

**BOX BUTTE COUNTY SCHOOL DISTRICT #07-0010**

**HEMINGFORD PUBLIC SCHOOLS**

**BOARD OF EDUCATION MEETING AGENDA**

**Wednesday, January 31, 2024**

**South Campus**

The Board of Education of School District 07-0010 will meet on Wednesday, January 31, 2024 in the South Campus as duly advertised in the Hemingford Ledger.

- I. Pledge of Allegiance
- II. Notices
- III. Call Meeting to Order
  - III.A. Roll Call
  - III.B. Excuse Absent Board Member(s)
- IV. Approval of Agenda
- V. Meeting Agenda
  - V.A. Public Participation (Maximum of 30 Minutes Allotted for this Portion of the Meeting)
  - V.B. Discussion Items
    - V.B.1. 9:15 to 11:30 - Strategic Plan Review and Update Dashboard  
  
Guiding Principle 2: <https://docs.google.com/presentation/d/1F-lCKKpc3ZxUMQBLlAtoMtcw6ISvRtQdeMHdhZdbhIo/edit?usp=sharing>
    - V.B.2. 11:30 to 12:00 - Develop a Standard List of Questions for Architects
    - V.B.3. Working Lunch - (Lunch will be provided)
    - V.B.4. 1:00 to 1:30 - Financing Facilities Conversation
    - V.B.5. 1:30 to 2:00 - Committee Use Conversation
    - V.B.6. 2:00 to 3:00 - NASB Superintendent Evaluation Process
- VI. Items For Next Board Meeting
- VII. Adjournment



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School board meetings are a meeting held in public; however, the meetings are not public meetings.

## TALKING POINTS FOR BOARD MEETING

### 3 MINUTES PER INDIVIDUAL/30 MINUTES ON TOPIC

The board chair will recognize these individuals to make their comments at the appropriate time. Only those speakers recognized by the board chair shall be allowed to speak. Comments by others are out of order. If disruptive, the individual making the comments, or other individuals causing disruption may be asked to leave the board meeting.

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\*If you are planning to speak about personnel or student matters involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members **may not** respond to any questions you ask or comments you make about individual staff members or students.

++++tear off++++tear off++++tear off++++

Number	
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Hemingford School District—Board of Education
Public Comment Request Card
Name:
District resident: <input type="checkbox"/> Yes <input type="checkbox"/> No
Address:
City/State/Zip Code:
Agenda Item or Topic to address:
Signature:

# Hemingford Public Schools

## Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
<b>January 5:00 PM</b>			<ul style="list-style-type: none"> <li>• Approve Negotiated Agreement with HEA (Upon Mutual Acceptance)</li> <li>• Appoint Superintendent as Authorized Representative for Federal, State, and Local Matters.</li> </ul>	<ul style="list-style-type: none"> <li>• Adopt Board and Superintendent Goals</li> <li>• Review Board Member Code of Ethics</li> <li>• Review/Revise Policies</li> </ul>	<ul style="list-style-type: none"> <li>• Discussion and/or Appointment of Board Committees</li> <li>• NASB Legislative Issues Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Oath of Office</li> <li>• Board Officer Elections</li> <li>• Designate Depository</li> <li>• Designate Legal Firm</li> <li>• Designate Treasurer</li> <li>• Designate Auditor for the District</li> <li>• Review Report Required by State Statute 79-506</li> </ul>
<b>February 5:00 PM</b>		<ul style="list-style-type: none"> <li>• Review Report on Multicultural Education</li> </ul>	<ul style="list-style-type: none"> <li>• Approve Negotiated Agreement with HEA (Upon Mutual Acceptance)</li> </ul>	<ul style="list-style-type: none"> <li>• Review/Revise Policies</li> </ul>	<ul style="list-style-type: none"> <li>• NASB Presidents' Retreat</li> </ul>	<ul style="list-style-type: none"> <li>• Monitor Proposed Legislation</li> </ul>
<b>March 5:00 PM</b>	<ul style="list-style-type: none"> <li>• Review State Aid Certification (When Available)</li> <li>• Establish Technology Budget for Following Year</li> </ul>	<ul style="list-style-type: none"> <li>• Curriculum Committee Review of Curriculum Materials Proposed for Adoption (as needed)</li> <li>• Committee on American Civics Meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Establish Salaries for Administrators</li> <li>• Approve Negotiated Agreement with HEA (Upon Mutual Acceptance)</li> </ul>	<ul style="list-style-type: none"> <li>• Adopt Resolution Pertaining to Non-Resident Students</li> <li>• Review/Revise Policies</li> </ul>	<ul style="list-style-type: none"> <li>• NRCSA Spring Conference</li> </ul>	<ul style="list-style-type: none"> <li>• Discuss School Calendar</li> <li>• Monitor Proposed Legislation</li> </ul>
<b>April 7:00 PM</b>	<ul style="list-style-type: none"> <li>• Review State Aid Certification (When Available)</li> </ul>	<ul style="list-style-type: none"> <li>• Consider Adoption of Curriculum and/or Textbooks for Subsequent Year</li> </ul>		<ul style="list-style-type: none"> <li>• Review/Revise Policies</li> </ul>		<ul style="list-style-type: none"> <li>• Adopt School Calendar</li> <li>• Review Report Required by State Statute 79-506</li> </ul>
<b>May 7:00 PM</b>	<ul style="list-style-type: none"> <li>• Review State Aid Certification (When Available)</li> </ul>	<ul style="list-style-type: none"> <li>• Review Statewide Assessment Results (Writing)</li> </ul>		<ul style="list-style-type: none"> <li>• Review/Revise Policies</li> </ul>	<ul style="list-style-type: none"> <li>• Attend Graduation Ceremony</li> </ul>	
<b>June 7:00 PM</b>		<ul style="list-style-type: none"> <li>• Year End Assessment and Curriculum Review</li> <li>• Review School Improvement Plan</li> <li>• Committee on American Civics Meeting</li> </ul>	<ul style="list-style-type: none"> <li>• Superintendent Evaluation (first year)</li> </ul>	<ul style="list-style-type: none"> <li>• Review Bullying Prevention Policy</li> <li>• Approve Student, Athletic, and Staff Handbooks</li> </ul>	<ul style="list-style-type: none"> <li>• Board Self-Assessment and Goal Planning</li> <li>• NASB School Law Seminar</li> </ul>	

