

AGENDA

School District #145 - Waverly Public Schools

1. OPENING OF THE MEETING

1.1. Call to Order

1.2. Open Meetings Act

1.3. Publication of Meeting

1.4. Roll Call

Motion to excuse Jessica Zuniga from tonight's special meeting. Passed with a motion by Board Member #1 and a second by Board Member #2.

1.5. Pledge of Allegiance

2. APPROVAL OF AGENDA

2.1. Approve Agenda

Approval of the agenda for the meeting Passed with a motion by Board Member #1 and a second by Board Member #2.

3. Recognition of Visitors/Open Forum

4. Discussion Items

4.1. Communication Audit Review and Facility Discussion

5. Upcoming Board Activities

5.1. Board Meetings

6. Adjournment

7. For Your Information

Meeting Notice

Notice of Special Board Meeting School District 145 (aka Waverly Public Schools)

The School District 145-Waverly Board of Education will convene in a special session at 5:00 p.m. on Wednesday, May 7th, 2025 in the Central Office Board Room, 14511 Heywood Street, Waverly, Nebraska.

The agenda for this meeting, which shall be kept continually current, shall be readily available for public inspection at the School District 145-Waverly Central Office, located at 14511 Heywood Street, Waverly, Nebraska.

The purpose of this meeting is to discuss the communication audit and facilities.

Posted this 1st day of May, 2025.



Cory Worrell
Superintendent



SCHOOL DISTRICT 145

COMMUNICATION AUDIT SURVEY DATA

AUDIT OVERVIEW

- Three Phases
 - Paper Audit
 - Survey of Staff and Parents
 - Focus Groups
- Final Report with Recommendations

SURVEY DATA



STAFF SURVEY DATA

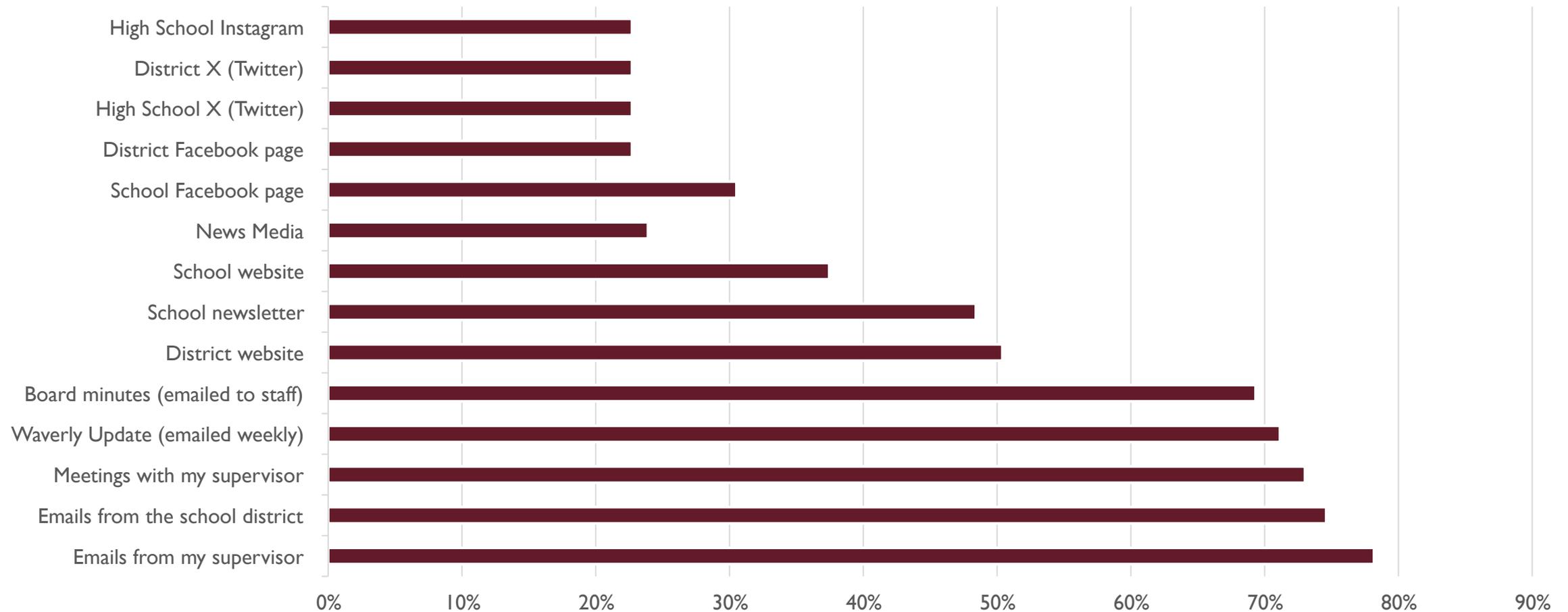


DEMOGRAPHICS

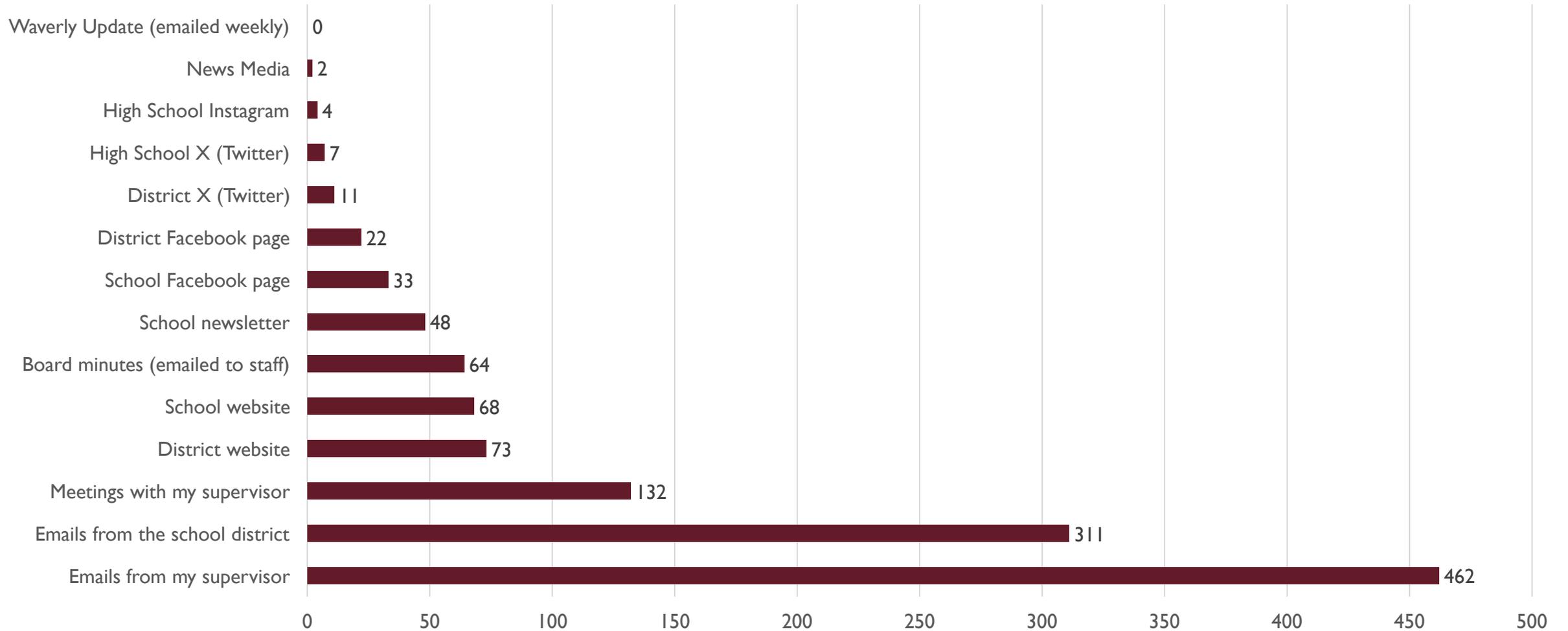
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- 65 High School
- 19 Other
 - 148 Certified
 - 105 Classified

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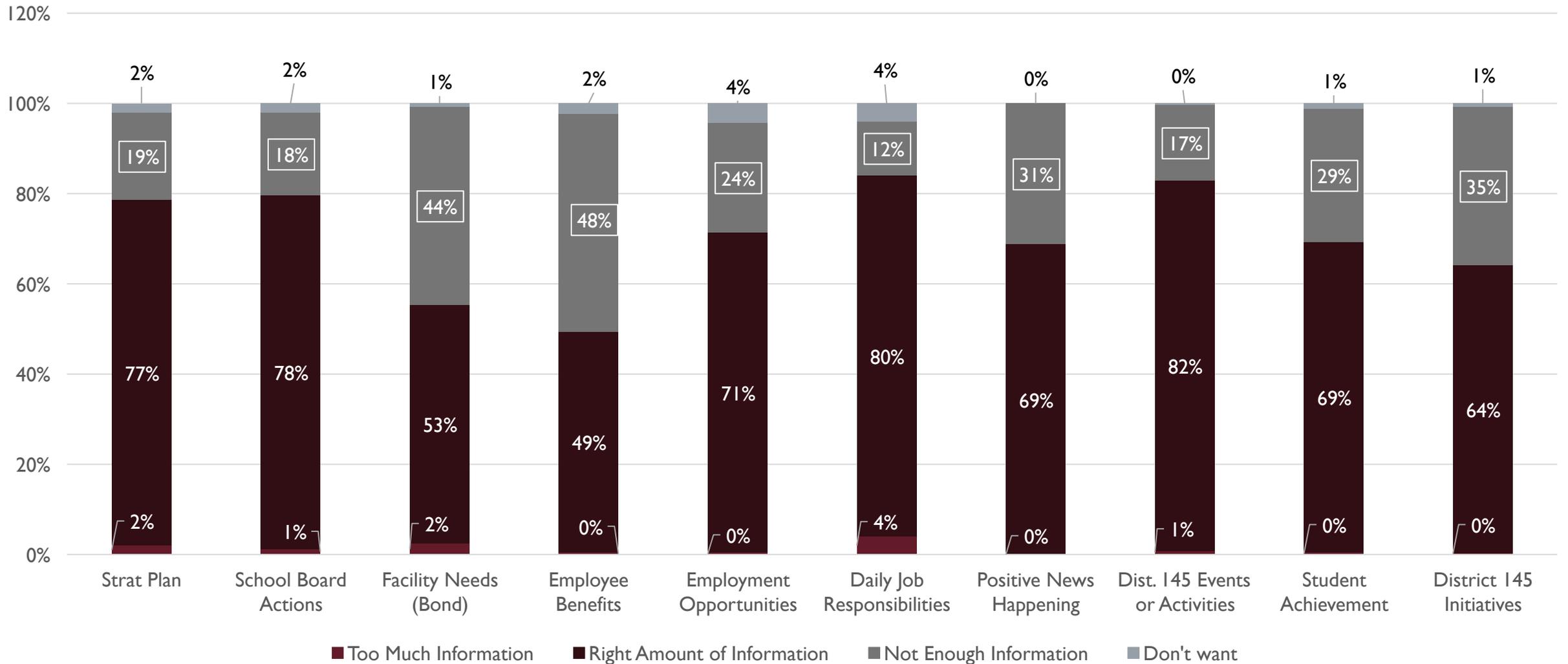
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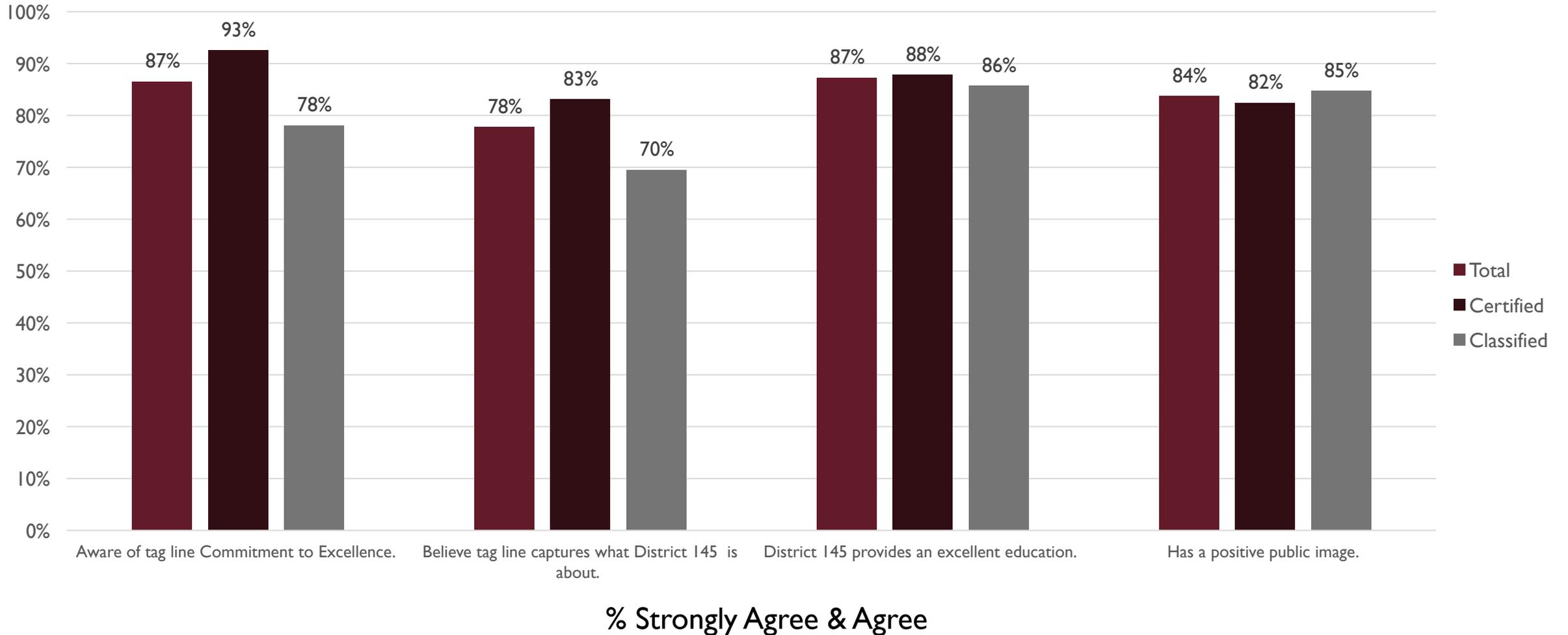
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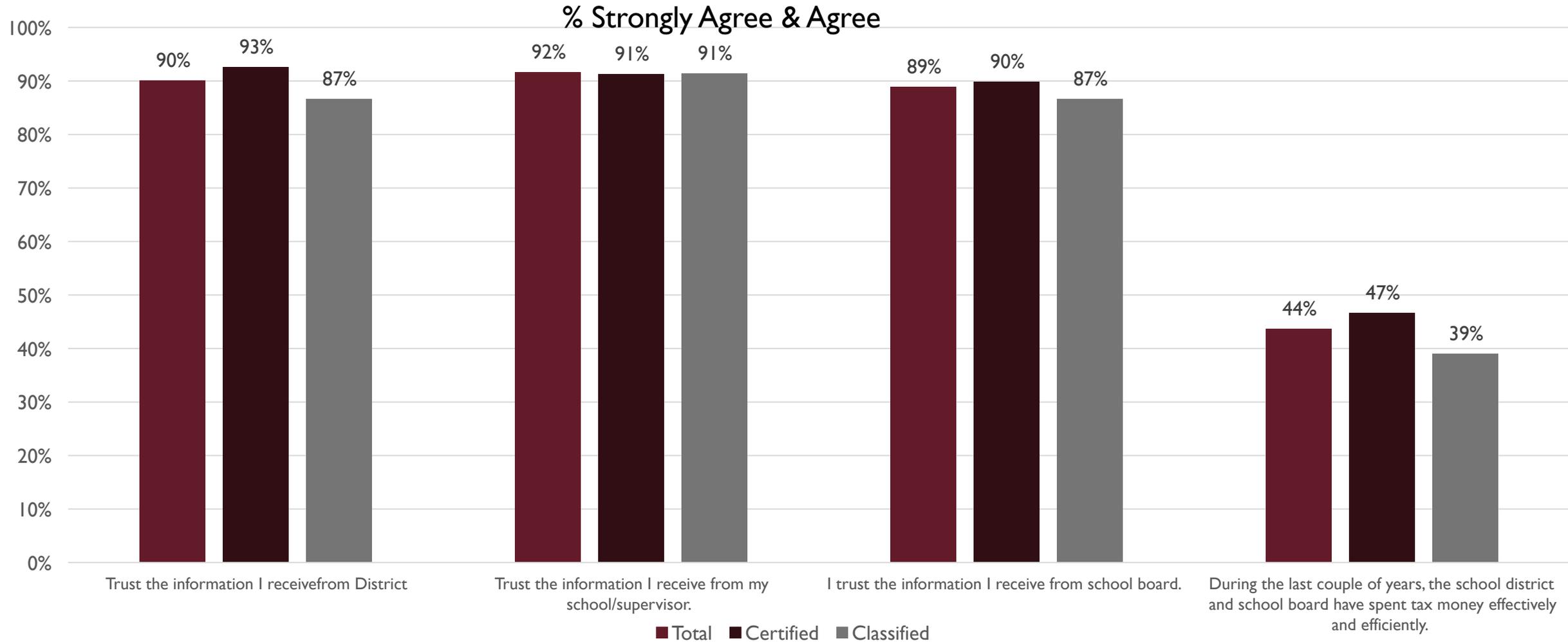
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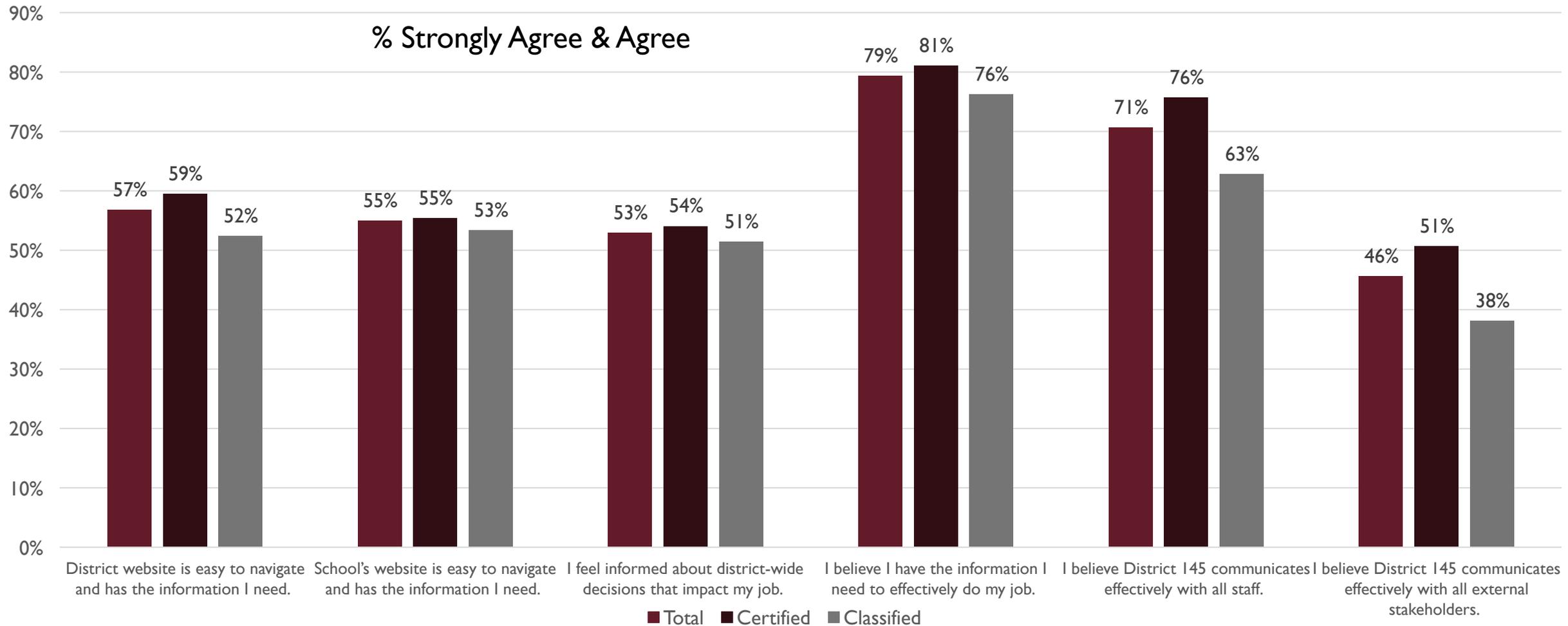
EDUCATION- PERCEPTIONS



