

SIOUX FALLS SCHOOL BOARD
Wednesday, December 1, 2021 4:00 PM

Kate Serenbetz
President

Instructional Planning Center
201 East 38th Street, Sioux Falls

Robert Griggs
Southeast Tech President

This agenda may also be viewed on the District and Southeast Tech's website: www.sf.k12.sd.us and www.southeasttech.edu

AGENDA

- I. Call to Order
- II. Pledge of Allegiance
- III. Persons Wishing to Address the School Board
- IV. Approval of Minutes of November 3, 2021
- V. Approval of Agenda
- VI. Conflicts of Interest
- VII. Approval of Consent Agenda
 - A. Authorizations and Ratifications
 1. Approval of Contracts
 2. Disposal of School District Property
 3. Grant Approval
 - B. Approval of Consolidated Report of Trust and Agency Funds
 - C. Approval of Vice President of Finance and Operations Report
 - D. Approval of Personnel Report
- VIII. Reports of the President
 - A. New Academic Program Report
 - B. Additional Location Update Report
 - C. Additional Location Approval Report
- IX. Nursing Programs Overview Report
- X. Access and Workforce Opportunity Update Report
- XI. Adjournment

SCHOOL BOARD MEETING

Wednesday, November 3, 2021

The School Board of the Sioux Falls School District 49-5 of Minnehaha County, South Dakota, was called into regular session, pursuant to due notice, on Wednesday, November 3, 2021 at 4:00 p.m. in the Instructional Planning Center, 201 East 38th Street. Sioux Falls, South Dakota, with the following members present: Nan Baker, Marc Murren, Carly R. Reiter, President Cynthia Mickelson. Absent: Vice President Kate Parker.

Action ST00582

A motion was made by Nan Baker and seconded by Carly R. Reiter four (4) votes “yes” on roll call **approving the minutes of a meeting** held on October 6, 2021 and which were furnished to the Sioux Falls Argus leader for publication, in unapproved form, all in accordance with SDCL §13-8-35.

Action ST00583

A motion was made by Carly R. Reiter and seconded by Nan Baker, four (4) votes “yes” on roll call, **approving the agenda** as presented.

* * * * *

President Mickelson asked about any conflicts of interest. None were brought forward.

Action ST00584

A motion was made by Marc Murren and seconded by Carly R. Reiter, four (4) votes “yes” on roll call, **approving Item A through C on the consent agenda** as follows:

- A. Approving the **Consolidated Report of Trust and Agency Funds** of November 3, 2021 and stating for the record that as of September 30, 2021 receipts total \$17,659,506.43 and disbursements total \$11,706,060.20 (MRF #ST431)
- B. Approving the **Vice President of Finance and Operation’s Report** of November 3, 2021 in accordance with the SDCL §13-8-35 (MRF #ST432) and directing that detailed statement of receipts and balances on hand, as of September 30, 2021, be published as part of these minutes, in accordance with SDCL §13-8-3.
- C. Accepting the **Southeast Tech Personnel Report**, as follows:
 - C1. **Resignations.** Accepting the resignation of School District Personnel as of the effective date indicated, the personnel having been previously employed by Board Action, as follows:

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>
Instructor, full-time		
Breitling, Rodney	186 Day, Land Survey Science	06-30-22
Instructor, Adjunct, part-time		
Dunn, Samantha	Gen Ed	07-30-21
Schlepp, Jeffrey	Architectural Eng Tech	05-20-21
Other Help, part-time		
Dent, Julie	Food Service	09-16-21
Walk Valenzuela, Maria	Food Service	10-08-21

C2. **Change of Status**

<u>Name</u>	<u>Location/Position</u>	<u>From</u>	<u>To</u>
Custodial/Maintenance, full-time, per hour			
Dyke, Amy	Finance and Operations	12 Mo, 1.0 FTE, Non-Exempt, Custodian, Level I, Step 1, \$15.97 per hour	12 Mo, 1.0 FTE, Non-Exempt, Lead Custodian, Level K, Step 1, \$18.13 per hour, Effec. 10-24-21

C3. **Work Schedule Change**

<u>Name</u>	<u>Location/Position</u>	<u>From</u>	<u>To</u>
Instructor, full-time, per annual			
Christian, Becca	Health Core	186 Day, 1.0 FTE, Lane 6, Step 6, \$57,252.00	186 Day, 1.0 FTE, Lane 6, Step 6, \$52,327.10, 170dy prorated, Effec. 09-20-21

C4. **Salary Change**

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>	<u>Current Pay</u>	<u>Proposed Pay</u>
Other Help, part-time, per hour				
Congdon, Karen	Food Service	10-31-21	\$13.00	\$13.50
Rich, Sarah	Bookstore	10-03-21	12.50	14.50

C5. **Employment Recommendations**

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>	<u>Amount</u>
Advisor, Student Club, stipend			
Gries, Keith	Veteran's Center	07-01-21	\$500.00
Hansen, Micah	Southeast Pride	07-01-21	500.00
Harder, Elizabeth	Game Club	07-01-21	500.00
Prokop, Marcella	Multicultural Club	07-01-21	500.00
Reisch, Chelsea	Cru	07-01-21	500.00
Valdez, Martin	Veteran's Center	07-01-21	500.00
Weihe, Kimberly	Turning Point USA	07-01-21	500.00
Advisor, Student Organization, stipend			
Berry, Vincent	Skills USA	07-01-21	\$3,100.00
Borgen, Cory	GCSAA/Dakota Turf	07-01-21	3,100.00
Breitling, Rodney	Civil/Land Survey	07-01-21	1,550.00
Grinkmeyer, Brett	NAHB	07-01-21	1,550.00
Harder, Elizabeth	Student Government	07-01-21	1,550.00
Haynes, Matthew	NAHB	07-01-21	1,550.00
Kassing, Elizabeth	Civil/Land Survey	07-01-21	1,550.00
Leloux, Loretta	Early Childhood	07-01-21	3,100.00
Merritt, Jason	Skills USA	07-01-21	3,100.00
Pottratz, Jennifer	Nursing/LPN	07-01-21	3,100.00
Prouty, Terry	Skills USA	07-01-21	3,100.00
Reisch, Chelsea	Student Government	07-01-21	1,550.00
Ringling, Benjamin	Landscape/Horticulture	07-01-21	3,100.00
Employment Contract, full-time, per hour			
Vis, Ashley	12 Mo, 1.0 FTE, Academic Resources & Accommodations Asst, Level F, Step 1	11-01-21	\$20.89
Instructor, Clinical Instructor/Other Instructor Activity, part-time, per hour			
Schoenberger, Emily	Nursing	10-04-21	\$43.00/\$24.00
Instructor, Non-Clinical Instructor/Other Instructor Activity, part-time, per hour			
Bratton, Jocelyn	Vascular Sonography	10-05-21	\$32.00/\$24.00
Hauglid, Wade	Health Core	10-05-21	32.00/24.00
Instructor, Other Instructor Activity, part-time, per hour			
Hunking, Debra	Gen Ed	11-01-21	\$24.00
Other Help, part-time, per hour			
Jones, Jasmine	Food Service	10-25-21	\$13.00
Williams, Haley	Bookstore	10-18-21	13.50
Student Help, part-time, per hour			
Engbrecht, Delaney	Bookstore	10-18-21	\$13.50
Parker, Liam	Bookstore	10-18-21	13.50

