of expectations.



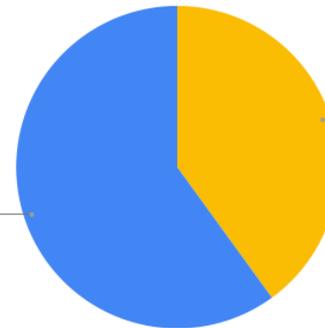
The board meeting agendas and minutes provide meaningful details regarding the business of the board in a way that the public can understand the issues and the decisions made.



The board uses methods to study and gain deeper understanding of ESU issues (ie: work sessions, board learning, committees)



The board understands and complies with the Nebraska Open Meetings Law.



Meeting Protocol

Distinguished/Proficient Jan 79% / Oct 92%

Basic Jan 17% / Oct 8%

Needs Improvement Jan 5% (1 area)

- Jan:** The board uses methods to study and gain deeper understanding of ESU issues (ie: work sessions, board learning, committees).

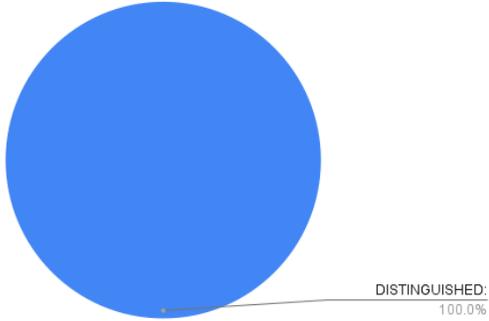
Commendations:

- Jan & Oct:** The board meeting agendas and minutes provide meaningful details regarding the business of the board in a way that the public can understand the issues and the decisions made.
- Oct:** The board meeting follows/adheres to the meeting agenda.
- Oct:** The board addresses agenda items in accordance with policies.
- Oct:** The board understands and complies with the Nebraska Open Meetings Law.

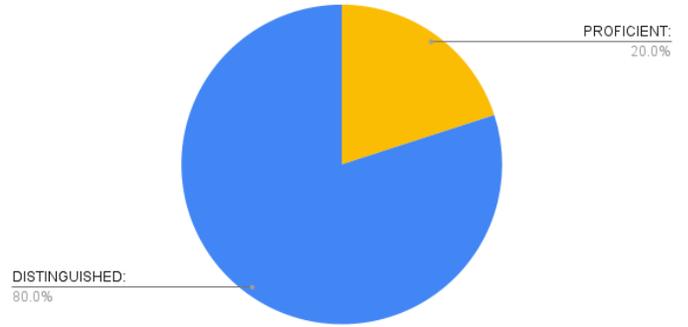
Recommendations/Comments were:

- Jan:** The board does a good job of following the right protocol in conducting it's meetings.
- Jan:** There could be more discussion in meetings
- Jan:** Unsure if members read board packet before meetings
- Jan:** Continue to learn as a board in workgroups and/or outside opportunities.
- Oct:** Sometimes I think Larianne does too much for board members and should ask board members to do their own homework

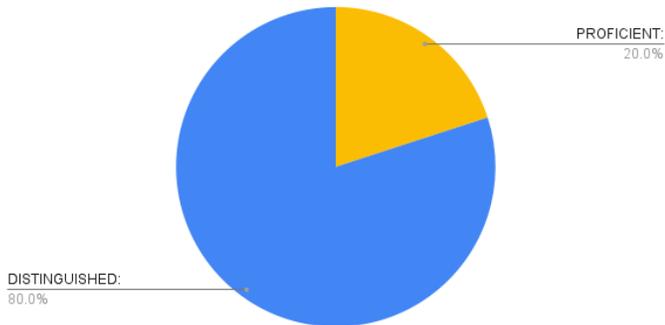
The board demonstrates respectful, ethical and professional behavior.



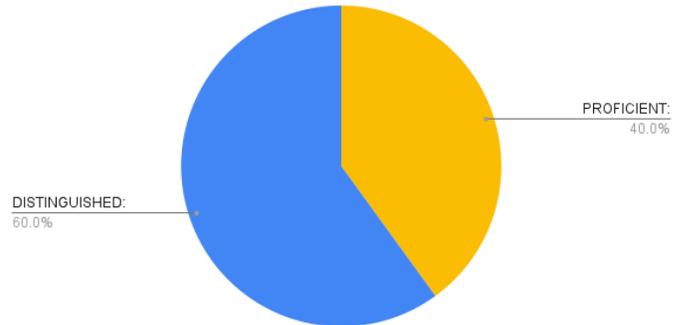
The board engages in a manner that empowers shared leadership between the governing body and leadership staff.



