

Agenda

1. CALL TO ORDER

2. ROLL CALL

3. VISITOR COMMENTS

The school board meeting is a meeting in the public, not a public meeting. Nicollet School Board Policy provides that persons who wish to have a subject discussed at a public school board meeting are encouraged to notify the superintendent's office in advance of the school board meeting. The school board chair will recognize one speaker at a time and will rule out of order other speakers who are not recognized, violations of data privacy, or inappropriate comments.

4. APPROVAL OF AGENDA

5. REPORTS AND PRESENTATION

5.a. Superintendent's Report

6

The MSBA conference is January 11 and 12. School board members and Robin are registered for the conference. Bergan KDV will be on site this month as they continue working on the FY 23 audit. The audit will be presented to the school board on January 10.

Nancy Remmert has been selected for the K-8 principal position. She earned her Specialists Degree in Educational Administration from MSU and a K-12 Reading Licensure from University of Saint Thomas. Ms Remmert extensive experience with professional development for teachers in the areas of effective instruction, assessments, PLCs, MTSS, curriculum, and reading.

Progress toward updating our activity accounts continues. We have preliminary fund FY 23 fund balances

for the accounts below. These will be finalized in the FY 23 financial audit report (Dec or Jan board meeting).

Fund 25 FY24

Program	Start Bal
Yearbook	\$3,370.20
Student Cncl	6,782.12
Art Club	1,045.46
FFA	\$5,582.73
Music Fund	\$11,043.40
NHS	\$541.62
Prom	\$1,903.73
Class of 2022	\$256.68
Class of 2023	\$1,775.05
Class of 2024	\$2,161.25

The FY 23 expenses, but not receipts are completed for the following accounts. Receipting for these accounts is underway: Band Fundraising, Music General Supplies, Music Instructional Supplies, Choir Supplies, Football Fundraising, Volleyball Fundraising, Volleyball Sales/Revenue, Girls Basketball Fundraising, Softball Fundraising, PBIS Fundraising, Party Funds Elementary Fundraising.

We are soliciting bids for health insurance. I met with a committee of teachers and our consultant on October 11. Bids are due November 15 and will be reviewed by the committee on November 20. Our current plan expires December 31.

5.b. Principal's Report	7
5.c. Student Representative's Report	
5.d. Board Committees' Reports	
6. CONSENT AGENDA	
6.a. Approval of Minutes	10
6.b. Approval of Bills in the amount of \$273,589.31	12
6.c. Approval of Personnel Items	17
6.d. Accept Donations	19
MS 123B.02, Subd. 6 permits the school board to accept donations or gifts for the benefit of the district. The Superintendent recommends approving the donations received.	

- 6.e. MSHSL Grant Applications 20
The following MSHSL Grant Applications are recommended for approval: Form A is the grant application for students who cannot afford activity fees to be reimbursed by MSHSL. Form B is the grant application that James Bernau will use for student leadership training at Nicollet.
- 6.f. K-8 Principal Contract 22
The superintendent recommends approving a contract with Nancy Remmert (Remmert Educational Consulting, LLC) in the amount of \$33,098 as 0.5 FTE K-8 Elementary School Principal. The contract term is January 1, 2024 through June 30, 2024.
- 6.g. Approve Superintendent License Variance Request
Robin Courrier is requesting a license variance from the MN Board of School Administrators to obtain her superintendent's license. The variance, effective from January 1 through June 30, 2024, must be approved by the school board.. She will be fully licensed by BOSA on July 1, 2024.
7. MSBA SELF EVALUATION 26

The MSBA school board self-evaluation, recently completed by school board members, is attached. The process below is recommended by MSBA for applying the results.

The process could be completed during a board workshop in January with the Robin. Alternatively, the process can begin during this agenda item and completed at the December 13 meeting.

- a. What do you see?
 - i. Describe what you see in the data, identify where it is located to the group. This is not about interpretation at this stage, only what you see.
 - ii. List the descriptions on chart paper.
- b. What does the data suggest?
 - i. Discuss what the data suggests and try to generate different interpretations. Ask clarifying questions of one another to increase clarity and understanding of one another's perspectives.
 - ii. List responses on the chart paper
- c. Identify one or two goal areas from the lists generated.
 - i. Build two goals using the S.M.A.R.T. goal framework.

S = Simple: Is it clear and easy to understand?

M = Measurable: Is it clear what the school board will use to indicate successful performance?

A = Achievable: Is it within the scope of the board's sphere of

control/responsibility?

R = Realistic: Will successful performance on this goal benefit the school district?

T = Time-bound: Is it clear what the school board will see and when?

8. GALLOP EMPLOYEE ENGAGEMENT SURVEY RESULTS

31

The Gallop Employee Engagement Survey was open to employees October 11-26. There were 25 responses from the 40 employees (62%). The results (attached) from both the elementary and secondary groups reported the lowest scores on Question 4 and 11.

Q04. In the last seven days, I have received recognition or praise for doing good work.

b. Why It's Important

- a. Top performers are hard to find. And once an organization hires them, it needs to make sure these employees feel valued for their work and contributions, or they could be at risk of leaving. Employees who do not feel adequately recognized are twice as likely to say they'll quit in the next year.
- b. Workplace recognition motivates, provides a sense of accomplishment and makes employees feel valued for the work they do. Recognition also sends a message to other employees about what success looks like.

• What the Numbers Say

- Globally, one in four employees strongly agree that they have received recognition or praise for doing good work in the last week. By moving that ratio to six in 10, organizations could realize a 28% improvement in quality, a 31% reduction in absenteeism and a 12% reduction in shrinkage.

• What the Best Managers Do

- The most effective leaders create a recognition-rich environment with praise coming from multiple sources at multiple times. The best managers learn how individuals like to be recognized, and they recognize them timely and often for achieving their goals and demonstrating high performance. They also explain why their performance matters.

Q11. In the last six months, someone at work has talked to me about my progress.

• Why It's Important

- For all the complexity of performance appraisals -- balanced scorecards, 360-degree feedback, self-evaluations and forced grading reports -- the statement that reveals the best connection between perceptions of evaluations and actual employee performance is remarkably simple: "In the last six months, someone at work has talked to me about my progress."
- This statement does not specify that the discussion is an official review. What is most important to employees is that they understand how they are doing, how their work is perceived and what the future holds. There is nothing wrong with formal evaluations, and there are many reasons to recommend them.
- What the Numbers Say
 - Globally, one in three employees strongly agree that someone at work has talked to them about their progress in the last six months. By doubling that ratio, organizations could realize 38% fewer safety incidents, 28% less absenteeism and 11% higher profit.
- What the Best Managers Do
 - When a manager regularly checks in on their employees' progress, team members are more likely to believe they get paid fairly, more likely to stay with the company and more than twice as likely to recommend the company to others as a great place to work.
 - Great managers have frequent conversations -- formal and informal -- with employees about how they are doing. In short, they are coaches, providing immediate, constructive and motivating feedback to help employees achieve increasingly better results.

An action plan based on "What the Best Managers Do" will be presented next month.