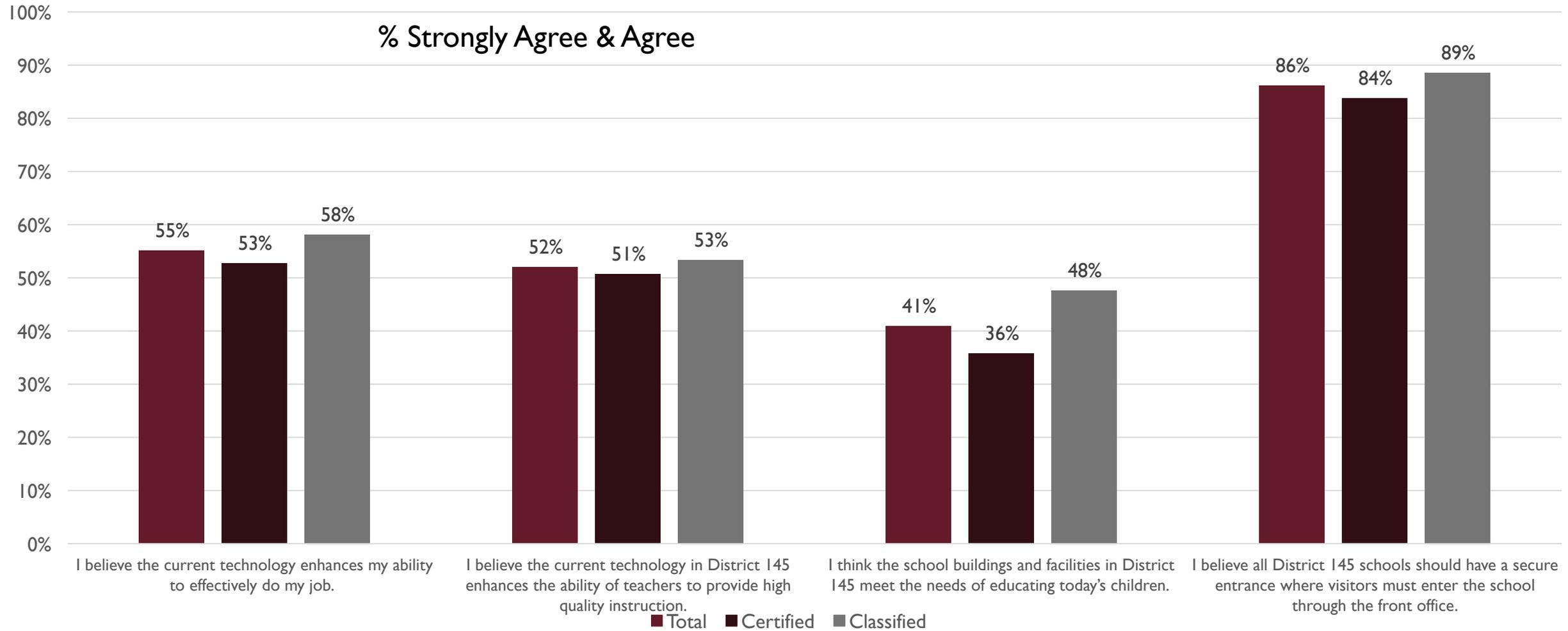
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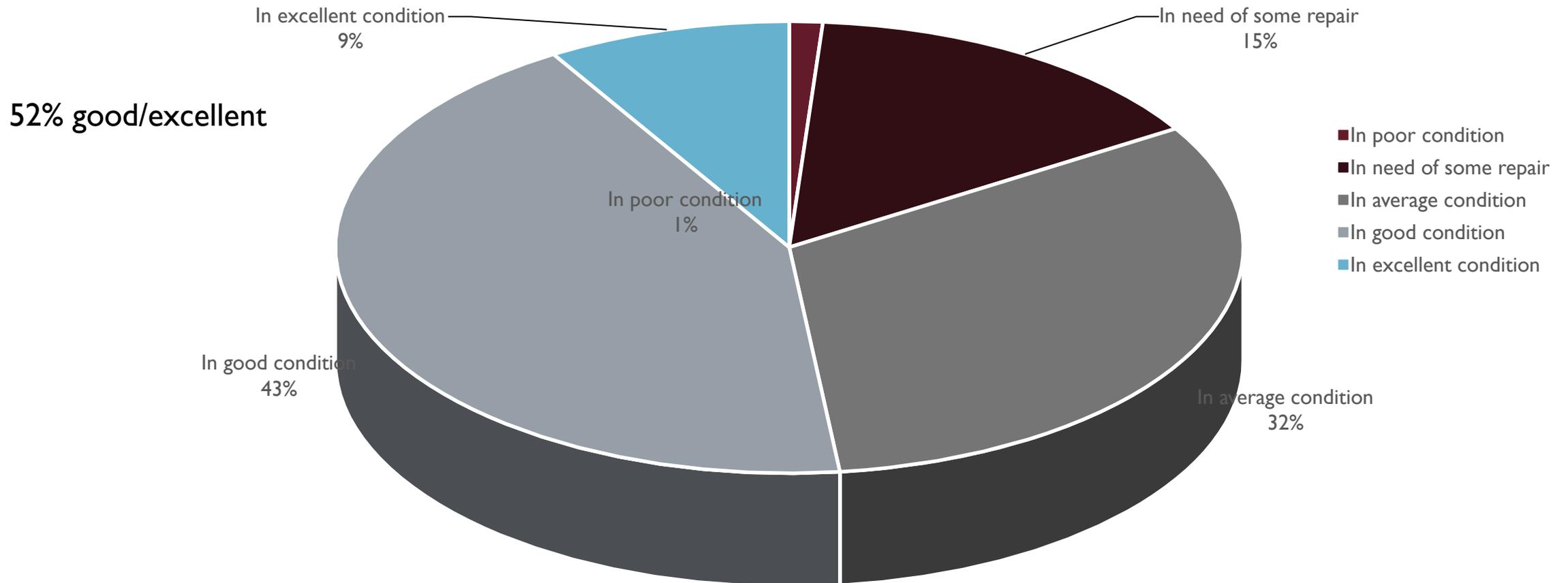
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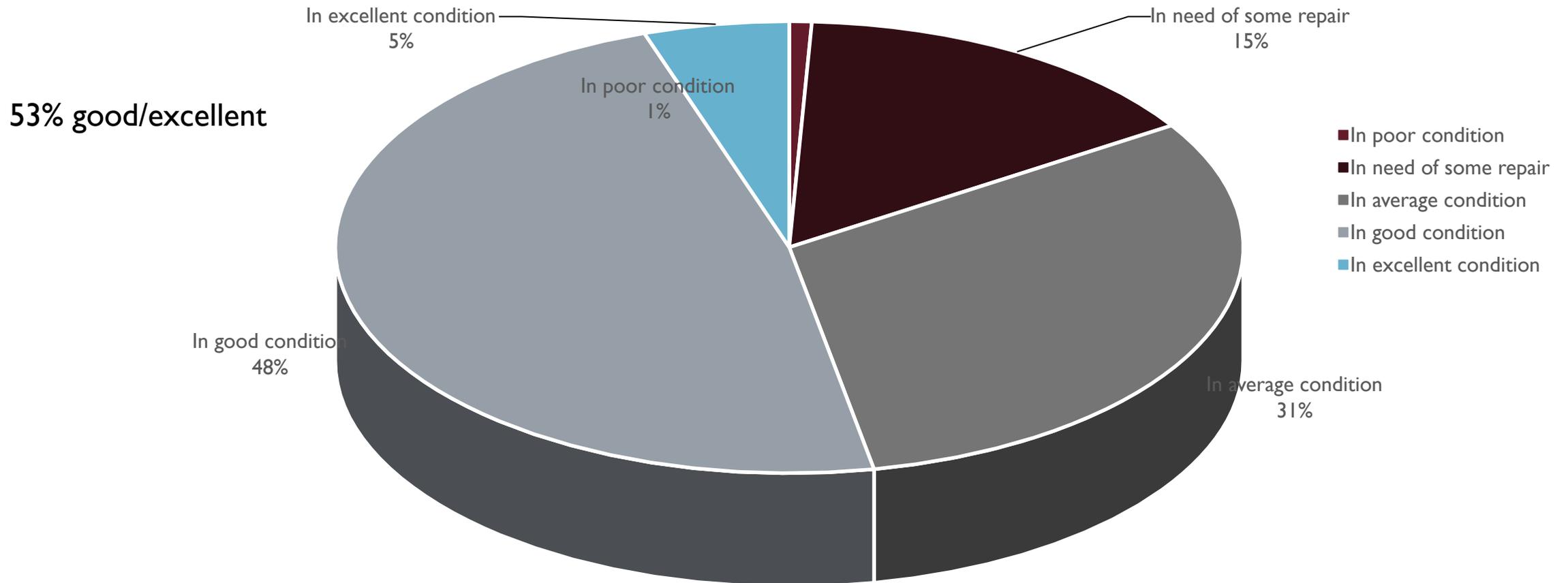
FACILITIES & TECHNOLOGY - PERCEPTIONS



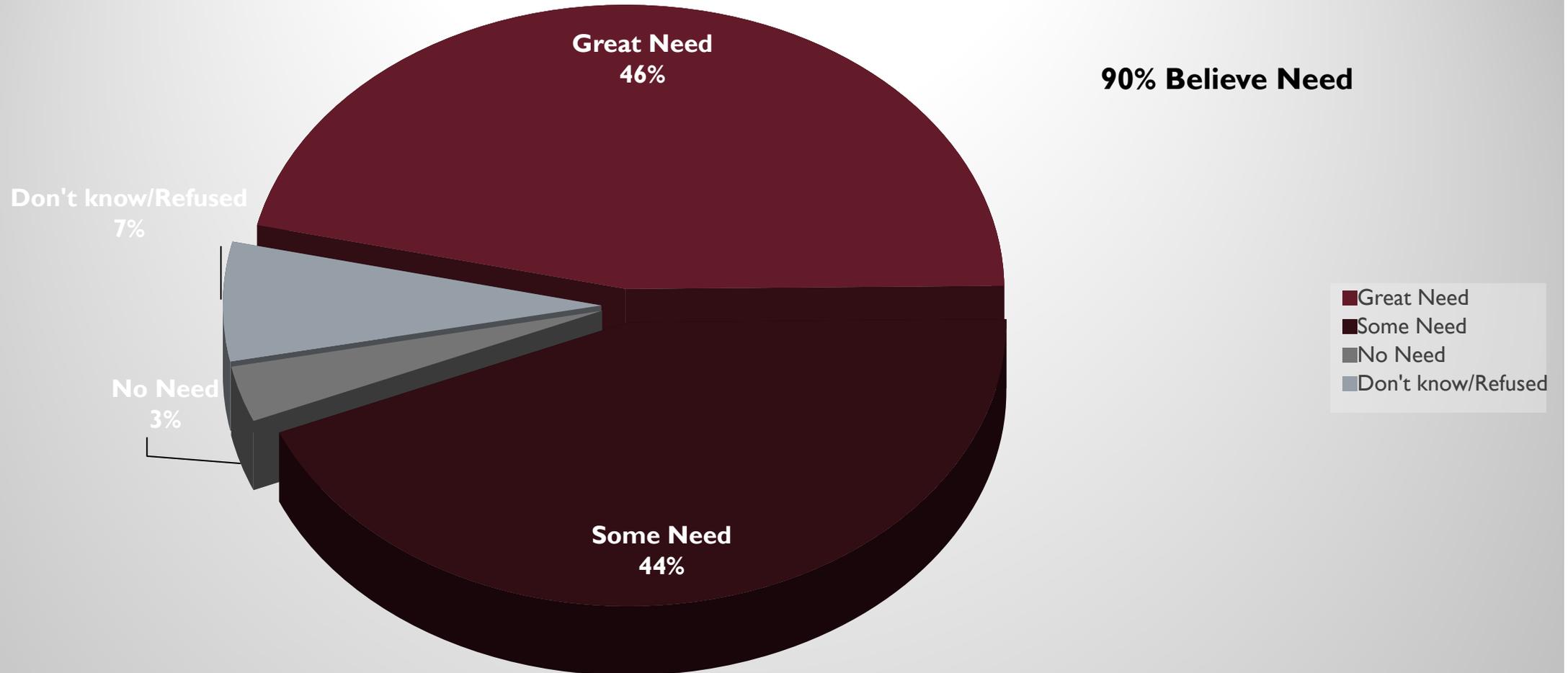
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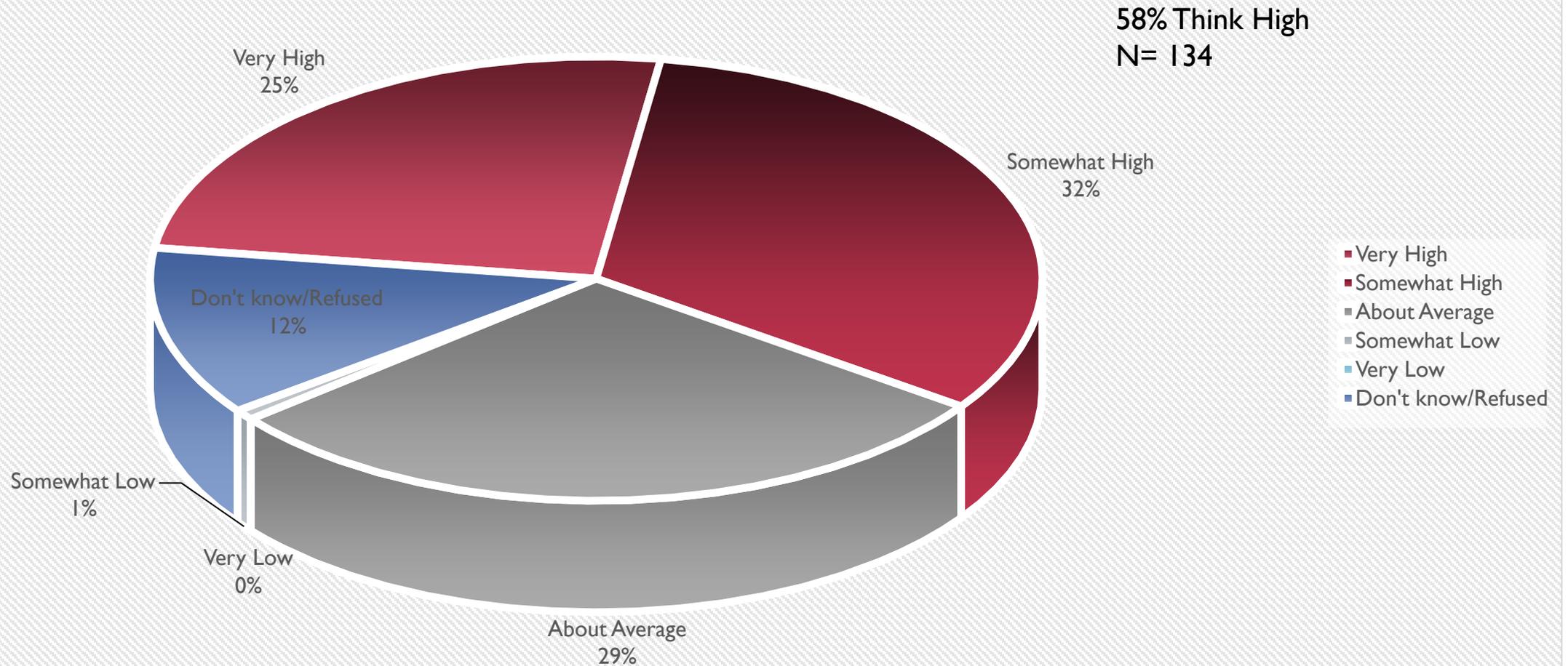
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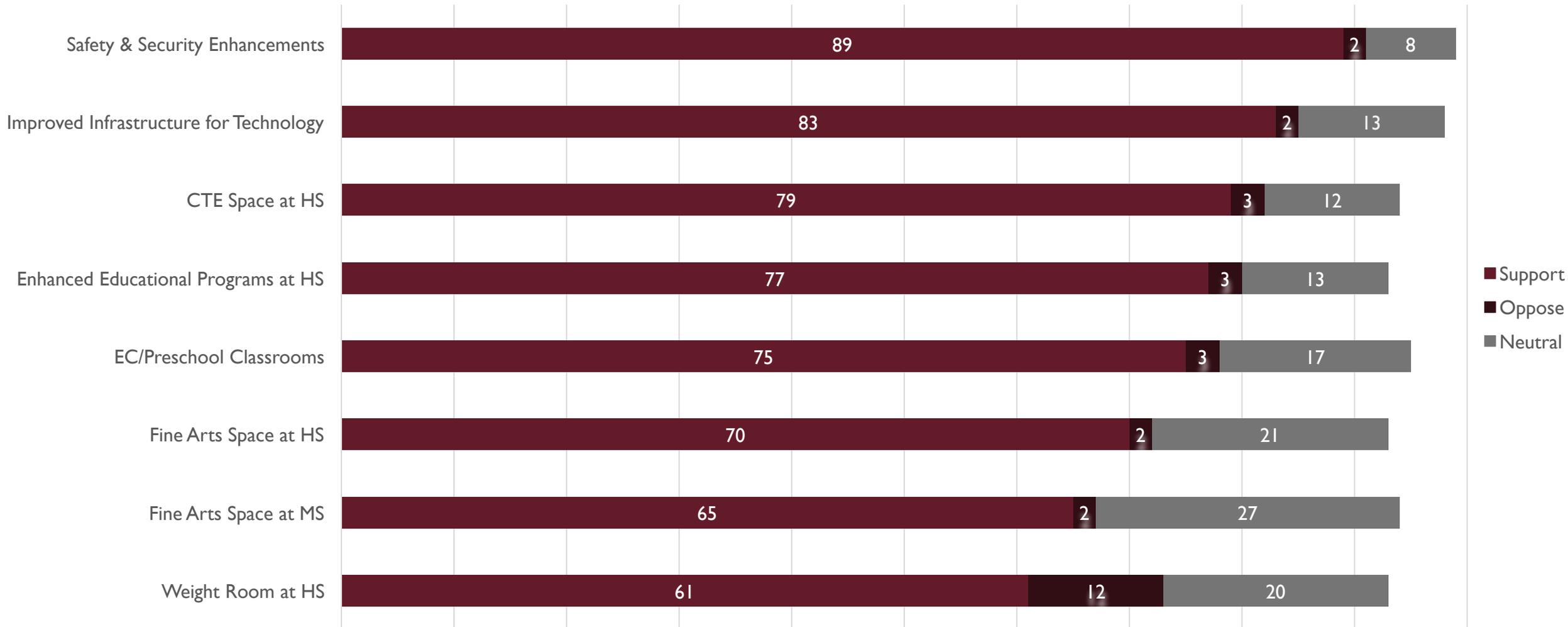
NEED FOR BOND ISSUE



TAX COMPARED TO OTHERS



STAFF PROJECT SUPPORT



BRAND IDEAS

- What comes to mind when you hear Waverly District 145?
 - Excellence, Good, Great, Quality
 - Community -small town

Note:

- Athletics (positive & negative)
- Activities - band

QUALITATIVE THEMES

Clear & Timely Communication of Bond

- Clearly explain projects included
- Identify and communicate the needs

Focus Bond on Needs

- Critical needs first
- Academics over athletics
- Fine arts, HVAC, safety & security

Strengthen Overall Communication

- Communication around implementation of new programs/curriculum
- Balance communication between sports & academics
- Many positive comments about communication from district