Action ST00585

Instructor Kristin Wellnitz provided the STC Day Report. (see MRF #ST433) Kristin provided an overview of the many volunteer activities completed by Southeast Tech students, faculty, and staff for "Service to Community" STC Day on October 28 and October 29. Volunteer activities completed for STC Day included service to Feeding South Dakota, Church on the Street sandwich preparation and distribution to downtown community, Rake the Town, and meal preparation and service at the Banquet. Overall, over 200 students and STC employees took part in contributing to STC Community efforts.

Following general discussion, a motion was made by Nan Baker and seconded by Carly R. Reiter four (4) votes "yes" on roll call **acknowledging the STC Day Report.**

Action ST00586

Instructors Rod Breitling, Beth Kassing, Brett Grinkmeyer and Mark Schmidt provided the Program Overview Report. (see MRF #ST434) The Architectural Engineering, Civil Engineering, Land Surveying, and Mechanical Engineering Programs are two-year Associate of Applied Science Programs Graduates of the programs are employed throughout the region as drafters, contractors, consultants, surveyors, inspectors, managers, and technicians.

Following general discussion, a motion was made by Marc Murren and seconded by Carly R. Reiter four (4) votes "yes" on roll call **acknowledging the Architectural Engineering/Civil Engineering/Land Surveying Programs Overview Report.**

Action ST00587

Accessibility Services Coordinator Nadine Gjerde provided the Accessibility Services Report. (see MRF #ST435) A formal change from Disability Services to Accessibility Services was made in June/July 2021. The fall 2021 number of students served is consistent with past semesters. Proactive, early contact with students is showing an increase in students signing up for, renewing and utilizing services. Goals for 2022 are focused around engaging more students to use Accessibility Services and to identify procedures that can be made more efficient and effective for students.

Following general discussion, a motion was made by Nan Baker and seconded by Carly R. Reiter four (4) votes "yes" on roll call **acknowledging the Accessibility Services Overview report.**

Action ST00588

Rich Kluin, Vice President of Finance and Operations, provided the Southeast Tech FY22 First Quarter Financials Report. (see MRF #ST436). The FY22 First Quarter Financials for the Vocational, Bookstore, Food Service and Child Care funds were reviewed. A FY22 First Quarter comparison was also provided.

Following general discussion, a motion was made by Carly R. Reiter and seconded by Nan Baker, four (4) votes "yes" on roll call **acknowledging the FY22 First Quarter Financials Report.**

continued

Wednesday, November 3, 2021

Action ST00589

On motion by Carly R. Reiter and seconded by Marc Murren, four (4) votes “yes” on roll call, the School board **adjourned** at 5:05 p.m.

CYNTHIA MICKELSON

Presiding Officer

TODD VIK

Business Manager

SIOUX FALLS SCHOOL BOARD
Wednesday, December 1, 2021 4:00 p.m.

Cynthia Mickelson
President

Instructional Planning Center
201 East 38th Street, Sioux Falls

Robert Griggs
Southeast Tech President

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 - E. Access and Workforce Opportunity Update
9. Adjournment

1. Approval of Contracts**Erik VanLaecken 367-4800**

Authorizing the President to enter into and execute contracts, for and on behalf of the Southeast Technical College, as follows:

Item No.	Contract Number	Contractor	Project	Cost
a.	22-007STC, EV	ProSquare	Pro Suite Software	\$32,966.60
b.	22-008STC, MMF	SD Department of Education	Perkins – Nontraditional Equity Amendment	\$15,000.00

2. Disposal of School District Property**Rich Kluin 367-5692**

Authorizing the disposal of surplus property to sell at private sale, public auction, or sealed bids or to dispose of, in accordance with SDCL §6-13-1, as follows:

Item No.	Description	Location	Appraisers	Appraised Value	Property File No.
a.	Ultrasound Simulators, Ultrasim -2 (Assets - 6059, 6060)	Southeast Technical College	Pam Boyd Marcia Jensen Jeanette Saugstad	\$0	2022-ST0014

3. Grant Approval**Benjamin Valdez 367-5865**

Authorizing the President of Southeast Technical College to enter into and execute all documents related to the Economic Development Administration, U.S. Department of Commerce for the FY2021 American Rescue Plan Act Good Job Challenge Grant application. The EDA grant application allows recipients to cover costs related to salaries for faculty and support staff of new healthcare programs, remodeling and construction cost for expansion of healthcare programs, equipment and supplies related to the new healthcare programs, and provide assistance for students to cover childcare costs and transportation costs while attending school. The total amount of the award is \$12,000,000 spread over a five-year period. The contact person for this grant is Benjamin Valdez.