9. ADJOURNMENT

November 2023

Name	Status	Job Title	Hrs Per Day/FTE	Group	Replacing	Effective	Wage
Chandler Gooding	new hire	Asst. BBB Coach		None		11/6/23	Step 8, \$3,440
Joan Giese	new hire	Cook	8	None		11/1/23	\$15.47 per hour

Board Report: November 8, 2023

<p>School Community Engagement</p>	<p>Schoolwide Community Events - PBIS Team</p> <ul style="list-style-type: none"> ● 9th Grade - Pancake Breakfast - February ● 10th Grade - Turkey Bingo - November ● 11th Grade - Prom/Middle School Pride qtr rewards ● 12th Grade - Graduation/Senior Trip/ Secondary qtr rewards, Veterans Day Celebration ● PBIS Team/Staff - End of Year Celebration ● NHS - Homework Cafe - Open 7:30 M-F Middle School and Secondary Lunch M-F After school 3:15-4:00 M-Th ● Pride Ambassadors - 20 CTBN Tchr Assistants (weekly) ● FFA - Events (Patric - chair) ● PE Events - (Slander, Rudenick) <p>Student Council - Weekly announcements/pledge - Monday</p>
<p>Home and School Community Engagement</p>	<p>Annual Duck Roasting: The conservation club roasted 150 ducks using Nicollet facilities. This helps out their organization and planning.</p> <p>Lions Write Off Winners: Winners will be announced during Thursday, November 9th Advisory Meeting. 9th-12th grade will meet in the theater for a brief presentation.</p> <p>Lions Club Donation: The presentation will be followed by a photo op with the Lions Club leadership presenting a generous donation toward NECC playground fund. Kendra Hoffman, NECC Director will accept on behalf of Nicollet Public Schools.</p> <p>Veterans Day Program is scheduled at the end of the day November 10, 2023, 2:10. The presentation is led by the Senior Class.</p> <p>Fall Conferences: November 16 and 17 Elementary Conference schedules opened October 30th. Secondary Conferences: November 16 Arena conferencing. November 17 Arena Conferencing and Scheduled Team Conferences</p> <p>Secondary Conferences - A second conference day has been added to the calendar to supplement secondary conferences. Schedule allows for individual student/parent/teacher team conferences as well as the traditional arena conferencing for 7-12.</p>

	<p>November 17th has <u>prescheduled</u> team meeting times set aside for parents of struggling students. The purpose of this conference is to create a plan for success for each student currently not passing a class or classes.</p> <p>Teachers not involved with the team conference will be available to parents who wish to meet with their child’s teacher.</p> <p>November 16th: Traditional arena conferencing 3:30 - 7:30 with some individual conferences scheduled between 3:30-4:30.</p>																						
<p>Student Engagement</p>	<p>The nine values of CTBN: Respect (Sept.), Kindness (Oct.), Acceptance (Nov.), Teamwork (Dec.), Honesty (Jan.), Responsibility (Feb.), Friendship (Mar.), Patience (Apr.), Courage(May)</p> <p>Student Ambassadors have begun attending elementary classrooms, building relationships, and being a role model to our elementary kids.</p> <p>CTBN Ambassadors:</p> <table border="0"> <tr> <td>Seniors</td> <td>Juniors</td> </tr> <tr> <td>Wesley Hoffman</td> <td>Mia Lambrecht</td> </tr> <tr> <td>Connor Martens</td> <td>Isaac Slater</td> </tr> <tr> <td>Gavin Bode</td> <td>Ali Bruns</td> </tr> <tr> <td>Julia Rosin</td> <td>Savannah Klockziem</td> </tr> <tr> <td>Mackenzie Regnar</td> <td>Marissa Rosin</td> </tr> <tr> <td>Ash Peters</td> <td>Mason Anthony</td> </tr> <tr> <td>Michael Condon</td> <td>Katelyn Soost</td> </tr> <tr> <td>Jake Engel</td> <td>Leah Bode</td> </tr> <tr> <td>Ally Laven</td> <td>Cason Forbrook</td> </tr> <tr> <td>Trenton Havemeier</td> <td>Hunter Erickson</td> </tr> </table> <p>November is CTBN: Acceptance November is also National Kindness Month</p>	Seniors	Juniors	Wesley Hoffman	Mia Lambrecht	Connor Martens	Isaac Slater	Gavin Bode	Ali Bruns	Julia Rosin	Savannah Klockziem	Mackenzie Regnar	Marissa Rosin	Ash Peters	Mason Anthony	Michael Condon	Katelyn Soost	Jake Engel	Leah Bode	Ally Laven	Cason Forbrook	Trenton Havemeier	Hunter Erickson
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<p>Staff Development and Early Release</p>	<p>Staff Development Plan 2023 Dates for Staff Development: 8/29, 9/29, 10/18, 1 / 2, 2/16, 4/26, 5/30 MCA Instructional Improvement Plan</p>																						
<p>Being There Experiences (Field Trips) & Activities</p>	<p>October 31-November 3 - FFA State Convention: Students: Allee Johnson, Emmie Hardel, Sophie Price November 2: Knowledge Bowl- Jordan Goettlicher, Henry Carleton, Logan Lanz, Bo Maas, Lily Marcus, Jacob Horstman, Kaleb Hubrig, Carson Kettner</p>																						

Upcoming Events	<p>November 6: No school for students - conference planning</p> <p>November 6: Winter Sports Meeting, 7:00 - 8:00 Theater</p> <p>November 6: Nicollet Spirit Wear Deadline for orders: www.unitedteamlite.com Team Password: NICBOOST23</p> <p>November 7-10: 5th-8th Grade Spelling Bee Sign Up - office</p> <p>November 15: Construct Tomorrow (Sam Cotton) tentative</p> <p>November 16 PreK-12 Conferences: 3:30-7:30</p> <p>November 17 PreK-12 Conferences: 7:30-3:00 No school for students.</p> <p>November 16: FFA Fall Leadership</p> <p>November 16: Spelling Bee Meeting - 8:05 library, Mrs. Courier January 18 Spelling Bee 8:30 - Theater</p> <p>November 21: Turkey Bingo - all school</p> <p>November 22-24: Thanksgiving Break</p> <p>November 27: Knowledge Bowl</p> <p>December 6: FFA Region 7 - Maple River</p>
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Independent School District 507 Regular
School Board Meeting
Wednesday, October 11, 2023 6:00 PM Central

1 Pine St, Nicollet, MN 56074, Community
Room
1 Pine St
Nicollet, MN 56074

Ashley Black: Present, Adam Erickson: Present, Jill Martens: Present, Scot Osborne: Present,
Mike Slater: Present, Nick Thom: Present. Present: 6.

1. CALL TO ORDER

2. ROLL CALL

3. VISITOR COMMENTS

4. APPROVAL OF AGENDA

Move to accept the Agenda as presented. This motion, made by Jill Martens and seconded by
Scot Osborne, Carried.

Ashley Black: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea, Mike Slater:
Yea, Nick Thom: Yea

Yea: 6, Nay: 0

5. REPORTS AND PRESENTATION

5.a. Superintendent's Report

5.b. Principal's Report

5.c. Student Representative's Report

5.d. Board Committees' Reports

6. CONSENT AGENDA

Move to accept the Consent Agenda as presented. This motion, made by Ashley Black and
seconded by Jill Martens, Carried.