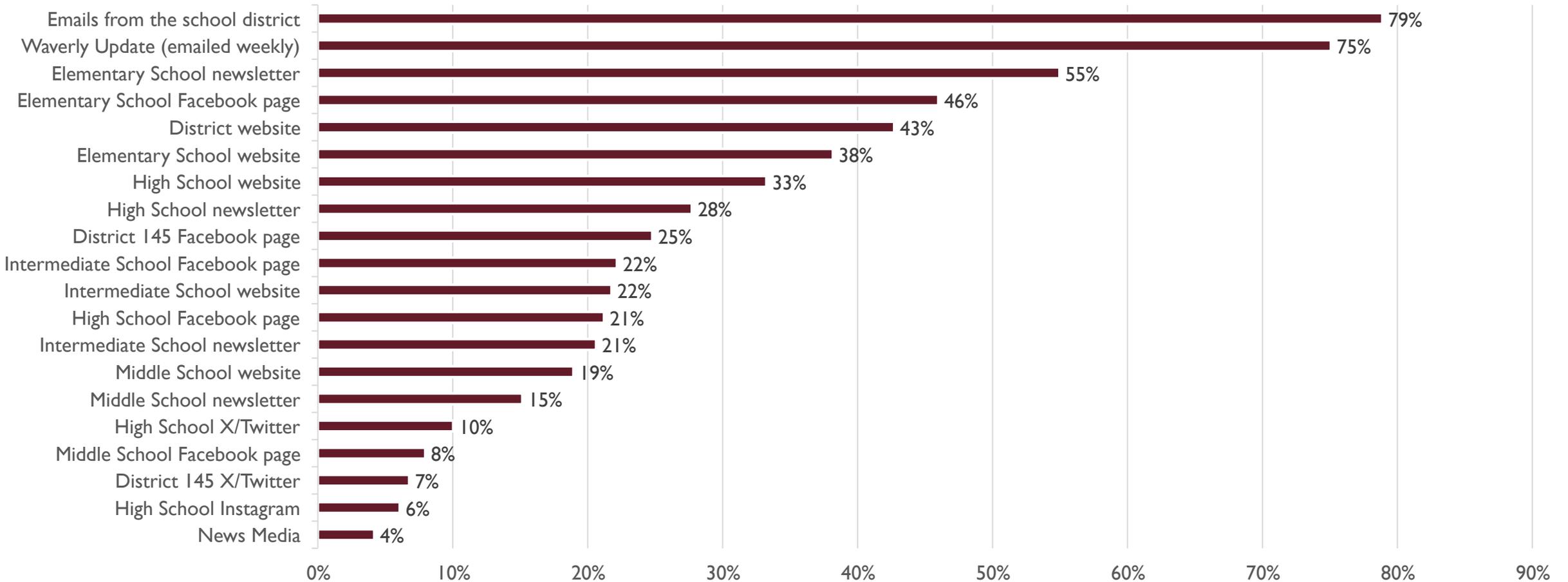
PARENT SURVEY DATA

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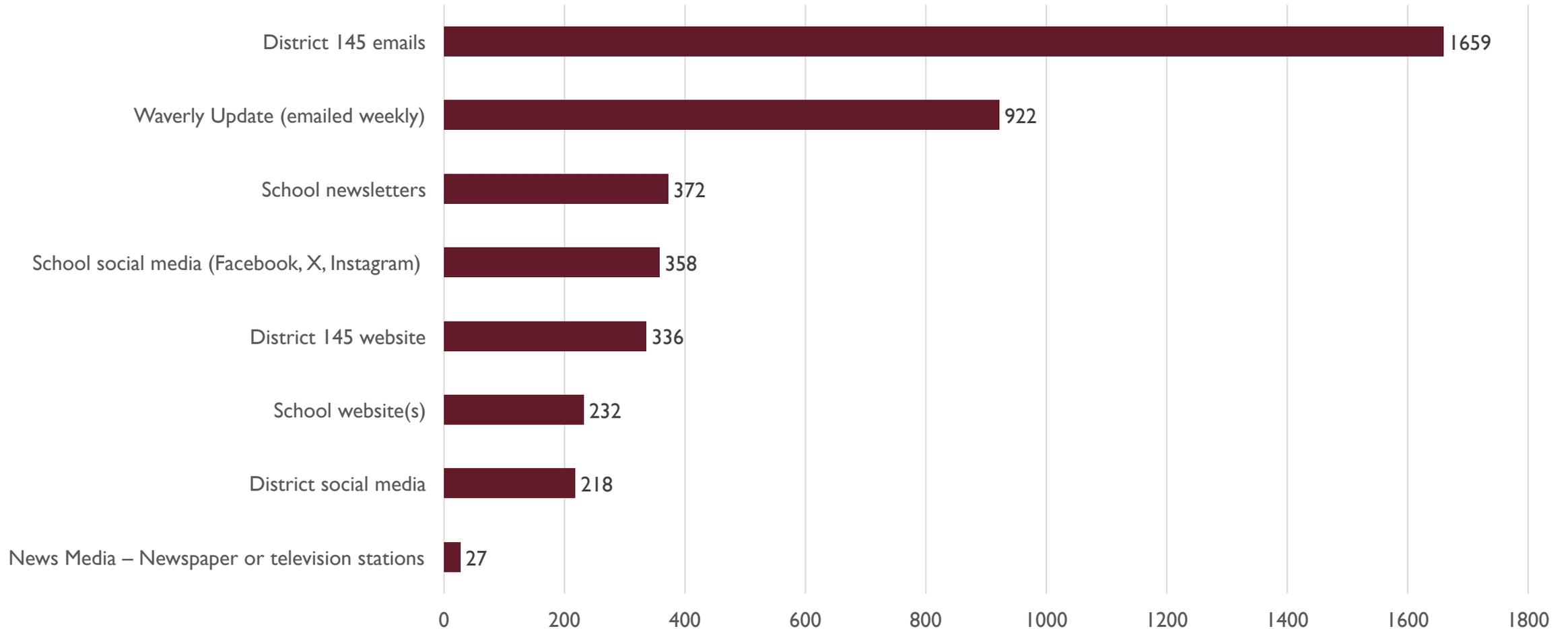
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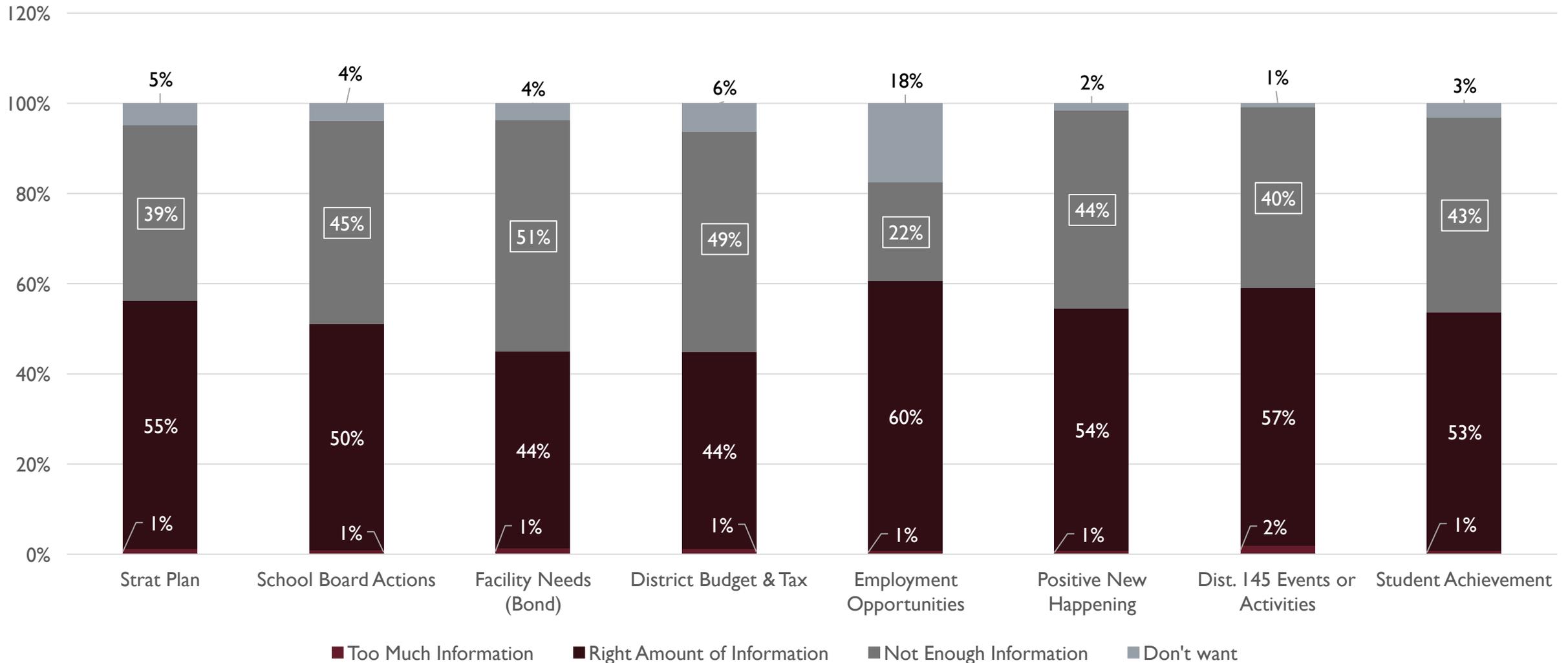
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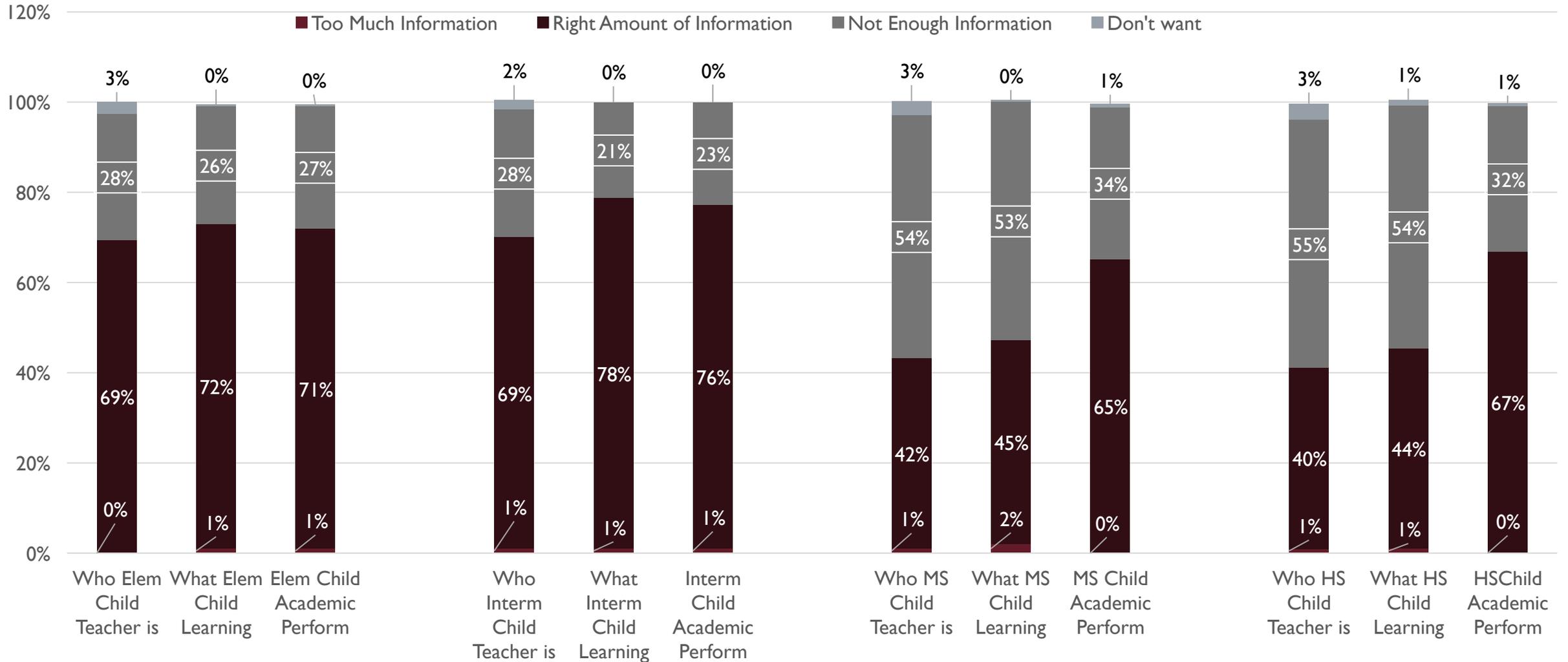
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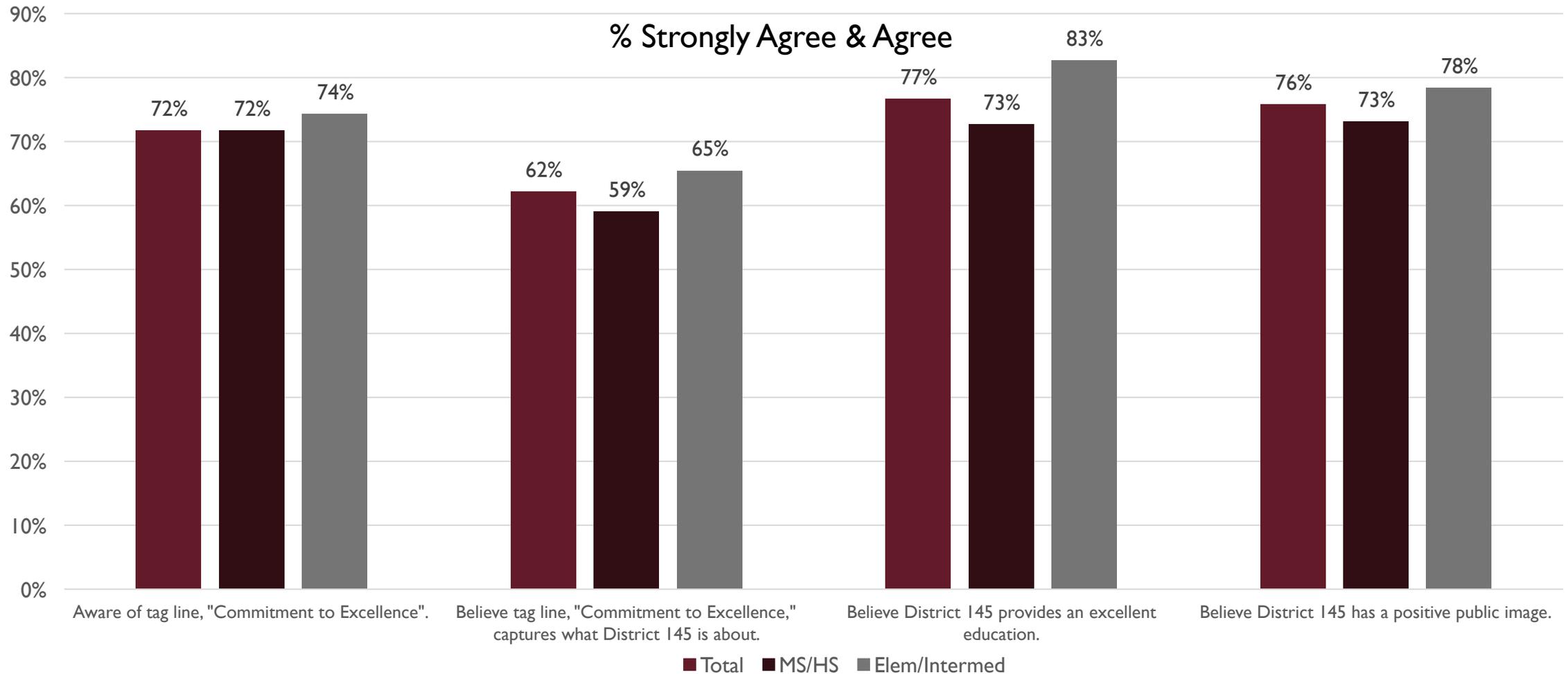
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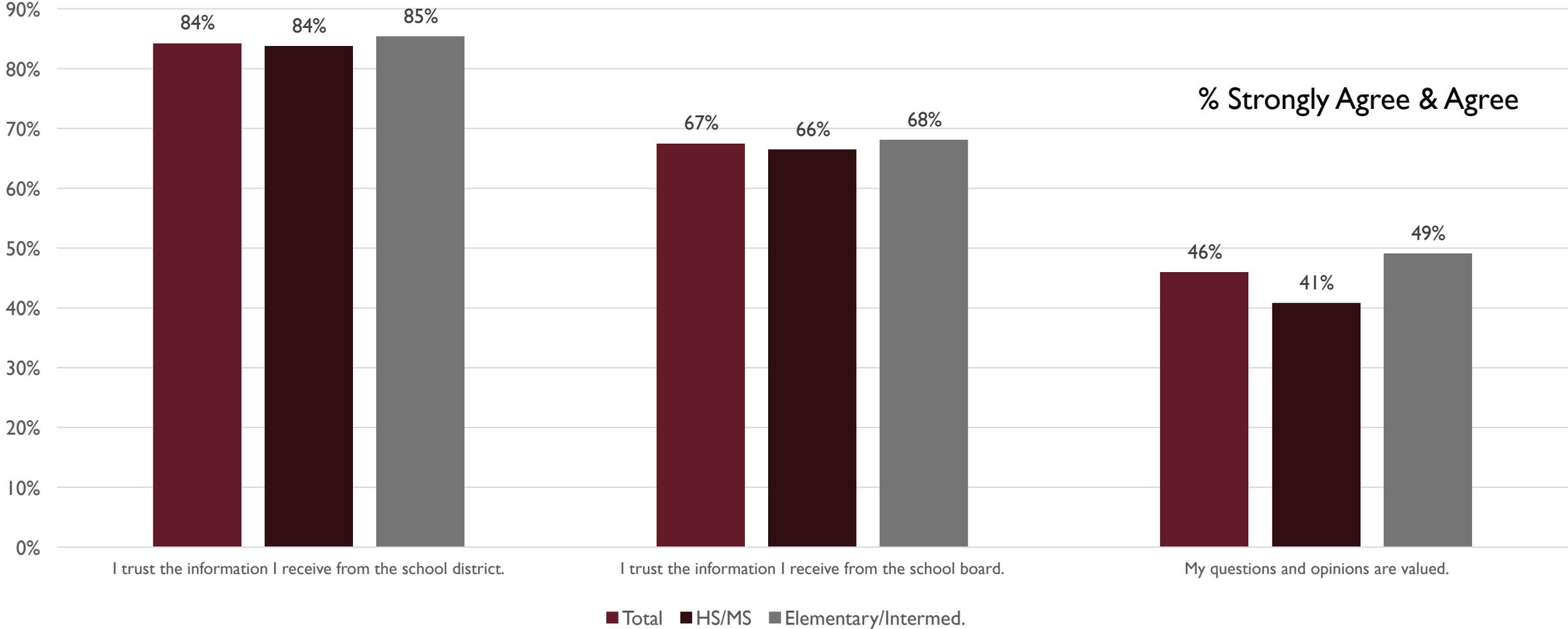
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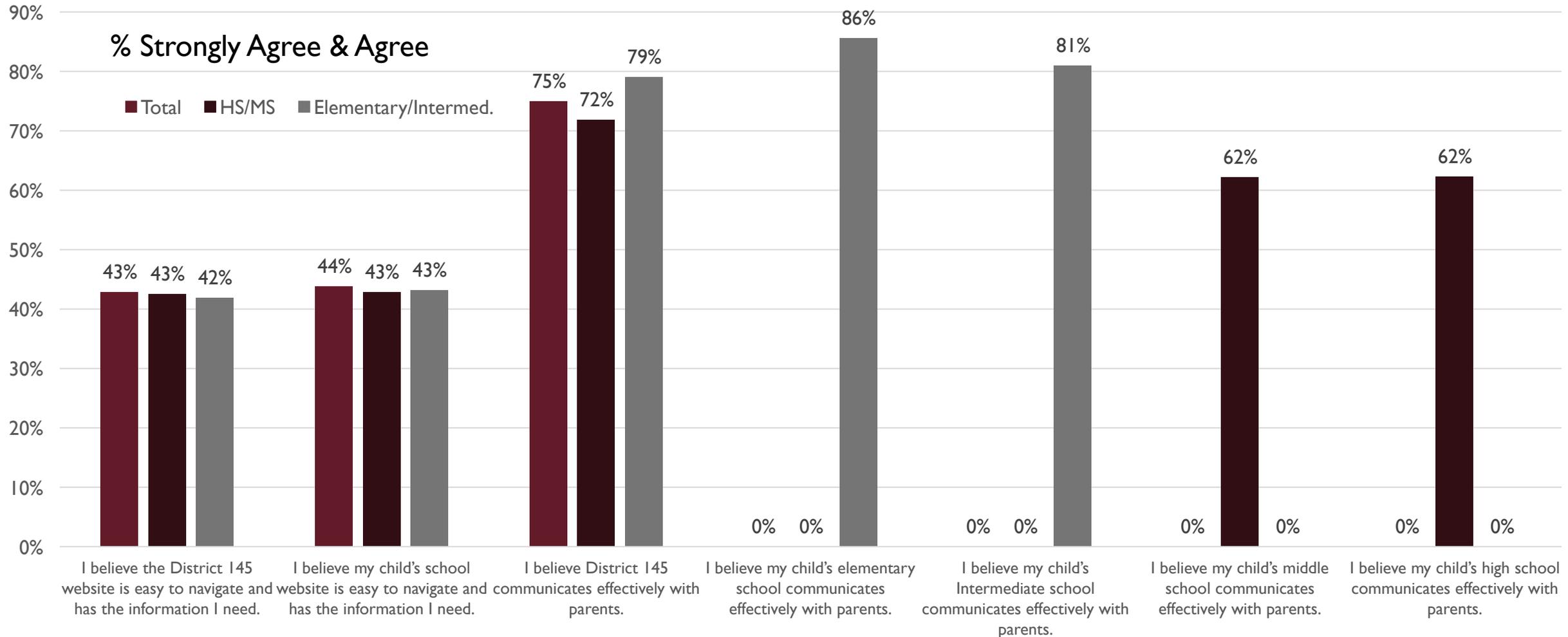
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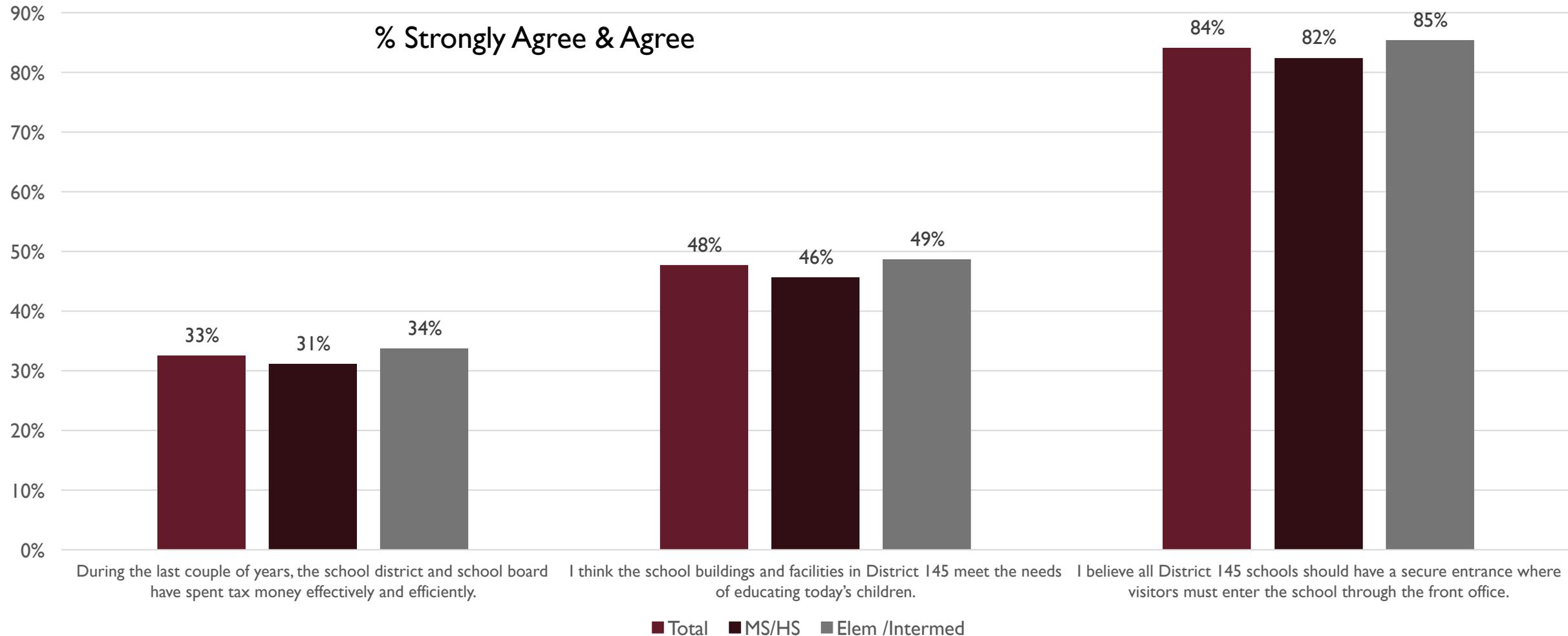
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COMMUNICATION - PERCEPTIONS