SOUTHEAST TECHNICAL INSTITUTE
2320 N. Career Ave.
Sioux Falls, SD 57107

CONSOLIDATED REPORT OF TRUST AND AGENCY FUNDS

	Balance 7/1/2021	Received to date	Disbursed to date	Balance 10/31/2021
STI Bookstore	\$ 22,188.19	\$ 14.98	\$ -	\$ 22,203.17
STI EFT	\$ 32,835.23	\$ 4,667,750.16	\$ 1,795,679.90	\$ 2,904,905.49
STI Tuition & Fees	\$ 1,554,499.72	\$ 15,754,104.47	\$ 15,588,487.12	\$ 1,720,117.07
STI T & A	\$ 110,398.30	\$ 8,552.23	\$ 4,714.23	\$ 114,236.30
STI ACH	\$ 2,134.93	\$ 1.40	\$ -	\$ 2,136.33
STI Blue Bucks	\$ 23,908.32	\$ 5,325.52	\$ 1,399.00	\$ 27,834.84
TOTALS	<u>\$ 1,745,964.69</u>	<u>\$ 20,435,748.76</u>	<u>\$ 17,390,280.25</u>	<u>\$ 4,791,433.20</u>

POST SECONDARY - VOCATIONAL FUND

	FY22 BUDGET	OCTOBER 21 YTD	OCTOBER 21 PERCENT	OCTOBER 20 YTD	OCTOBER 20 PERCENT
REVENUES:					
STUDENT CHARGES:					
Tuition	\$ 7,107,360	\$ 3,293,144	46.33%	\$ 3,455,764	50.03%
Fees	6,746,360	3,185,598	47.22%	2,963,552	49.34%
Corporate Education	208,750	62,662	30.02%	41,217	21.00%
STATE SUPPORT:					
State Aid	7,469,979	1,719,068	23.01%	1,610,036	22.00%
Other State	1,004,832	(134,963)	-13.43%	9,070	1.27%
FEDERAL SUPPORT:					
Perkins	768,322	(53,201)	-6.92%	(8,265)	-1.07%
ABE	227,100	2,000	0.88%	(44,114)	-21.73%
Other Federal	1,024,686	31,329	3.06%	6,353	1.46%
LOCAL SUPPORT:					
Grants/Donations	357,000	-	0.00%	15,000	5.22%
Other Local	1,216,750	603,089	49.57%	502,682	40.38%
TOTAL REVENUES:	\$ 26,131,139	8,708,726	33.33%	\$ 8,551,295	35.50%
EXPENDITURES:					
WAGES - FULLTIME:					
Administrative	\$ 1,024,130	\$ 342,090	33.40%	\$ 311,205	31.44%
Instructional	5,658,749	1,770,860	31.29%	1,705,330	32.68%
Support	4,699,085	1,456,902	31.00%	1,372,977	31.85%
WAGES - OTHER:					
Early Retirement	28,559	-	0.00%	-	0.00%
Instructional - Other	974,734	287,114	29.46%	259,548	26.53%
Support - Other	268,970	57,041	21.21%	61,618	27.34%
BENEFITS:					
Insurance - Dental	122,872	37,759	30.73%	37,381	32.19%
Insurance - Medical	2,125,725	626,210	29.46%	626,010	32.13%
Insurance - Other	69,117	22,935	33.18%	17,236	19.40%
Retirement	1,650,788	493,844	29.92%	471,068	31.55%
SERVICES:					
Advertising	381,900	87,409	22.89%	146,141	38.38%
Legal	60,000	8,991	14.98%	14,352	28.70%
Maintenance/Repair	292,450	96,192	32.89%	78,336	35.66%
Postage	113,800	41,175	36.18%	46,855	65.53%
Printing/Publishing	126,750	43,118	34.02%	23,515	21.77%
Professional/Technical	884,225	190,615	21.56%	202,972	23.48%
Property	137,000	145,495	106.20%	90,337	58.51%
Rentals	53,580	5,025	9.38%	37,215	36.24%
Software Upgrades	451,900	348,748	77.17%	256,987	65.14%
Travel	181,750	13,843	7.62%	1,100	0.69%
Utilities	566,292	169,684	29.96%	178,629	30.30%
SUPPLIES:					
Equipment - Noncapital	249,680	77,761	31.14%	140,937	63.71%
Food	89,650	16,741	18.67%	4,542	5.11%
Instructional Supplies	582,850	169,709	29.12%	137,337	26.37%
Other	400,250	70,414	17.59%	140,000	37.26%
Resale	680,800	366,381	53.82%	368,353	55.66%
Software	413,625	213,779	51.68%	81,469	28.01%
OTHER:					
Bad Debt	180,000	(12,167)	-6.76%	(55,083)	-27.54%
Dues/Fees	425,023	118,324	27.84%	74,124	22.68%
Liability Insurance	109,000	103,688	95.13%	104,318	104.32%
Miscellaneous	167,500	-	0.00%	1,416	0.74%
SUBTOTAL - OPERATING:	\$ 23,170,754	\$ 7,369,682	31.81%	\$ 6,936,224	32.24%
EQUIPMENT:					
Building Improvements	\$ 904,750	\$ 2,326	0.26%	\$ 1,607,729	63.66%
Equipment	1,857,643	179,814	9.68%	64,099	7.90%
Information Technology	-	44,721	#DIV/0!	8,823	11.76%
Land Improvements	197,992	-	0.00%	240,604	19.47%
SUBTOTAL - CAPITAL:	\$ 2,960,385	\$ 226,861	7.66%	\$ 1,921,255	41.34%
TOTAL EXPENDITURES:	\$ 26,131,139	7,596,543	29.07%	\$ 8,857,479	33.86%
REVENUE OVER (UNDER) EXPENSE:	\$ -	\$ 1,112,183		\$ (306,185)	
BEGINNING FUND BALANCE:		4,361,901			
ENDING FUND BALANCE:		\$ 5,474,084			