Ashley Black: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea, Mike Slater:
Yea, Nick Thom: Yea

Yea: 6, Nay: 0

6.a. Approval of Minutes

6.b. Approval of Bills in the amount of \$363,694.52

6.c. Approval of Personnel Items

6.d. Accept Donations

7. ELECTION RESOLUTION

8. ADJOURNMENT

Motion to adjourn at 6:23pm. This motion, made by Ashley Black and seconded by Nick Thom,
Carried.

Ashley Black: Yea, Adam Erickson: Yea, Jill Martens: Yea, Scot Osborne: Yea, Mike Slater:
Yea, Nick Thom: Yea
Yea: 6, Nay: 0

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		49844		Check	1	01674	NICOLLET EDUCATION ASSOCIATION		No	No	No	10/05/2023		2,614.31
NSBG		49877		Wire	1	01152	INTERNAL REVENUE SERVICE		No	No	No	10/11/2023		101.20
NSBG		49878		Wire	1	06742	MN DEPARTMENT OF REVENUE		No	No	No	10/11/2023		24.18
NSBG		49619	76338	Check	1	4739	KWIK TRIP SHOPPING RECEIPT		Yes	No	Yes	10/06/2023		(1,140.00)
NSBG		49873	76533	Check	1	5264	ALTMANN, BRIDGET		Yes	No	No	10/06/2023		110.00
NSBG		49857	76534	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	No	No	10/06/2023		418.92
NSBG		49852	76535	Check	1	07124	CAPITAL ONE (WALMART)		Yes	No	No	10/06/2023		441.24
NSBG		49853	76536	Check	1	07230	CENTERPOINT		Yes	No	No	10/06/2023		18.85
NSBG		49862	76537	Check	1	3935	CREATIVE AD SOLUTIONS, INC.		Yes	No	No	10/06/2023		168.04
NSBG		49860	76538	Check	1	3847	DH ATHLETICS LLC		Yes	No	No	10/06/2023		408.00
NSBG		49870	76539	Check	1	5160	ENTER, JOY	Ind/Sole Proprietor	Yes	No	Yes	10/06/2023		719.32
NSBG		49870	76539	Check	1	5160	ENTER, JOY	Ind/Sole Proprietor	Yes	No	Yes	10/13/2023		(719.32)
NSBG		49849	76540	Check	1	02289	FREE PRESS		Yes	No	No	10/06/2023		43.50
NSBG		49859	76541	Check	1	3234	HENDRYCKS BUS CO		Yes	No	No	10/06/2023		9,278.24
NSBG		49855	76542	Check	1	1462	HEWITT MACHINE & MFG., INC.		Yes	No	No	10/06/2023		181.52
NSBG		49872	76543	Check	1	5257	HOLICKY, KRIS		Yes	No	No	10/06/2023		8.32
NSBG		49848	76544	Check	1	02053	JW PEPPER & SONS, INC.		Yes	No	No	10/06/2023		40.49
NSBG		49846	76545	Check	1	00233	MASA		Yes	No	Yes	10/06/2023		860.00
NSBG		49846	76545	Check	1	00233	MASA		Yes	No	Yes	10/26/2023		(860.00)
NSBG		49858	76546	Check	1	3162	MCDOWELL AGENCY, INC.		Yes	No	No	10/06/2023		520.00
NSBG		49851	76547	Check	1	07097	MCKINLEY, BECKY		Yes	No	No	10/06/2023		9,865.33
NSBG		49868	76548	Check	1	4975	MIDWEST REFRIGERATION AND HEATI		Yes	No	No	10/06/2023		190.00
NSBG		49856	76549	Check	1	1961	NCS PEARSON, INC.		Yes	No	No	10/06/2023		61.10
NSBG		49864	76550	Check	1	4361	OTTO BUS COMPANY, LLC		Yes	No	No	10/06/2023		9,275.24
NSBG		49866	76551	Check	1	4527	PERFORMANCE FOODSERVICE - MAR		Yes	No	No	10/06/2023		6,330.85
NSBG		49871	76552	Check	1	5254	POLKA DOT DAIRY		Yes	No	No	10/06/2023		838.60
NSBG		49861	76553	Check	1	3884	QUADE, JACOB		Yes	No	No	10/06/2023		2,850.00
NSBG		49867	76554	Check	1	4918	QUADIENT FINANCE USA, INC.		Yes	No	No	10/06/2023		200.00
NSBG		49854	76555	Check	1	08416	RIVER BEND EDUCATION DISTRICT		Yes	No	No	10/06/2023		7,918.45
NSBG		49847	76556	Check	1	00271	RUDENICK BUS SERVICE, LLC		Yes	No	No	10/06/2023		8,717.71
NSBG		49845	76557	Check	1	00020	SCHWICKERT'S TECTA LLC		Yes	No	No	10/06/2023		5,300.00
NSBG		49869	76558	Check	1	5084	SQUARE KONSTRUKTION		Yes	No	No	10/06/2023		750.00
NSBG		49863	76559	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	No	No	10/06/2023		207.00
NSBG		49850	76560	Check	1	06713	VALLEY CONFERENCE		Yes	No	No	10/06/2023		1,100.00
NSBG		49865	76561	Check	1	4408	WEST SIDE TRANSPORTATION LLC		Yes	No	No	10/06/2023		4,943.11
NSBG		49874	76562	Check	1	3573	BIMBO BAKERIES USA		Yes	No	No	10/06/2023		73.60
NSBG		49875	76563	Check	1	5269	DANIEL C. NINHAM		Yes	No	Yes	10/09/2023		0.00
NSBG		49876	76564	Check	1	5269	DANIEL C. NINHAM		Yes	No	No	10/09/2023		757.77
NSBG		49924	76565	Check	1	5271	ANDERSON, JOHN		Yes	No	No	10/13/2023		115.00