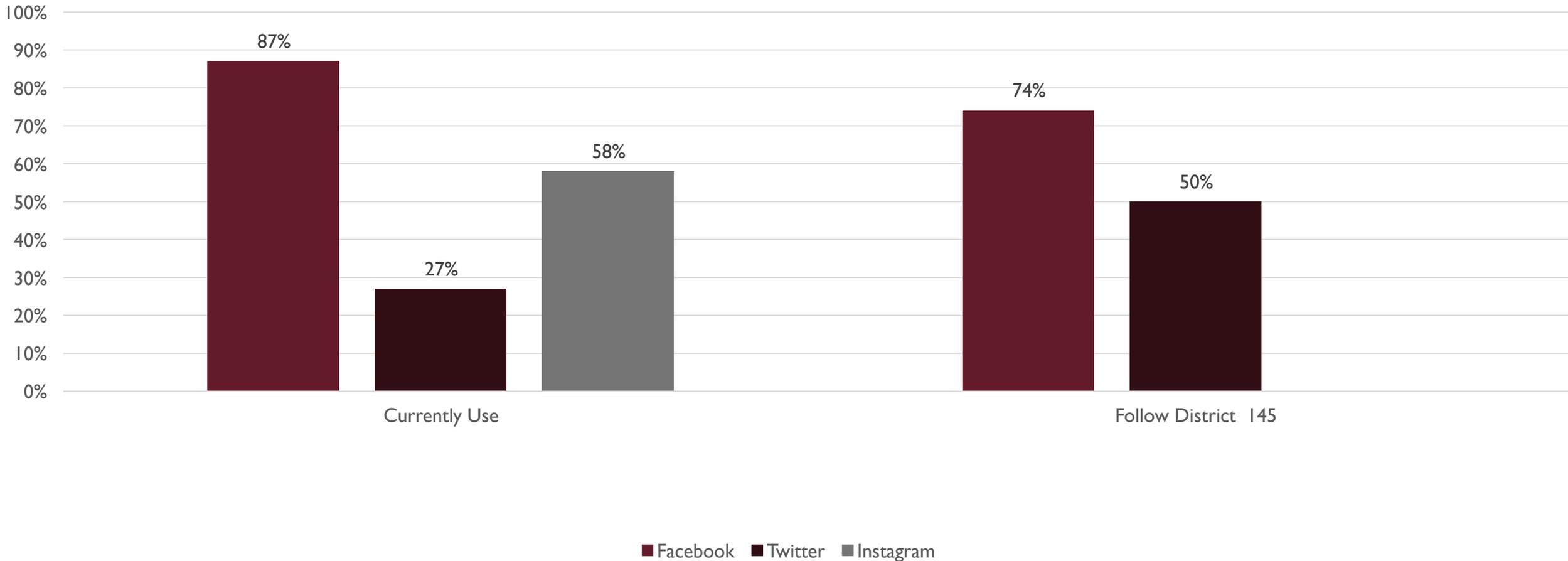


FACILITIES & TAXES - PERCEPTIONS

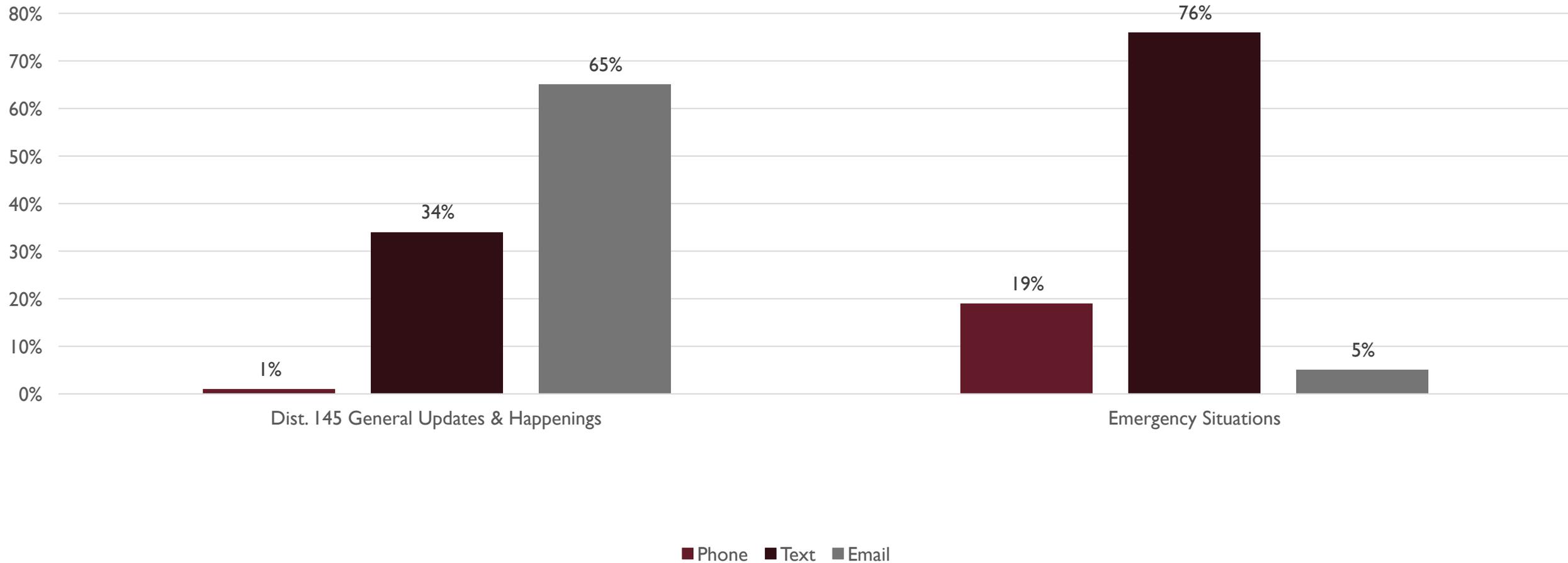


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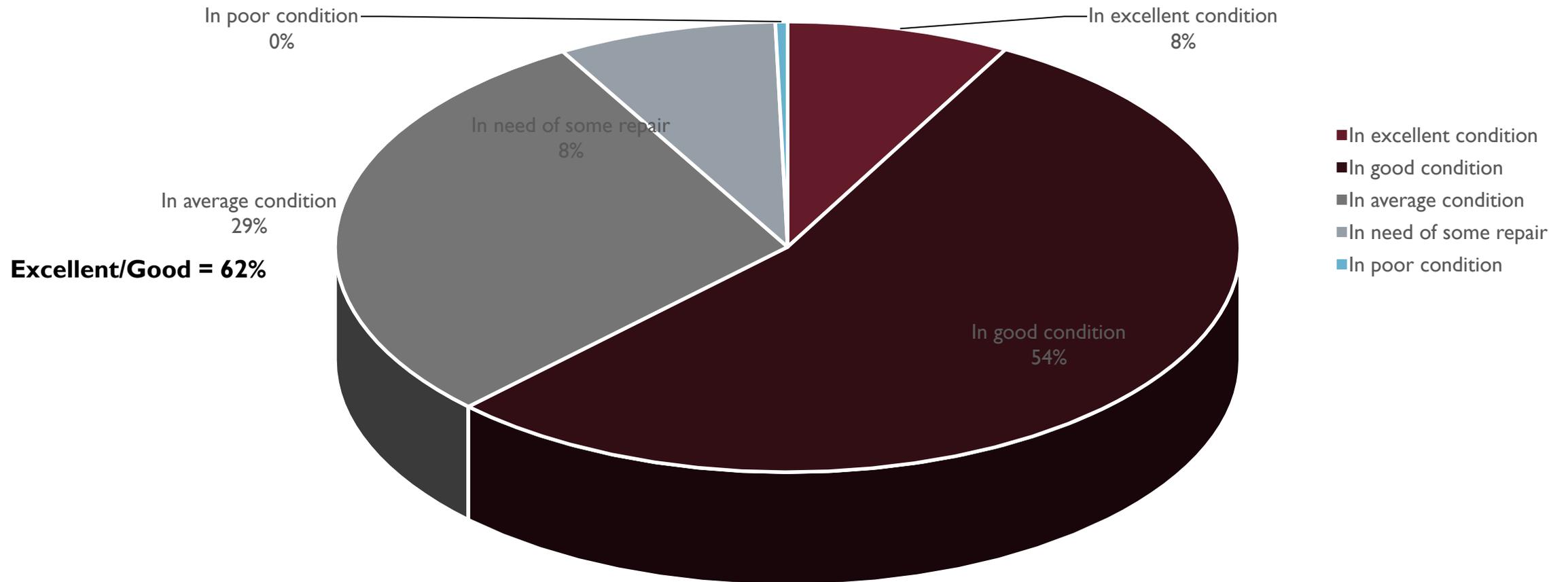
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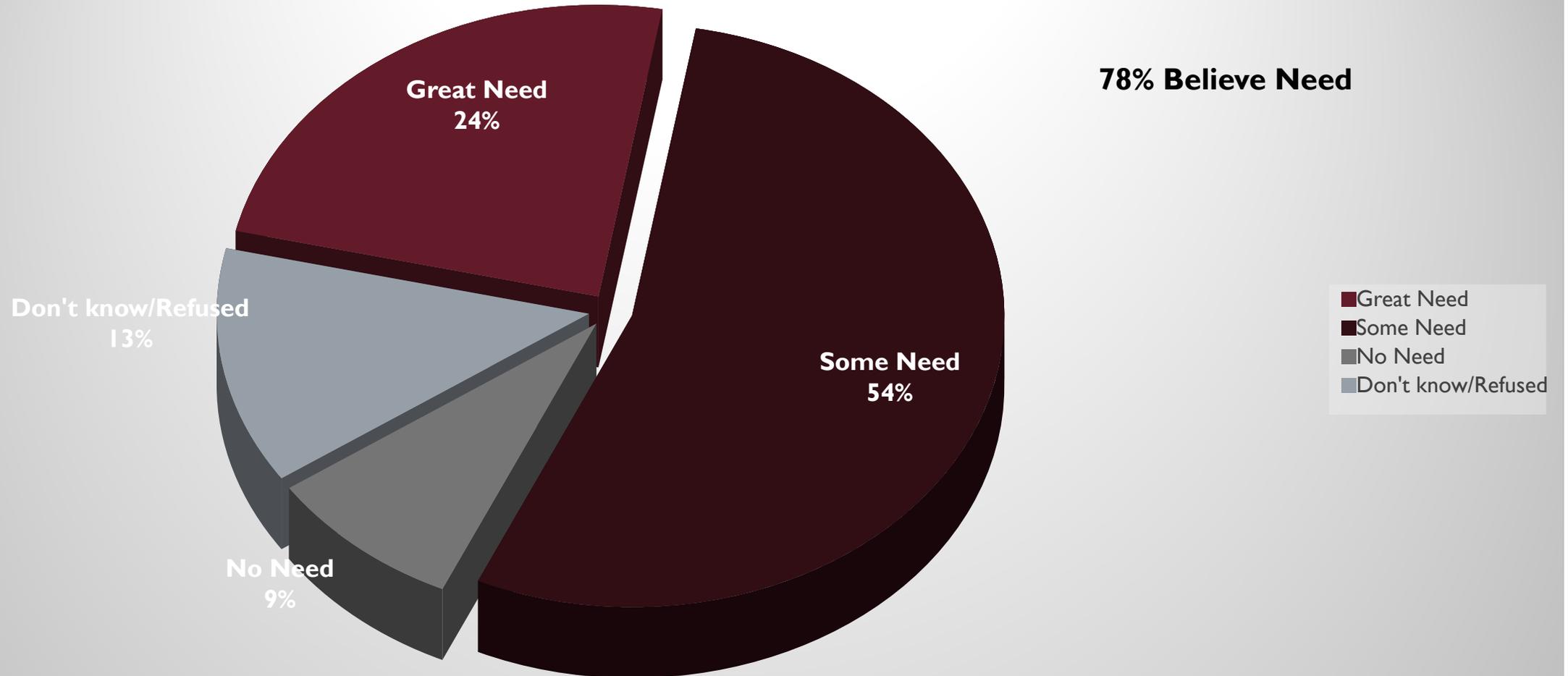
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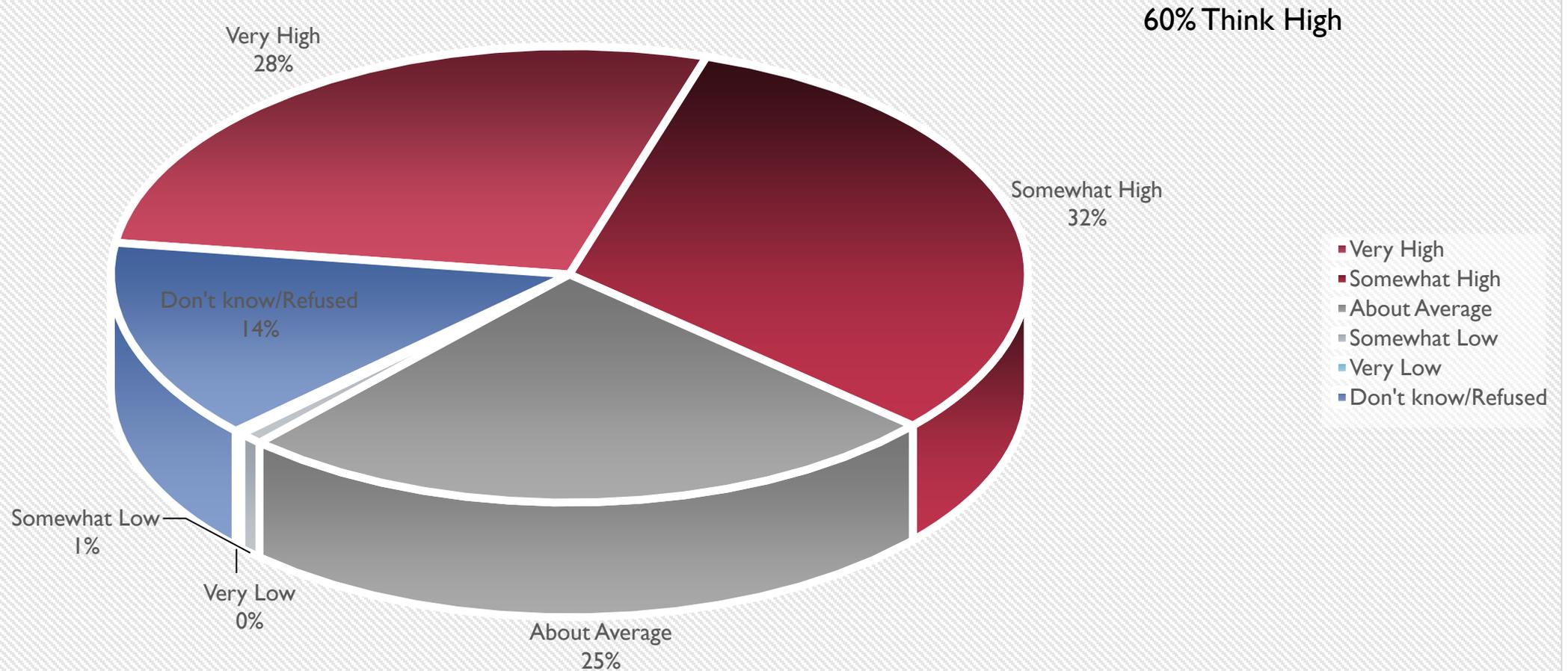
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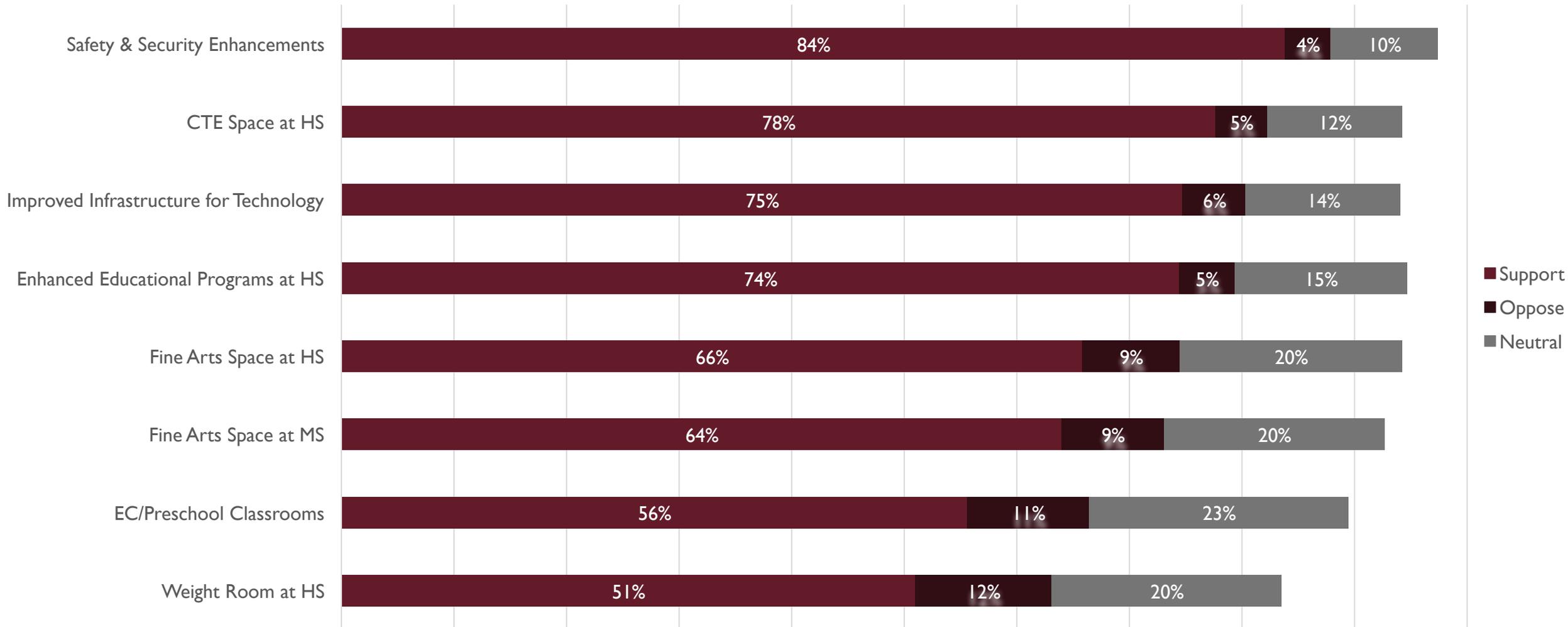
NEED FOR BOND ISSUE



TAX COMPARED TO OTHERS



PARENT PROJECT SUPPORT



QUALITATIVE THEMES

Clear & Timely Communication of Bond is Critical

- Clearly explain projects included
- Identify the needs
- Communicate early prior to voting
- Engage more parents & community members

Focus on Needs not Wants

- Do smaller pieces with just needs
- Focus on academics first over sports

Bond Finances & Taxes

- Concerns about tax impact
- Concerns about costs of projects and bidding process
- Concerns about details of project costs

Proud of Waverly District 145

- Good teachers
- Good communication
- Support for Dr. Worrell

BRAND IDEAS

- What comes to mind when you hear Waverly District 145?
 - Excellence, Good, Great, Quality
 - Community -small town

Maybe

- Athletics (positive & negative)
- Activities - band

FOCUS GROUP DATA



FOCUS GROUP THEMES

Greater Consistency Across Schools & Classrooms

- Inconsistency in communication from teacher to teacher and school to school
- Some praised for clear proactive communication
- Want similar methodology of communication

Strong Support of District –Level Communication

- Dr. Worrell's weekly email was well received.

Lack of Awareness & Confusion around Communication Tools

- Concerns about what tools exists – app, calendar programs
- Concerns about the current website.
- Would like Annual Report.

Support for Bond Dependent on Clarity & Trust

- Strong support of safety, HVAC, CTE, Fine Arts
- Clearly distinguish between needs & wants and clarify costs and project scope.

Focus on Engaging Broader Community

- Need to be intentional about engaging beyond parents – farmers, seniors, civic groups etc..

**3 Focus Groups:
Certified/
Classified Staff,
Parents &
Community**

RECOMMENDATIONS



RECOMMENDATIONS

Develop a Comprehensive Written Communication Plan

- Align with Strategic Plan Goal #6
- Utilize other audit recommendations as objectives
- Launch an Annual Report – mailed to all residents
- Outline internal comm plan and
- Outline who does what (school vs district) & standards for teachers

Streamline & Promote a Unified Communication Platform

- Families navigating a complex maze of tools – streamline.
- Establish clear expectations for how and when core platforms are used.
- Communicate the plan.

Define & Elevate the District Brand Through Storytelling

- Core elements of brand currently in place – Commitment to Excellence – Grow it.
- Be sure Brand is consistently displayed everywhere.
- Enhance storytelling – test score results...
- Promote student and staff success
- Use Weekly update to tell stories

RECOMMENDATIONS

Improve Financial Transparency & Bond Communication

- Need objective to better communicate finances
- Include financial information in Annual Report (mailed to everyone)
- Include large purchases in weekly update
- Develop talking points for your budget.

Trust in leadership is high. Now is the time to match that trust with transparency in budgeting and spending.

Launch a Community Engagement Process to Shape the Next Bond

QUESTIONS ABOUT AUDIT RESULTS?

**BEFORE... BOND ISSUE NEXT
STEPS**

BOND KEY FINDINGS

- Strong foundational support for a future bond: 90% of staff and 78% of parents believe a bond is needed.
- Strong support for projects with the top priorities being:
 - Safety & security
 - CTE
 - Technology infrastructure
- Strong desire for more communication/clarification on projects and finances
- Define Needs vs Wants.
- Engagement of broader group(s)
- Need broader circulation of communication to nonparents.

BOND NEXT STEPS

1. Collect information from:
 - Staff on facility needs
 - Community leader perceptions
2. Identify NEEDED Projects – initial proposal
 - Need to determine who and how you identify projects
3. Conduct Community Engagement process to collect feedback on the proposal
 - Large group community forum
 - Small group presentations (key leaders farmers, community leaders)
 - Staff feedback
 - Facebook Live
 - Presentation Feedback form on website

ENGAGEMENT KEYS...

To have a successful engagement process...

- Cross section of community
- Intentional marketing
- Structured feedback without losing control
- One meeting commitment
- Listen to results
- Communicate feedback to everyone

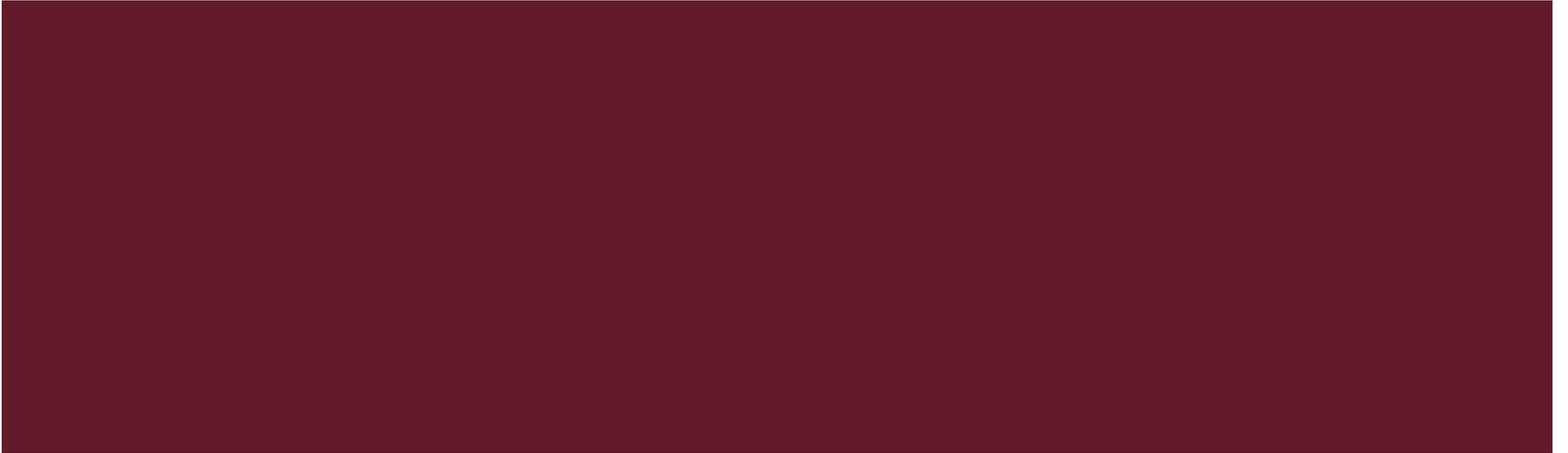
BOND NEXT STEPS

4. Revise Proposal based on Feedback
5. Survey (phone or online)
 - Questions will come from engagement process.
6. Revise Proposal based on Feedback
7. Board takes action on final proposal.
8. Informational and Vote Yes Campaign.
9. Vote.