POST SECONDARY - BOOKSTORE

	FY22 BUDGET	OCTOBER 21 YTD	OCTOBER 21 PERCENT	OCTOBER 20 YTD	OCTOBER 20 PERCENT
REVENUES:					
STUDENT CHARGES:					
Tuition	\$ -	\$ -	0.00%	\$ -	0.00%
Fees	-	-	0.00%	-	0.00%
Corporate Education	-	-	0.00%	-	0.00%
STATE SUPPORT:					
State Aid	-	-	0.00%	-	0.00%
Other State	-	-	0.00%	-	0.00%
FEDERAL SUPPORT:					
Perkins	-	-	0.00%	-	0.00%
ABE	-	-	0.00%	-	0.00%
Other Federal	-	-	0.00%	-	0.00%
LOCAL SUPPORT:					
Grants/Donations	-	-	0.00%	-	0.00%
Other Local	1,606,000	906,854	56.47%	886,253	52.01%
TOTAL REVENUES:	\$ 1,606,000	\$ 906,854	56.47%	\$ 886,253	52.01%
EXPENDITURES:					
WAGES - FULLTIME:					
Administrative	\$ -	\$ -	0.00%	\$ -	0.00%
Instructional	-	-	0.00%	-	0.00%
Support	108,528	37,074	34.16%	35,268	35.58%
WAGES - OTHER:					
Early Retirement	-	-	0.00%	-	0.00%
Instructional - Other	-	-	0.00%	-	0.00%
Support - Other	45,000	7,856	17.46%	10,592	23.54%
BENEFITS:					
Insurance - Dental	1,382	461	33.33%	461	33.33%
Insurance - Medical	24,237	8,079	33.33%	8,359	33.33%
Insurance - Other	2,229	267	11.99%	202	28.60%
Retirement	16,215	5,236	32.29%	5,002	32.72%
SERVICES:					
Advertising	-	-	0.00%	-	0.00%
Legal	-	-	0.00%	-	0.00%
Maintenance/Repair	-	-	0.00%	-	0.00%
Postage	25,000	12,508	50.03%	11,465	45.86%
Printing/Publishing	-	-	0.00%	-	0.00%
Professional/Technical	-	-	0.00%	-	0.00%
Property	-	-	0.00%	-	0.00%
Rentals	-	-	0.00%	-	0.00%
Software Upgrades	-	-	0.00%	-	0.00%
Travel	4,000	-	0.00%	-	0.00%
Utilities	-	-	0.00%	-	0.00%
SUPPLIES:					
Equipment - Noncapital	-	-	0.00%	1,750	100.00%
Food	200	49	24.75%	-	0.00%
Instructional Supplies	-	-	0.00%	-	0.00%
Other	-	-	0.00%	-	0.00%
Resale	1,285,000	589,422	45.87%	602,651	43.77%
Software	-	-	0.00%	-	0.00%
OTHER:					
Bad Debt	-	258	100.00%	(208)	100.00%
Dues/Fees	72,000	45,742	63.53%	18,312	25.43%
Liability Insurance	-	-	0.00%	-	0.00%
Miscellaneous	-	-	0.00%	-	0.00%
Depreciation	20,177	-	0.00%	-	0.00%
SUBTOTAL - OPERATING:	\$ 1,603,968	\$ 706,953	44.08%	\$ 693,855	41.10%
EQUIPMENT:					
Building Improvements	\$ -	\$ -	0.00%	\$ -	0.00%
Equipment	-	-	0.00%	-	0.00%
Information Technology	-	-	0.00%	-	0.00%
Land Improvements	-	-	0.00%	-	0.00%
SUBTOTAL - CAPITAL:	\$ -	\$ -	0.00%	\$ -	0.00%
TOTAL EXPENDITURES:	\$ 1,603,968	\$ 706,953	44.08%	\$ 693,855	41.10%
REVENUE OVER (UNDER) EXPENSE:	\$ 2,032	\$ 199,901		\$ 192,399	
BEGINNING FUND BALANCE:		2,039,200			
ENDING FUND BALANCE:		\$ 2,239,101			

POST SECONDARY - FOOD SERVICE

	FY22 BUDGET	OCTOBER 21 YTD	OCTOBER 21 PERCENT	OCTOBER 20 YTD	OCTOBER 20 PERCENT
REVENUES:					
STUDENT CHARGES:					
Tuition	\$ -	\$ -	0.00%	\$ -	0.00%
Fees	-	-	0.00%	-	0.00%
Corporate Education	-	-	0.00%	-	0.00%
STATE SUPPORT:					
State Aid	-	-	0.00%	-	0.00%
Other State	-	-	0.00%	-	0.00%
FEDERAL SUPPORT:					
Perkins	-	-	0.00%	-	0.00%
ABE	-	-	0.00%	-	0.00%
Other Federal	-	-	0.00%	-	0.00%
LOCAL SUPPORT:					
Grants/Donations	-	-	0.00%	-	0.00%
Other Local	395,000	52,300	13.24%	40,673	9.80%
TOTAL REVENUES:	\$ 395,000	\$ 52,300	13.24%	\$ 40,673	9.80%
EXPENDITURES:					
WAGES - FULLTIME:					
Administrative	\$ -	\$ -	0.00%	\$ -	0.00%
Instructional	-	-	0.00%	-	0.00%
Support	85,795	28,558	33.29%	26,266	33.35%
WAGES - OTHER:					
Early Retirement	-	-	0.00%	-	0.00%
Instructional - Other	-	-	0.00%	-	0.00%
Support - Other	65,000	16,102	24.77%	16,747	25.77%
BENEFITS:					
Insurance - Dental	975	325	33.33%	325	33.33%
Insurance - Medical	17,707	5,902	33.33%	5,902	33.33%
Insurance - Other	7,511	318	4.23%	238	18.73%
Retirement	15,885	5,017	31.59%	4,573	32.14%
SERVICES:					
Advertising	-	-	0.00%	-	0.00%
Legal	-	-	0.00%	-	0.00%
Maintenance/Repair	6,000	1,350	22.51%	913	20.29%
Postage	-	-	0.00%	-	0.00%
Printing/Publishing	500	-	0.00%	-	0.00%
Professional/Technical	1,500	(1,050)	-70.00%	100	5.00%
Property	-	-	0.00%	-	0.00%
Rentals	-	-	0.00%	-	0.00%
Software Upgrades	-	-	0.00%	-	0.00%
Travel	-	-	0.00%	-	0.00%
Utilities	-	-	0.00%	-	0.00%
SUPPLIES:					
Equipment - Noncapital	-	2,134	100.00%	146	100.00%
Food	-	-	0.00%	-	0.00%
Instructional Supplies	-	-	0.00%	-	0.00%
Other	20,000	3,571	17.85%	18,747	74.99%
Resale	175,000	41,447	23.68%	18,519	9.75%
Software	-	-	0.00%	-	0.00%
OTHER:					
Bad Debt	-	-	0.00%	-	0.00%
Dues/Fees	7,000	379	5.42%	698	11.64%
Liability Insurance	-	-	0.00%	-	0.00%
Miscellaneous	-	-	0.00%	-	0.00%
Depreciation	21,645	-	0.00%	-	0.00%
SUBTOTAL - OPERATING:	\$ 424,518	\$ 104,054	24.51%	\$ 93,175	21.77%
EQUIPMENT:					
Building Improvements	\$ -	\$ -	0.00%	\$ -	0.00%
Equipment	-	-	0.00%	-	0.00%
Information Technology	-	-	0.00%	-	0.00%
Land Improvements	-	-	0.00%	-	0.00%
SUBTOTAL - CAPITAL:	\$ -	\$ -	0.00%	\$ -	0.00%
TOTAL EXPENDITURES:	\$ 424,518	\$ 104,054	24.51%	\$ 93,175	21.77%
REVENUE OVER (UNDER) EXPENSE:	\$ (29,518)	\$ (51,754)		\$ (52,501)	
BEGINNING FUND BALANCE:		169,879			
ENDING FUND BALANCE:		\$ 118,125			