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Pay/Void		Amount
											Void	Date	
NSBG		49910	76566	Check	1	4945	ARAMARK		Yes	No	No	10/13/2023	65.33
NSBG		49907	76567	Check	1	4754	BENFIELD, MARK		Yes	No	No	10/13/2023	115.00
NSBG		49890	76568	Check	1	3573	BIMBO BACKERIES USA		Yes	No	No	10/13/2023	151.20
NSBG		49905	76569	Check	1	4715	CACKA, LORI		Yes	No	No	10/13/2023	450.00
NSBG		49895	76570	Check	1	4078	CONSOLIDATED COMMUNICATIONS		Yes	No	No	10/13/2023	1,677.72
NSBG		49896	76571	Check	1	4096	COURRIER, CHAD		Yes	No	No	10/13/2023	180.00
NSBG		49885	76572	Check	1	3139	DEVOS, BRIAN		Yes	No	No	10/13/2023	375.00
NSBG		49913	76573	Check	1	5143	EDMISON, LINDA		Yes	No	No	10/13/2023	450.00
NSBG		49919	76574	Check	1	5251	ELLING, KELLY		Yes	No	No	10/13/2023	450.00
NSBG		49917	76575	Check	1	5160	ENTER, JOY	Ind/Sole Proprietor	Yes	No	No	10/13/2023	258.84
NSBG		49923	76576	Check	1	5270	GARRY, LEAH		Yes	No	No	10/13/2023	150.00
NSBG		49916	76577	Check	1	5149	HANSON, ADAM		Yes	No	No	10/13/2023	115.00
NSBG		49889	76578	Check	1	3234	HENDRYCKS BUS CO		Yes	No	No	10/13/2023	722.60
NSBG		49922	76579	Check	1	5268	HERMAN, MARK		Yes	No	No	10/13/2023	125.00
NSBG		49921	76580	Check	1	5262	HORMAN, TODD		Yes	No	No	10/13/2023	115.00
NSBG		49886	76581	Check	1	3154	INNOVATIVE OFFICE SOLUTIONS		Yes	No	No	10/13/2023	42.36
NSBG		49879	76582	Check	1	02053	JW PEPPER & SONS, INC.		Yes	No	No	10/13/2023	53.00
NSBG		49888	76583	Check	1	3219	KALENBERG, KATHY		Yes	No	No	10/13/2023	575.00
NSBG		49881	76584	Check	1	1831	KUEBLER, GREG		Yes	No	No	10/13/2023	180.00
NSBG		49906	76585	Check	1	4739	KWIK TRIP SHOPPING RECEIPT		Yes	No	No	10/13/2023	11,315.50
NSBG		49900	76586	Check	1	4317	LAKES COUNTRY SERVICE COOPERAT		Yes	No	No	10/13/2023	675.00
NSBG		49912	76587	Check	1	5141	LOFFLER COMPANIES, INC		Yes	No	No	10/13/2023	663.92
NSBG		49898	76588	Check	1	4198	LORENZ, SCOTT		Yes	No	No	10/13/2023	115.00
NSBG		49880	76589	Check	1	1319	MENARDS		Yes	No	No	10/13/2023	315.72
NSBG		49893	76590	Check	1	3901	NICKEL TRANSPORTATION, INC.		Yes	No	No	10/13/2023	18,916.06
NSBG		49911	76591	Check	1	5120	OTTO, SCOTT		Yes	No	No	10/13/2023	23.58
NSBG		49903	76592	Check	1	4643	PALO, JASON		Yes	No	No	10/13/2023	115.00
NSBG		49915	76593	Check	1	5145	PEPSI-COLA OF MANKATO		Yes	No	No	10/13/2023	516.70
NSBG		49892	76594	Check	1	3737	PETERS STRIPING		Yes	No	No	10/13/2023	3,090.00
NSBG		49884	76595	Check	1	2586	POHLMEIER, RICH		Yes	No	No	10/13/2023	450.00
NSBG		49920	76596	Check	1	5254	POLKA DOT DAIRY		Yes	No	No	10/13/2023	776.60
NSBG		49901	76597	Check	1	4637	PRATT, JEFF		Yes	No	No	10/13/2023	115.00
NSBG		49908	76598	Check	1	4826	QUADIENT LEASING USA, INC.		Yes	No	No	10/13/2023	342.18
NSBG		49891	76599	Check	1	3701	REDI-MAT COMPANY, INC		Yes	No	Yes	10/13/2023	0.00
NSBG		49904	76611	Check	1	4711	RETTMANN, PAUL		Yes	No	No	10/13/2023	450.00
NSBG		49883	76612	Check	1	2371	RYAN, SCOTT		Yes	No	No	10/13/2023	115.00
NSBG		49897	76613	Check	1	4164	SCHMIDT, JOEL A.		Yes	No	No	10/13/2023	375.00
NSBG		49887	76614	Check	1	3185	SOUTHERN MINNESOTA INSPECTIONS		Yes	No	No	10/13/2023	320.00
NSBG		49909	76615	Check	1	4937	STEVENS, MARTIN		Yes	No	No	10/13/2023	120.00

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Pay/Void			Amount	
									Print	Recon	Void		Date
NSBG		49899	76616	Check	1	4286	SYSCO WESTERN MINNESOTA, INC.		Yes	No	No	10/13/2023	6,317.52
NSBG		49902	76617	Check	1	4640	THEIS, CONNOR		Yes	No	No	10/13/2023	75.94
NSBG		49882	76618	Check	1	2196	THUNSTROM, LEE		Yes	No	No	10/13/2023	450.00
NSBG		49894	76619	Check	1	4038	WENDLANDT, BRYCE		Yes	No	No	10/13/2023	115.00
NSBG		49914	76620	Check	1	5144	YOUNG, DANIEL		Yes	No	No	10/13/2023	450.00
NSBG		49918	76621	Check	1	5173	ZARN, SCOTT		Yes	No	No	10/13/2023	115.00
NSBG		49925	76622	Check	1	02289	FREE PRESS		Yes	No	Yes	10/13/2023	43.50
NSBG		49925	76622	Check	1	02289	FREE PRESS		Yes	No	Yes	10/26/2023	(43.50)
NSBG		49926	76623	Check	1	3701	REDI-MAT COMPANY, INC		Yes	No	Yes	10/13/2023	0.00
NSBG		49927	76624	Check	1	3071	BARTEN, MICHAEL	Ind/Sole Proprietor	Yes	No	No	10/13/2023	180.00
NSBG		49951	76625	Check	1	4195	ALDEN-CONGER PUBLIC SCHOOL		Yes	No	No	10/20/2023	200.00
NSBG		49971	76626	Check	1	4945	ARAMARK		Yes	No	No	10/20/2023	79.33
NSBG		49958	76627	Check	1	4422	ARNDT, MARISA		Yes	No	No	10/20/2023	35.00
NSBG		49977	76628	Check	1	5272	ARROW HARDWARE & PAINT		Yes	No	No	10/20/2023	226.38
NSBG		49963	76629	Check	1	4569	BERNAU, JAMES		Yes	No	No	10/20/2023	35.00
NSBG		49947	76630	Check	1	3573	BIMBO BAKERIES USA		Yes	No	No	10/20/2023	131.12
NSBG		49929	76631	Check	1	00059	CITY OF NICOLLET		Yes	No	No	10/20/2023	806.34
NSBG		49981	76632	Check	1	5276	COURRIER, ROBIN		Yes	No	No	10/20/2023	354.11
NSBG		49933	76633	Check	1	02652	CRYSTAL VALLEY COOP		Yes	No	No	10/20/2023	76.22
NSBG		49964	76634	Check	1	4585	DACOTAH PAPER COMPANY		Yes	No	No	10/20/2023	1,560.80
NSBG		49968	76635	Check	1	4865	DALLMANN, ANDREA		Yes	No	No	10/20/2023	112.15
NSBG		49948	76636	Check	1	3609	DRILL, VANESSA		Yes	No	No	10/20/2023	385.00
NSBG		49935	76637	Check	1	06928	ERDMAN, DAN		Yes	No	No	10/20/2023	385.00
NSBG		49938	76638	Check	1	07709	FISCHER, LISA		Yes	No	No	10/20/2023	35.00
NSBG		49980	76639	Check	1	5275	FRANTA, LAURYN		Yes	No	No	10/20/2023	280.00
NSBG		49945	76640	Check	1	3244	HANSON, JOY		Yes	No	No	10/20/2023	35.00
NSBG		49943	76641	Check	1	3078	HOFFMAN, CARRIE		Yes	No	No	10/20/2023	306.69
NSBG		49959	76642	Check	1	4423	HOFFMAN, RUBY		Yes	No	No	10/20/2023	35.00
NSBG		49979	76643	Check	1	5274	HOLICKY, STEPHANIE		Yes	No	No	10/20/2023	595.00
NSBG		49955	76644	Check	1	4386	HVVEE NEW ULM		Yes	No	No	10/20/2023	64.09
NSBG		49973	76645	Check	1	5008	ICW GROUP/INSURANCE COMPANY OI		Yes	No	No	10/20/2023	3,545.48
NSBG		49950	76646	Check	1	4185	INTERMEDIATE DISTRICT 287		Yes	No	No	10/20/2023	3,329.06
NSBG		49969	76647	Check	1	4908	KING, EMMELYN		Yes	No	No	10/20/2023	207.94
NSBG		49975	76648	Check	1	5087	LANZ, TRISTA		Yes	No	No	10/20/2023	35.00
NSBG		49946	76649	Check	1	3410	LJP ENTERPRISES WASTE & RECYCL		Yes	No	No	10/20/2023	500.65
NSBG		49960	76650	Check	1	4451	LOFFLER COMPANIES		Yes	No	No	10/20/2023	859.36
NSBG		49966	76651	Check	1	4656	MCGOWAN FARM/HISTSORY FEST		Yes	No	No	10/20/2023	288.00
NSBG		49937	76652	Check	1	07547	MCGRAW-HILL EDUCATION, INC.		Yes	No	No	10/20/2023	19,931.42
NSBG		49942	76653	Check	1	1693	MCKINLEY, BECKY (REIMB)		Yes	No	No	10/20/2023	152.26