# Hemingford Public Schools

## Annual Board of Education Calendar

Month	Budget	Curriculum	Personnel	Policy	Board Development	Other
<b>July</b> <b>7:00 PM</b>	<ul style="list-style-type: none"> <li>Budget Committee Work Session</li> <li>Review Budget Authority and Allowable Reserve Percentage Certification</li> </ul>	<ul style="list-style-type: none"> <li>Review Summer School Program Report</li> </ul>		<ul style="list-style-type: none"> <li>Student Fees Policy</li> <li>Parent Involvement Policy</li> </ul>	<ul style="list-style-type: none"> <li>NASB School Finance Workshop</li> <li>Review NASB Board Awards of Achievement</li> <li>NASB School Law Workshop</li> </ul>	<ul style="list-style-type: none"> <li>Adopt Board Goals</li> <li>Review Report Required by State Statute 79-506</li> </ul>
<b>August</b> <b>7:00 PM</b>	<ul style="list-style-type: none"> <li>Review Proposed Budget</li> <li>Review Certifications of District's Assessed Valuation</li> </ul>				<ul style="list-style-type: none"> <li>NASB Area Membership Meeting</li> </ul>	<ul style="list-style-type: none"> <li>Facilities Tour</li> </ul>
<b>September</b> <b>7:00 PM</b>	<ul style="list-style-type: none"> <li>Budget Hearing</li> <li>Adopt Budget</li> <li>Tax Request Hearing</li> <li>Approve Tax Request for Fund Levies</li> </ul>	<ul style="list-style-type: none"> <li>Review ACT Results</li> <li>Review School Improvement Plan</li> <li>Review Statewide Assessment Results (Reading, Math, Science)</li> </ul>	<ul style="list-style-type: none"> <li>Consider HEA Request for Recognition as Bargaining Agent (if delivered to Board)</li> </ul>		<ul style="list-style-type: none"> <li>NASA/NASB Labor Relations Conference</li> </ul>	<ul style="list-style-type: none"> <li>Review Statewide Assessment Results (when available)</li> </ul>
<b>October</b> <b>7:00 PM</b>	<ul style="list-style-type: none"> <li>Review Fall Enrollment Figures</li> <li>Prepare for Negotiations</li> </ul>		<ul style="list-style-type: none"> <li>Consider HEA Request for Recognition as Bargaining Agent</li> </ul>			<ul style="list-style-type: none"> <li>Review Annual Emergency Safety Plan</li> <li>Review Report Required by State Statute 79-506</li> </ul>
<b>November</b> <b>5:00 PM</b>	<ul style="list-style-type: none"> <li>Audit Committee Review of Audit Report</li> </ul>	<ul style="list-style-type: none"> <li>Review District Annual Report</li> </ul>	<ul style="list-style-type: none"> <li>Distribute/Complete Superintendent Evaluation</li> <li>Begin Negotiations</li> </ul>		<ul style="list-style-type: none"> <li>NASB/NASA State Education Conference</li> </ul>	
<b>December</b> <b>5:00 PM</b>	<ul style="list-style-type: none"> <li>Approve Fiscal Year Audit Report (November or December)</li> </ul>	<ul style="list-style-type: none"> <li>Review School Improvement Plan</li> </ul>	<ul style="list-style-type: none"> <li>Approve Negotiated Agreement with HEA (Upon Mutual Acceptance)</li> <li>Superintendent Evaluation</li> </ul>		)	<ul style="list-style-type: none"> <li>Host Board/Staff Recognition Dinner</li> </ul>

Revised February 2023

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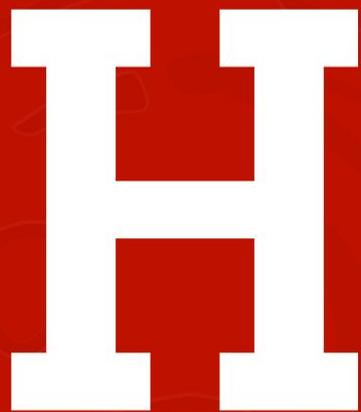
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Number	
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Hemingford School District—Board of Education
Public Comment Request Card
Name:
District resident: <input type="checkbox"/> Yes <input type="checkbox"/> No
Address:
City/State/Zip Code:
Agenda Item or Topic to address:
Signature:

A large, bold, white serif letter 'H' is centered on a solid red background. The 'H' has a classic, slightly stylized appearance with thick strokes and a small gap between the two vertical bars.

H





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# GUIDING PRINCIPLE II: PERSONNEL EFFECTIVENESS





2.1

# STRATEGY 2.1

Develop and implement a leadership succession program within the district, and a transition process to proactively identify and transition new leadership within the district.

We rated this strategy at 70% completed. There has been good progress on getting our new administration up to speed.

For 2.1(c), we just had a community engagement meeting that shared some information about our strategic plan.



2.2

# STRATEGY 2.2

Identify and implement a plan for administration and staff members to work cooperatively, build trust, and the capacity to establish relationships to sustain long-term improvements while working together to improve student achievement.

We rated this strategy at 55% completed. Indicators 2.2(a) and 2.2(e) are two areas that are at the beginning stages.

For 2.2(e), there has been some work with utilizing the strengths of building level principals in each other's buildings.



2.3

# STRATEGY 2.3

Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support relationships, skills, knowledge, and application of instruction to sustain the viability of long-term improvements.

We rated this strategy at 30% completed. Indicators 2.3(c), 2.3(d), and 2.3(e) are areas that are at the beginning stages.

For 2.3(d), we can collect the data, but we will need work on effectively utilizing the data to drive instruction.



2.4

# STRATEGY 2.4

Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students' academic, social-emotional, and mental health well-being.

We rated this strategy at 50% completed. Indicators 2.4(b) and 2.4(c) are at the beginning stages.

For 2.4(b), we've discussed the possibility of adding a counselor position as we've identified a need with our students.



**STRATEGIC PLANNING  
SCHOOL BOARD  
RETREAT**

**JANUARY 31, 2024**



# **GUIDING PRINCIPLE IV:**

## **COMMUNICATION AND ENGAGEMENT**



## **IV. Communication and Engagement – Priority #3**

Creating the necessary partnerships and shaping the narrative, that emphasizes the importance of the school district to the future of the community, will renew our efforts to model high expectations that inspires excellence and promotes learning for all students. To fully engage and empower our staff and our community and partners, HPS must communicate and engage with all stakeholders. We must continue to grow and sustain our methods of communication, engagement, and transparency to build trust and engage the community at large.



**Strategy 4.1:** Build a strong culture of student, staff, family, and community engagement to overcome barriers.



**Strategy 4.2:** Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications between students, school, parents, family, and community to establish an effective culture for the benefit of student success.



**Strategy 4.3:** Foster a positive working partnership with business leaders and community members to enhance student learning opportunities.