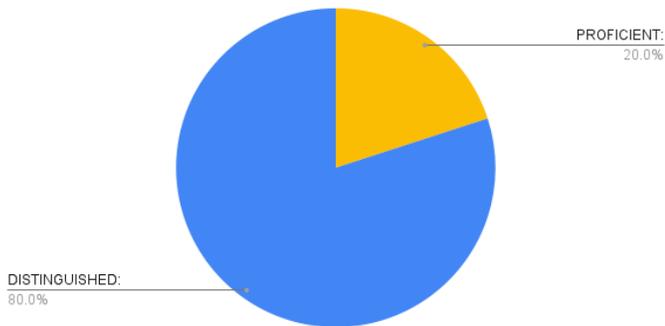
The board engages in a manner that creates a healthy and effective governance climate.



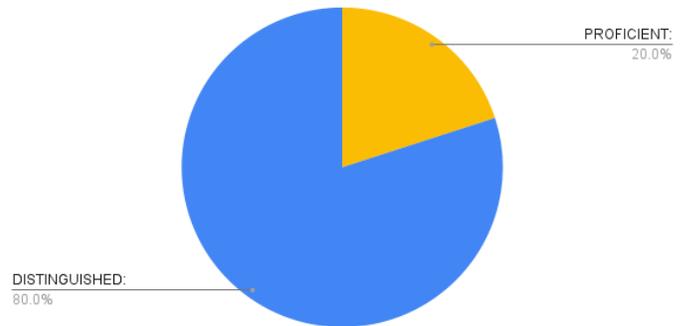
The board uses the vision of the agency to drive strategic discussions.



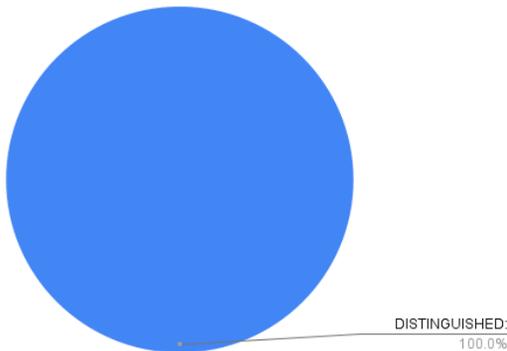
The vision reflects the services offered and the expectations of the school districts.



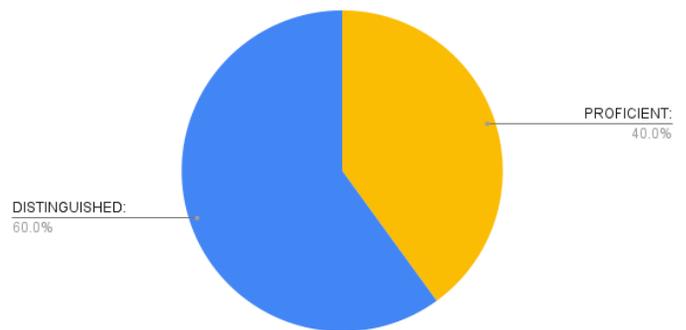
The board reviews data and results as it relates to the achievement of the agency's goals.



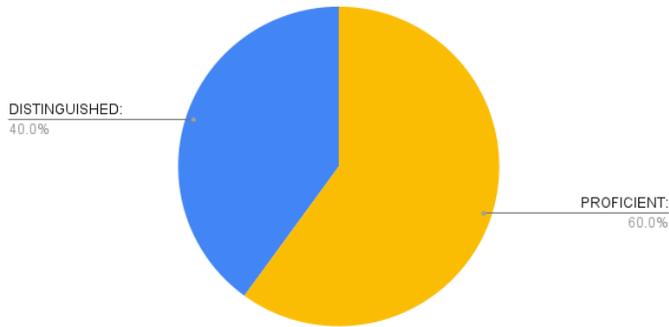
The board demonstrates transparency in their decision-making.