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		49941	76654	Check	1	1319	MENARDS		Yes	No	No	10/20/2023		102.27
NSBG		49949	76655	Check	1	4072	MISSISSIPPI WELDERS SUPPLY COMP,		Yes	No	No	10/20/2023		78.90
NSBG		49932	76656	Check	1	00408	MN ASSOC. OF SECONDARY PRINC.		Yes	No	No	10/20/2023		175.00
NSBG		49936	76657	Check	1	07441	MURPHY, JODI		Yes	No	No	10/20/2023		107.06
NSBG		49934	76658	Check	1	06772	MURPHY, THOMAS		Yes	No	No	10/20/2023		395.28
NSBG		49957	76659	Check	1	4415	NEIDECKER, KELLY		Yes	No	No	10/20/2023		140.00
NSBG		49954	76660	Check	1	4361	OTTO BUS COMPANY, LLC		Yes	No	No	10/20/2023		360.11
NSBG		49961	76661	Check	1	4527	PERFORMANCE FOODSERVICE - MAR:		Yes	No	No	10/20/2023		603.55
NSBG		49976	76662	Check	1	5254	POLKA DOT DAIRY		Yes	No	No	10/20/2023		343.60
NSBG		49953	76663	Check	1	4264	PUGH, GRANT		Yes	No	No	10/20/2023		35.00
NSBG		49970	76664	Check	1	4918	QUADIENT FINANCE USA, INC.		Yes	No	No	10/20/2023		138.37
NSBG		49930	76665	Check	1	00187	REGION V COMPUTER SERVICES		Yes	No	No	10/20/2023		3,117.50
NSBG		49962	76666	Check	1	4541	RILEY, KERRIE		Yes	No	No	10/20/2023		415.88
NSBG		49978	76667	Check	1	5273	RODMAN, KARI		Yes	No	No	10/20/2023		105.00
NSBG		49952	76668	Check	1	4257	ROSIN, JENNIFER		Yes	No	No	10/20/2023		280.00
NSBG		49967	76669	Check	1	4695	ROSIN, MADI		Yes	No	No	10/20/2023		35.00
NSBG		49931	76670	Check	1	00271	RUDENICK BUS SERVICE, LLC		Yes	No	No	10/20/2023		680.01
NSBG		49974	76671	Check	1	5014	SCHERPING, TALIN		Yes	No	No	10/20/2023		188.28
NSBG		49944	76672	Check	1	3209	SCHOOL ADMINISTRATIVE SPECIALTY		Yes	No	No	10/20/2023		13.06
NSBG		49939	76673	Check	1	08107	SCHOOL SPECIALTY, INC.		Yes	No	No	10/20/2023		382.82
NSBG		49940	76674	Check	1	08285	SIBLEY EAST SCHOOLS #2310		Yes	No	No	10/20/2023		50.00
NSBG		49928	76675	Check	1	00053	SOUTH CENTRAL SERVICE COOPERAT		Yes	No	No	10/20/2023		1,006.16
NSBG		49965	76676	Check	1	4640	THEIS, CONNOR		Yes	No	No	10/20/2023		210.00
NSBG		49972	76677	Check	1	4989	TISH, NICOLE		Yes	No	No	10/20/2023		257.50
NSBG		49956	76678	Check	1	4408	WEST SIDE TRANSPORTATION LLC		Yes	No	No	10/20/2023		945.76
NSBG		49982	76679	Check	1	01131	MINNESOTA VALLEY EDUCATION DISTI		Yes	No	Yes	10/25/2023		0.00
NSBG		49983	76680	Check	1	01131	MINNESOTA VALLEY EDUCATION DISTI		Yes	No	No	10/25/2023		64,766.24
NSBG		49990	76681	Check	1	2509	A+SECURITY, INC.		Yes	No	No	10/27/2023		849.85
NSBG		50011	76682	Check	1	5131	ALLINA HEALTH		Yes	No	No	10/27/2023		57.00
NSBG		49994	76683	Check	1	3145	AMAZON CAPITAL SERVICES		Yes	No	No	10/27/2023		1,078.66
NSBG		49991	76684	Check	1	2963	BUSINESS CARD		Yes	No	No	10/27/2023		2,601.49
NSBG		49992	76685	Check	1	2963	BUSINESS CARD		Yes	No	No	10/27/2023		502.23
NSBG		49996	76686	Check	1	3826	CENGAGE LEARNING		Yes	No	No	10/27/2023		1,119.36
NSBG		49997	76687	Check	1	3935	CREATIVE AD SOLUTIONS, INC.		Yes	No	No	10/27/2023		109.78
NSBG		49986	76688	Check	1	02447	DEPARTMENT OF HUMAN SERVICES L		Yes	No	No	10/27/2023		5.00
NSBG		49984	76689	Check	1	02289	FREE PRESS		Yes	No	No	10/27/2023		135.67
NSBG		50013	76690	Check	1	5257	HOLICKY, KRIS		Yes	No	No	10/27/2023		63.50
NSBG		49999	76691	Check	1	4061	HUNTLEY, ORRIN		Yes	No	No	10/27/2023		125.00
NSBG		50003	76692	Check	1	4152	KEELEY FARM DRAINAGE AND LANDSC		Yes	No	No	10/27/2023		359.01

