

**Board of Education Work Session
Wednesday, January 25, 2023 10:00 AM**

**Bayard Public Schools Elementary Library
400 E 8th St
Bayard, NE 69334**

Notice is hereby given that a Board of Education Work Session of the School District of Bayard in the Counties of Morrill, Scotts Bluff, Box Butte, and Banner in the State of Nebraska will be held on Wednesday, January 25, 2023 at 10:00 AM in the Bayard High School Library located at 726 4th Avenue, Bayard, NE 69334, which meeting shall be open to the public. An agenda for such meeting, kept continuously current is available for public inspection during normal business hours at the office of the Superintendent, located at 726 4th Avenue, Bayard, NE 69334.

AGENDA

- I. Opening the Meeting
 - I.A. Call to Order
 - I.B. Open Meetings Act
 - I.C. Notice of Meeting
 - I.D. Roll Call
 - I.E. Status of Absent Board Members
- II. Approval of Agenda
- III. Introduction of Guests
- IV. Discussion Items
 - IV.A. Discuss School Improvement Planning and Develop Specific, Measurable, Achievable, Relevant, Time-Based (SMART) Goals with Nebraska Rural Communities Schools Association (NRCSA).
- V. Adjournment

The Bayard Public Schools Board of Education reserves the right to convene a Closed Session for purposes in accordance with 84-1410(1). The Board of Education also reserves the right to change the order of agenda items at the discretion of the Presiding Officer of the Board of Education.

BAYARD PUBLIC SCHOOLS

DATE:

CATEGORY (Circle One): Curriculum & Instruction, Finances/Budget/Management, Technology, Leadership, Communication, Early Childhood

S.M.A.R.T. GOAL:

	YEAR 1	YEAR 2
Strategy 1 (including who is responsible)		
Strategy 1 Assessment		
Strategy 2 (including who is responsible)		
Strategy 2 Assessment		
Strategy 3 (including who is responsible)		
Strategy 3 Assessment		

BAYARD PUBLIC SCHOOLS

CATEGORY (Circle One): Curriculum & Instruction, Finances/Budget/Management, Technology, Leadership, Communication, Early Childhood

S.M.A.R.T. GOAL:

	YEAR 3	YEAR 4
Strategy 1 (including who is responsible)		
Strategy 1 Assessment		
Strategy 2 (including who is responsible)		
Strategy 2 Assessment		
Strategy 3 (including who is responsible)		
Strategy 3 Assessment		

BAYARD PUBLIC SCHOOLS														
CATEGORY (Circle One): Curriculum & Instruction, Finances/Budget/Management, Technology, Leadership, Communication, Early Childhood														
S.M.A.R.T. GOAL:														
	YEAR 5							YEAR 6						
Strategy 1 (including who is responsible)														
Strategy 1 Assessment														
Strategy 2 (including who is responsible)														
Strategy 2 Assessment														

Strategy 3 (including who is responsible)		
Strategy 3 Assessment		

Bayard 11.7.22 Planning Session Day 1

CULTURE

- 20 Communication
- Lead Team Program
- Parent Support
- Parent Accountability
- P/T Conferences
- Relationships
- Bringing students & staff together
- Assembly
- Capabilities
- Maintain Partnerships (WNCC, ESU13, Other Schools, etc.)

FINANCIAL MANAGEMENT

- 18 Maintain Programs w/fewer staff
- Budget
- Classified Staff Pay (pay per hour)
- Extra Duty Pay
- Extra Duty Assignments
- Programming/Curriculum
- Tech replacement
- Telephone system

TEST SCORES

- 13 Poverty/Mobility
- SPED & high needs students
- small class sizes
- Maxed out-Option in-No

Declining Enrollment

- 12 Option out

Parent jobs location

Retention/Recruitment/Teacher Shortage

- 12 Growing our own staff
- Bus drivers/transportation
- Student option in
- Supervision-paras/subs
- Housing

Things Currently In Place

Email on 1/25/23 Meeting

Greetings Everyone:

Robin and I are looking forward to continuing Bayard's Strategic Planning on 1/25/23. Our work on the 25th will consist of the following:

- 1) Review the work from the 11/7 session. Those discussions are summarized in the attached spreadsheet. As you had further discussions with your stakeholders, are there things we need to add.
- 2) Select 2 or 3 areas the Board would like to focus on. A suggestion is for one area to be student achievement.
- 3) Create SMART Goals. Attached is an explanation sheet about SMART Goals. Also attached is 5 Year Goal Data Cart which will assist you in writing a plan.

The majority of our time will be spent writing SMART goals and creating a plan. As you review the materials prior to the meeting please contact us if you have any questions. The goal is for the final outcome to be a plan that will guide the Board and Stakeholders as you move forward.

We appreciate your time and dedication to the students at Bayard Public Schools.

Caroline & Robin

SMART Goals-To be used at 2nd Meeting

S-Is it Specific? **M**-Is it Measurable? **A**-Is it Agreed upon? **R**-Is it Realistic? **T**-Is it Time Bound?

Identification and Writing High Priority Goals

The Goal must designate an action to be taken. It cannot be a plan to plan.

The idea for the goal must identify an identified need and it must be a goal the district can accomplish.

The goal must be clearly stated.

Ex.-The ABC school district will increase its graduation rate.

The goal must be measurable. Select the metrics that point to completion.

Ex.-By June of 2023, the ABC school district will increase its graduation rate to 93%.

SMART Goal Format

By (end date)

Will Bayard School District will (increase/decrease) (outcome data)

To (amount of Increase)

Example:

By June of 2023, Bayard Public School District will increase graduation rate to 93%.