## **Culture and Climate Committee:**

One of our School Improvement Committees is specifically tasked with improving the culture and climate of Hemingford Schools. This committee plans the Open House nights, the Staff Recognition Dinner, and has come up with fun activities for the staff to do throughout the year, such as the Peppermint in Your Pocket competition held before Christmas break.



## Back-To-School Open House Nights:

**2022-2023** - Students and families were able to come to the school, see classrooms, meet with teachers, and receive information on how to access PowerSchool, Remind, and GoGuardian. Held on August 16, 2022.

**2023-2024** - Included Community and Business booths set up in the Red Zone to promote community engagement and school/home/business connections. Held on August 15, 2023.



## **Positive Working Partnerships:**

Mrs. Curtis has met with the Booster Club periodically to increase and improve communication to support student activities. Protocol have been developed for communication of changes on the activities schedule and school calendar. Informational sessions have been held for teachers and parents on how to distribute information through Remind and social media. Sam Gilkerson is planning a local career fair for our students in the spring. Mrs. Curtis is a member of the WNCC Board of Governors. Collaboration and communication is increasing across multiple environments.



## Class Intercom:

Our official Hemingford Schools social media is managed through a Class Intercom program. Anyone with an email address can be given access to Class Intercom to submit pictures, posts, and announcements to promote and celebrate Hemingford students and community activities.

<https://app.classintercom.com/content>

Hemingford Schools - Facebook

@HemingfordDist - Twitter

hemingfordschools - Instagram



## **Implementation of a HPS Brand Guide:**

The HPS brand style guide was created earlier this school year to promote consistency and preserve the integrity of the Hemingford Public School District brand. Creating the brand guide was led by Marissa Lindemann through the Rural Fellows Program at the University of Nebraska-Lincoln in partnership with Hemingford Public Schools and Box Butte Development Corporation.

<https://drive.google.com/drive/folders/1JmGiBNYIKadijy73GucOOTfN6OZ9BaZs>



## Community Engagement Meeting:

The Community Engagement Meeting held on Sunday, January 28, 2024 was very well attended. Community members asked questions in an open, informal manner. Questions were answered with full transparency, especially given the unknowns regarding the facilities study.



## Social Media Facebook Engagement:

Our Facebook page gives us information about our engagement levels through that social media platform.

[https://business.facebook.com/latest/insights/overview/?entity\\_type=FB\\_PAGE&ad\\_account\\_id=6006799218315&asset\\_id=293886524083765&business\\_id=478277850940622&nav\\_ref=pages\\_comet\\_home\\_rhc\\_insights](https://business.facebook.com/latest/insights/overview/?entity_type=FB_PAGE&ad_account_id=6006799218315&asset_id=293886524083765&business_id=478277850940622&nav_ref=pages_comet_home_rhc_insights)



## Email, Remind, Phone Calls, Paper Notes:

We have increased the number of ways we reach out to our community. The Bobcat Bits school newsletter is published monthly, Dr. Miller sends out his Inside Bobcat Nation newsletters through email, all grade levels in the high school building have a dedicated Remind class created to quickly and easily send information directly to parents, teachers make phone calls regularly, and paper notes are still sent home, primarily in the elementary.



Presented to the Hemingford  
School Board  
on January 31, 2024

Mandy Plog  
2023-2024 School Year



**STRATEGIC PLAN  
SCHOOL BOARD RETREAT WORKSHOP**

**GUIDING PRINCIPLE I:  
STUDENT CENTERED LEARNING**

# STRATEGIC DASHBOARD - HEMINGFORD PUBLIC SCHOOLS

## Guiding Principle I: Student Centered Learning

4 Objectives

40%

Strategy 1.1 Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level.

8 Strategies ▼

25%

Strategy 1.2: Implement the Multi-Tiered System of Supports (MTSS) model in the entire district with fidelity to accelerate academic, career, and social-emotional/behavioral instruction and intervention to prepare and empower students.

6 Strategies ▼

80%

Strategy 1.3: Build district resource capacities that include the community, students, families, college/universities, and industries working together for college credit and readiness, academic growth, and overall diversity of curricular offerings.

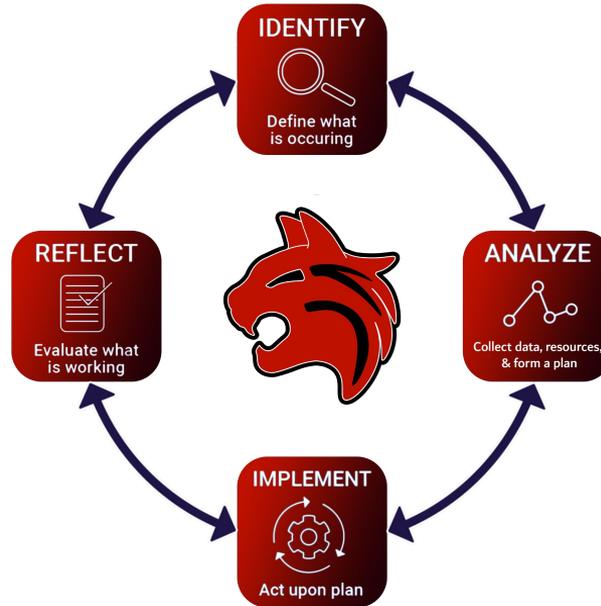
5 Strategies ▼

70%

Strategy 1.4: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

5 Strategies ▼

# HEMINGFORD PUBLIC SCHOOLS PROBLEM SOLVING MODEL



# CIP TEMPLATE - NDE AND ACCREDITATION

- The Continuous Improvement Plan (CIP) template captures all areas of continuous improvement to reduce redundancy and ensure coherence across the state, and it is structured to meet all regulatory requirements for Section 009 – Continuous Improvement as set forth in NAC 92 Chapter 10 – Regulations and Procedures for the Accreditation of Schools.
- The template includes space for data analysis, action planning and professional development, along with components needed for the Targeted Improvement Plan (TIP) and opportunities to make connections to other plans for reporting.
- NeMTSS (Multi-Tiered Systems of Support) has become an integral part of CIP and Accreditation.
- We began utilizing the CIP Template in the Fall of 2022.
- Our next Accreditation visit will be during the 2025-2026 school year.

## **Mission Statement**

Empowering individuals to become Resourceful, Respectful, and Responsible Lifelong Learners.

## **Vision Statement**

Our vision at Hemingford Public Schools is to work with parents and the community to:

- create a safe and healthy learning environment for all,
- provide and promote opportunities for academic success,
- inspire involvement using career interests and strengths, and
- prepare caring, responsible, and successful citizens.