Nicollet Public Schools Payment Reg by Bank and Check

Bank	Batch	Pmt No	Check No	Pay Type	Grp Code	Rcd	Vendor	Tax Class	Print	Recon	Void	Pay/Void		Amount
												Date		
NSBG		50000	76693	Check	1	4062	KLOECKNER, JAKE		Yes	No	No	10/27/2023		125.00
NSBG		50005	76694	Check	1	4284	LCWM COMMUNITY EDUCATION		Yes	No	No	10/27/2023		135.00
NSBG		50006	76695	Check	1	4362	LOYOLA CATHOLIC SCHOOL		Yes	No	No	10/27/2023		50.00
NSBG		50004	76696	Check	1	4254	MADSON, LISA		Yes	No	Yes	10/27/2023		0.00
NSBG		49988	76697	Check	1	07547	MCGRAW-HILL EDUCATION, INC.		Yes	No	No	10/27/2023		19,587.48
NSBG		49989	76698	Check	1	1319	MENARDS		Yes	No	No	10/27/2023		1,109.77
NSBG		50009	76699	Check	1	4975	MIDWEST REFRIGERATION AND HEATI		Yes	No	No	10/27/2023		1,197.50
NSBG		50012	76700	Check	1	5166	MINNESOTA FFA ASSOCIATION		Yes	No	No	10/27/2023		285.00
NSBG		49987	76701	Check	1	06772	MURPHY, THOMAS		Yes	No	No	10/27/2023		79.75
NSBG		50014	76702	Check	1	5277	OSWALD, KIRK		Yes	No	No	10/27/2023		125.00
NSBG		50007	76703	Check	1	4527	PERFORMANCE FOODSERVICE - MAR:		Yes	No	No	10/27/2023		5,363.92
NSBG		49985	76704	Check	1	02421	QUILL CORPORATION		Yes	No	No	10/27/2023		153.68
NSBG		49993	76705	Check	1	3072	SCHUMANN, LEE		Yes	No	No	10/27/2023		125.00
NSBG		49998	76706	Check	1	3947	SHRED RIGHT		Yes	No	No	10/27/2023		60.43
NSBG		50002	76707	Check	1	4101	SOOST, AMY		Yes	No	No	10/27/2023		109.07
NSBG		49995	76708	Check	1	3185	SOUTHERN MINNESOTA INSPECTIONS		Yes	No	No	10/27/2023		328.02
NSBG		50008	76709	Check	1	4640	THEIS, CONNOR		Yes	No	No	10/27/2023		90.75
NSBG		50010	76710	Check	1	4989	TISH, NICOLE		Yes	No	No	10/27/2023		305.37
NSBG		50001	76711	Check	1	4064	WILSON, LARRY		Yes	No	No	10/27/2023		125.00
NSBG		50015	76712	Check	1	5254	POLKA DOT DAIRY		Yes	No	No	10/27/2023		438.60
NSBG		50020	76713	Check	1	4945	ARAMARK		Yes	No	No	10/27/2023		79.33
NSBG		50017	76714	Check	1	4061	HUNTLEY, ORRIN		Yes	No	No	10/27/2023		125.00
NSBG		50018	76715	Check	1	4062	KLOECKNER, JAKE		Yes	No	No	10/27/2023		125.00
NSBG		50021	76716	Check	1	5277	OSWALD, KIRK		Yes	No	No	10/27/2023		125.00
NSBG		50016	76717	Check	1	3072	SCHUMANN, LEE		Yes	No	No	10/27/2023		125.00
NSBG		50019	76718	Check	1	4064	WILSON, LARRY		Yes	No	No	10/27/2023		125.00
NSBG		50022	76719	Check	1	4761	REGION VII MAAE		Yes	No	No	10/30/2023		1,070.00

Bank Total: \$273,589.31

Report Total: \$273,589.31

Nov-23

Name	Status	Job Title	Hrs Per Day/FTE	Group
Anna Upmeyer	new hire	Student worker - Custodian	PT	
Paige Madson	new hire	Daycare - Assistant Teacher	PT	
Jessica Owens	new hire	Daycare - Toddler Assistant	FT	
Jessica Bode	new hire	Student Worker - Kitchen & Daycare	PT	
Chandler Gooding	new hire	Asst. BBB Coach		
Deb Polzin	new hire	Paraprofessional	7	

Replacing	Effective	Wage
	10/30/2023	\$16.56 per hour
	10/4/2023	\$15.05 per hour
	10/4/2023	\$15.38 per hour
	9/2023	\$12.43 per hour
	11/6/2023	Step 8, \$3,440
	11/3/2023	\$14.72 per hour

I recommend accepting the gifts as described below.

Donor Name	Description	Value	Purpose of Gift
Lions Club	check	\$1,700.00	Prom Junior Class
Lions Club	check	\$1,000.00	Com Ed Youth Basketball
Legion SAL	check	\$250.00	Teacher Wish List
Lions Club	check	\$10,000.00	NECC Playground Project

FORM A

RESOLUTION OF GOVERNING BOARD SUPPORTING FORM A APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of the Nicollet School District recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools in recognizing, promoting and funding extracurricular participation by high school students in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of the Nicollet School District supports the school's application to the Minnesota State High School League Foundation for a FORM A grant to offset student activity fees.

November 8, 2023
Date

Board Chair/Head of School

November 8, 2023
Date

Board Clerk – Treasurer/ Finance Director

FORM B

RESOLUTION OF SCHOOL BOARD/GOVERNING BOARD SUPPORTING FORM B APPLICATION TO MINNESOTA STATE HIGH SCHOOL LEAGUE FOUNDATION

WHEREAS, the Minnesota State High School League Foundation was formed to provide support for Minnesota's high school youth to participate in athletics and fine arts;

WHEREAS, the Governing Board of the Nicollet School District recognizes the value of student participation in extracurricular activities; and

WHEREAS, the MSHSL Foundation is offering grants and funding to assist schools to provide seminars/training opportunities or support for specific school functions for students/faculty members/officials and others who are involved in athletic and fine arts programs.

THEREFORE, BE IT RESOLVED, that the Governing Board of the Nicollet School District supports the school's application to the Minnesota State High School League Foundation for a **FORM B** grant.

November 8, 2023
Date

Board Chair/Head of School

November 8, 2023
Date

Board Clerk - Treasurer

<p>Remmert Educational Consulting, LLC 508 Inverness Lane Saint Peter, MN 56082 507.995.7887</p>	<p>Purchase Agreement October 2023</p> <p>Dr. Stephen Malone Nicollet Public Schools Superintendent One Pine Street Nicollet, MN 56074</p>
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Effective upon authorized district signature, Remmert Educational Consulting, LLC and Nicollet Public Schools (Customer) agree as follows:

1. Educational Services

1.1. Description of Services: Remmert Educational Consulting, LLC agrees to provide 52.5 days of Service starting January 1, 2024 and ending June 30, 2024 as described in *Exhibit A--Description of Services* (the "Services"). Any adjustment to the Services will be agreed upon between Remmert Educational Consulting, LLC and Customer.

1.2. Equipment and Materials: Customer will provide materials and equipment as determined appropriate by Customer.

1.3. Presentations: Customer will provide a venue, audio/video equipment, and technical support for Remmert Educational Consulting, LLC.

1.4 Scheduling and Rescheduling: Customer is responsible for coordinating with Remmert Educational Consulting, LLC any changes to the scheduled dates. If events beyond the parties' control make performance on the scheduled dates impossible, the parties will make a good faith effort to reschedule the Services.

1.5. Cancellation: If Customer cancels any Services for any reasons but Force Majeure, Customer shall reimburse Remmert Educational Consulting, LLC for any reasonable expenses, as determined by mutual agreement, incurred in anticipation of performance of this Agreement that exceed the amount of the deposit.

