

Isanti Community School  
Board of Education Regular Meeting  
Monday, June 7, 2021

- I. CALL THE MEETING TO ORDER - ROLL CALL
  
- II. PUBLIC COMMENT ON AGENDA ITEMS
  
- III. BUSINESS AFFAIRS - CONSENT AGENDA
  - III.A. Approve minutes of the May 3, 2021 regular board meeting and May 22, 2021 Board Retreat
  
  - III.B. Treasurer Report
  
  - III.C. Approve Outstanding Payables for an amount of \$196,391.57 as presented.
  
  - III.D. Approve hiring of Karley Zoucha
  
  - III.E. Approve the hiring of Calvin Crogman
  
  - III.F. Approve the resignation of Natalie Grimm
  
  - III.G. Approve the resignation of Rachel Black
  
  - III.H. Approve the resignation of Kami Soukup
  
  - III.I. Approve Resignation of Lauren Heyden
  
  - III.J. Approve Resignation of Tara Meyer
  
  - III.K. Approve the resignation of Tayleigh Kaup
  
  - III.L. Approve the resignation of Cheyenne Lambley

III.M. Approve the resignation of Annette Hamburger

III.N. Resignation of Jalayne Frye

IV. REPORTS

IV.A. Superintendent

IV.A.1. Progress Plan Update

IV.A.2. Principal Report

IV.B. BOARD SELF-ASSESSMENT

IV.C. Committee Reports

V. ACTION ITEMS

V.A. AFFIDAVIT OF CLOSURE OF ATTENDANCE CENTERS 2020-2021

V.B. Administrative Salary Schedule

V.C. Classified Raises

V.D. Air conditioner/Furnace for Teacherage Unit #7

V.E. Propane meters for the Teacherages

V.F. New Building Pay Application # 20190300015

V.G. Playground Crumb Rubber

VI. DISCUSSION ITEMS

VII. UP COMING EVENTS

VII.A. July Board Meeting July 6th

VIII. ADJOURN

Monday, May 3, 2021 @ 5:00 PM Central

### Isanti Community School

Stacy Johnson: Absent

Steve Moose: Present

Don Pike: Present

LindaRae Starlin: Present

Lizzie Swalley: Present

Dewayne Wabasha: Present

Present: 5, Absent: 1.

Stacy Johnson: Present

Present: 6.

#### I. CALL THE MEETING TO ORDER - ROLL CALL

**Absent:** Stacy Johnson, Present: Steve Moose, Don Pike, LindaRae Starlin, Lizzie Swalley, Dewayne Wabasha. Present: 5, Absent: 1.**Present:** Stacy Johnson. Present: 6.

It was moved by Dewayne Wabasha and seconded by LindaRae Starlin to Recommendation to excuse board member.

Roll call vote: Passed

Stacy Johnson: Absent, Steve Moose: Nay, Don Pike: Yea, LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea

Yea: 4, Nay: 1, Absent: 1  
Steve Moose: Nay

## II. NEW BUILDING TOUR

## III. PUBLIC HEARING ON TITLE VI

It was moved by Stacy Johnson and seconded by Don Pike to Opening Pubiic Hearing on Title VI at 5:24 PM.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

It was moved by Lizzie Swalley and seconded by LindaRae Starlin to Close Pubic Hearing on Title VI at.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

It was moved by Lizzie Swalley and seconded by LindaRae Starlin to approve the closing of the Public Meeting. at 5:33 PM.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

#### IV. PUBLIC COMMENT ON AGENDA ITEMS

#### V. BUSINESS AFFAIRS - CONSENT AGENDA (Items in Green)

V.A. Approve minutes of the April 12, 2021 regular board meeting

V.B. Treasurer Report

It was moved by Lizzie Swalley and seconded by Stacy Johnson to to approve consent agenda.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

V.C. Approve Outstanding Payables for a total of \$231,428.16

V.D. Approve payment of invoice 20190300014 to RaDec Construction Co, Inc. for a sum of \$156,254.66

V.E. Approve the resignation of Sarah Pahl

#### VI. REPORTS

VI.A. Superintendent

VI.A.1. Progress Plan Update

VI.A.2. Principal

VI.B. Committee Reports

VII. ACTION ITEMS

**VII.A. Consider and act upon the termination of a certificated employee's contract due to reduction in force.**

It was moved by Dewayne Wabasha and seconded by Lizzie Swalley to approve the resolution to terminate the employment with honor because of reduction in force, of Irene Graves.

Roll call vote: Failed

Stacy Johnson: Abstain (With Conflict), Don Pike: Nay, LindaRae Starlin: Nay, Lizzie Swalley: Nay, Steve Moose: Yea, Dewayne Wabasha: Yea  
Yea: 2, Nay: 3, Abstain (With Conflict): 1  
Steve Moose: Yea, Dewayne Wabasha: Yea

VII.B. Approve the closing of the Warrior Biz bank account

It was moved by Lizzie Swalley and seconded by Stacy Johnson to close warrior biz account.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

VII.C. Consideration of a resolution authorizing the  
redemption and prepayment of the District's Limited Tax  
General Obligation School Building Bonds, Series 2018.