BOND DECISIONS...

- Timeline
- Process to Determine Projects

QUESTIONS & DISCUSSION



Public Input to the Board

It is the policy of the Board of Education to provide for and encourage input from its various constituents in an appropriate and orderly fashion at regularly scheduled Board of Education meetings. The board is open to and encourages input on school issues from the public. The board would prefer that individuals or groups with school related concerns first attempt to resolve those concerns through established administrative channels.

1. Matters concerning an individual school shall be discussed first with the respective building administrator of the school.
2. If the matter is not resolved satisfactorily at the school level, it may then be brought to the Superintendent.
3. If the matter is not resolved satisfactorily at the Superintendent's level, it may then be brought before the board of education by:
 - a. Addressing the matter during Open Forum at a regular, monthly board meeting; individual presentations should be no longer than three (3) minutes and the total allotted Open Forum agenda time will be a maximum of thirty (30) minutes.
 - b. Requesting a formal agenda item by contacting the superintendent or board president on or before the Thursday prior to the regular, monthly meeting which, unless otherwise announced, will be on the first Monday of every month.
 - c. Submitting the matter in writing, said documentation can either be presented at the regular meeting or appended to the agenda, if received in the superintendent's office on the designated Thursday.
4. A response will be provided once the board has the opportunity to inquire about the matter. Possible board responses when appropriate may include, but are not limited to: directing the superintendent to address the matter; tabling for further study; appointing a temporary board committee to study and/or resolve the matter; scheduling a special meeting to hear the matter; or not taking action. Public input to the board is heard during Open Forum. Matters brought to the board in this fashion will be taken under advisement and not acted upon at that time.

Note: The chair will not allow complaints about individuals. There are appropriate channels to address such matters. Because of the potential of introducing bias into board hearings on termination cases, complaints on individual employees will be received by the board only through the Superintendent of schools.

Policy Adopted: 04/10/78
 Policy Revised: 03/07/88
 Policy Revised: 01/02/06
 Policy Revised: 11/03/08

SCHOOL DISTRICT 145
 WAVERLY, NEBRASKA

Special Board Meeting
May 7th, 2025
Agenda

1. Communication Audit review and share recommendations-Annette
2. Separate discussion on bond issue information from audit-Annette
3. Before school is out, DLR receiving feedback from staff on facilities
4. Next Steps
 - Needs vs Wants
 - Administrator discussion on needs, share with BOE. What are those main areas that the next bond issue needs to address?
 - Potential Focus Group work from Annette and the Community
 - Potential phone survey to community members on what they would support
 - Community meetings-Structured smaller group feedback meetings within a larger meeting.
 - Talk with specific groups, Ag, Business, land owners, etc...
 - Timeline for potential bond issue, Spring 2026?
 - Finalize update to facilities planning booklet. (DLR)?



SCHOOL DISTRICT 145

COMMUNICATION AUDIT SURVEY DATA

AUDIT OVERVIEW

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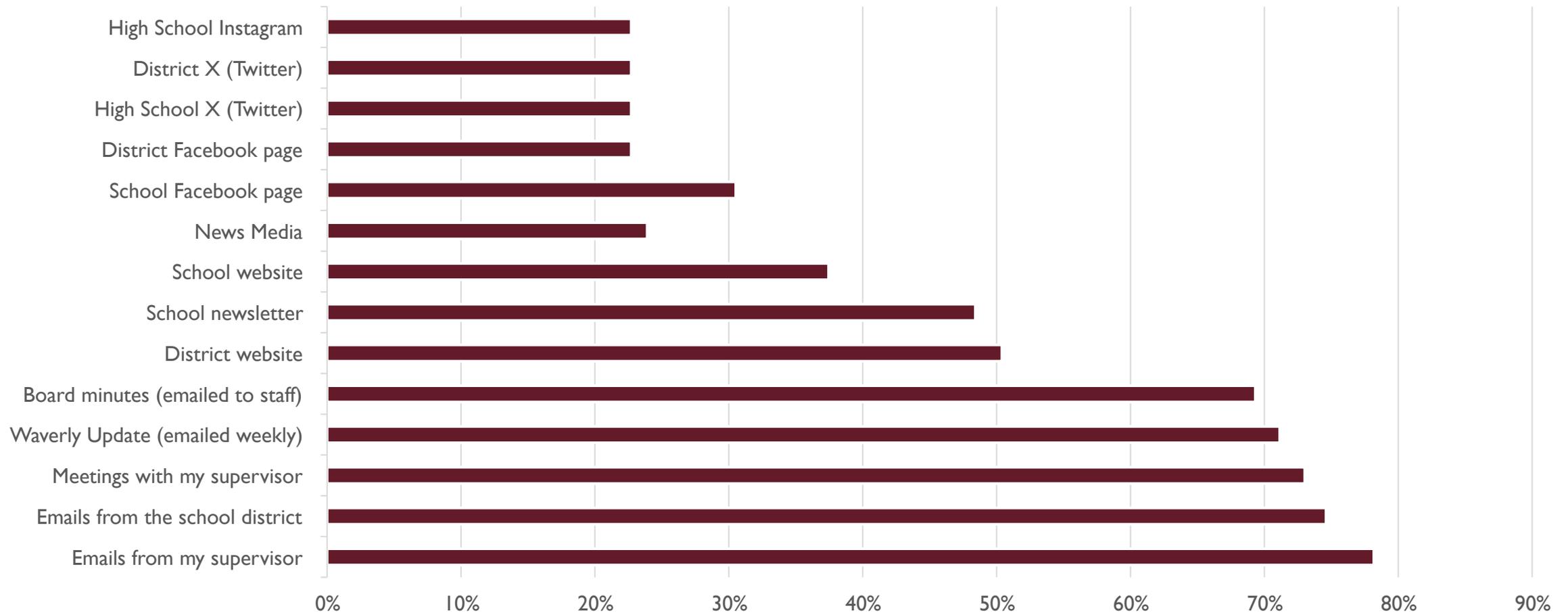