2. Payment Terms

2.1. Invoicing: Upon execution of the Agreement, Remmert Educational Consulting, LLC will invoice Customer \$33,098.00 based on the following schedule:

Service Date	Payment	Expected Invoice Date
January-February	\$11,032.67	<i>February 28, 2024</i>
March-April	\$11,032.67	<i>April 30, 2024</i>
May-June	\$11,032.66	<i>June 30, 2024</i>
Total	\$33,098.00	

2.2 Travel expenses and mileage are included in total cost..

All payment terms are net 30 days from the actual date of invoice. Please make checks payable to : Remmert Educational Consulting, LLC

3. General Terms

3.1. Termination: Remmert Educational Consulting, LLC may terminate this Agreement if Remmert Educational Consulting, LLC has not received payment within 30 days of each invoice.

3.2. Force Majeure: If events beyond the parties' control make it impossible to perform under this Agreement, the parties may modify this agreement.

3.4. Entire Agreement: This Agreement and any exhibits attached hereto constitute the entire agreement of the parties and supersede any prior or contemporaneous written or oral understanding or agreement. No waiver or modification of any of the terms of the Agreement shall be effective unless made in writing and signed by both parties.

This Agreement is acknowledged and accepted by Customer and Remmert Educational Consulting, LLC.

Signature: _____

Dr. Stephen Malone
Nicollet Public Schools
Superintendent

Date:

Signature: _____

Nancy Remmert
Owner, Remmert Educational Consulting, LLC

Date:

Exhibit A
Description of Services

Overview

- Perform K-8 principal duties, as outlined by the School Board under the direction of the Superintendent of Schools.



School Board Self-Evaluation

School District and Evaluation Year

Nicollet

2023

Prepared by:

Gail Gilman

Director of Strategic Planning and Board Leadership

Minnesota School Boards Association

1900 West Jefferson Avenue

St. Peter, MN 56082-3015

Office: 507-934-2450 or 800-324-4459

Desk: 507-934-8130

Cell: 507-720-4783

Fax: 507-931-1515

ggilman@mnmsba.org





School Board Self-Evaluation Framework for Governance

The School Board Self-Evaluation results reflect the collective responses of the board team (board members and superintendent). These results build a profile of the board's work in five standards (Conduct and Ethics, Vision, Structure, Accountability, Advocacy and Communication) of board practice proven to support student achievement.

The data on the following page is organized in a color-coded, horizontal-stacked bar chart that shows the board team's results at the level of the five standards. The explanation for the color code is just above the data chart.

Analyzing your Results: Looking at Data

Start with the following page, which shows your district's aggregated data for each of the five standards. Identify standards that capture strengths, growth areas and or divergent perspectives, then work through the benchmarks and indicators for those standards.

Here is a simple protocol for your use:

Step 1: What do you see?

- Describe what you see in the data, identify where it is located to the group. This is not about interpretation at this stage, only what you see.
- List the descriptions on chart paper.

Step 2: What does the data suggest?

- Discuss what the data suggests and try to generate different interpretations. Ask clarifying questions of one another to increase clarity and understanding of one another's perspectives.
- List responses on the chart paper

Step 3: Identify goal areas from the lists generated.

Step 4: Build two to three goals using the S.M.A.R.T. goal framework.

- **S** = Simple: Is it clear and easy to understand?
- **M** = Measurable: Is it clear what the school board will use to indicate successful performance?
- **A** = Achievable: Is it within the scope of the board's sphere of control/responsibility?
- **R** = Realistic: Will successful performance on this goal benefit the school district?
- **T** = Time-bound: Is it clear what the school board will see and when?

Measurable Progress for Goals Identified Above:

- Indicates or signals change
- Indicators can be assessed or observed
- Examples include:
 - Measurements
 - Specific activities
 - Behavioral change
 - Shift or reallocation of school district resources



School Board Self-Evaluation

MSBA believes your school district will find it beneficial to drill down to individual items under the benchmarks. If your board team would like to dig deeper into the School Board Self-Evaluation and data, MSBA provides an opportunity to use your evaluation data as an in-district in-service for a fee. During this 2-3 hour in-service, MSBA staff will provide your school board with more in-depth individualized data and reports designed for the board's ongoing improvement. MSBA staff will lead the conversation on the individualized report and assist your school board with discussion and setting board team improvement goals.

If your board team would like to dig deeper into the self-evaluation and data, contact Gail Gilman (ggilman@mnmsba.org) or call (1-800-324-4459) for the cost associated with this board in-service and to arrange a date for an MSBA staff member to facilitate.

Thank you for your time and thoughtful efforts in completing the School Board Self-Evaluation.

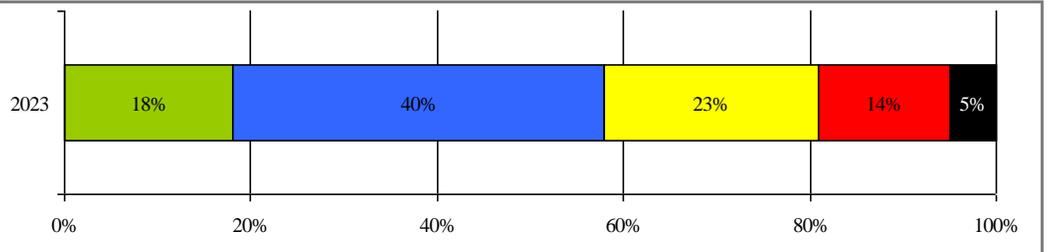
MSBA looks forward to serving your school board and being the association, "Where Minnesota School Boards Learn to Lead."



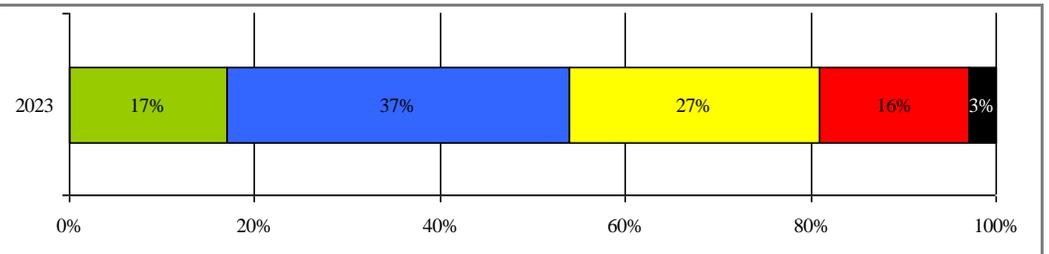
Framework for Governance: Aggregate Data

Always Most of the time Some of the time Never Don't know

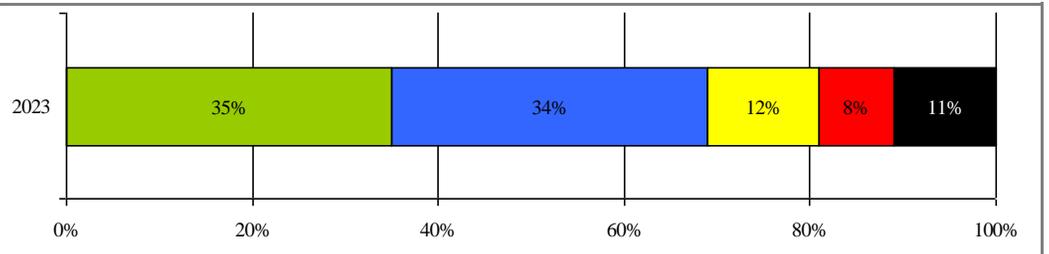
Standard 1
Conduct and Ethics:
Provide responsible
school district
governance