It was moved by Don Pike and seconded by Stacy  
Johnson to approve resolution authorizing the  
redemption and prepayment of the District's Limited Tax  
General Obligation School Building Bonds, Series 2018..

Roll call vote: Passed

Lizzie Swalley: Nay, Stacy Johnson: Yea, Steve Moose:  
Yea, Don Pike: Yea, LindaRae Starlin: Yea, Dewayne  
Wabasha: Yea  
Yea: 5, Nay: 1  
Lizzie Swalley: Nay

VII.D. Consideration of a resolution authorizing the issuance  
by the District of its Limited Tax General Obligation Refunding  
Bonds, Series 2021, in the aggregate principal amount of not  
to exceed \$1,500,000, for the purpose of redeeming and  
prepaying its Limited Tax General Obligation School Building  
Bonds, Series 2018.

It was moved by Don Pike and seconded by Stacy  
Johnson to approve a resolution authorizing the issuance

by the District of its Limited Tax General Obligation Refunding Bonds, Series 2021, in the aggregate principal amount of not to exceed \$1,500,000, for the purpose of redeeming and prepaying its Limited Tax General Obligation School Building Bonds, Series 2018.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea, LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne Wabasha: Yea  
Yea: 6, Nay: 0

#### VII.E. Retain DA Davidson to refund General Obligation School Building Bonds

It was moved by Don Pike and seconded by Stacy Johnson to to retain D.A. Davidson & Co., per the terms of their engagement letter dated April 28, 2021, for refunding the Knox County School District's Series 2018 Limited Tax General Obligation School Building Bonds dated August 23, 2018 so long as the District can attain gross savings (after delivery date expenses) of not less than 2.95% on the par amount of bonds to be refunded of \$1,415,000 and to authorize the Board President and Board Secretary to sign said engagement letter on behalf of the District..

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

## VIII. DISCUSSION ITEMS

## IX. COMING EVENTS

## X. ADJOURN

It was moved by Lizzie Swalley and seconded by Stacy  
Johnson to adjourn at 6:10pm.

Roll call vote: Passed

Stacy Johnson: Yea, Steve Moose: Yea, Don Pike: Yea,  
LindaRae Starlin: Yea, Lizzie Swalley: Yea, Dewayne  
Wabasha: Yea  
Yea: 6, Nay: 0

Board of Education Retreat -Embassy  
Downtown Omaha, NE

Embassy Suites Haymarket - Omaha

Saturday, May 22, 2021 @ 9:00 AM Central

## **Isanti Community School**

### **I. CALL THE MEETING TO ORDER - ROLL CALL**

Opened meeting at 9:14 a.m.

II. Review, discuss and develop the necessary report to the Nebraska Department of Education regarding the Isanti Board priority schools goals for 2020-2021

III. Conduct the annual Board Self-Assessment provided through the Nebraska Association of School Boards.

IV. Discuss the 2021-2022 Board goals.

V. DISCUSSION

VI. ADJOURN

Adjourn at 11:15 a.m.

## Business Office Report

In the last 3.5 months, Dawn and I as a team have been tackling the following issues:

- No retirement pay was included in the Comp Time pay dating back to 2017
- Adjustments to Journal entries dating back to the beginning of this school year
- Incomplete Combined Tax and Wage Reports
- Hours and hours of time cleaning up AptaFund and making it work the way it was intended to be utilized
  - o Scanning in Vendor invoices
  - o Updating Employee Departments
  - o The Purchase Requisition Process
    - Setting up the Approvers and Approval Process
  - o Cleaned up old or unused Purchase Orders
- Updated Authorized School Vehicle Drivers list for Insurance Company
- Multiple errors in current school year Teacher Contracts which affected Letter of Intent for next year
  - o Wrong Grade/Step and Pay
- Dawn has started using the Cash Receipts process instead of Journal Entries in AptaFund which makes things much easier and clean up errors with Journal Entries
- Fixing coding errors
- Started looking into Grants, current and past, and unused Grant funds that are still out there dating back to 2019
- Applying for and collecting on Esser I and II (Covid Funds)
- 941's and 941 Schedule B's dating back to 1<sup>st</sup> quarter 2020
- 30+ hours of AptaFund Training along with close to 100 hours combined of Webinars and Zoom Meetings with NDE and other State officials
- All while Dawn has continued with the day-to-day accounting work and payroll

I'm sure I have missed a lot of things we have accomplished to this point as well. The audit was completed the last week of May and they will be here to report on that in the July Board Meeting!