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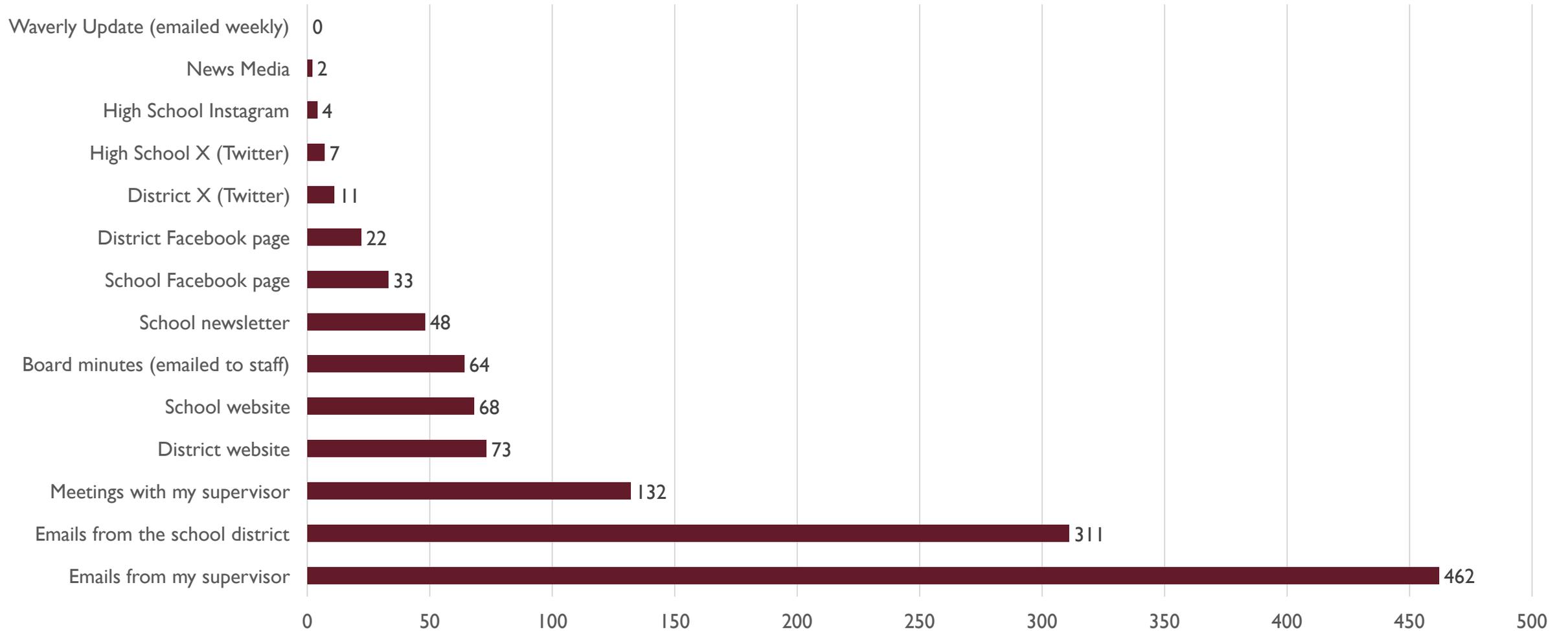
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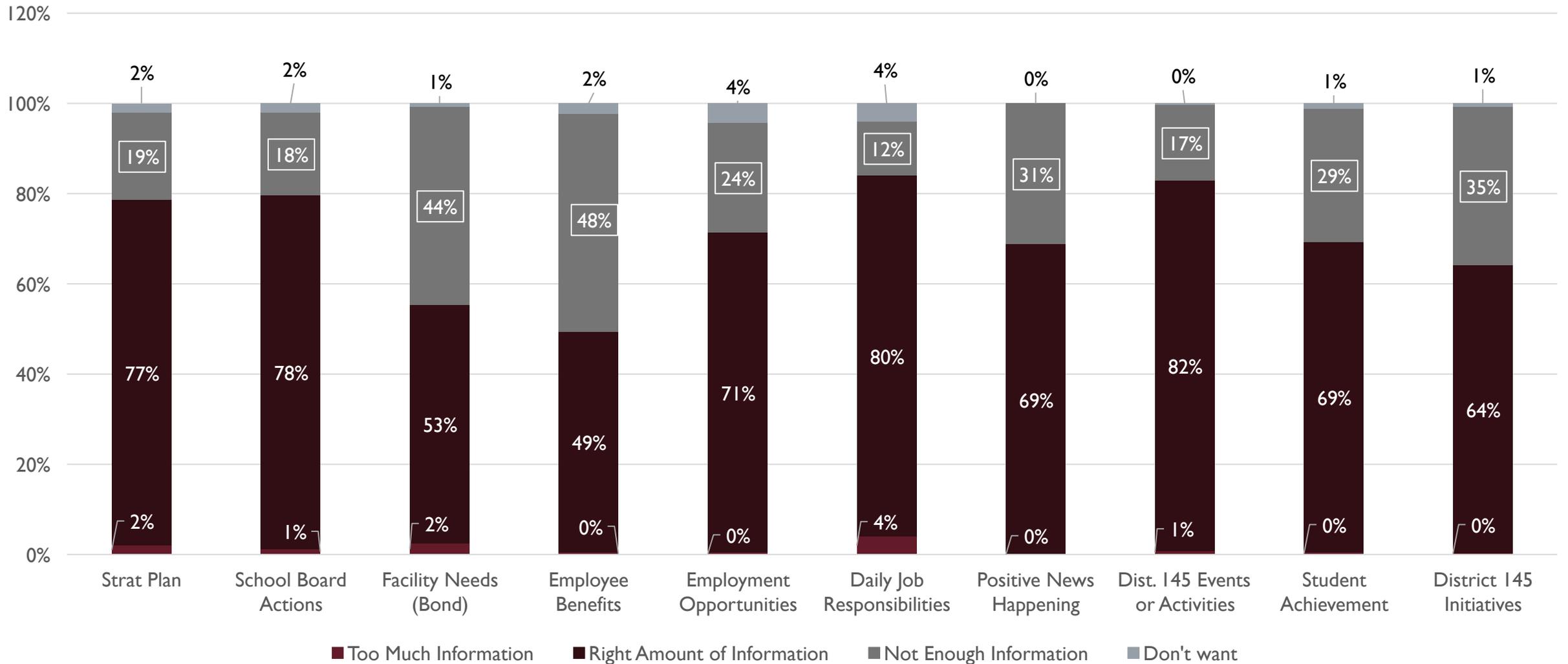
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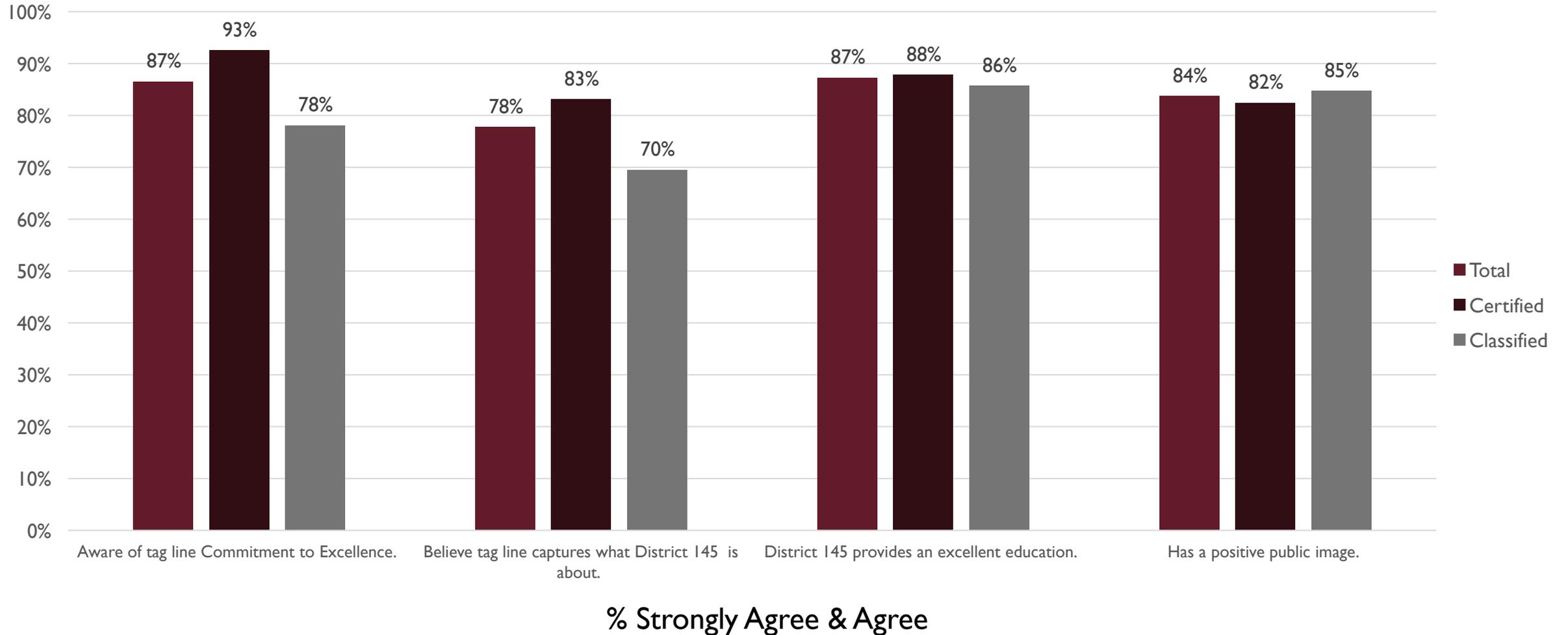
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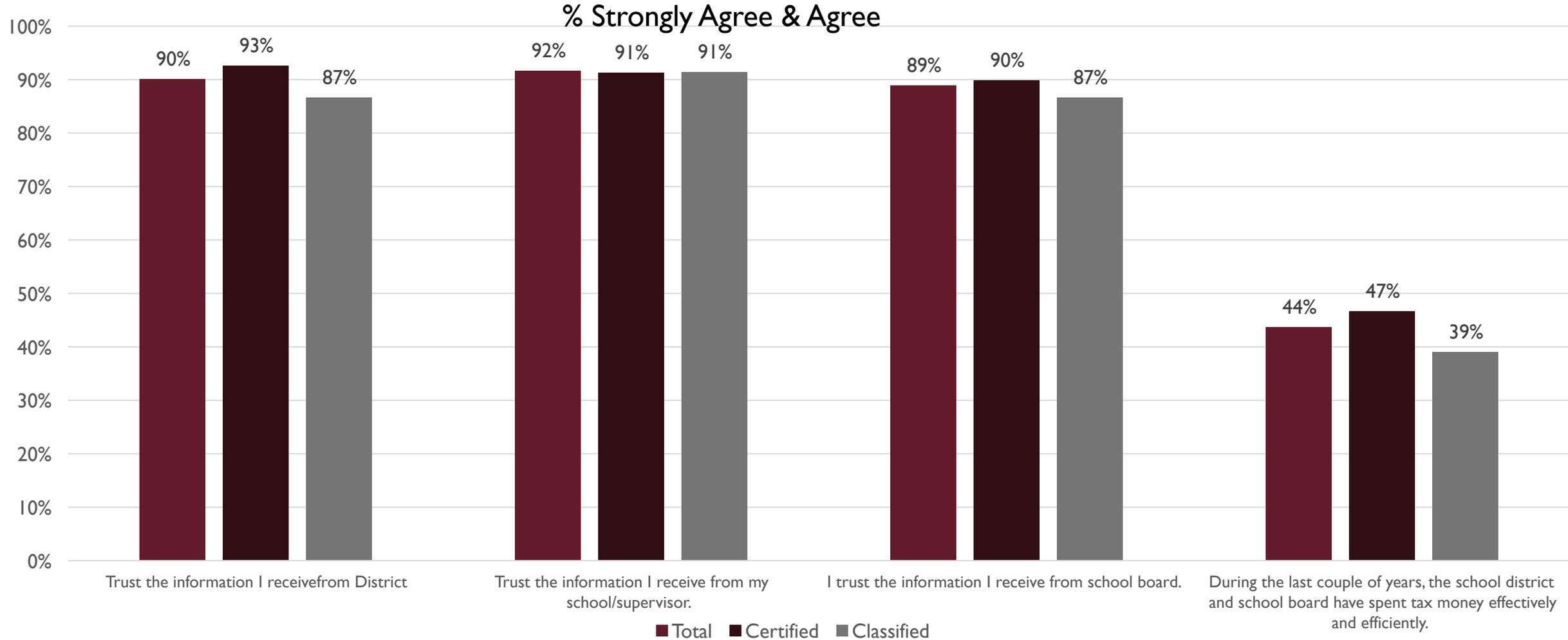
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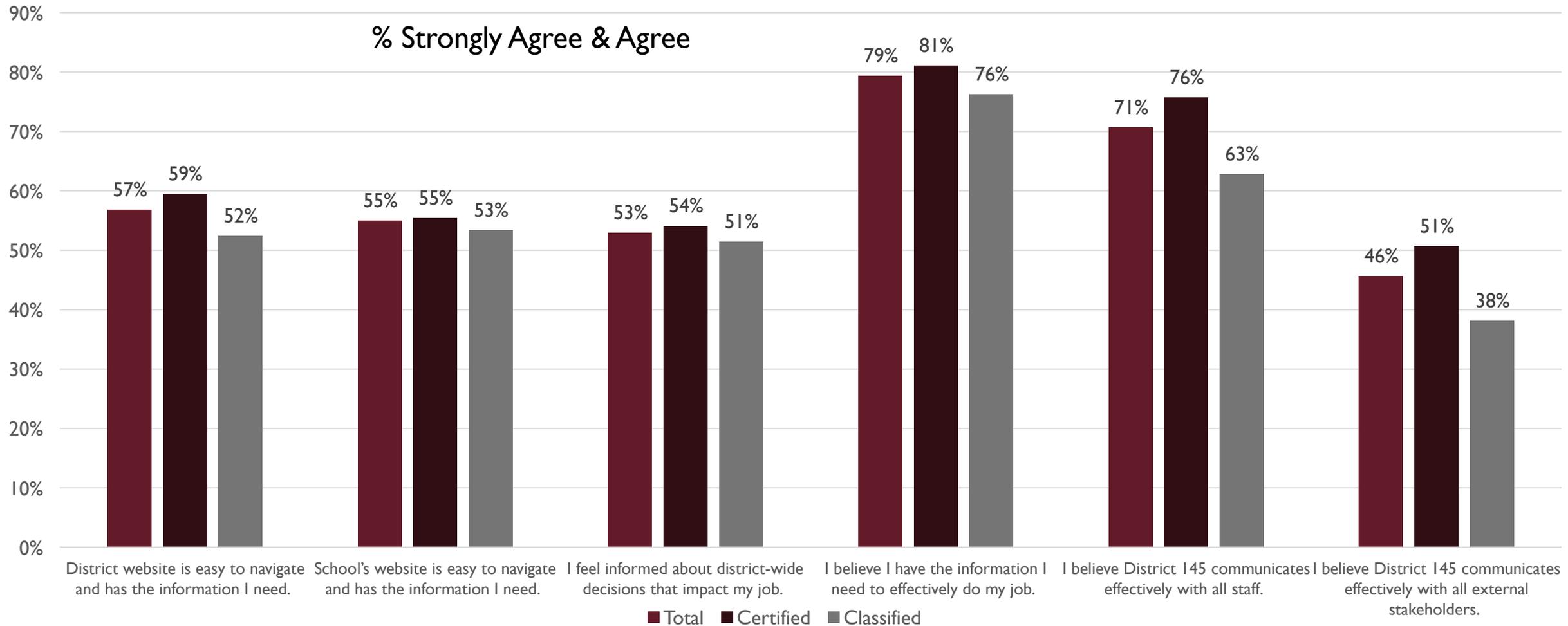
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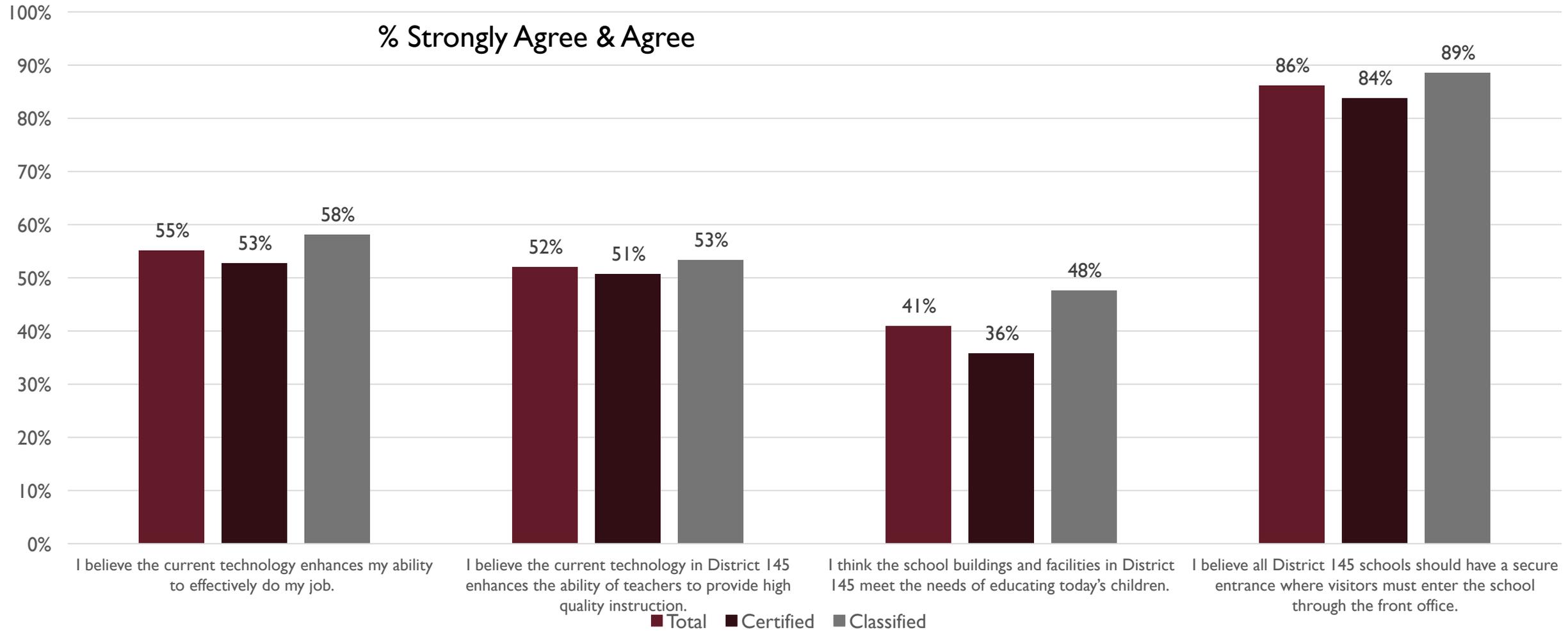
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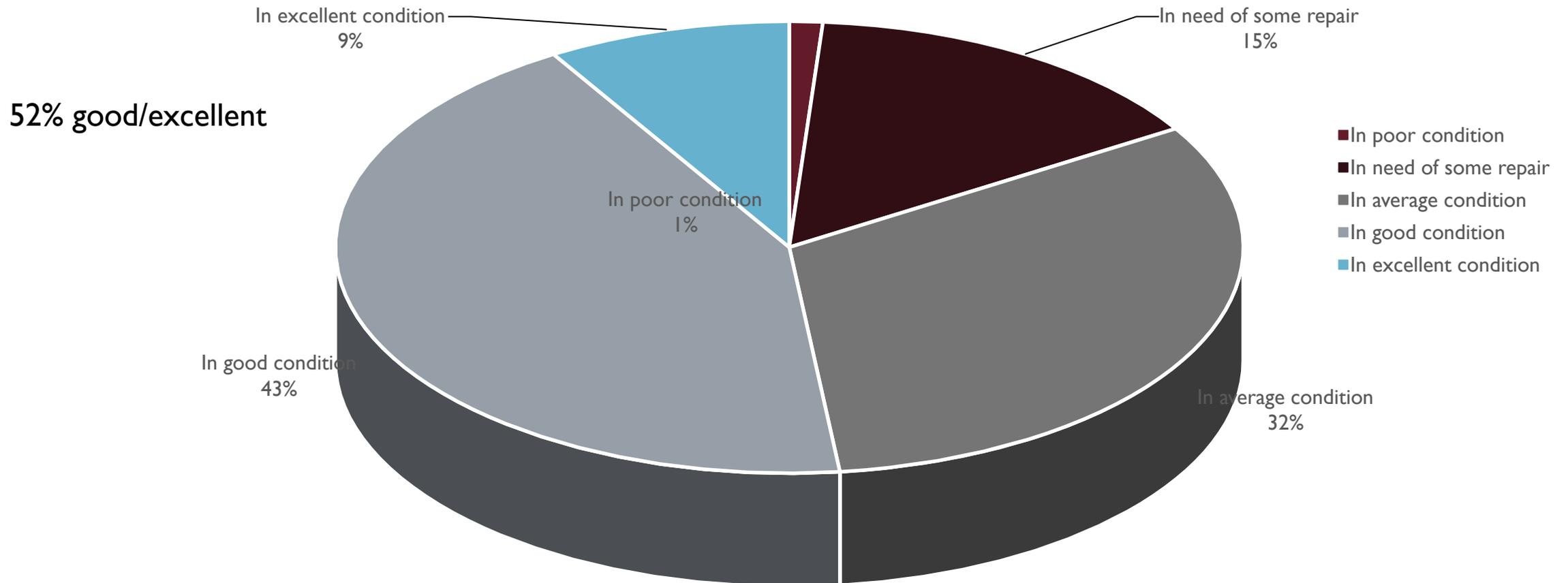
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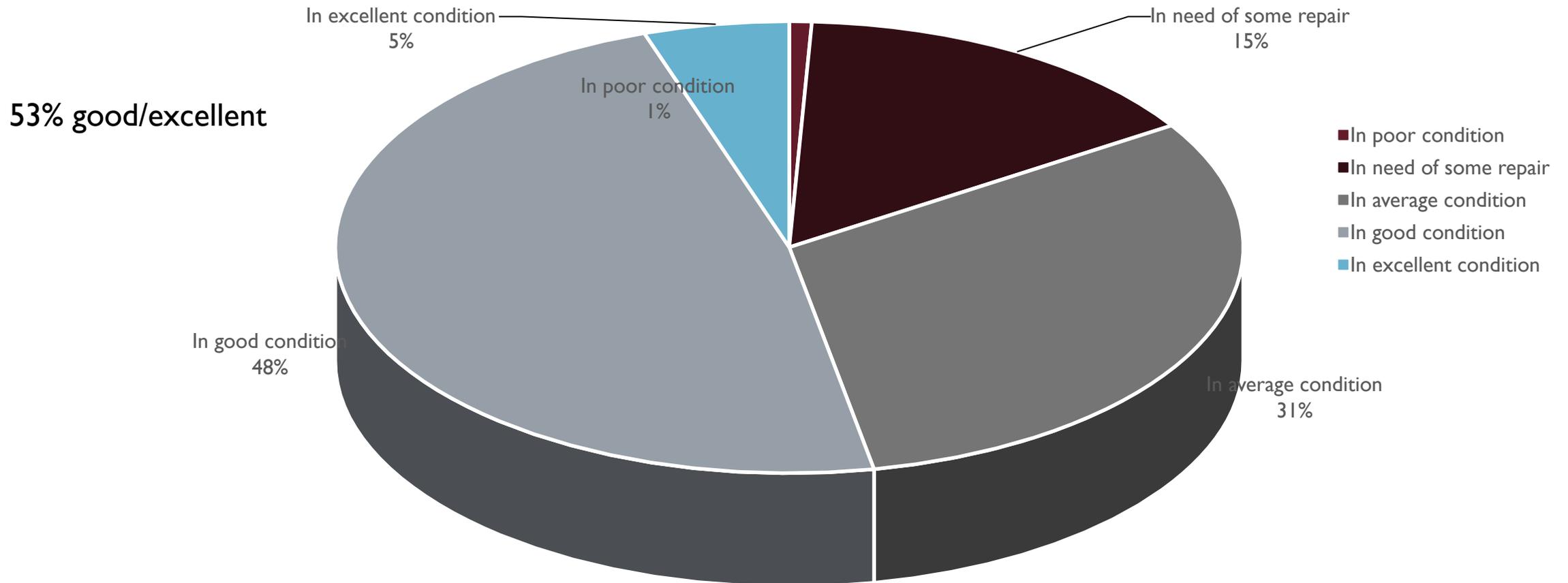
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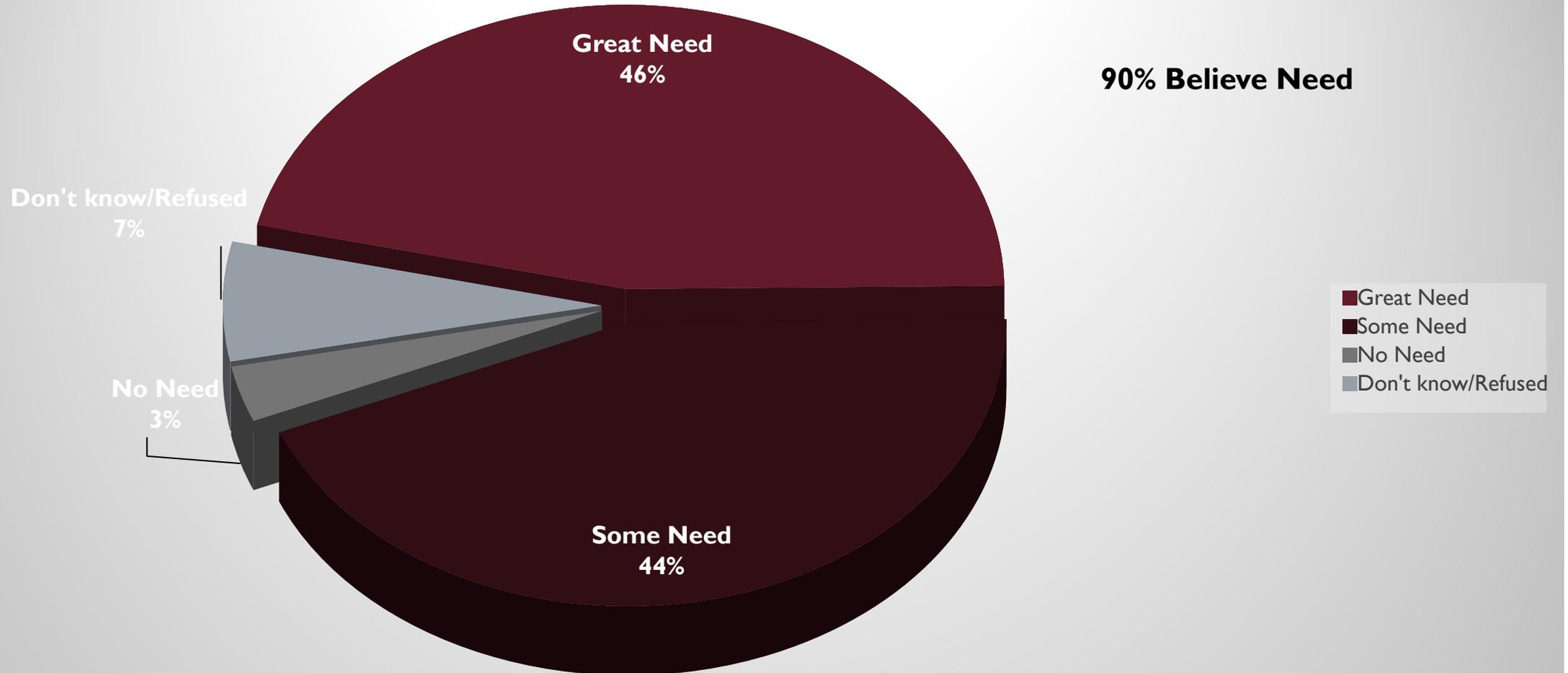
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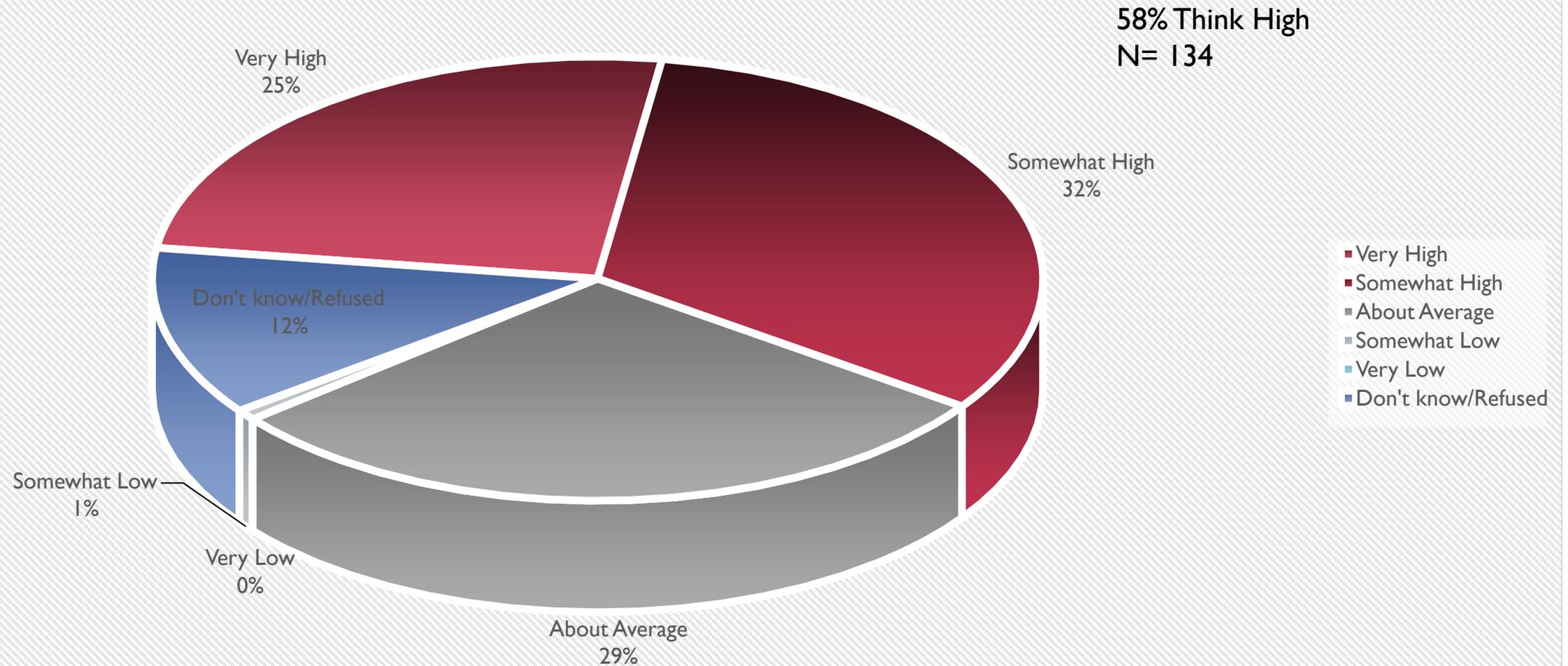
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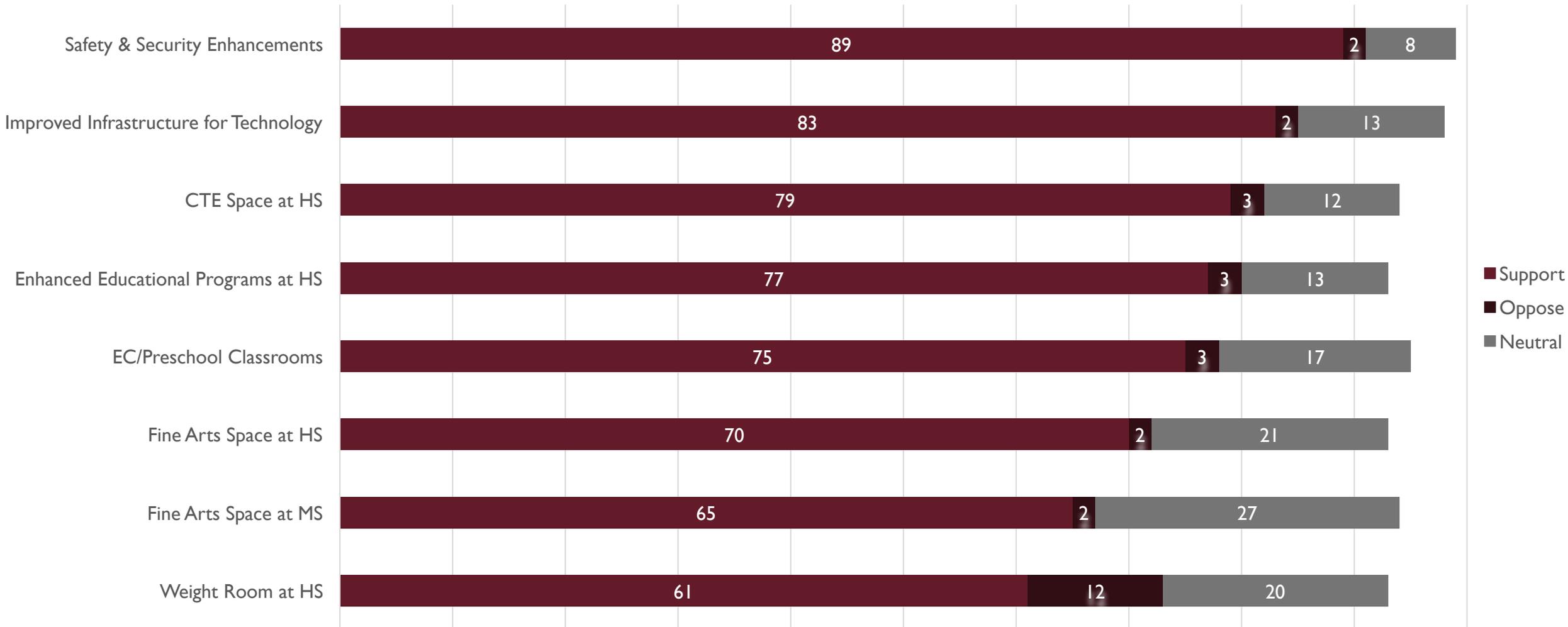
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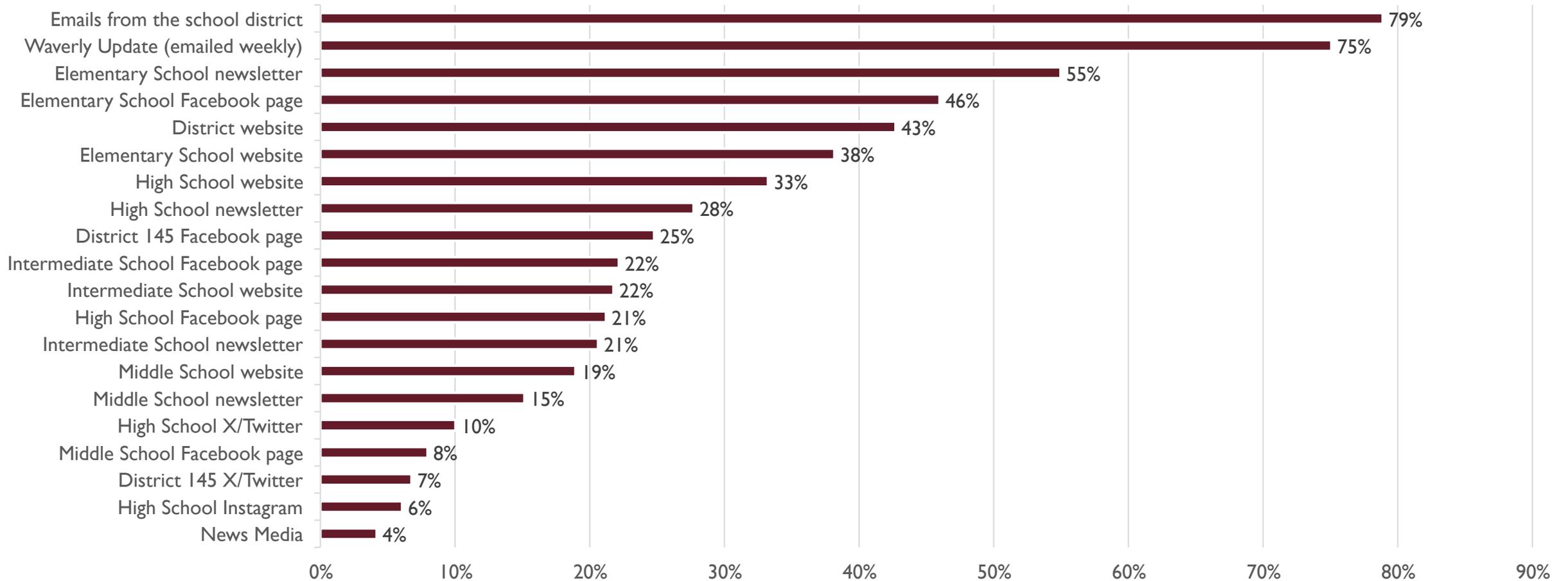
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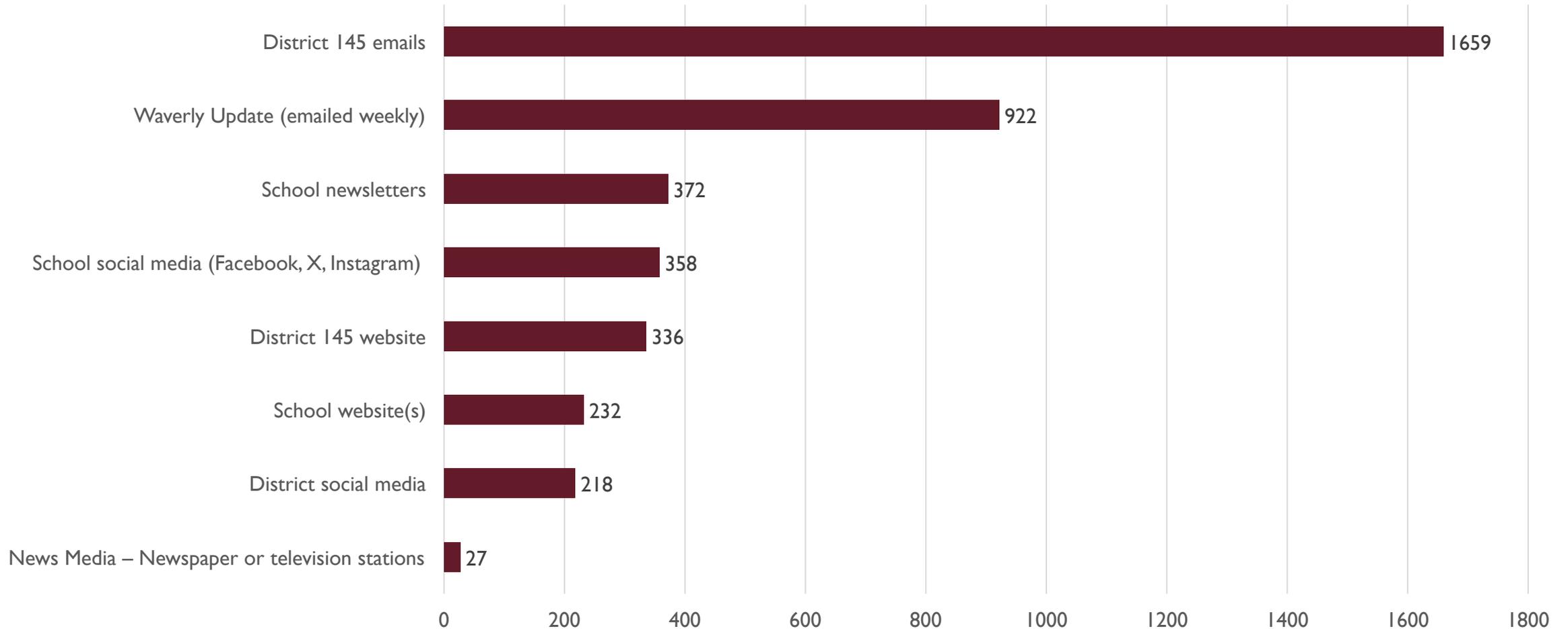
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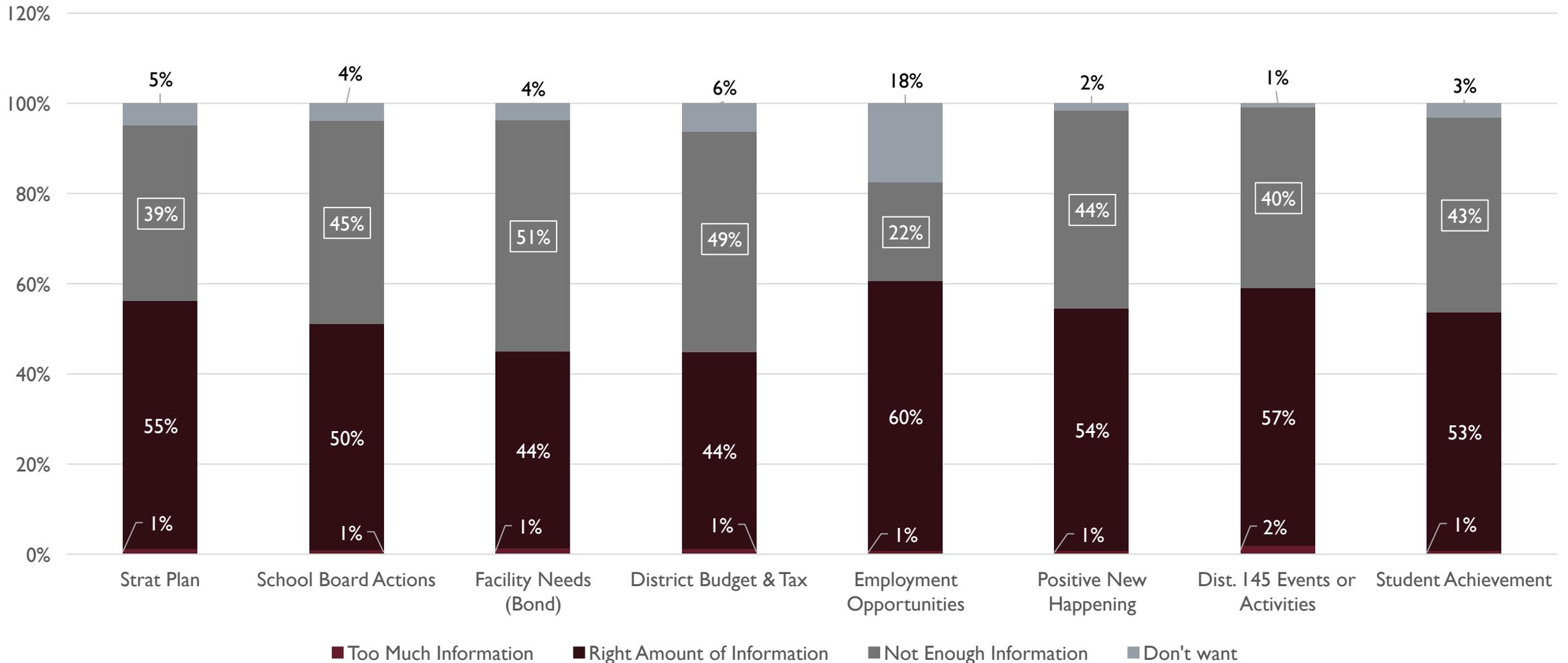
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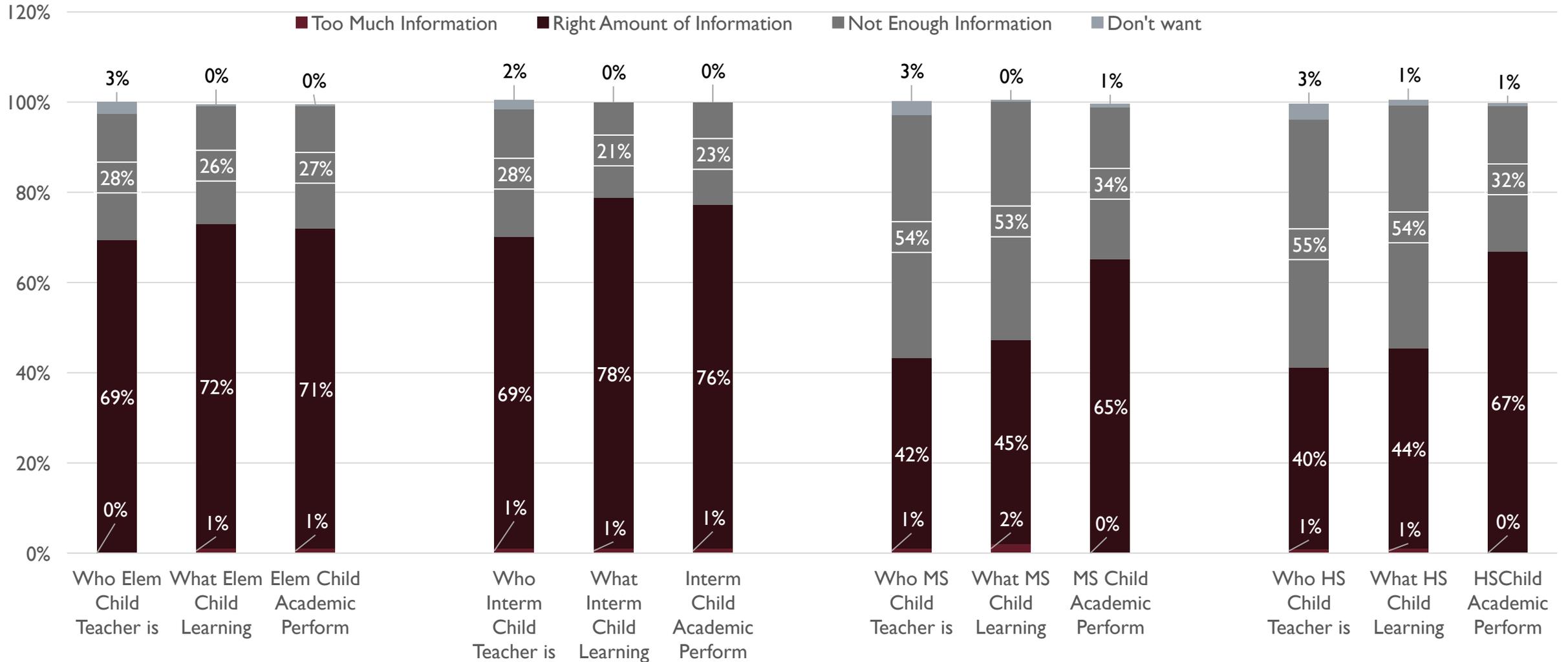
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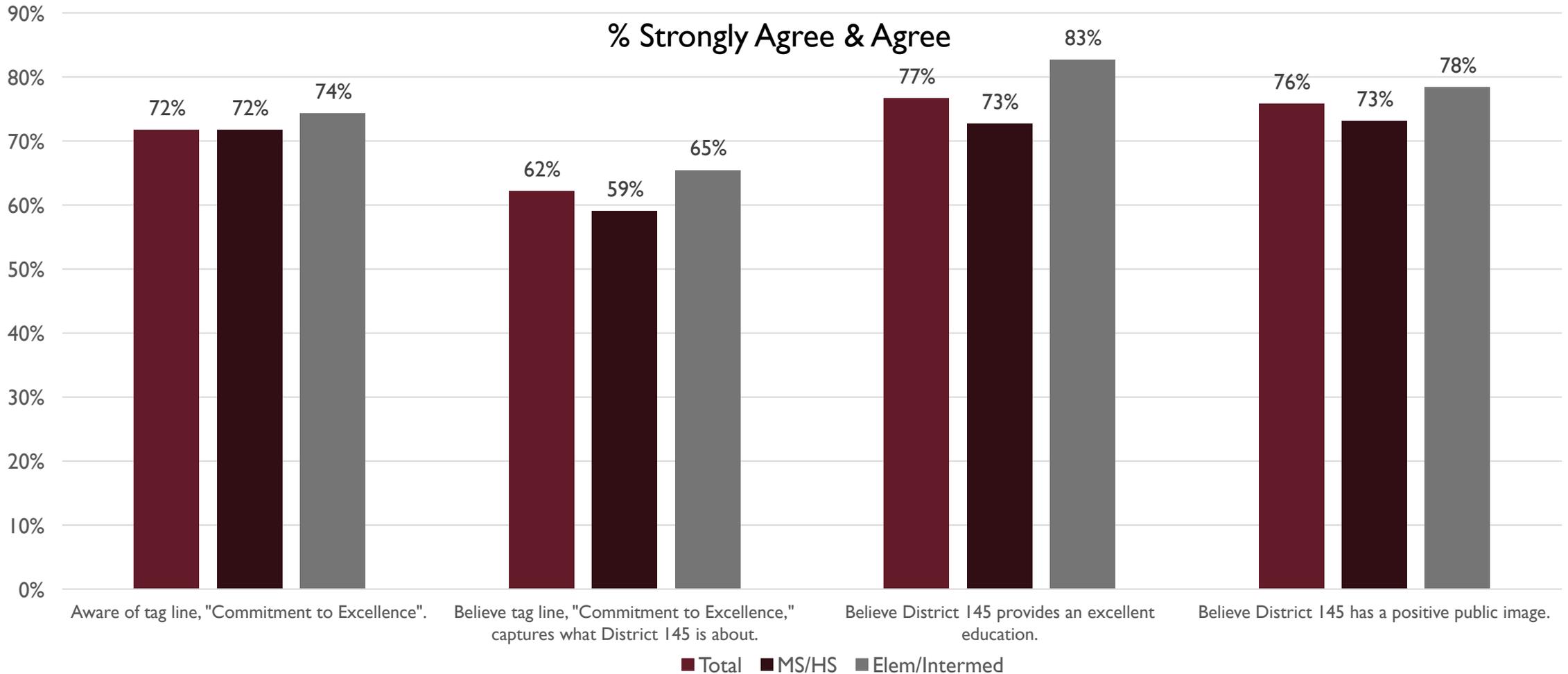
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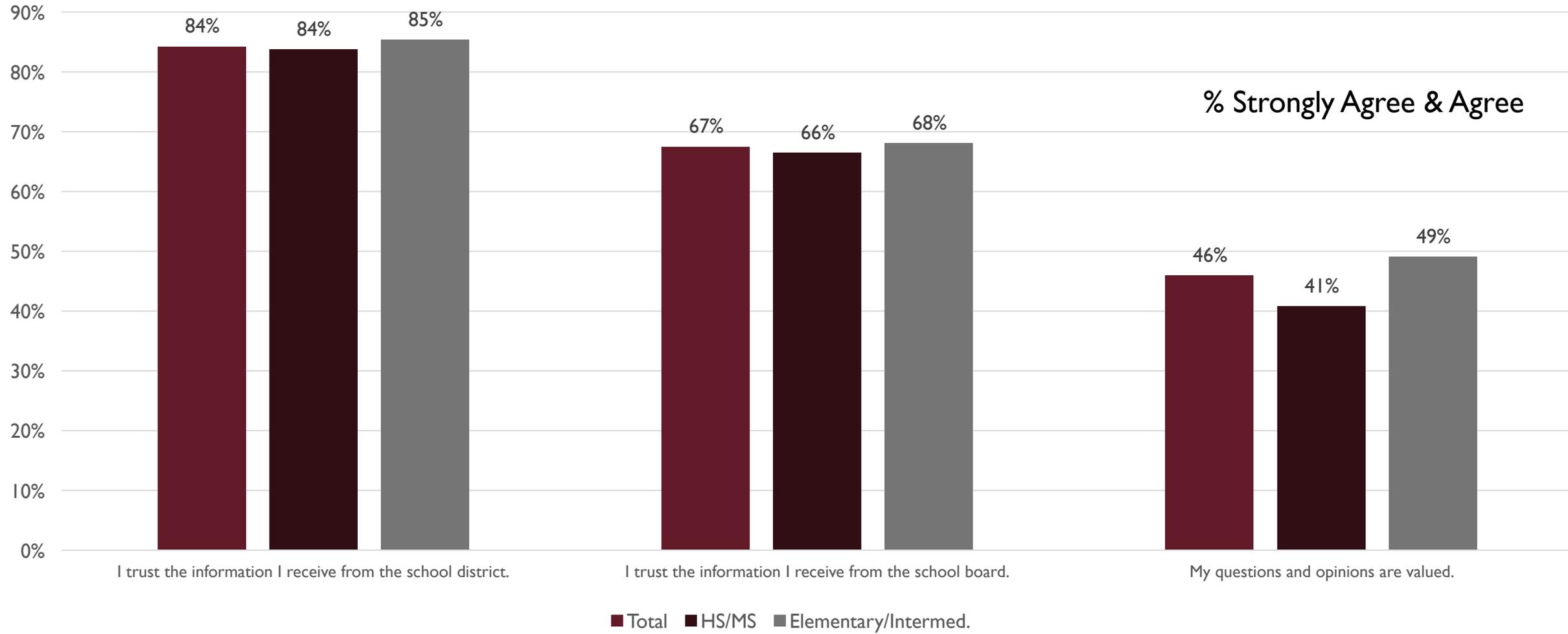
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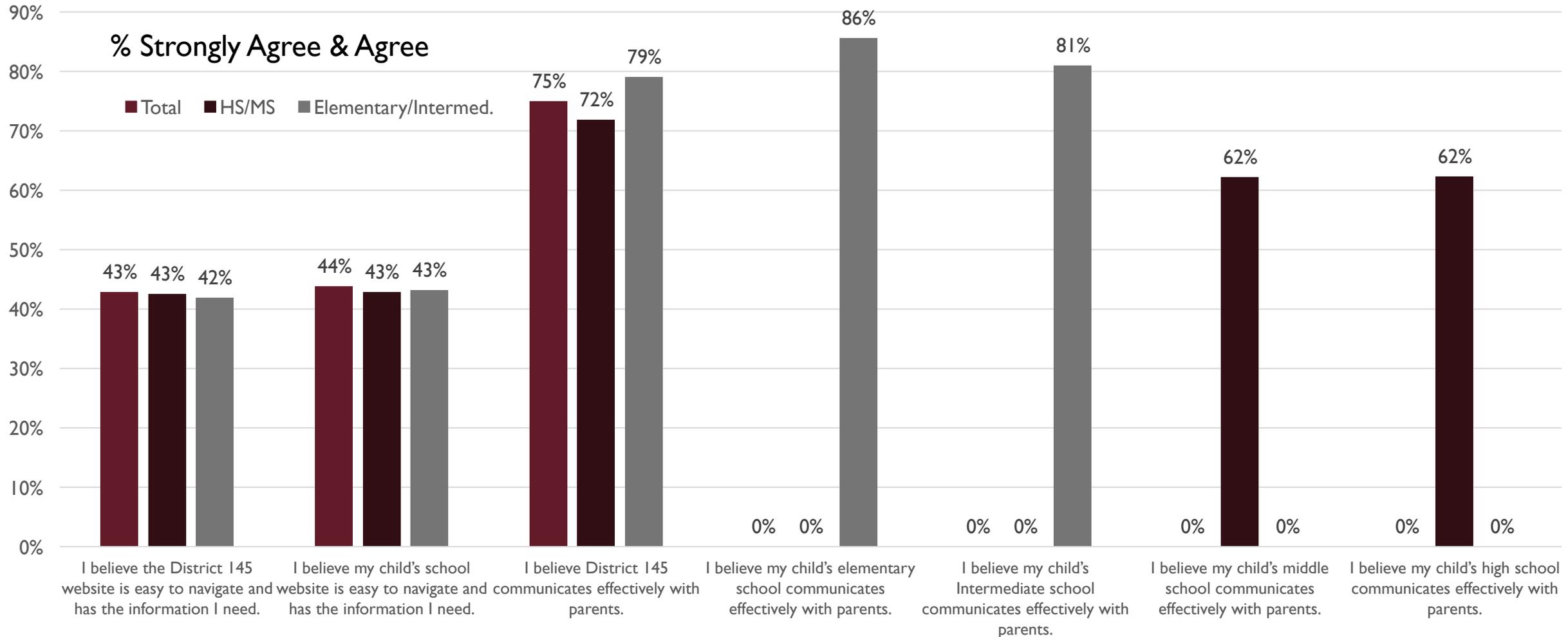
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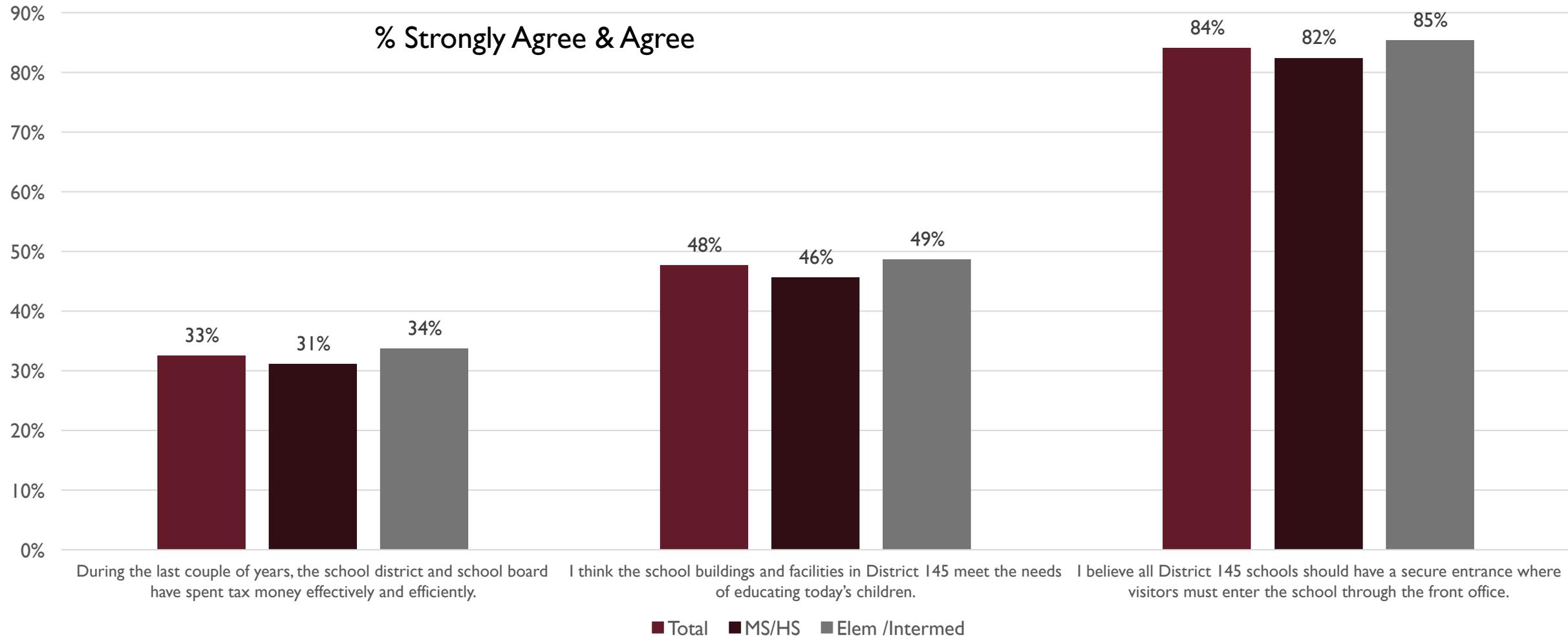
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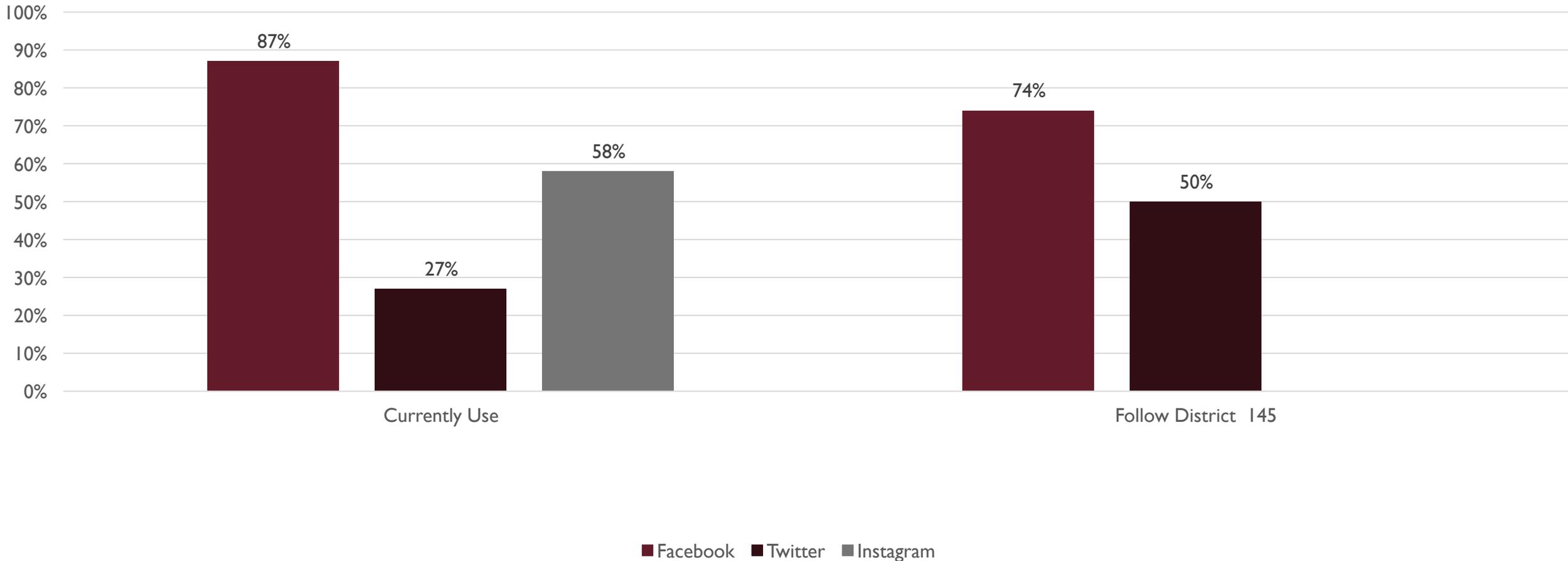