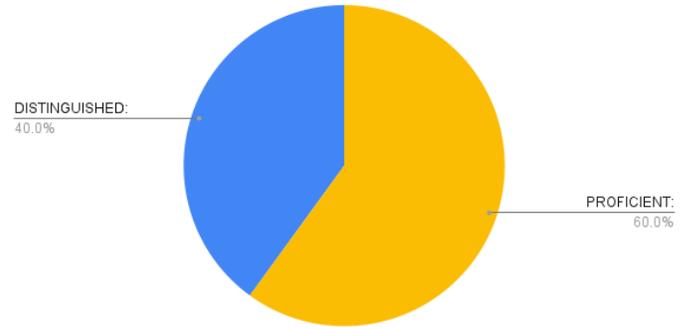
The board uses feedback from agency leaders to inform decision-making.



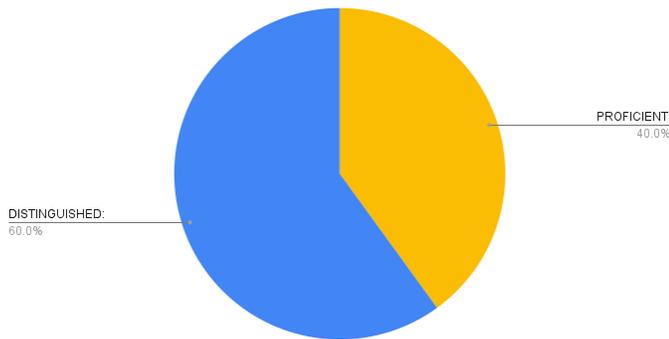
The board demonstrates knowledge and understanding of their roles and responsibilities.



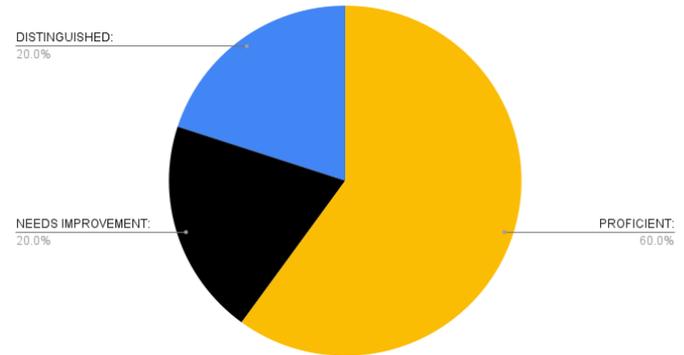
The board as a team pursues professional development activities to improve their knowledge and governance skills.



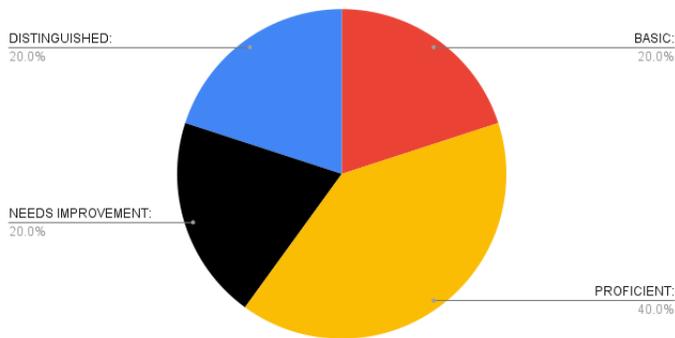
The board and administrator share the responsibility for the orientation of new board members and work together to form a new inclusive team.



Board packets are read prior to the meeting.



Board members reach out to board leadership and/or ESU 7 leadership with questions prior to the meeting.