# Santee Community Schools

## Vendor Invoice Report

[Cycle Name]: "FY20-21", [Invoice Status]: Starts With new; Created On: 6/7/2021 1:03:20 PM

Due Date	Payment Vendor	Invoice Description	Invoice Total
06/07/2021	Nebraska Council of School Administrators	Business Manager Training - Livestream	\$200.00
06/07/2021	Tangeman Plumbing	repair girls stool and open boys stool	\$274.28
06/07/2021	Tangeman Plumbing	washer drain Apt 2 and look for tub leak in Apt 5	\$303.00
06/07/2021	Tangeman Plumbing	Apt #4 water heater	\$358.00
06/06/2021	Eakes Office Plus	custodial supplies	\$339.84
06/06/2021	Eakes Office Plus	Paper for school	\$1,359.60
06/06/2021	Eakes Office Plus	custodial supplies	\$136.14
06/06/2021	Eakes Office Plus	custodial supplies	\$168.76
06/06/2021	Eakes Office Plus	Copies for copier	\$796.51
06/06/2021	SANTANDER LEASING LLC	June and July 2021 Lease Payment for Charter	\$9,793.56
06/06/2021	Cristi Midkiff	Number Talks Teacher Inservice	\$750.00
06/06/2021	State Fire Marshal Agency	Inspection for new addition	\$60.00
06/06/2021	Kaplan Early Learning Company	Early Childhood	\$379.15
06/06/2021	EPCO Ltd, Inc	Flag pole accessories	\$634.00
06/06/2021	Santee Community School Petty Cash Account	Reimbursement for Check written to Santee Utility Commission for Sewer, garbage and water	\$3,359.95
06/06/2021	Menards-Yankton	Supplies for fence out front to protect new seed. Amount remaining is after rebates were used.	\$329.13
06/06/2021	Education Service Unit 9	Charges for Laserfiche licenses and hosting fee for calendar year 2021	\$1,176.00
06/06/2021	Amazon Corporate Line	Library, HS, Prom, SPED, Tech, Custodial and Early Childhood	\$1,928.25
06/06/2021	First Bank Card	Charges for track, field trips, senior trip, transportation	\$7,868.47
06/06/2021	Scholastic Book Club	Books for Kindergarten	\$66.00
06/06/2021	Scholastic Book Club	Books for 2nd grade	\$79.00
06/06/2021	Scholastic Book Club	Books for 1st grade	\$90.00
06/04/2021	Boller Printing	Diplomas - 2021 Graduation	\$47.15
06/04/2021	Century Business Products Inc	Copies per contract	\$1,108.36
06/04/2021	Certified Testing Services, Inc.	For New Addition	\$1,638.00
06/04/2021	CHS	Propane and finance charge	\$5,409.35
06/04/2021	COGNIA INC	Membership Fee	\$1,200.00
06/04/2021	CPI	CPI Annual Membership Fee	\$150.00
06/04/2021	Cash-Wa Distributing	food for school lunches and breakfast	\$20,573.53
06/04/2021	Dakota Computing	Technical support for new addition	\$2,760.22
06/04/2021	Embassy Suites	Board Retreat in Omaha	\$1,886.77
06/04/2021	Ecowater	May Statement for Teacherages and school	\$2,511.51
06/04/2021	Ecolab Pest Elimination	Monthly Charges	\$163.11
06/04/2021	Foreman Sales and Services Inc	Windshield for Bus	\$589.74
06/04/2021	Great Plains Communications	April and May charges	\$1,318.07
06/04/2021	Guardian Security Services	Replacement camera	\$588.83
06/04/2021	Natalie Grimm	Donuts for staff Appreciation week	\$72.00