POST SECONDARY - CHILDCARE

	FY22 BUDGET	OCTOBER 21 YTD	OCTOBER 21 PERCENT	OCTOBER 20 YTD	OCTOBER 20 PERCENT
REVENUES:					
STUDENT CHARGES:					
Tuition	\$ -	\$ -	0.00%	\$ -	0.00%
Fees	-	-	0.00%	-	0.00%
Corporate Education	-	-	0.00%	-	0.00%
STATE SUPPORT:					
State Aid	-	-	0.00%	-	0.00%
Other State	-	-	0.00%	-	0.00%
FEDERAL SUPPORT:					
Perkins	-	-	0.00%	-	0.00%
ABE	-	-	0.00%	-	0.00%
Other Federal	-	-	0.00%	-	0.00%
LOCAL SUPPORT:					
Grants/Donations	-	-	0.00%	-	0.00%
Other Local	328,000	55,459	16.91%	40,448	12.33%
TOTAL REVENUES:	\$ 328,000	\$ 55,459	16.91%	\$ 40,448	12.33%
EXPENDITURES:					
WAGES - FULLTIME:					
Administrative	\$ -	\$ -	0.00%	\$ -	0.00%
Instructional	-	-	0.00%	-	0.00%
Support	186,038	55,170	29.66%	50,551	28.22%
WAGES - OTHER:					
Early Retirement	-	-	0.00%	-	0.00%
Instructional - Other	-	-	0.00%	-	0.00%
Support - Other	45,000	6,318	14.04%	2,503	5.56%
BENEFITS:					
Insurance - Dental	3,738	831	22.22%	740	22.22%
Insurance - Medical	57,557	12,060	20.95%	11,219	21.10%
Insurance - Other	1,172	849	72.43%	625	21.31%
Retirement	27,496	7,283	26.49%	6,717	28.04%
SERVICES:					
Advertising	-	-	0.00%	-	0.00%
Legal	-	-	0.00%	-	0.00%
Maintenance/Repair	-	-	0.00%	-	0.00%
Postage	-	-	0.00%	-	0.00%
Printing/Publishing	-	-	0.00%	-	0.00%
Professional/Technical	480	-	0.00%	-	0.00%
Property	-	-	0.00%	-	0.00%
Rentals	-	-	0.00%	-	0.00%
Software Upgrades	-	-	0.00%	-	0.00%
Travel	1,000	-	0.00%	-	0.00%
Utilities	-	-	0.00%	-	0.00%
SUPPLIES:					
Equipment - Noncapital	-	-	0.00%	-	0.00%
Food	500	-	0.00%	99	99.31%
Instructional Supplies	-	2,753	100.00%	875	#DIV/0!
Other	6,000	-	0.00%	50	0.68%
Resale	-	-	0.00%	-	0.00%
Software	450	-	0.00%	150	#DIV/0!
OTHER:					
Bad Debt	5,000	(250)	-5.00%	(1,404)	-28.08%
Dues/Fees	500	-	0.00%	-	0.00%
Liability Insurance	-	-	0.00%	-	0.00%
Miscellaneous	3,000	-	0.00%	-	0.00%
Depreciation	500	-	0.00%	-	0.00%
SUBTOTAL - OPERATING:	\$ 338,431	\$ 85,014	25.12%	\$ 72,125	22.37%
EQUIPMENT:					
Building Improvements	\$ -	\$ -	0.00%	\$ -	0.00%
Equipment	-	-	0.00%	-	0.00%
Information Technology	-	-	0.00%	-	0.00%
Land Improvements	-	-	0.00%	-	0.00%
SUBTOTAL - CAPITAL:	\$ -	\$ -	0.00%	\$ -	0.00%
TOTAL EXPENDITURES:	\$ 338,431	\$ 85,014	25.12%	\$ 72,125	22.37%
REVENUE OVER (UNDER) EXPENSE:	\$ (10,431)	\$ (29,555)		\$ (31,677)	
BEGINNING FUND BALANCE:		(18,171)			
ENDING FUND BALANCE:		\$ (47,726)			

SOUTHEAST TECHNICAL INSTITUTE
STATEMENT OF CASH RECEIPTS, DISBURSEMENTS AND CASH BALANCES

	#23	#52	#53	#54
	Post			
	Secondary	Bookstore	Food Service	Child Care
	Vocational	Enterprise	Enterprise	Enterprise
	Fund	Fund	Fund	Fund
Cash Balance September 30, 2021	\$ 2,065,256.79	\$ 1,121,131.10	\$ (17,580.85)	\$ (102,605.34)
Operating Results:				
Revenue:				
Local Sources:				
Tuition/Fees	(82,395.40)	-	-	-
Sales of Goods/Services	4,961.81	113,186.36	28,443.44	24,495.72
Other Sources	9,691.53	985.13	-	-
State Sources:	-	-	-	-
Federal Sources:	6,216.00	-	-	-
Expenditures:				
Personnel	(1,377,859.46)	(14,443.90)	(19,070.30)	(26,551.15)
Services	(348,548.62)	(1,694.93)	(637.18)	-
Supplies	(166,018.86)	(45,176.08)	(17,368.87)	-
Capital	(188,388.63)	-	-	-
Other	(48,615.49)	(23,325.74)	(51.33)	155.73
Transfers	-	-	-	-
(Increase)/Decrease in Assets	4,844,492.48	(90,938.53)	3,997.33	9,060.18
Increase/(Decrease) in Liabilities	-	(141.74)	-	-
Net Cash Provided By (Used In) Operating Activities:	\$ 2,653,535.36	\$ (61,549.43)	\$ (4,686.91)	\$ 7,160.48
Cash Balance October 31, 2021	\$ 4,718,792.15	\$ 1,059,581.67	\$ (22,267.76)	\$ (95,444.86)
 Cash Balance June 30, 2021	 \$ 3,730,824.52	 \$ 1,067,669.25	 \$ 17,615.41	 \$ -
Operating Results:				
Revenue:				
Local Sources:				
Tuition/Fees	6,541,404.22	-	-	-
Sales of Goods/Services	589,506.05	905,868.89	52,299.78	55,297.58
Other Sources	13,583.31	985.13	-	161.44
State Sources:	1,584,104.89	-	-	-
Federal Sources:	(19,872.66)	-	-	-
Expenditures:				
Personnel	(5,094,755.75)	(58,973.00)	(56,222.94)	(82,511.01)
Services	(1,150,296.03)	(12,507.53)	(300.32)	-
Supplies	(914,785.01)	(589,471.90)	(47,151.43)	(2,753.22)
Capital	(226,860.98)	-	-	-
Other	(209,844.85)	(46,000.37)	(379.39)	249.76
Transfers	-	-	-	-
(Increase)/Decrease in Assets	941,143.36	(167,448.64)	16,049.09	28,338.14
Increase/(Decrease) in Liabilities	(1,065,358.92)	(40,540.16)	(4,177.96)	(94,227.55)
Net Cash Provided By (Used In) Operating Activities:	\$ 987,967.63	\$ (8,087.58)	\$ (39,883.17)	\$ (95,444.86)
Cash Balance October 31, 2021	\$ 4,718,792.15	\$ 1,059,581.67	\$ (22,267.76)	\$ (95,444.86)