## **School Improvement Goals**

### **Academic Goal:**

All students will demonstrate growth in math on state and/or national assessments by the end of the 2025-2026 school year.

### **Instructional Goal:**

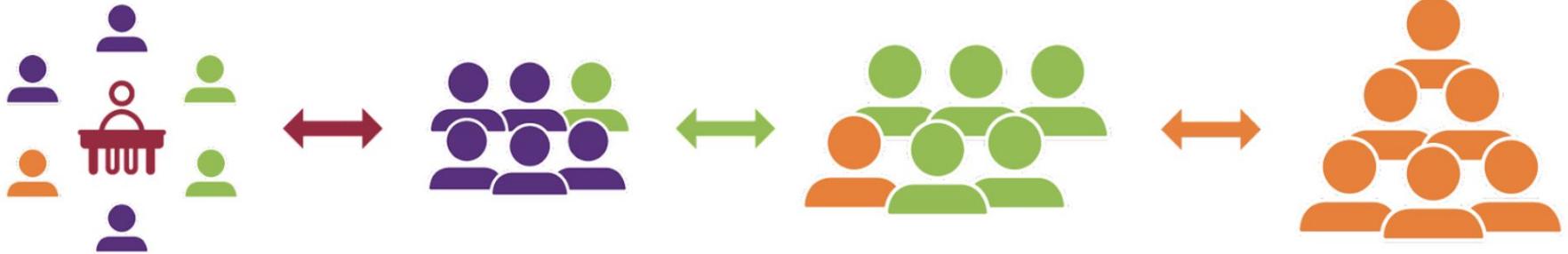
Students and teachers will be engaged in evidence-based instructional strategies to improve learning.

Student  
Support Teams

Collaborative  
Teams

School Leadership  
Teams

District Leadership  
Team



District Leadership = Administrative Leadership Team

School Leadership = District MTSS Team

Collaborative Teams = District Committees

Student Support Teams = School/Student Specific Teams

# STRATEGY 1.2 MTSS DEFINED

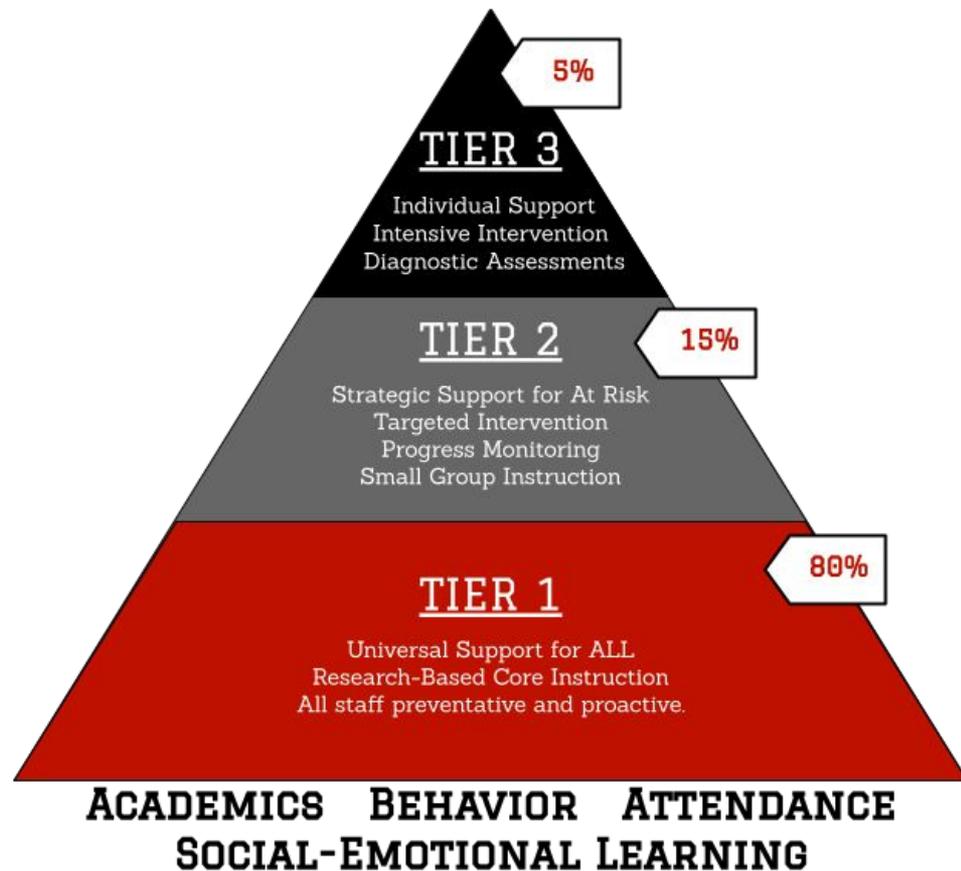
The mission of our District Team at Hemingford Public Schools, is to develop systems and processes that support student learners and staff within an MTSS system focusing on the following six essential elements: Shared Leadership; Building Capacity for Implementation and Infrastructure for Implementation; Data-Based Problem-Solving and Decision-Making; Evidence-Based Practices, Communication, Collaboration, and Partnerships; Layered Continuum of Support.

# HPS MTSS ELEVATOR SPEECH

At Hemingford Public Schools, we are all about evidence-based teaching and learning strategies that help our students flourish academically, behaviorally, and emotionally. We want to see all students smashing national, state, and district assessments and feeling confidence and ownership in their learning. We keep a close eye on our growth percentages, adjusting processes as needed to ensure we're always on the right track.