Leadership

Distinguished/Proficient Jan 63% / Oct 95%

Basic Jan 32% / Oct 3%

Needs Improvement Jan 4% (4 areas) / Oct 4% (2 areas)

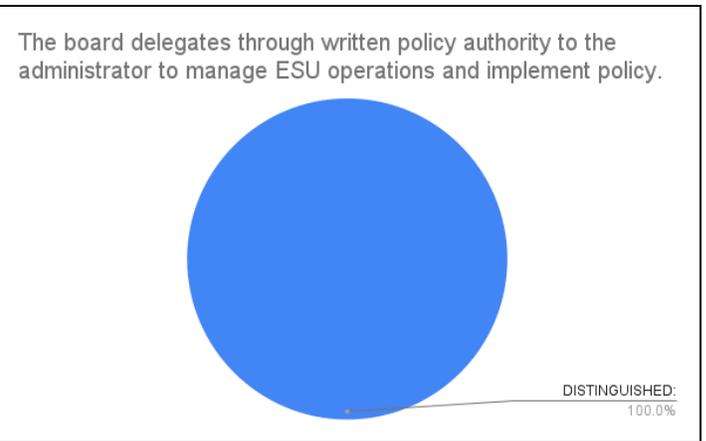
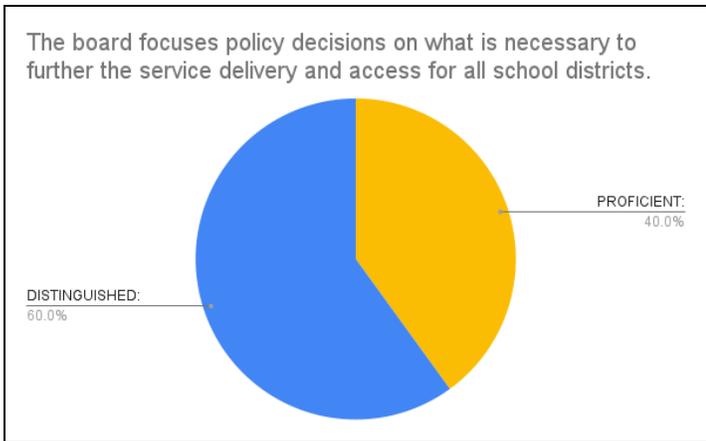
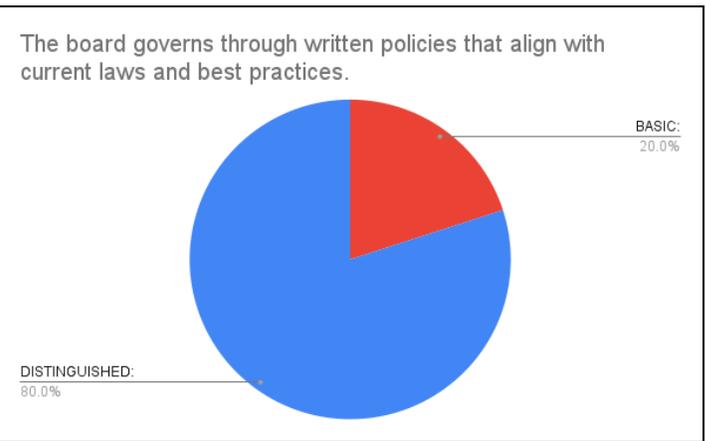
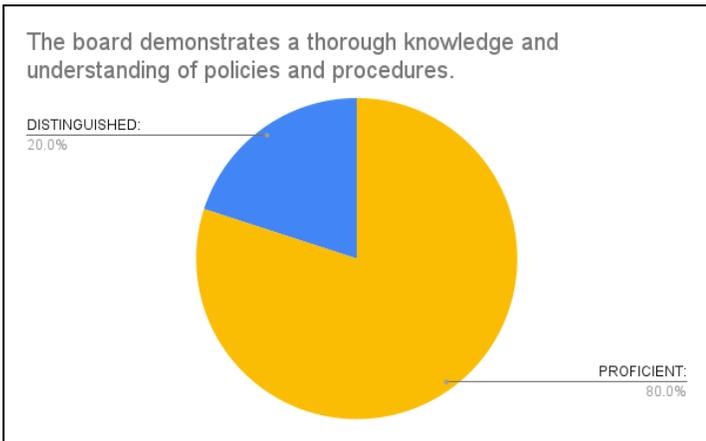
- Jan:** The board and administrator share the responsibility for the orientation of new board members and work together to form a new inclusive team.
- Jan & Oct:** Board members reach out to board leadership and/or ESU 7 leadership with questions prior to the meeting.
- Jan & Oct:** Board packets are read prior to the meeting.
- Jan:** The board demonstrates knowledge and understanding of their roles and responsibilities.