Rich Kluin
Prepared by

11/22/2021
Date

1. **Resignations.** Accepting the resignation of School District Personnel as of the effective date indicated, the personnel having been previously employed by Board Action, as follows:

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>
Instructor, full-time		
Lease, Sara	226 Day, Nursing	12-03-21
Employment Contract, full-time		
Struck, Kathryn*	12 Month, HR	12-29-21
Student Help, part-time		
Thoendel, Phillip	IT, Student Tech	11-02-21

*Retirement

2. **Employment Recommendations**

<u>Name</u>	<u>Location/Position</u>	<u>Effective Date</u>	<u>Amount</u>
Instructor, Clinical Instructor/Other Instructor Activity, part-time, per hour			
Willuweit, Bernadette	Nursing	01-04-22	\$43.00/\$24.00
Instructor, Other Instructor Activity, part-time, per hour			
Daugherty, Catherine	Ag Business	12-01-21	\$24.00
Klann, Jody	Gen Ed/Psychology	11-19-21	24.00
Traylor, Michael	CIS	12-01-21	24.00
Walton, Tarah	Law Enforcement	10-04-21	24.00
Other Help, part-time, per hour			
Menholt, Jade	Bookstore	11-16-21	\$14.50
Student Help, part-time, per hour			
Allison, Jodie	Tutor	11-08-21	\$12.00
Liewer, Jackson	IT, Student Tech	11-15-21	14.00

New Academic Programs Executive Summary

Purpose of Report: To request approval from the School Board for Southeast Technical College to add the following new academic programs:

- Associate of Applied Science in Human Resources Management
- Associate of Applied Science in Behavior and Mental Health Technician
- Certificate in Community Health Worker
- Certificate in Allied Health

Associate of Applied Science in Human Resources Management

Southeast Technical College (STC) has identified the need for human resource generalists and entry level human resources staff in South Dakota to assist with meeting the needs of local businesses who are experiencing a shortage in the labor force. STC has the physical space and personnel to accommodate this academic program. STC has also solicited input and advice regarding program design and delivery models from our industry partners. The following proposal addresses the design, evaluation, and implementation of a Human Resources Management (HRM) program.

Human resource management is the organizational function that manages issues related to the people in an organization. Responsibilities include compensation, recruitment, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, policy administration, and training. To assist industry in providing the support necessary to recruit and retain employees, STC is proposing an Associate of Applied Science in Human Resource Management. The primary objective of this program is to provide highly skilled human resources generalists to local and regional businesses.

The educational focus of the Human Resources program will prepare and educate students on the entry level skills needed to provide these vital resources and support of each company's workforce. The academic program will be based on the Society of Human Resource Management's (SHRM) certification program. The AAS from STC combined with industry experience will allow graduates to pursue SHRM certification. The curriculum will include an internship opportunity.

Associate of Applied Science in Behavior and Mental Health Technician

Southeast Technical College (STC) is seeking approval to start a new academic program. The Associate of Applied Science in Behavioral and Mental Health Technician (BMHT) is a partnership between STC and Avera Behavioral Health. The program will prepare students to enter the high demand career field of patient care. The focus of the degree will be to prepare entry level workforce that can support and assist within the mental health arena. The program will allow graduates to provide front line care and assist with leading group discussion, monitoring patients, and providing support. BMHT's are mental health

employees who provide hands-on care to individuals with varying degrees of mental illnesses and/or developmental disabilities. BMHT's perform a vital, front-line function in all healthcare settings as they observe, treat and interact with patients.

Certificate in Community Health Worker

Southeast Technical College (STC) is seeking approval to start a new academic program. The Community Health Care Worker Certificate is a partnership between STC, the South Dakota Department of Health, and the Community Health Worker Collaborative of South Dakota (CHWCSD). In the fall of 2020, STC was approached by the CHWCSD to partner with them and the South Dakota Department of Health to bring this workforce training need forward as a new emerging and growing career field in South Dakota.

A Community Health Worker (CHW) is a frontline public health worker who is a trusted member of and/or has an unusually close understanding of the community served. This trusting relationship enables the worker to serve as a liaison/link/intermediary between health/social services and the community to facilitate access to services and improve the quality and cultural competence of service delivery. The short-term certificate will allow graduates to provide the critical and needed services.

Certificate in Allied Health

Southeast Technical College (STC) is establishing a common entry point for students who are interested in pursuing health care degree at STC. The Allied Health Certificate will provide students the ability to start an academic health program without having to select a specific degree pathway. Students will be able to compete a common core of three General Education courses and two Allied Health Core courses health care courses while they develop a stronger understanding of the different career fields within health care. All of the courses' students will take are existing which are requirements for all health care programs offered at STC. The Allied Health Certificate will allow students to experience higher education and without having to enter an unknown or misunderstood career field. The Allied Health Care Certificate is not intended to provide students with a foundation to enter the healthcare workforce. Instead, the certificate program is intended as an entry point into a diploma or associate degree program at STC. The purpose of the certificate is to assist students who may not have the necessary academic prerequisites, high school grade point average, or other meet the entry requirements to demonstrate academic readiness and prepare the student for the academic rigor of a health care program.

Students will be required to complete either the Certified Nurses Aid (CNA) or Emergency Medical Technician (EMT) course and Medical Language as part of this certificate. These specific courses will introduce students to the medical field and provide them with a learning experience through the clinical requirement in CNA or EMT course.

STC is reevaluating its admissions criteria to grant admissions upon completion of the certificate with a specific grade point average which would demonstrating academic readiness and skills needed for success within the health care program.