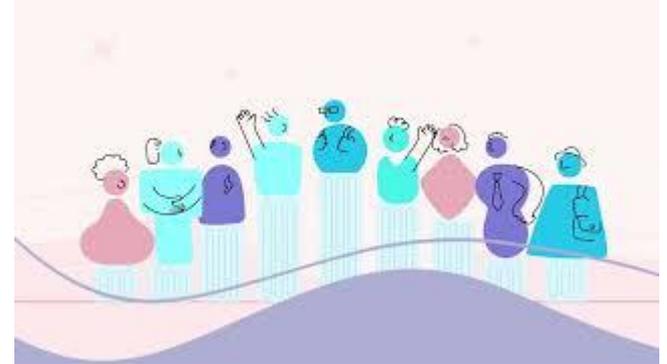
# HEMINGFORD PUBLIC SCHOOLS

## MTSS



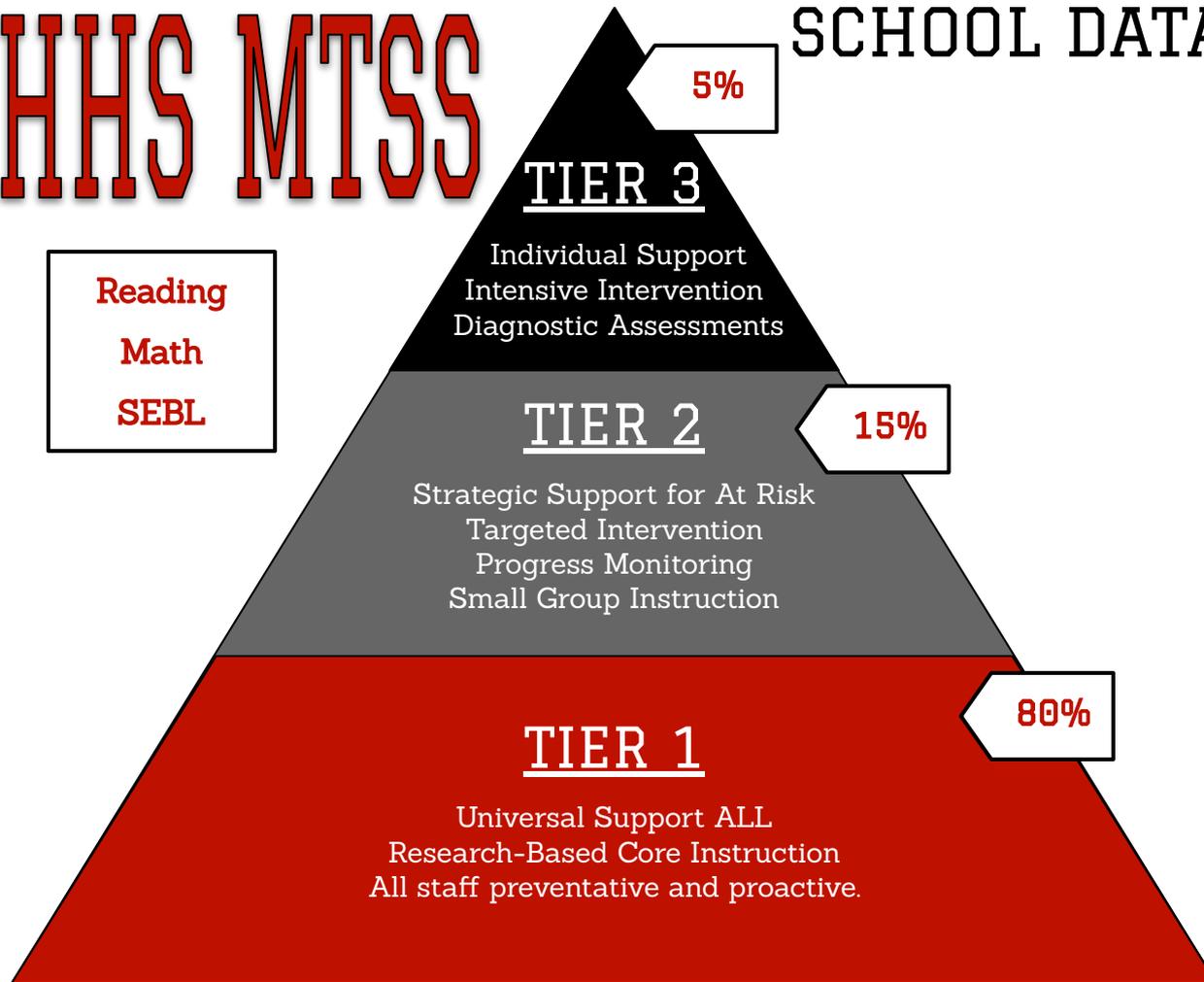
# DISTRICT DATA

- Demographic Trends (5 years minimum)
- NEP (Nebraska Educational Profile) Data
- NSCAS Growth / ACT
  - Analyze 5 year's worth of trend data
  - Identify Factual Data Points
- Progress Monitoring Screening Data
  - Identify students at risk
  - Progress Monitoring Plan
  - Dashboard Data Tracking System



# HHS MTSS

# SCHOOL DATA



## Essential Practices of HHS

- Board Policy
- MTSS Decision Rules
- [Nebraska READS](#)
- HHS Data Dashboard
- [District Communication Plan](#)
- [Grading Policy Guidelines](#)
- [Staff PD Plan](#)

## Academic Core Curriculum

- High Quality Instructional Materials
- Planbook
- The Den

## Screening

- mClass
- NSCAS / MAP Growth
- Teacher / Parent Observation

## Enrichment

- HAL
- NHS
- Dual Credit College Courses
- Online College Courses
- Student Board Representative

## Intervention

- Read 180
- Wilson Just Words
- Bridge the Gap
- Student Support / Peer Tutoring

## Student Wellness

- BASE Education
- 8 to Great
- Catch My Breath
- Peer Mediation / Counseling / Check In

# BALANCED ASSESSMENT SYSTEM

- Student Learning and Well-Being Data
  - HPS Assessment Schedule
- Evidence-Based Instructional Methods: Social, Emotional, Behavioral, and Academic
- Evidence-Based (EB) and High-Quality Instructional Materials and Programs: Social, Emotional, Behavioral, and Academic

**HHS MTSS**

Reading

**TIER 3**

Individual Support  
Intensive Intervention  
Diagnostic Assessments

**TIER 2**

Strategic Support for At Risk  
Targeted Intervention  
Progress Monitoring  
Small Group Instruction

**TIER 1**

Universal Support ALL  
Research-Based Core Instruction  
All staff preventative and proactive.

**Essential Practices of HHS**

- Board Policy
- HPS MTSS Decision Rules
- [Nebraska READS](#)
- Data Dashboard
- [District Communication](#)
- [NSSC Flowchart](#)

**HHS Instructional Model (WIM)**

- Danielson Instructional Elements
- Staff PD Plan
- [District Assessment Plan/Guidelines](#)

**Evidence Based Intervention**

- Read 180
- Wilson Reading System
- Bridge the Gap

**Core Instruction**

- Into Literature
- Grammar Workbooks
- Mechanics that Stick
- Grading Guidelines

**HPS MTSS**

SEBL

**TIER 3**

Individual Support  
Intensive Intervention  
Diagnostic Assessments

**TIER 2**

Strategic Support for At Risk  
Targeted Intervention  
Progress Monitoring  
Small Group Instruction

**TIER 1**

Universal Support ALL  
Research-Based Core Instruction  
All staff preventative and proactive.