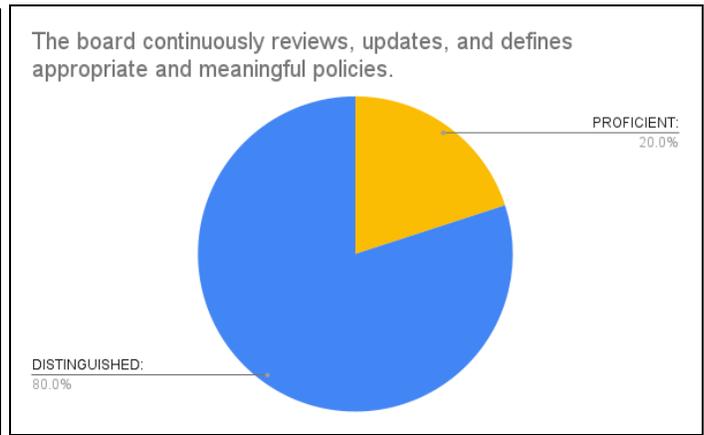
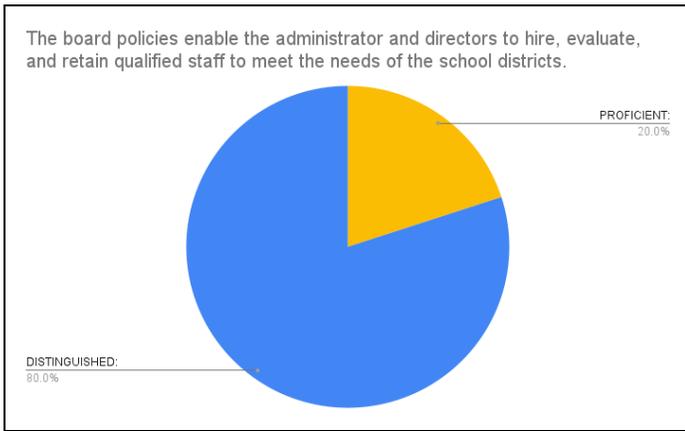
Commendations:

- Jan & Oct:** The board demonstrates respectful, ethical and professional behavior.
- Oct:** The board demonstrates transparency in their decision-making.

Recommendations/Comments:

1. **Jan:** The board-administration interaction is very professional and respectful. The board seems to take their responsibility very seriously and prides itself in being well-informed by the administration of the issues that come up
2. **Jan:** Some board members rely too much on certain board members to take leadership roles. Board members could do a better job of coming to our meetings better prepared.
3. **Jan:** Not sure the Board really understands or knows the vision of the ESU, other than the behavioral center.
4. **Jan & Oct:** Not sure that many members do any prior preparation for the meetings. It seems like most "rubber stamp" what the administrator says with little independent evidence gathering, need to be better at reviewing the agenda before the meeting and asking any questions I may have after reviewing it, I think some board members including myself could come to board meetings better prepared, come to board meetings better prepared
5. **Jan:** The Administrator was very generous with her time with regard to new member orientation. There does not appear to be a process by which existing board members assist with new member orientation. It might be helpful to assign an existing member with new members to provide assistance with orientation.
6. **Jan:** As a Board there are some opportunities for improvement in supporting our leadership team at a new level and some opportunities for more open or engaged teamwork on our committees.
7. **Jan:** Board members could be more involved in the orientation of new board members.
8. **Oct:** Very helpful and informative to have staff give presentations at the board meeting on the different services provided.