06/04/2021	Hefner, Dawn	yankton to pick up items for graduation/3rd grade lock in and to Center to license big blue bus, new little bus and trailer	\$136.08
06/04/2021	Hometown Leasing	Copier Lease	\$137.86
06/04/2021	Hefner Hardware	carpet cleaner and spot remover	\$217.43
06/04/2021	Hefner Hardware	Refrigerator for Teacherage 3	\$851.99
06/04/2021	Hefner Hardware	Appliance labor, assist hvac labor and mileage	\$136.00
06/04/2021	Hefner Hardware	Spray paint requested by Mr. Baker for the District Golf Tournament	\$15.00
06/04/2021	ILLUMINATE EDUCATION, INC	Achievement Dashboard-Software License and eduCLIMBER-Software License for 7/1/2021-6/30/2022	\$1,442.00
06/04/2021	IMPERO	License, organization, SaaS-C Series, Hosted Server	\$1,052.50
06/04/2021	Jalayne Keyes	Technology services	\$5,125.00
06/04/2021	Kester, Patrick J	Mileage for Substituting	\$104.16
06/04/2021	Larrys Heating And Cooling	checked units for proper diagnosis	\$170.35
06/04/2021	Jones, Harold G	Field Day Supplies	\$35.95
06/04/2021	NSO	Malpractice Ins for Chelsey Chohon	\$111.00
06/04/2021	Norfolk Daily News	Renewal	\$175.00
06/04/2021	North Central Public Power	May Statement	\$2,676.66
06/04/2021	NE Association Of School Board	Board Leadership/Board Retreat - Isanti Board Retreat I - Fee	\$650.00
06/04/2021	Don Pike Jr	Bus Hours and meal reimbursements	\$5,331.84
06/04/2021	Prochaska & Associates, Inc.	182903 - Addition	\$4,334.62
06/04/2021	Pitney Bowes Inc.		\$172.15
06/04/2021	Quill Corporation	Envelopes and calendars	\$424.83
06/04/2021	STATE OF NEBRASKA	April 2021 for Account 01 0310	\$1,356.72
06/04/2021	Santee Grocery	supplies for kitchen	\$24.17
06/04/2021	Victors Service	bus and vehicle inspections	\$377.83
06/04/2021	Wells Fargo Vendor Fin Serv	Copier lease	\$249.57
06/04/2021	Heinemann	Fountas & Pinnell reading minilessons books for K-5 (one per grade).	\$534.00
06/04/2021	Heinemann	Grade 2: Phonics, Spelling and Word Study System, Grade 2 (\$439.00) ISBN 978-0-325-07683-6 / 0-325-07683-9 / SKU F07683	\$482.90
06/04/2021	Heinemann	Grade 3: Fountas & Pinnell Word Study System, Grade 3 (\$439.00) ISBN 978-0-325-07684-3 / 0-325-07684-7 / SKU F07684	\$482.90
06/04/2021	Heinemann	Phonics, Spelling and Word Study System	\$482.90
06/04/2021	Heinemann	Submitted for B. Sweeney due to lack of AptaFund access. TWO Orders will go in--one for each grade (4 and 5).	\$482.90
06/04/2021	Heinemann	Submitting word work order for B. Sweeney due to her not having access to AptaFund; this is the second PO for Grade 5.	\$482.90
06/02/2021	KSB School Law	4 months of services regarding general and personnel	\$19,196.84
06/02/2021	Bloomfield Bakery	Donuts for staff last day of school.	\$64.00
06/02/2021	BLOOMS & BLING	Flowers for Mr Hawk per Steve	\$40.00
06/02/2021	Blue Cross Blue Shield	Staff coverage for June 2021	\$78,137.24
06/02/2021	Bazile Creek Power Sports	Mower check up and repairs	\$230.00
		<b>TOTAL</b>	<b>\$196,391.57</b>

## SUPERINTENDENT REPORT

06/07/21

- I. Mandatory Vaccination
  - a. Due to the mandatory vaccination we have several resignations, which are on the consent agenda. As an administrative team we started meeting today to determine how we would be able to make sure we are offering an appropriate education to our students. At the July board meeting we will present to the board what the staffing will look like for next year.
- II. Summer School:
  - a. We had 49 students show up for the first day of summer school. We had a preregistration of 84. We currently have 16 young adults working in the summer school program.
  - b. There are some concerns about the preschool. When we opened enrollment for the preschool we offered it first to the students in our preschool and due to the lack of staff willing to work in the preschool during the summer had to limit the number to 10 students for both the 3 and 4 year-old program. We have told community people they are on a list and will be notified if there is an opening.
- III. Building usage review the plans the administrators would like to have for the district.
  - a. South Building for Special Education Programing
  - b. New building for Preschool and Title Programs
  - c. Keep administrative offices where they are located
    - i. Would like to keep the Central Office Staff together
    - ii. Would like to keep the administrators closer to the students
    - iii. We would have administrators go and meet with Parents in the front of the building. No parents would be allowed access to the building without having an administrator escorting them.
- IV. Dakota Conference room – furniture how would you like the board room set up seating wise.
- V. Transition trailer – use for counseling services from Anitra Warrior and MorningStar. They are willing to finance the renovation of the trailer.

### QUESTIONS OR CONCERNS?

# PRIDE READING DATA 2020/2021

## **K-5 grades**

- Nov - May - Averaged 7 certificates monthly
- 5 students who were consistent readers grew 130 + points on their DIBELs
  - composite end of the year Benchmark
- 4 students out of the consistent readers are on grade level or above

Grades 3-5 had the most consistent readers for this incentive - Grades 3-5 Benchmarked at 65.9% at Grade level or above at end of the year DIBELs Benchmark.

I would love to enhance this program with the One School One Book Reading Program.

## Nebraska Reading Improvement Act Data

The NebraskaREADS initiative supports the policies and practices outlined in the [Nebraska Reading Improvement Act](#), which was enacted in 2018 and went into effect during the 2019-2020 school year. The law takes a comprehensive approach to improve the early literacy skills of Nebraska's K-3 students. It emphasizes the importance of strong early reading instruction and individualized supports for students who struggle. The Nebraska Reading Improvement Act values the need to implement with fidelity targeted interventions to bring all students to grade-level proficiency.