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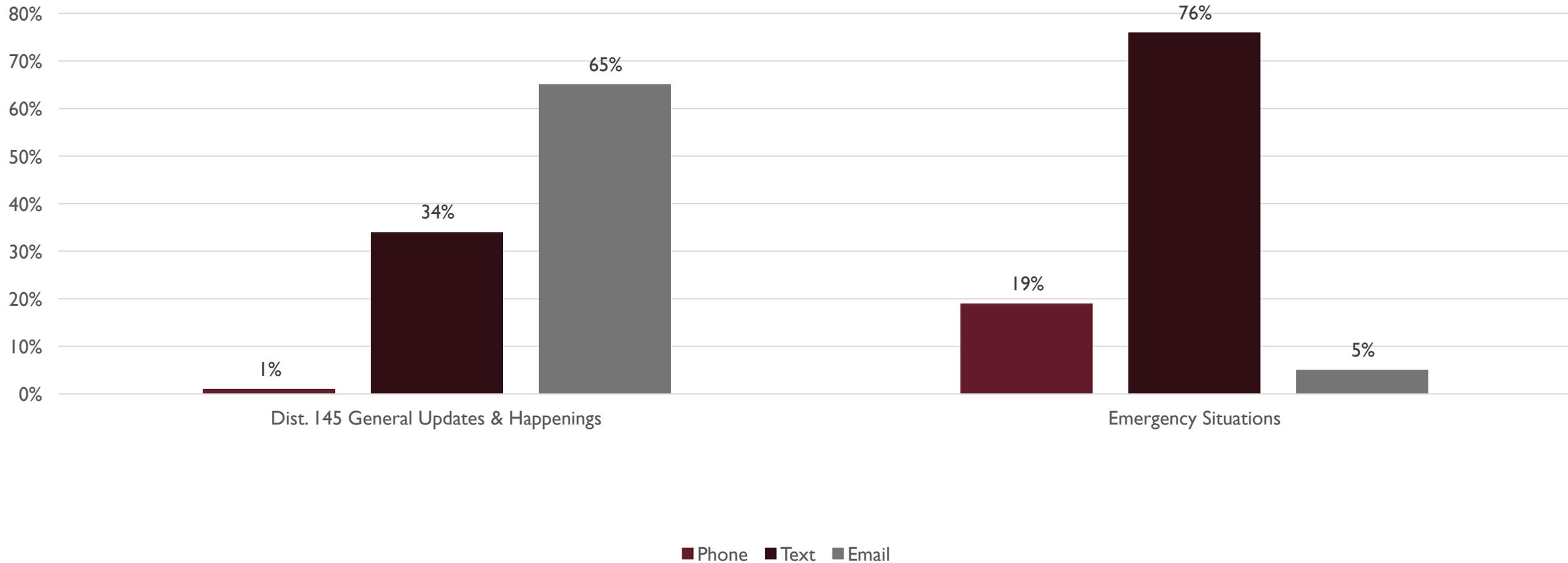