Policy Governance

Distinguished/Proficient Jan 83% / Oct 96%

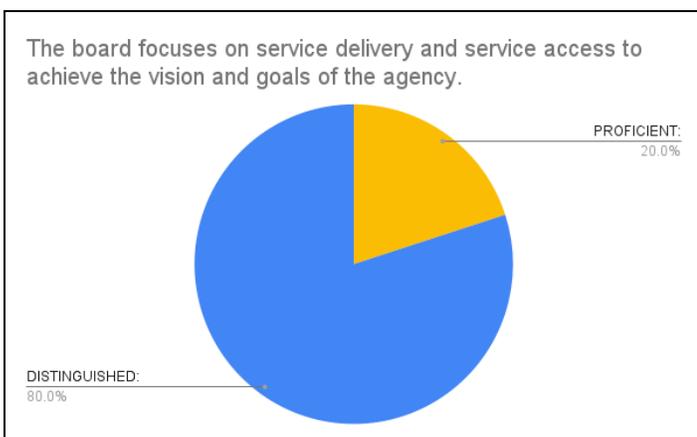
Basic Jan 17% / Oct 4%

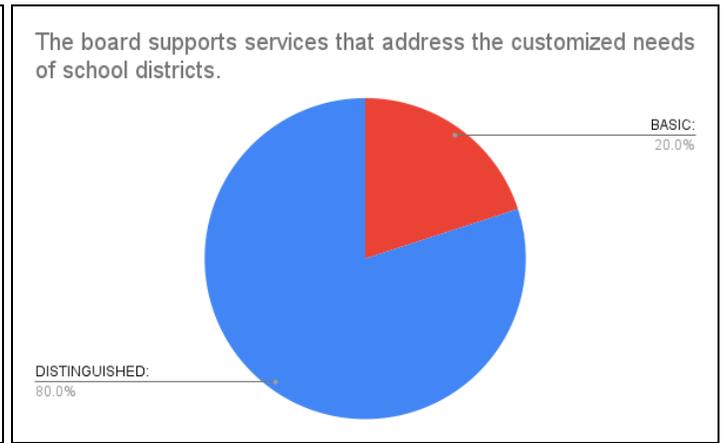
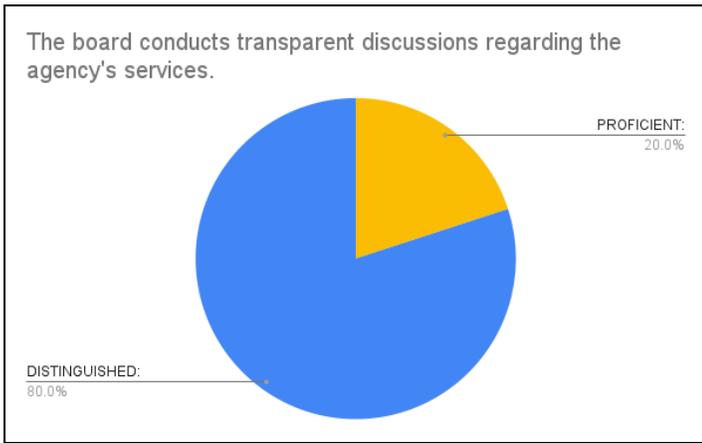
Commendations:

1. **Jan & Oct:** The board delegates through written policy authority to the administrator to manage ESU operations and implement policy.
2. **Oct:** The board policies enable the administrator and directors to hire, evaluate, and retain qualified staff to meet the needs of the school districts.

Recommendations/Comments:

1. **Jan:** The constant review of policies by the board-administration is really helpful to keep up-to-date on the policies. The board does a good job of letting administration "do their job" and do it very well.
2. **Jan:** We score well in this area because of the effort and time that our Administrator places on these topics
3. **Jan:** We go through the policies but sometimes just seems like it's something we cross off the list and vote.
4. **Jan:** It sometimes appears that the board depends solely on the administrator for information (current laws, best practices) but maybe this is just my lack of experience with the board. The continuing education offered has been helpful but topics tend to be very broad. Focused training, especially for new members, would be very helpful. I feel a bit inadequate when it comes to generating the "hard questions" that good board members should present.
5. **Jan:** As a complete Board we do a good job of going through the policies that need updating/review due to the leadership of our Administrator. Policy is typically on our agenda so the opportunity to keep them fresh and relevant to today is abundant.
6. **Jan:** We are well informed of policies and review policies on a monthly basis.
7. **Oct:** I understand the need, but sometimes it seems we are "policied" to death. With issues and the environment constantly changing, keeping up with meaningful policies that say what you want them to say and cover all possibilities is difficult.
8. **Oct:** We probably rely too much on what Larianne tells us, not that she is leading us astray, but we should do some research on our own





Service Delivery

Distinguished/Proficient Jan 69% / Oct 95%

Basic Jan 25% / Oct 5%

Needs Improvement Jan 9% (3 responses)