Isanti Community School has the expectation to have Individual Reading Plans (IRP) written within the first 30 days of school for students who benchmark below grade level in grades K-3. The state approved assessment our school uses is the DIBELS assessment. The state sets benchmarks we need to follow in determining qualified students. Due to COVID closures and quarantines benchmarking was hard to get in place in the required time. In order to meet the requirements of the Act, staff wrote Individual Reading Plans for all students K-3. These plans are sent home with information for each student. In the fall we wrote 55 plans, I am very proud to say this spring we had 29 students meet the required benchmark to exit their plan. We had a 52.7% student movement to benchmark status. I included a letter that is sent out congratulating students on their movement. The students that remain on the IRP will be benchmarked and a new IRP will be written for next year. Students that exit will still be benchmarked and monitored to continue growth.

Dear Parents and Guardians:

As shared previously, your child has been receiving additional support with reading instruction. Now that we have concluded assessment and instruction for the year, we have reviewed your child's progress along with his/her reading testing results. Your child's progress indicates that he/she is ready to discontinue the additional literacy support at this time due to demonstrating grade-level reading skills in mClass (DIBELs) and/or the end-of-year MAP assessment. We will continue to monitor your child's progress and will contact you if the need arises for additional support in the future.

Your child's progress is to be celebrated! It is also important to continue reading to and with your child on a regular basis. Reading consistently and frequently helps independent readers continue to develop.

If you have any questions, please feel free to contact us at the school.

Sincerely,



Cindy Nagel  
K-5 Principal - Santee Community Schools  
CNagel@SanteeSchools.org





# Santee Community Schools: Individual Reading Improvement Plan

2020 - 2021

Student Name:	Last Name, First Name	Grade:	Student ID:
Date of Birth:		Classroom Teacher:	Parent/Guardian:

Individual Reading Plan Notification Date: \_\_\_\_\_

Method of Contact (circle/highlight all used):  
 \_\_\_\_\_ mail \_\_\_\_\_ email \_\_\_\_\_ phone call \_\_\_\_\_ meeting \_\_\_\_\_ other: \_\_\_\_\_

Benchmark Screener and Progress Monitoring Assessment Information (DIBELS & NWEA/MAP):			
DIBELS	Date:	Results:	Threshold Level Goal(s)
	Fall	332	188
	Winter	395	196
	Spring	442	199

Instructional Focus		Tiers/Frequency										
Instructional Focus	Tier	Interventions	# of minutes /week	Progress								
Letter Sounds	Tier I Instructional Practice	<table border="1"> <tr><td>Small Group</td><td>Phonemic Awareness Act.</td></tr> <tr><td>Guided Reading</td><td>CKLA Core Instruction</td></tr> <tr><td>Early Interventions in Rdg.</td><td>Other:</td></tr> <tr><td>Language for Learners</td><td></td></tr> </table>	Small Group	Phonemic Awareness Act.	Guided Reading	CKLA Core Instruction	Early Interventions in Rdg.	Other:	Language for Learners		800	Fall: Adequate Progress, Some Progress, No Progress Winter: Adequate Progress, Some Progress, No Progress Spring: Adequate Progress, Some Progress, No Progress
Small Group	Phonemic Awareness Act.											
Guided Reading	CKLA Core Instruction											
Early Interventions in Rdg.	Other:											
Language for Learners												
Decoding	Tier I Instructional Practice	<table border="1"> <tr><td>Small Group</td><td>Phonemic Awareness Act.</td></tr> <tr><td>Guided Reading</td><td>CKLA Core Instruction</td></tr> <tr><td>Early Interventions in Rdg.</td><td>Other:</td></tr> <tr><td>Language for Learners</td><td></td></tr> </table>	Small Group	Phonemic Awareness Act.	Guided Reading	CKLA Core Instruction	Early Interventions in Rdg.	Other:	Language for Learners		800	Fall: Adequate Progress, Some Progress, No Progress Winter: Adequate Progress, Some Progress, No Progress Spring: Adequate Progress, Some Progress, No Progress
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Guided Reading	CKLA Core Instruction											
Early Interventions in Rdg.	Other:											
Language for Learners												
Word Reading	Tier II Instructional Practice	<table border="1"> <tr><td>Early Interventions in Rdg.</td></tr> <tr><td>Additional Guided Reading/Strategy Group</td></tr> <tr><td>Jill Jackson Phonics</td></tr> </table>	Early Interventions in Rdg.	Additional Guided Reading/Strategy Group	Jill Jackson Phonics	# of minutes /week	Fall: Adequate Progress, Some Progress, No Progress Winter: Adequate Progress, Some Progress, No Progress Spring: Adequate Progress, Some Progress, No Progress					
Early Interventions in Rdg.												
Additional Guided Reading/Strategy Group												
Jill Jackson Phonics												
Reading Accuracy	Tier III Instructional Practice	<table border="1"> <tr><td>Corrective Reading</td></tr> <tr><td>Reading Mastery</td></tr> <tr><td>Sound Partners</td></tr> </table>	Corrective Reading	Reading Mastery	Sound Partners	# of minutes /week	Fall: Adequate Progress, Some Progress, No Progress Winter: Adequate Progress, Some Progress, No Progress Spring: Adequate Progress, Some Progress, No Progress					
Corrective Reading												
Reading Mastery												
Sound Partners												
Reading Fluency	Tier III Instructional Practice	<table border="1"> <tr><td>Corrective Reading</td></tr> <tr><td>Reading Mastery</td></tr> <tr><td>Sound Partners</td></tr> </table>	Corrective Reading	Reading Mastery	Sound Partners	# of minutes /week	Fall: Adequate Progress, Some Progress, No Progress Winter: Adequate Progress, Some Progress, No Progress Spring: Adequate Progress, Some Progress, No Progress					
Corrective Reading												
Reading Mastery												
Sound Partners												
Basic Comprehension	Tier III Instructional Practice	<table border="1"> <tr><td>Corrective Reading</td></tr> <tr><td>Reading Mastery</td></tr> <tr><td>Sound Partners</td></tr> </table>	Corrective Reading	Reading Mastery	Sound Partners	# of minutes /week	Fall: Adequate Progress, Some Progress, No Progress Winter: Adequate Progress, Some Progress, No Progress Spring: Adequate Progress, Some Progress, No Progress					
Corrective Reading												
Reading Mastery												
Sound Partners												