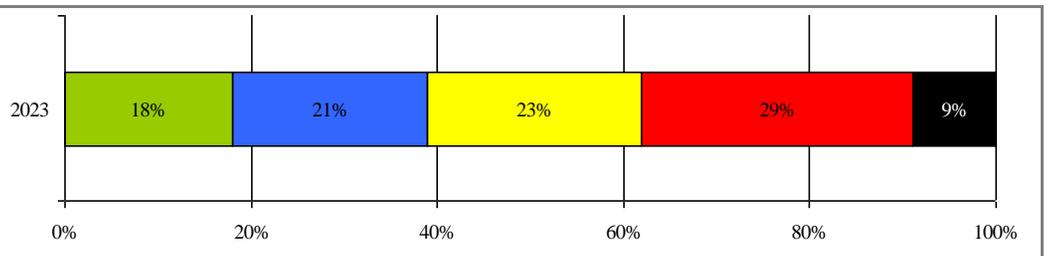
Standard 2
Vision:
Set and communicate
high expectations for
student learning with
clear goals and plans for
meeting those



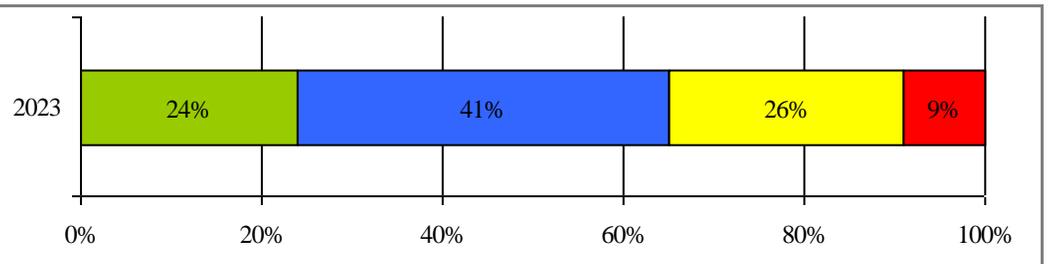
Standard 3
Structure:
Create conditions
district-wide for
student and staff
success



Standard 4
Accountability:
Hold school district
accountable for meeting
student learning
expectations



Standard 5
Advocacy and
Communication:
Engage local community
and represent the values
and expectations they
hold for their schools



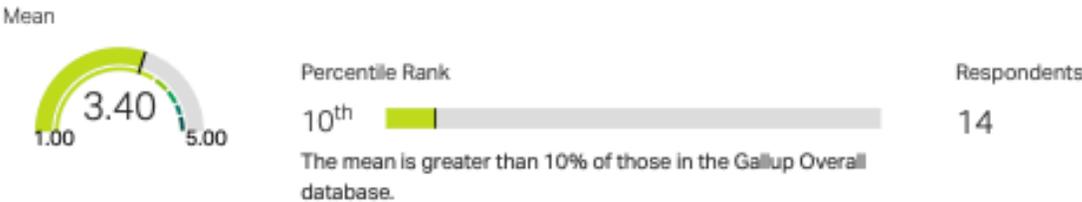
TOTAL RESPONDENTS 14 **START DATE** OCT 11, 2023 **END DATE** OCT 26, 2023

Overview Questions Heatmap

Reporting Group Job > Secondary (Gr... ▼ Clear

Q12 Mean

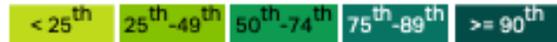
Employee Engagement Q¹²



Results Summary

High/Low indicators are derived for teams based on an item's position in the engagement hierarchy and percentile in a Gallup database. Use these as starting points for conversations with your team. Note: High/Low indicators are not available when filtering by Reporting Groups. [Learn More](#)

Database: Gallup Overall



<p>Q01. I know what is expected of me at work. 4.43</p> <p>43rd</p> <p>VIEW DETAILS</p>	<p>Q05. My manager, or someone at work, seems to care about me as a person. 4.07</p> <p>33rd</p> <p>VIEW DETAILS</p>	<p>Q09. My coworkers are committed to doing quality work. 3.21</p> <p>5th</p> <p>VIEW DETAILS</p>
<p>Q02. I have the materials and equipment I need to do my work right. 3.29</p> <p>7th</p> <p>VIEW DETAILS</p>	<p>Q06. There is someone at work who encourages my development. 3.93</p> <p>39th</p> <p>VIEW DETAILS</p>	<p>Q10. I have a best friend at work. 3.00</p> <p>21st</p> <p>VIEW DETAILS</p>
<p>Q03. At work, I have the opportunity to do what I do best every day. 3.43</p> <p>10th</p> <p>VIEW DETAILS</p>	<p>Q07. At work, my opinions seem to count. 3.36</p> <p>18th</p> <p>VIEW DETAILS</p>	<p>Q11. In the last six months, someone at work has talked to me about my progress. 2.93</p> <p>9th</p> <p>VIEW DETAILS</p>
<p>Q04. In the last seven days, I have received recognition or praise for doing good work. 2.21</p> <p>3rd</p> <p>VIEW DETAILS</p>	<p>Q08. The mission or purpose of my company makes me feel my job is important. 3.21</p> <p>7th</p> <p>VIEW DETAILS</p>	<p>Q12. This last year, I have had opportunities at work to learn and grow. 3.71</p> <p>23rd</p> <p>VIEW DETAILS</p>

TOTAL RESPONDENTS 11 START DATE OCT 11, 2023 END DATE OCT 26, 2023

Overview Questions Heatmap

Reporting Group Job > Elementary (Gr... Clear

Q12 Mean

Employee Engagement Q¹²

Mean



Percentile Rank



The mean is greater than 5% of those in the Gallup Overall database.

Respondents

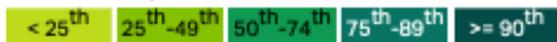
11

Results Summary

High/Low indicators are derived for teams based on an item's position in the engagement hierarchy and percentile in a Gallup database. Use these as starting points for conversations with your team. Note:

High/Low indicators are not available when filtering by Reporting Groups. [Learn More](#)

Database: Gallup Overall



Q01. I know what is expected of me at work.

4.09



19th

[VIEW DETAILS](#)

Q02. I have the materials and equipment I need to do my work right.

3.45



11th

[VIEW DETAILS](#)

Q03. At work, I have the opportunity to do what I do best every day.

3.45



11th

[VIEW DETAILS](#)

Q04. In the last seven days, I have received recognition or praise for doing good work.

1.91



1st

[VIEW DETAILS](#)

Q05. My manager, or someone at work, seems to care about me as a person.

3.09

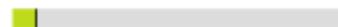


4th

[VIEW DETAILS](#)

Q06. There is someone at work who encourages my development.

3.00



7th

[VIEW DETAILS](#)

Q07. At work, my opinions seem to count.

2.82



6th

[VIEW DETAILS](#)

Q08. The mission or purpose of my company makes me feel my job is important.

3.91



31st

[VIEW DETAILS](#)

Q09. My coworkers are committed to doing quality work.

3.73



19th

[VIEW DETAILS](#)

Q10. I have a best friend at work.

3.36



32nd

[VIEW DETAILS](#)

Q11. In the last six months, someone at work has talked to me about my progress.

2.18



1st

[VIEW DETAILS](#)

Q12. This last year, I have had opportunities at work to learn and grow.

3.27



10th

[VIEW DETAILS](#)