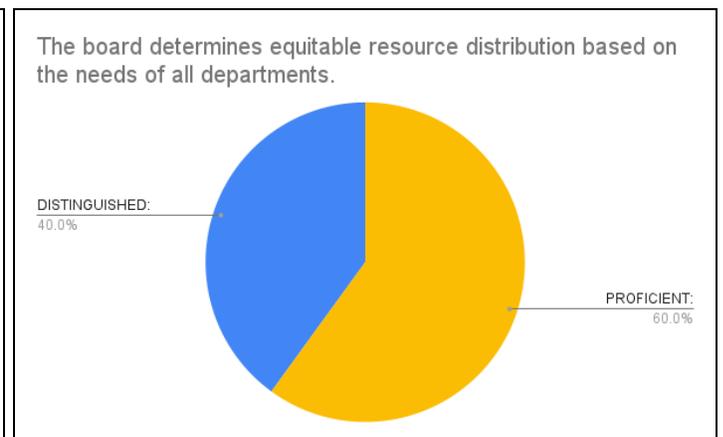
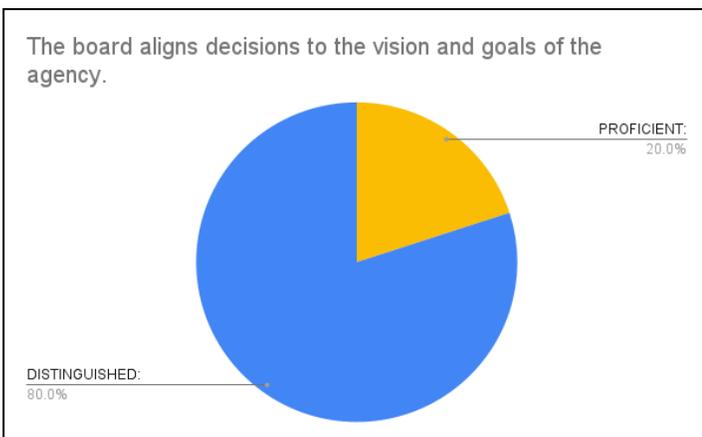
1. **Jan:** The board focuses on service delivery and service access to achieve the vision and goals of the agency.
2. **Jan:** The board is knowledgeable about services that impact teaching and learning.
3. **Jan:** The board conducts transparent discussions regarding the agency's services.

Commendations:

1. **Oct:** The board focuses on service delivery and service access to achieve the vision and goals of the agency.
2. **Oct:** The board conducts transparent discussions regarding the agency's services.

Recommendations/Comments:

3. **Jan:** The continuous updates on how the various districts use the ESU services gives the board good feedback on whether expectations and needs are being met.
4. **Jan:** Because of regular reports by our Coordinators and updates from SIMPL data our board is very informed in these areas
5. **Jan:** Overall I think the board should learn and understand more about the services we offer. I think the open house was an excellent way to start educating the Board. I think having departments come in and talk is also a good addition.
6. **Jan:** SIMPL has been very helpful in showing some of the needs of my districts, however I do not feel I have a firm grasp of the comprehensive needs of my districts.
7. **Jan:** As a Board Member it is beneficial to have an overall understanding of the services we offer our schools so we can be a proficient supporter of those advantages/savings that are available for the schools to take advantage of.
8. **Jan:** We were very well informed with the policies and procedures of the Learning Center.
9. **Oct:** This is achieved by having staff members present to us what they are doing each monthly meeting has been very helpful



Resources

Distinguished/Proficient Jan 79% / Oct 100%

Basic 14%

Needs Improvement 7% (1 area)

1. **Jan:** The board determines equitable resource distribution based on the needs of all departments.

Commendations:

1. **Jan & Oct:** The board aligns decisions to the vision and goals of the agency.

Other Comments

Commendations:

- **Jan:** Healthy rapport with administration
- **Jan:** Administrator keeps board informed
- **Jan:** Continuing education is a focus
- **Jan:** Consistent systematic review of policies
- **Jan:** Board who cares about schools and students
- **Jan:** Proficiently functioning board
- **Oct:** Knowledgeable and diverse board
- **Oct:** Provide guidance and support but let the administrator and staff "do their job"

Recommendations/Comments:

- **Jan:** Approving things of little value to the organization, superficial, little oversight, little discussion/questions/collaboration by members