**Additional Resources:**

Summer School
Other:

**Additional Opportunities:**

<b>Parent Support:</b>
Ensure on-time and consistent attendance.
Ensure child completes homework nightly--your child should have a regular study place and time to do his/her work.
Ensure child reads every night for at least 20 minutes and completes a reading log/discusses his/her reading.
Sign child's planner daily and communicate regularly with teachers
Check teacher websites/letters home and other school communications regularly
Ensure child attends extended day/year tutoring regularly
Attend educational parent meetings regarding literacy and strategies for supporting child's reading.
Other:

**Additional Notes:**

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**Superintendent**  
Mr. Todd Chessmore



# Santee Community School

VILLAGE OF SANTEE  
206 FRAZIER AVENUE EAST  
NIOBRARA, NEBRASKA 68760-7213  
Phone: (402) 857-2741  
Fax: (402) 857-2743  
<http://www.santeeschools.org>

**PK Director**  
Ms. Joan Stewart

**K-5 Principal**  
Mrs. Cindy Nagel

**6-12 Principal**  
Mr. Larry Baker

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June 7, 2021

Early childhood information:

Preschool graduation

- 13-3 year old will receive a certificate for their next step in educational journey.
- 16-4 year old graduated and will be moving to Kindergarten.

2021-2022 Preschool sign-up(prediction for the fall) 3 year old room-20 children are interested.  
4 year old room-17 children are interested.

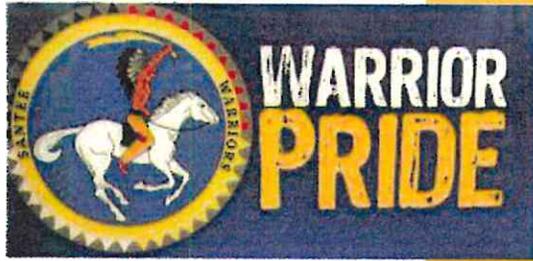
Summer daycare: 5 infants will be attending. 9 Toddlers will be attending.

New building inspection will be done in June, if passed, then can use the new building.

If you have any questions, please let me know.

Thanks

Joan Stewart



# Isanti Community Schools

## Priority Schools Plan Overview and Progress Update

Presented to  
Nebraska Board of Education  
Nebraska Department of Education  
June, 2021



Cardinal Virtues:

Wisdom Bravery Fortitude  
Generosity

**Our Mission:**

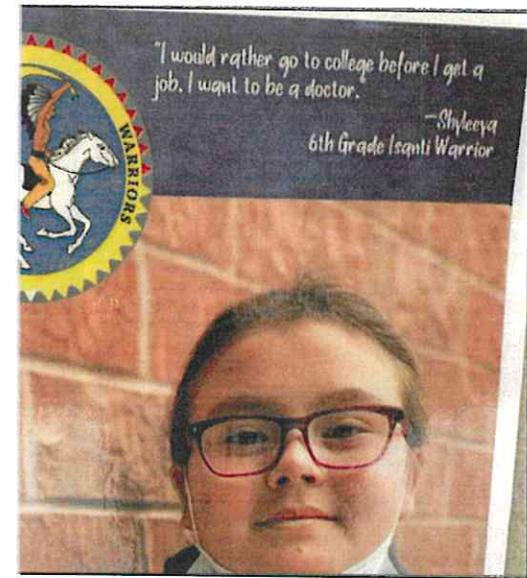
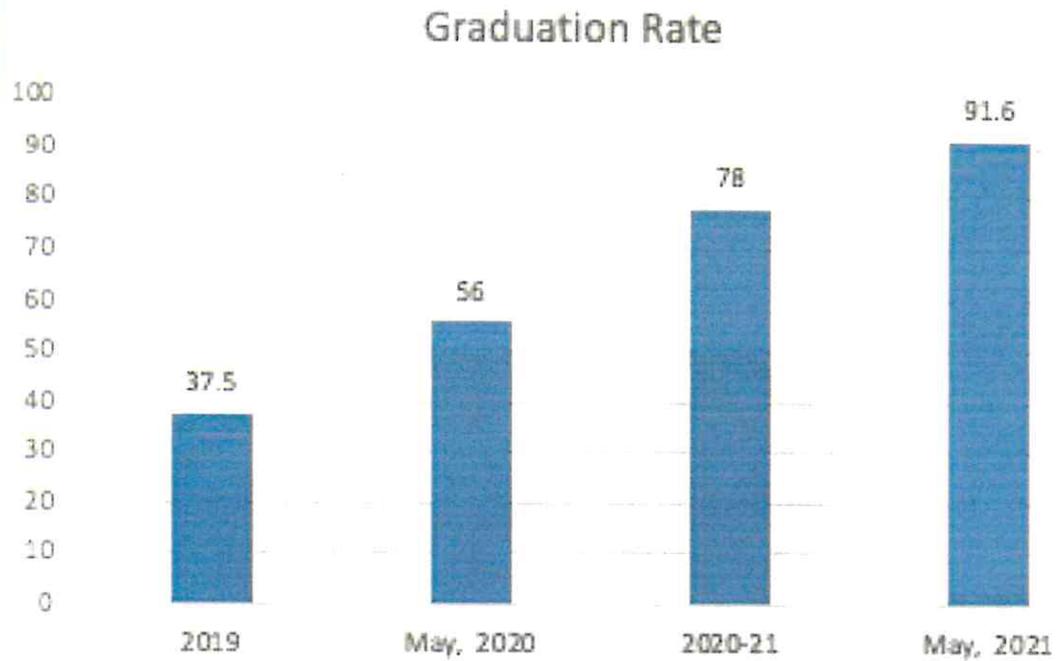
**Santee cares for students through career exploration, cultural growth, character development and community involvement.**

**Our Vision:**

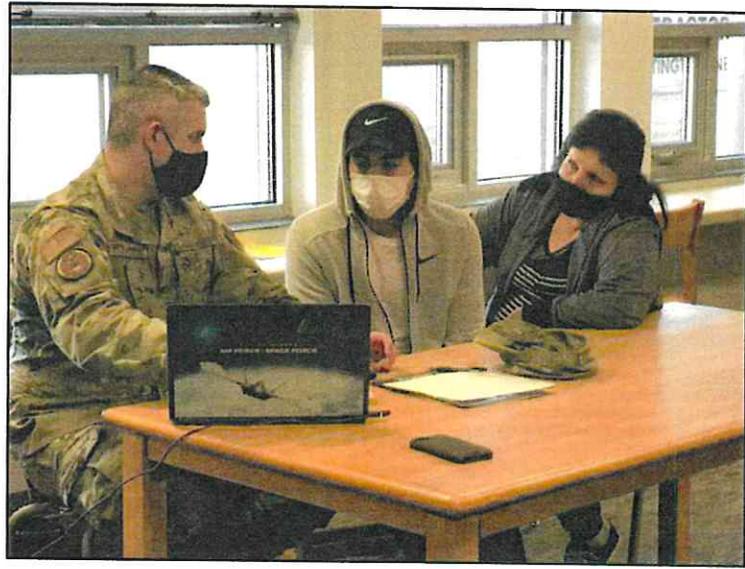
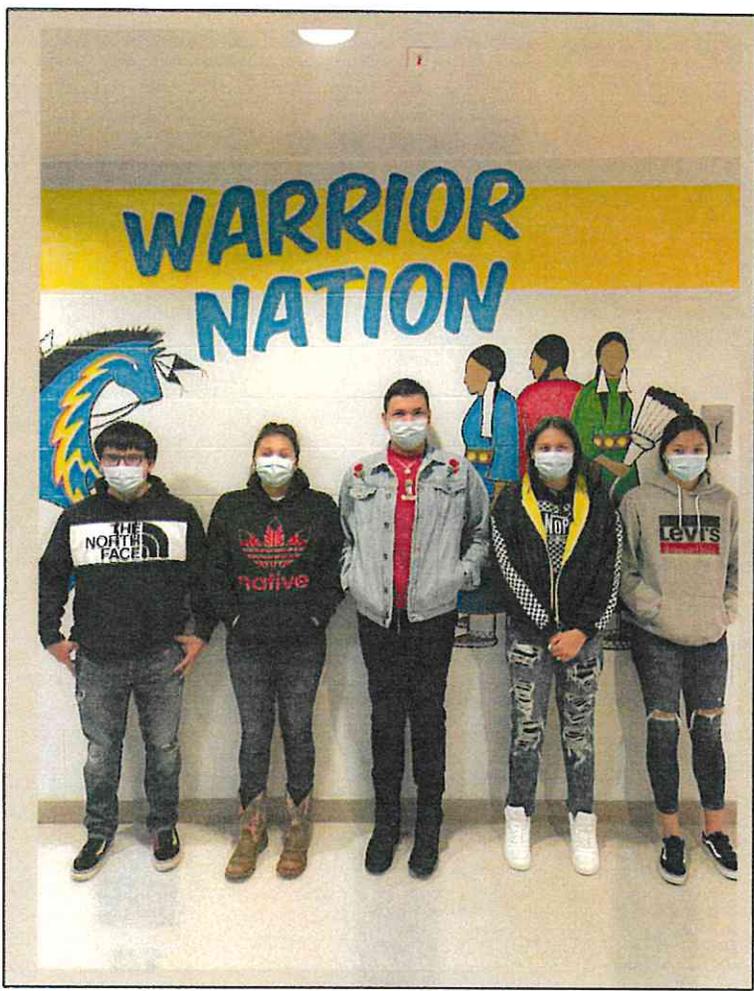
**Santee Community Schools ensures that all students are prepared to be successful members of society.**