**Essential Practices of HHS**

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- [NSSC Flowchart](#)

**HHS Instructional Model (WIM)**

- Danielson Instructional Elements
- Staff PD Plan
- [District Assessment Plan/Guidelines](#)

**Evidence Based Intervention**

- Zones of Regulation
- BASE Education
- Peer Mediation
- Small Group Circles
- Student Check In

**HES Core Instruction**

- 2nd Step
- Weekly Guidance Class
- PAWS Behavior Expectations

**HHS Core Instruction**

- 8 to Great
- PAWS Behavior Expectations

# ADDITIONAL STRATEGIC PLAN CIP ALIGNMENT

- Communication and Engagement
  - Perpetual Survey
- Student and Staff Well-Being
  - Student Health: Attendance, Health Visits, Counselor Needs Assessment
  - CNA - Self Assessment/Needs Assessment Survey
- Students Centered Learning
  - 1.1(a) Ensure consistent instruction and improved student academic learning strategies.
  - 1.1(b) Co-Curricular / Career and Tech Ed Programing / JAG
  - 1.1(c) Career Readiness - Student PLP (Personal Learning Plans)
  - 1.1(f) Vertical and horizontal alignment with grade-level goals and established short and long-term plans for action.
  - 1.1(g) Rigorous Curriculum Design Process
- Personnel Effectiveness
  - Nebraska Principal and Teacher Performance Evaluation Framework
  - Professional Learning Opportunities



QUESTIONS

COMMENTS



**STRATEGIC PLAN  
SCHOOL BOARD RETREAT WORKSHOP**

**GUIDING PRINCIPLE III:  
STUDENT AND STAFF WELL-BEING**

# STRATEGIC DASHBOARD - HEMINGFORD PUBLIC SCHOOLS

55%

Strategy 3.1: Improve the school district climate and learning environment to support increased student achievement, social-emotional skills, and positive behavior.

70%



3.1(a) Create a system to support and equip staff with tools and techniques to address social-emotional skills and behavior.

80%



3.1(b) Provide consistent and on-going professional development to all staff to prepare and effectively implement the social-emotional learning district-wide.

35%



3.1(c) Engage appropriate staff for guidance and support when addressing issues that impact classroom instruction, curriculum, and/or matters that will add value to their role and responsibilities.

35%



3.1(d) Evaluate the progress of measures implemented to address culture and climate of HPS.

# STRATEGIC DASHBOARD - HEMINGFORD PUBLIC SCHOOLS

35%

Strategy 3.2: Provide social-emotional and behavioral supports district-wide integrated through the MTSS model to realize the potential and resources accessible to benefit a unified student-centered learning initiative.

20%



3.2(a) Assess current staffing to ensure that the district provides adequate and essential staff and training to support the integration and implementation of social-emotional supports.

45%



3.2(b) Integrate social-emotional learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service.

70%



3.2(c) Provide district guidance and resources for staff involved in the district initiatives for social-emotional learning.

20%



3.2(d) Create a system to support and equip staff with tools and techniques to address social-emotional skills and behavior.

15%



3.2(e) Provide consistent and on-going professional development to all staff to prepare and effectively implement the social-emotional learning district-wide.

60%



3.2(f) Engage appropriate staff for guidance and support when addressing issues that impact classroom instruction, curriculum, and/or matters that will add value to their role and responsibilities.

70%



3.2(g) Encourage and sustain open dialogue and feedback opportunities with staff to address the unforeseen obstacles that evolve through the implementation and as a result of the social-emotional education initiative.

5%



3.2(h) Evaluate the effectiveness of MTSS and the impact on HPS culture.

# STRATEGIC DASHBOARD - HEMINGFORD PUBLIC SCHOOLS

35%

Strategy 3.3: Foster a caring, inclusive culture where all staff and students feel value and support.

40%



3.3(a) Create and commit to consistent expectations for staff and students to hold everyone equally accountable.

10%



3.3(b) Create a system to support and equip staff with tools and techniques to address social-emotional skills and behavior.

15%



3.3(c) Provide consistent and on-going professional development to all staff to prepare and effectively implement the social-emotional learning district-wide.

75%



3.3(d) Study and adopt an SEL preventive strategies for the entire HPS district.

45%



3.3(e) Evaluate the progress realized through purposeful measures implemented to address the environment.

# STRATEGIC DASHBOARD - HEMINGFORD PUBLIC SCHOOLS



Not Just Better Students,  
Better People



RESOURCES BEING USED:

SECOND STEP

ZONES OF REGULATION

BE GOOD PEOPLE

HOPE SQUAD

BASE EDUCATION

8 TO GREAT

CHARACTER STRONG





QUESTIONS

COMMENTS



**STRATEGIC PLANNING  
SCHOOL BOARD  
RETREAT**

**JANUARY 31, 2024**



# GUIDING PRINCIPLE IV:

## COMMUNICATION AND ENGAGEMENT



## **IV. Communication and Engagement – Priority #3**

Creating the necessary partnerships and shaping the narrative, that emphasizes the importance of the school district to the future of the community, will renew our efforts to model high expectations that inspires excellence and promotes learning for all students. To fully engage and empower our staff and our community and partners, HPS must communicate and engage with all stakeholders. We must continue to grow and sustain our methods of communication, engagement, and transparency to build trust and engage the community at large.



**Strategy 4.1:** Build a strong culture of student, staff, family, and community engagement to overcome barriers.



**Strategy 4.2:** Foster a positive working partnership with parents/guardians and community members to improve and sustain effective and purposeful communications between students, school, parents, family, and community to establish an effective culture for the benefit of student success.



**Strategy 4.3:** Foster a positive working partnership with business leaders and community members to enhance student learning opportunities.



## **Culture and Climate Committee:**

One of our School Improvement Committees is specifically tasked with improving the culture and climate of Hemingford Schools. This committee plans the Open House nights, the Staff Recognition Dinner, and has come up with fun activities for the staff to do throughout the year, such as the Peppermint in Your Pocket competition held before Christmas break.



## Back-To-School Open House Nights:

**2022-2023** - Students and families were able to come to the school, see classrooms, meet with teachers, and receive information on how to access PowerSchool, Remind, and GoGuardian. Held on August 16, 2022.

**2023-2024** - Included Community and Business booths set up in the Red Zone to promote community engagement and school/home/business connections. Held on August 15, 2023.



## **Positive Working Partnerships:**

Mrs. Curtis has met with the Booster Club periodically to increase and improve communication to support student activities. Protocol have been developed for communication of changes on the activities schedule and school calendar. Informational sessions have been held for teachers and parents on how to distribute information through Remind and social media. Sam Gilkerson is planning a local career fair for our students in the spring. Mrs. Curtis is a member of the WNCC Board of Governors. Collaboration and communication is increasing across multiple environments.