The certificate is also intended to be an entry point for first-generation, New American, and minority students who are looking for additional training and development prior to starting a full academic program. The certificate program is designed to expose student to a broad education in general studies combined with an emphasis on life science subjects such as anatomy and physiology. It offers students interested in health careers a knowledge base from which they may achieve their academic goals of entering a diploma or associates level program.

Administrative Recommendation to School Board: Approve and authorize Southeast Technical College to submit an application for new program approval to the Higher Learning Commission for the following new academic programs.

- Associate of Applied Science in Human Resources Management
- Associate of Applied Science in Behavior and Mental Health Technician
- Certificate in Community Health Worker
- Certificate in Allied Health

Additional Location Approval Executive Summary

Purpose of Report: To inform the School Board that Southeast Technical College has received final approval from the Higher Learning Commission for the two additional location applications.

Southeast Technical College requested Huron Community Center as an additional location. To meet the growing demand in our state for Nurses and Medical Assistants are expanding our Associate of Applied Sciences degree in Registered Nursing (RN), Diploma in Licensed Practical Nursing (LPN), and Diploma in Medical Assisting to Huron, SD.

Southeast Technical College requested Sanford Stevens Center as an additional location. This additional location will provide the equipment and facilities for the Associate of Applied Science degree in Paramedic Science program to meet the demand for paramedics in South Dakota. In addition, the partnership will allow the program to use Sanford Health's medical training facility to deliver the programmatic courses of the Paramedic Science program.

In mid-October 2021, Southeast Tech hosted a site visit team from the Higher Learning Commission. The visit included interviews with the students; faculty and staff; and a review of the facilities at both locations to verify student learning expectations and student support services are being met.

On Friday, 19 November, Southeast Tech received notice from the Higher Learning Commission that both locations have received final approval.

Administrative Recommendation to School Board: Acknowledge the approval from the Higher Learning Commission for the Huron Community Center and Sanford Stevens Center as additional locations of Southeast Technical College.

Additional Location Approval For CTE Academy and Harrisburg High School Executive Summary

Purpose of Report: To inform the School Board that Southeast Technical College is requesting approval of CTE Academy and Harrisburg High School as additional locations.

Southeast Technical College is seeking permission to add the **Career & Technical Education Academy (CTE Academy)** as an additional location to Southeast Technical College (STC). By adding CTE Academy as an additional location, students will have the ability to complete certificates programs while still enrolled as a high school student. The opportunity for students to earn college credit while in high school has tremendous benefits.

The National Alliance of Concurrent Enrollment Program (NACEP) has worked with many State Department of Education and the Higher Learning Commission to promote and develop high academic standards for colleges and universities offering dual enrollment courses at high schools. In several published studies, students completing dual enrollment courses enter college at a higher rate, complete college on time at a higher rate, and fewer student students enroll in remedial courses.

CTE Academy offers STC courses from the Construction Management certificate program, Business course from the Accounting and Business Administration program, Networking courses, Welding courses, Automotive courses, and General Education courses.

Southeast Technical College is seeking permission to add **Harrisburg High School** as an additional location to Southeast Technical College (STC). By adding Harrisburg High School as an additional location, students will have the ability to complete certificates programs while still enrolled as a high school student. The opportunity for students to earn college credit while in high school has tremendous benefits.

Harrisburg High School offers STC courses from the Construction Management certificate program and General Education courses.

Administrative Recommendation to School Board: Approve Southeast Technical College to submit an additional location application to the Higher Learning Commission for **CTE Academy** and **Harrisburg High School**.

Southeast Tech
Nursing Programs Update
EXECUTIVE SUMMARY

Purpose:

To inform the Sioux Falls School Board about the nursing programs at Southeast Technical College.

Nursing faculty members, Jennifer Pottratz and Colette Schwartz, will provide an overview of the nursing programs at Southeast Tech. They will discuss the Licensed Practical Nursing and Registered Nursing programs. Two students will be presenting on their experience and career outlook.

Administrative Recommendation to School Board:

To acknowledge the Southeast Technical College Nursing Programs Report.



SOUTHEAST
Technical College

NURSING PROGRAMS

Jennifer Pottratz, MSN, RN, CHSE and Colette Schwartz, MSN, RN, CNE

Executive Summary

Purpose:

- To provide the School Board information about the Nursing Program at Southeast Tech, and to meet faculty, staff, students and graduates of the program.

Our Story: Southeast Tech Nursing

- Licensed Practical Nursing Diploma
 - One semester of prerequisites
 - 12-18 months of LPN courses
 - Must be a CNA prior to starting
- LPN to RN AAS Degree
 - One semester of prerequisites
 - Must be licensed LPN with work experience
 - One year of RN courses



Our Faculty and Staff

- One full-time Associate Dean of Nursing, Department Chair of Health, and Nursing Program Secretary
- LPN Program
 - Currently 9 full-time faculty including 1 program coordinators, 5 with MSN, 4 with BSN, 1 with AAS, 1 Certified Nurse Educator, and 2 Certified Healthcare Simulation Educators
 - 1 full-time lab specialist who is an LPN
 - 16 to 20 adjunct clinical instructors each semester
 - Wide variety of backgrounds and nursing experience
- RN Program
 - Currently 4 full-time faculty, all with their MSN, 3 Certified Nurse Educators

Our Faculty and Staff



Students in the Community

Participated in **community flu shot clinics**

Participated in the **Walk a Mile in My Shoes** event hosted by **St. Francis House** and collected backpacks to donate

Will be making 25 fleece tie blankets to donate to **Children's Inn** they can use for their departure gifts



Our Program

- All curriculum, student and program outcomes are aligned with QSEN standards (Quality and Safety Education for Nurses)
- Both LPN and RN programs have full approval status from the South Dakota Board of Nursing
- LPN Program just completed the site visit from the BON, received full approval status for 4 more years
- LPN Program submitted ACEN accreditation application and are gathering necessary components for candidacy status
- RN program is nationally accredited by the Accreditation Commission on Education in Nursing (ACEN) – visit February 2020

LPN

- May be recent High School graduates
- Seeking second career
- Non-traditional trying college for the first time
- Full-time day program is fast paced; students encouraged to work no more than 20 hours/week
- Part-time day and evening programs for those working full time or prefer a slower pace

LPN student Brook Berkenpas

- Why nursing?
 - Community
 - Individual
- Why STC?
 - Class size
 - Accessibility Services
 - Location
 - Flexibility
 - Pacing Options