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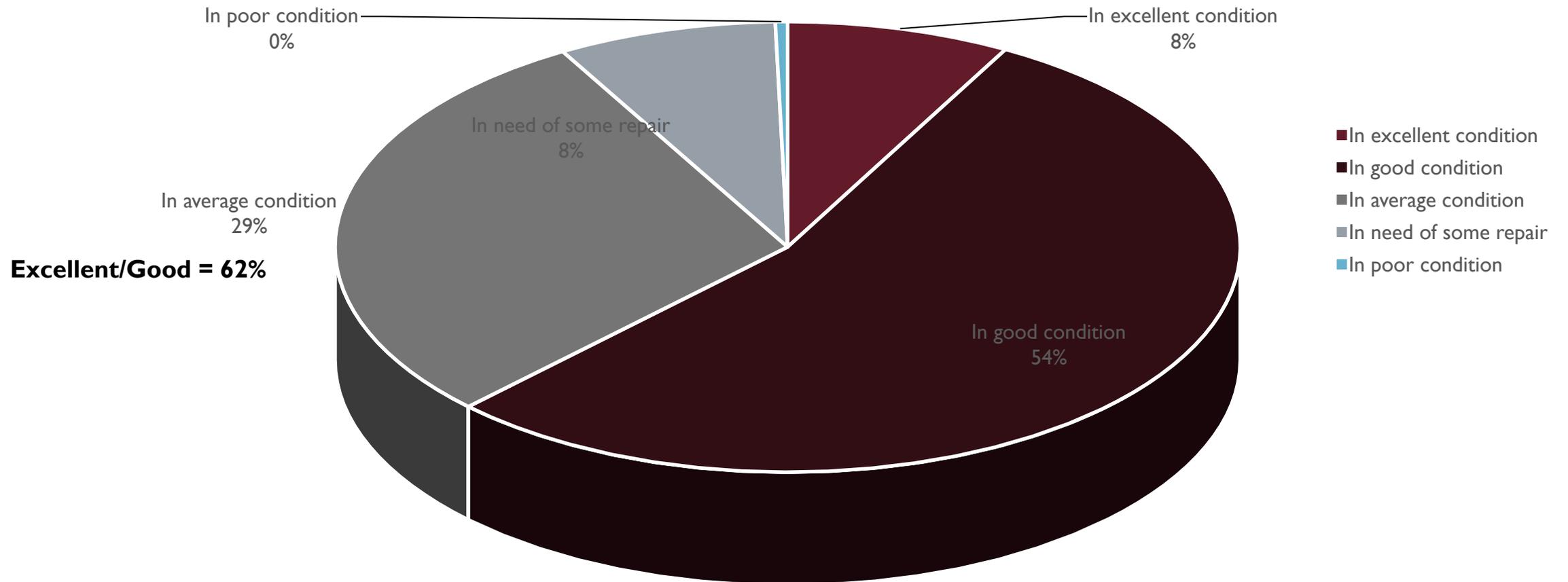
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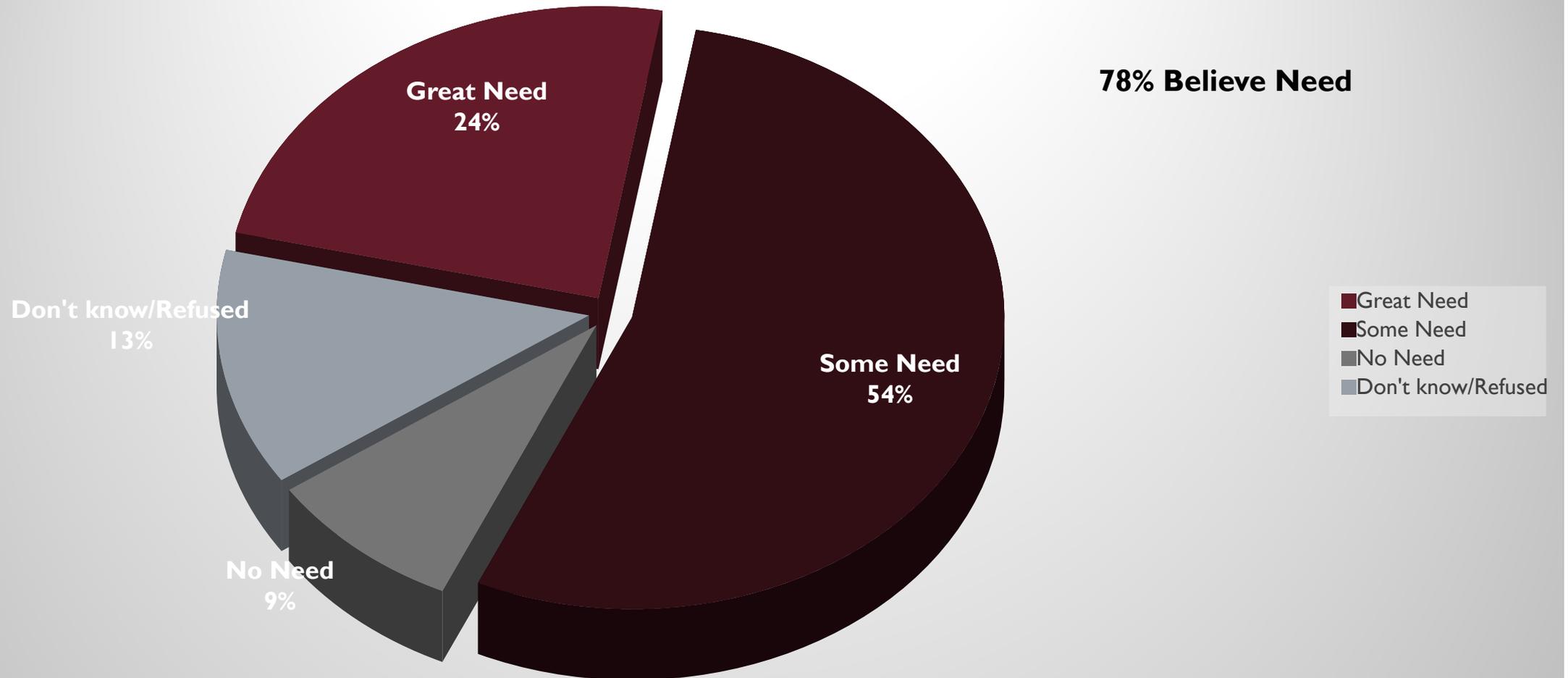
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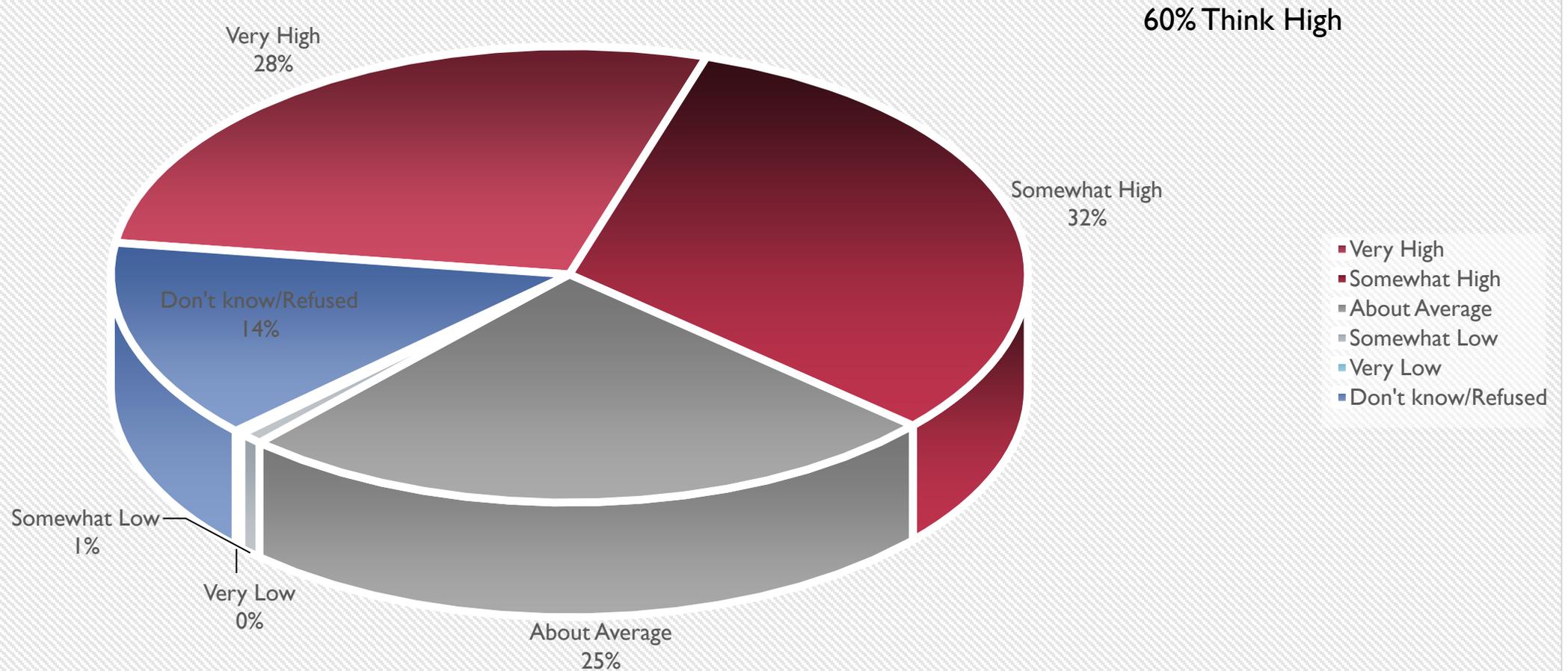
SCHOOLS THROUGHOUT 145 ARE...



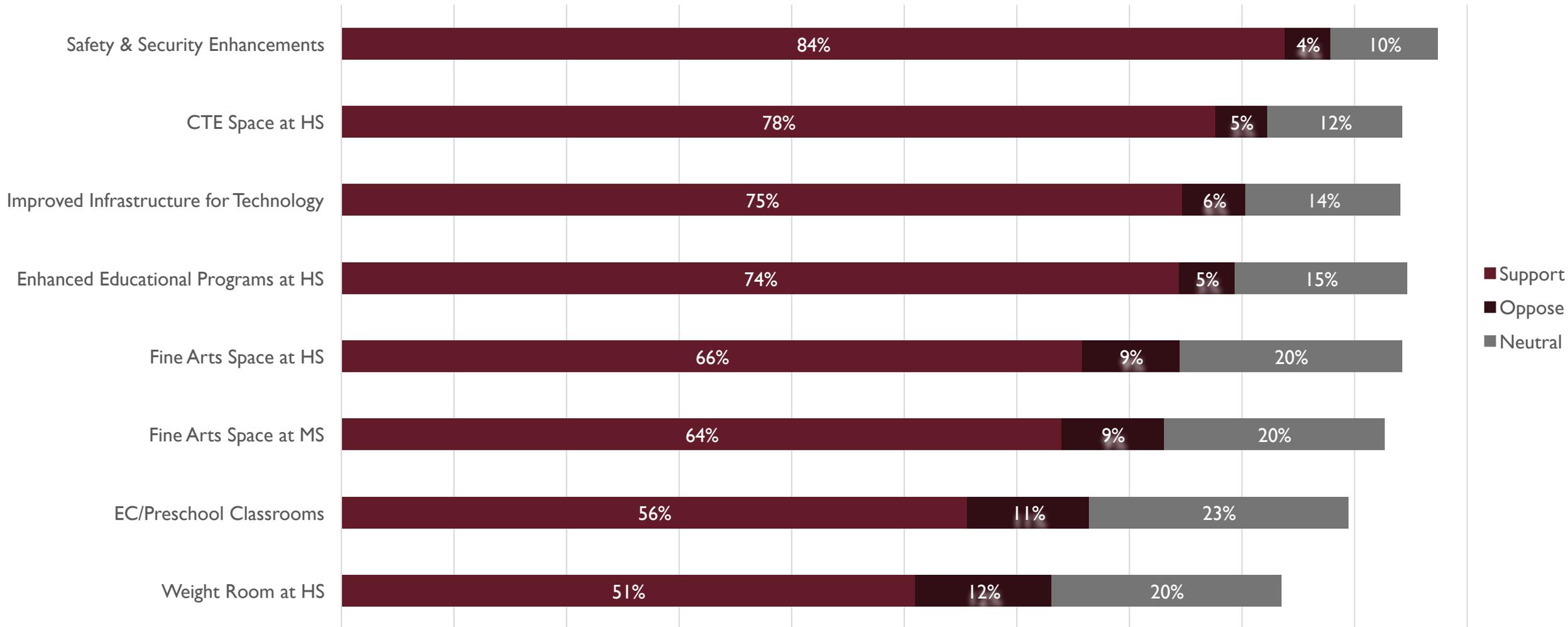
NEED FOR BOND ISSUE



TAX COMPARED TO OTHERS



PARENT PROJECT SUPPORT



QUALITATIVE THEMES

Clear & Timely Communication of Bond is Critical

- Clearly explain projects included
- Identify the needs
- Communicate early prior to voting
- Engage more parents & community members

Focus on Needs not Wants

- Do smaller pieces with just needs
- Focus on academics first over sports

Bond Finances & Taxes

- Concerns about tax impact
- Concerns about costs of projects and bidding process
- Concerns about details of project costs

Proud of Waverly District 145

- Good teachers
- Good communication
- Support for Dr. Worrell

BRAND IDEAS

- What comes to mind when you hear Waverly District 145?
 - Excellence, Good, Great, Quality
 - Community -small town

Maybe

- Athletics (positive & negative)
- Activities - band

FOCUS GROUP DATA



FOCUS GROUP THEMES

Greater Consistency Across Schools & Classrooms

- Inconsistency in communication from teacher to teacher and school to school
- Some praised for clear proactive communication
- Want similar methodology of communication

Strong Support of District –Level Communication

- Dr. Worrell's weekly email was well received.

Lack of Awareness & Confusion around Communication Tools

- Concerns about what tools exists – app, calendar programs
- Concerns about the current website.
- Would like Annual Report.

Support for Bond Dependent on Clarity & Trust

- Strong support of safety, HVAC, CTE, Fine Arts
- Clearly distinguish between needs & wants and clarify costs and project scope.

Focus on Engaging Broader Community

- Need to be intentional about engaging beyond parents – farmers, seniors, civic groups etc..

**3 Focus Groups:
Certified/
Classified Staff,
Parents &
Community**

RECOMMENDATIONS



RECOMMENDATIONS

Develop a Comprehensive Written Communication Plan

- Align with Strategic Plan Goal #6
- Utilize other audit recommendations as objectives
- Launch an Annual Report – mailed to all residents
- Outline internal comm plan and
- Outline who does what (school vs district) & standards for teachers

Streamline & Promote a Unified Communication Platform

- Families navigating a complex maze of tools – streamline.
- Establish clear expectations for how and when core platforms are used.
- Communicate the plan.

Define & Elevate the District Brand Through Storytelling

- Core elements of brand currently in place – Commitment to Excellence – Grow it.
- Be sure Brand is consistently displayed everywhere.
- Enhance storytelling – test score results...
- Promote student and staff success
- Use Weekly update to tell stories

RECOMMENDATIONS

Improve Financial Transparency & Bond Communication

- Need objective to better communicate finances
- Include financial information in Annual Report (mailed to everyone)
- Include large purchases in weekly update
- Develop talking points for your budget.

Trust in leadership is high. Now is the time to match that trust with transparency in budgeting and spending.

Launch a Community Engagement Process to Shape the Next Bond

QUESTIONS ABOUT AUDIT RESULTS?

**BEFORE... BOND ISSUE NEXT
STEPS**

BOND KEY FINDINGS

- Strong foundational support for a future bond: 90% of staff and 78% of parents believe a bond is needed.
- Strong support for projects with the top priorities being:
 - Safety & security
 - CTE
 - Technology infrastructure
- Strong desire for more communication/clarification on projects and finances
- Define Needs vs Wants.
- Engagement of broader group(s)
- Need broader circulation of communication to nonparents.

BOND NEXT STEPS

1. Collect information from:
 - Staff on facility needs
 - Community leader perceptions
2. Identify NEEDED Projects – initial proposal
 - Need to determine who and how you identify projects
3. Conduct Community Engagement process to collect feedback on the proposal
 - Large group community forum
 - Small group presentations (key leaders farmers, community leaders)
 - Staff feedback
 - Facebook Live
 - Presentation Feedback form on website

ENGAGEMENT KEYS...

To have a successful engagement process...

- Cross section of community
- Intentional marketing
- Structured feedback without losing control
- One meeting commitment
- Listen to results
- Communicate feedback to everyone

BOND NEXT STEPS

4. Revise Proposal based on Feedback
5. Survey (phone or online)
 - Questions will come from engagement process.
6. Revise Proposal based on Feedback
7. Board takes action on final proposal.
8. Informational and Vote Yes Campaign.
9. Vote.

BOND DECISIONS...

- Timeline
- Process to Determine Projects

QUESTIONS & DISCUSSION