## Class Intercom:

Our official Hemingford Schools social media is managed through a Class Intercom program. Anyone with an email address can be given access to Class Intercom to submit pictures, posts, and announcements to promote and celebrate Hemingford students and community activities.

<https://app.classintercom.com/content>

Hemingford Schools - Facebook

@HemingfordDist - Twitter

hemingfordschools - Instagram



## **Implementation of a HPS Brand Guide:**

The HPS brand style guide was created earlier this school year to promote consistency and preserve the integrity of the Hemingford Public School District brand. Creating the brand guide was led by Marissa Lindemann through the Rural Fellows Program at the University of Nebraska-Lincoln in partnership with Hemingford Public Schools and Box Butte Development Corporation.

<https://drive.google.com/drive/folders/1JmGiBNYIKadijy73GucOOTfN6OZ9BaZs>



## Community Engagement Meeting:

The Community Engagement Meeting held on Sunday, January 28, 2024 was very well attended. Community members asked questions in an open, informal manner. Questions were answered with full transparency, especially given the unknowns regarding the facilities study.



## Social Media Facebook Engagement:

Our Facebook page gives us information about our engagement levels through that social media platform.

[https://business.facebook.com/latest/insights/overview/?entity\\_type=FB\\_PAGE&ad\\_account\\_id=6006799218315&asset\\_id=293886524083765&business\\_id=478277850940622&nav\\_ref=pages\\_comet\\_home\\_rhc\\_insights](https://business.facebook.com/latest/insights/overview/?entity_type=FB_PAGE&ad_account_id=6006799218315&asset_id=293886524083765&business_id=478277850940622&nav_ref=pages_comet_home_rhc_insights)



## Email, Remind, Phone Calls, Paper Notes:

We have increased the number of ways we reach out to our community. The Bobcat Bits school newsletter is published monthly, Dr. Miller sends out his Inside Bobcat Nation newsletters through email, all grade levels in the high school building have a dedicated Remind class created to quickly and easily send information directly to parents, teachers make phone calls regularly, and paper notes are still sent home, primarily in the elementary.

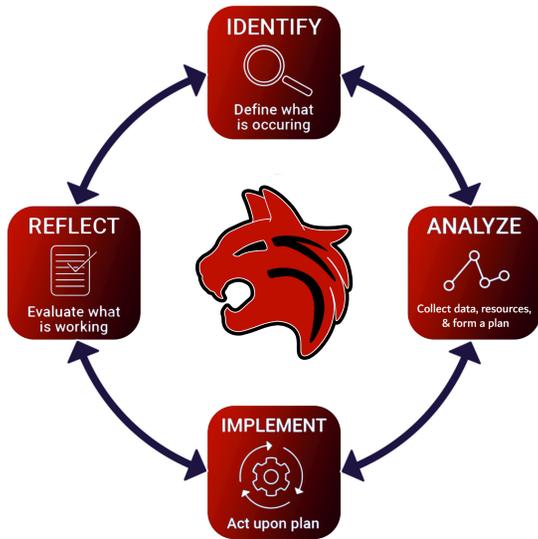


Presented to the Hemingford  
School Board  
on January 31, 2024

Mandy Plog  
2023-2024 School Year

# HEMINGFORD PUBLIC SCHOOLS

## MTSS



### OUR GOAL:

To develop systems and processes that encompass academic, behavioral, and social-emotional instruction and support to maximize learning for all students.

## MTSS: Multi-Tiered System of Support

### Restorative Practices: Positive Behavior Interventions and Support

### For Families

- Talk with your student's teacher or counselor about your hopes and concerns.
- Work together in developing two-way communication plans to support progress.
- Involve your student.
- Participate in individualized problem-solving discussions with the school's team; share information about your child's specific strengths and needs, including data from home.
- If your student continues to need ongoing learning support, you and/or the team may decide to refer for special education evaluation at any time.

### NeMTSS Problem Solving Model

The MTSS problem-solving process allows teams to determine the appropriate interventions within a multi-tiered structure to provide for the academic and behavioral needs of all students.

### MTSS KEY TERMS

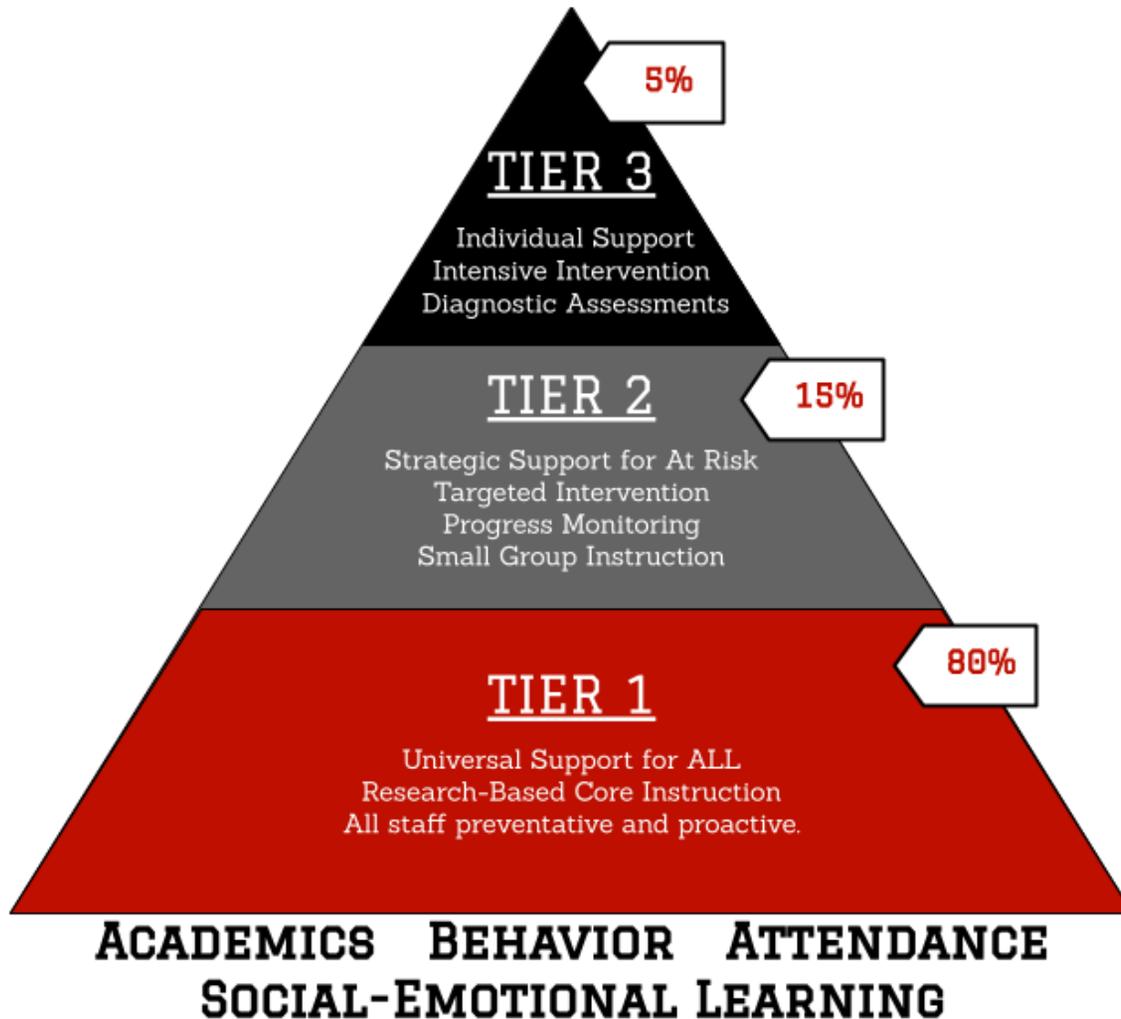
**Academic:** The specific learning that relates to literacy (reading and writing), math, science, social studies, and other content areas.