RN

- Must have current LPN license with work experience
- Many working full-time while taking courses
- Encouraged to cut back on work hours if possible
- Usually only 2 days/week but more outside time required
- Students must be organized from the start

RN student

- Maddie DeLange, LPN
 - Graduated LPN June 2019
 - Graduates from the RN program in the summer of 2022
 - Currently working as a float LPN at Sanford Children's Specialty Clinic
 - Plans to advance into an RN position with the clinic or potentially PRN on inpatient pediatrics at Sanford



Our LPN data

- LPN Program started in 2001
- Two full-time program starts for day groups: Fall and Spring
- Two part-time program starts: Fall (day) and Spring (evening)
- Huron program starts: Fall
- Graduation rate consistently greater than 80%
- 2020 board pass rates 91.96%; national average 83.08%

**SOUTHEAST
TECH**

NURSING PROGRAM

Our RN data

- Started the LPN to RN program in 2012
- Started Huron RN program in Fall 2018
- Retention rate consistently above goal of 75%
- Board pass rate of 95.08% in 2020, consistently above national average

**SOUTHEAST
TECH**

NURSING PROGRAM

Our Careers and Impact

- If you have entered any health care facility in this region, chances are you have met one of our graduates
- Job placement is 100% for both LPN and RN programs
- Work at numerous types of facilities, including clinics, hospitals, long term care, hospice, and correctional health
- Many RN students go on to complete their BSN online

Nursing Staff Success Stories

- **Amber Langbehn, LPN**
- **Nursing Lab Specialist**
- **Graduated from the LPN program**



- **Tori Haase, AAS, RN**
- **LPN Faculty**
- **Graduated from both the LPN & RN program**



Nursing Staff Success Stories

- **Michelle Osborne, BSN, RN**
- **CNA coordinator, LPN Faculty**
- **Graduated from the LPN program**



- **Myra Werkmeister, MSN, RN, CNE**
- **LPN-RN Faculty**
- **Graduated from both the LPN & RN program**



Thank You

Administrative Recommendation to School Board:

- To acknowledge the Southeast Tech: This is Our Story report.

THE
SMART
WAY UP

southeasttech.edu

**Access and Workforce Opportunity:
Vision and Direction
Executive Summary**

Purpose of Report: To update the School Board on the vision, direction and accomplishments of the office of Access and Workforce Opportunity

In July, Southeast Technical College hired a director of Access and Workforce Opportunity to help identify and address barriers to college entry and success faced by underserved populations in Sioux Falls.

Since July, the Office of Access and Workforce Opportunity has assembled an advisory committee comprised of industry and community partners to help shape a vision and goals for this role and guide that vision and its outcomes.

Six main themes or goals have developed based on discussions with staff, faculty and the advisory committee; the Office of Access and Workforce Opportunity has been seeking and nurturing partnerships with industry, the Sioux Falls Community and the School District to define and reach these goals.

This report serves as an introduction to said goals and accomplishments thus far as well as an overview of things to come.

Administrative Recommendation to School Board: Acknowledge the Access and Workforce Opportunity Update Report.

December 1, 2021

Report prepared by: Director of Access and Workforce Opportunity Marcella Prokop
Report presented by: Director of Access and Workforce Opportunity Marcella Prokop



SOUTHEAST
Technical College

Access and Workforce Opportunity: Vision and Direction

Marcella Prokop, December 1, 2021

Mission and Vision

STC Mission:

To educate individuals for dynamic and rewarding careers that promote lifetime success and meet the workforce needs of our region.

STC core value (statement on diversity and equity)

Southeast Technical College values and respects the dignity and worth of all persons and the diverse opportunities available to everyone.

Office of Access and Workforce Opportunity Mission:

The mission of the Office of Access and Workforce Opportunity at Southeast Technical College is to promote an inclusive, equitable atmosphere that encourages all individuals to fulfill their personal and professional potential.

Source: Southeast Technical College (2021) <https://www.southeasttech.edu/about/index.php>

Goals for Access & Workforce Opportunity

- Goal 1: Identify barriers to college access and success in order to recruit, enroll, retain and graduate a diverse student body
- Goal 2: Support a welcoming, inclusive campus climate
- Goal 3: Evaluate curriculum for inclusion and appreciation of diverse backgrounds
- Goal 4: Identify, employ and retain a diverse staff and faculty
- Goal 5: Uphold institutional commitment to diversity
- Goal 6: Partner with STC Foundation to locate and secure financial resources

Goal 1 updates

Goal 1: Identify barriers to college access and success in order to recruit, enroll, retain and graduate a diverse student body

- Visits to Lincoln, WHS, Joe Foss, CTE, Discuss programs, scholarships, deadlines, entrance requirements, FAFSA
 - Scholarship writing events at Lincoln, Joe Foss
- Presentations to Parent University participants
- Discussions about working with Classrooms to Careers and Avera Academy students, connections with CTE, Jefferson
 - CTE catered meal for advisory committee
- Developing trades event for McGovern 8th graders
- Developing peer-to-peer mentorship program and scholarship
- Working 1-1 with STC students to understand concerns and identify and obtain resources

Goal 2 updates

Goal 2: Support a welcoming, inclusive campus climate

- Professional development training on campus climate, belonging, cultural competency, resilience
- Serve as advisor for ROOTS, student-driven multicultural club
- Partner with SD Transitions Liaison Services Project
 - Catch the Wave
- Participation in strategic plan steering committee
 - What resources to our diverse staff and faculty want/need?

Goal 3 updates

Goal 3: Evaluate curriculum for inclusion and appreciation of diverse backgrounds

- Assist instructors working with multilingual students to understand teaching strategies such as “sheltered instruction” and language objectives
- Provide background on refugee and immigrant challenges that may present in the classroom
- Discuss interpretation services and share resources
- Present on cultural competency in the workforce, in health care, etc. to various classes

Goals 4 & 5 updates

Goal 4: Identify, employ and retain a diverse staff and faculty

- Discussion of hiring practices with leadership
- Participation in strategic plan steering committee
 - What resources to our diverse staff and faculty want/need?

Goal 5: Uphold institutional commitment to diversity

- Review policies and marketing materials for inclusive procedures and language
- Promote in community settings the college's desire to serve diverse

Goal 6 updates

Partner with STC Foundation to locate and secure financial resources

- Recipient of Wells Fargo grant for financial literacy presentation, program, class, club
- Recipient of South Dakota Humanities Council grant for inclusive storytelling initiative
- Peer-to-peer mentoring program and scholarship

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