**SEBL: (Social-Emotional-Behavioral Learning)** The specific learning that relates to the way students conduct themselves, especially in social situations, such as self-regulation, problem-solving, peer interaction, and classroom participation.

**Progress Monitoring:** The ongoing process of assessing a student's performance, to quantify the rate of improvement or responsiveness to intervention, to adjust the instructional program to make it more effective and suited to the student's needs, and to evaluate the effectiveness of the intervention.

**Data-Based Decision Making:** The process of planning for student success through the ongoing progress monitoring and analyses of data.

# HEMINGFORD PUBLIC SCHOOLS MTSS



**“Children are the Priority.  
Change is the Reality.  
Collaboration is the  
Strategy.”**

-Judith Billings,  
Washington State Superintendent



**HEMINGFORD PUBLIC SCHOOLS**  
911 Niobrara.  
Hemingford, NE 69348  
[www.hemingfordschools.org](http://www.hemingfordschools.org)



**Hemingford  
 FOR DISCUSSION PURPOSES ONLY**

**Hemingford 20 Year GO**

Estimated Valuation: \$ 587,587,903  
 Bond Proceeds: \$ 5,000,000  
 Estimated Annual Level D/S: \$ 380,000

Taxable Value of Property in the County and Required Bond Payment:

<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
100,000	0.0647	64.67	5.39	0.18
150,000	0.0647	97.01	8.08	0.27
500,000	0.0647	323.36	26.95	0.89
500,000	0.0647	323.36	26.95	0.89

**Hemingford 25 Year GO**

Estimated Valuation: \$ 587,587,903  
 Bond Proceeds: \$ 5,000,000  
 Estimated Annual Level D/S: \$ 335,000

Taxable Value of Property in the County and Required Bond Payment:

<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
100,000	0.0570	57.01	4.75	0.16
150,000	0.0570	85.52	7.13	0.23
500,000	0.0570	285.06	23.76	0.78
500,000	0.0570	285.06	23.76	0.78

**Hemingford 20 Year GO**

Estimated Valuation: \$ 587,587,903  
 Bond Proceeds: \$ 10,000,000  
 Estimated Annual Level D/S: \$ 745,000

Taxable Value of Property in the County and Required Bond Payment:

<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
100,000	0.1268	126.79	10.57	0.35
150,000	0.1268	190.18	15.85	0.52
500,000	0.1268	633.95	52.83	1.74
500,000	0.1268	633.95	52.83	1.74

**Hemingford 25 Year GO**

Estimated Valuation: \$ 587,587,903  
 Bond Proceeds: \$ 10,000,000  
 Estimated Annual Level D/S: \$ 650,000

Taxable Value of Property in the County and Required Bond Payment:

<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
100,000	0.1106	110.62	9.22	0.30
150,000	0.1106	165.93	13.83	0.45
500,000	0.1106	553.11	46.09	1.52
500,000	0.1106	553.11	46.09	1.52



Hemingford 20 Year GO					
Estimated Valuation:	\$	587,587,903			
Bond Proceeds:	\$	20,000,000			
Estimated Annual Level D/S:	\$	1,350,000			
<u>Taxable Value of Property in the County and Required Bond Payment:</u>					
	<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
	100,000	0.2298	229.75	19.15	0.63
	150,000	0.2298	344.63	28.72	0.94
	500,000	0.2298	1,148.76	95.73	3.15
	500,000	0.2298	1,148.76	95.73	3.15
Hemingford 25 Year GO					
Estimated Valuation:	\$	587,587,903			
Bond Proceeds:	\$	20,000,000			
Estimated Annual Level D/S:	\$	1,340,000			
<u>Taxable Value of Property in the County and Required Bond Payment:</u>					
	<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
	100,000	0.2281	228.05	19.00	0.62
	150,000	0.2281	342.08	28.51	0.94
	500,000	0.2281	1,140.25	95.02	3.12
	500,000	0.2281	1,140.25	95.02	3.12
Hemingford 20 Year GO					
Estimated Valuation:	\$	587,587,903			
Bond Proceeds:	\$	30,000,000			
Estimated Annual Level D/S:	\$	2,230,000			
<u>Taxable Value of Property in the County and Required Bond Payment:</u>					
	<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
	100,000	0.3795	379.52	31.63	1.04
	150,000	0.3795	569.28	47.44	1.56
	500,000	0.3795	1,897.59	158.13	5.20
	500,000	0.3795	1,897.59	158.13	5.20
Hemingford 25 Year GO					
Estimated Valuation:	\$	587,587,903			
Bond Proceeds:	\$	30,000,000			
Estimated Annual Level D/S:	\$	1,950,000			
<u>Taxable Value of Property in the County and Required Bond Payment:</u>					
	<u>Valuation</u>	<u>Levy</u>	<u>Annually</u>	<u>Monthly</u>	<u>Daily</u>
	100,000	0.3319	331.87	27.66	0.91
	150,000	0.3319	497.80	41.48	1.36
	500,000	0.3319	1,659.33	138.28	4.55
	500,000	0.3319	1,659.33	138.28	4.55