# GRADUATION GOAL

**MET:** High School Graduation Rate will be at **70%** or higher



# Student Recognition



**MAP ASSESSMENT:**

**PROGRESSING:** 80% of 3-12 students will meet projected growth expectations

READING	Percent of Student Meeting or Exceeding Projected Growth	
	Fall 2019 to Winter 2020	Fall 2020 to Spring 2021
Elementary (3-5)	33	46
Middle School	37	50
High School	48	54

MATH	Percent of Student Meeting or Exceeding Projected Growth	
	Fall 2019 to Winter 2020	Fall 2020 to Spring 2021
Elementary (3-5)	44	44
Middle School	47	47
High School	68	49

## MAP ASSESSMENT:

**PROGRESSING:** Increase the percentage of students meeting grade level benchmark by 5 percentage points

Reading	Percent of Students At or Above Grade Level	
	Winter 2020	Spring 2021
<b>District</b>	25%	37%
<b>Elementary</b>	25%	33%
<b>Middle School</b>	30%	32%
<b>High School</b>	20%	49%

# LITERACY FRAMEWORK

## **Mini Lesson Look- Fors:**

### **Teacher**

Teachers will state the learning intention for the lesson.

Teachers will model the skill, content, and thinking students will later apply.

Teachers will use various strategies to check for understanding.

### **Student**

Students will be able to explain and define the purpose of the mini lesson.

Students will actively engage in the check for understanding.

Students will know how they will practice this skill throughout the day.

### **Environment**

Learning intention is clearly visible as well as stated and/or modeled throughout the mini lesson.

Teachers and students are interacting with each other during check for understanding.

# ELA CURRICULUM

Timeline	Theme	Essential Questions?	Reading Standards	Writing Standards	District Writing
Aug. 6-Sept. 2	Launch	How do we work in small and large groups? How do we treat each other?	[LA 4.1.4.b] Use context to adjust pace and prosody based on purpose, text complexity, form, and style.	[LA 4.2.1.f] Provide oral, written, and/or digital descriptive feedback to other writers.	NA
			[LA 4.1.6.c] Identify and explain why authors use literary devices (e.g., simile, metaphor, alliteration, onomatopoeia, imagery, rhythm, personification, hyperbole, idioms).	[LA 4.2.1.g] Adjust writing processes to persevere in short and long-term writing tasks of increasing length and complexity.	
			[LA 4.1.6.i] Construct and/or answer literal, inferential, and critical questions and support answers with explicit evidence from the text or additional sources.		
<p><b>Resources:</b></p> <ul style="list-style-type: none"> <li>• <i>Each Kindness</i> (Jacqueline Woodson)</li> <li>• <i>The Important Book</i> (Margaret Wise Brown)</li> <li>• <i>It's Back to School We Go! First Day Stories from Around the World</i> (Ellen Jackson)</li> <li>• <i>Decibella and Her Six-Inch Voice</i> (Julia Cook)</li> <li>• <i>We Are The Gardeners</i> (Joanna Gaines)</li> <li>• <i>Wordy Birdy</i> (Tammi Sauer)</li> <li>• <i>Seven Rules You Absolutely Must Not Break If You Want To Survive The Cafeteria</i> (John Grandits)</li> </ul>					
<p><b>Assessments:</b></p>					

**MAP ASSESSMENT:**

**PROGRESSING:** Increase the percentage of students meeting grade level benchmark by 5 percentage points

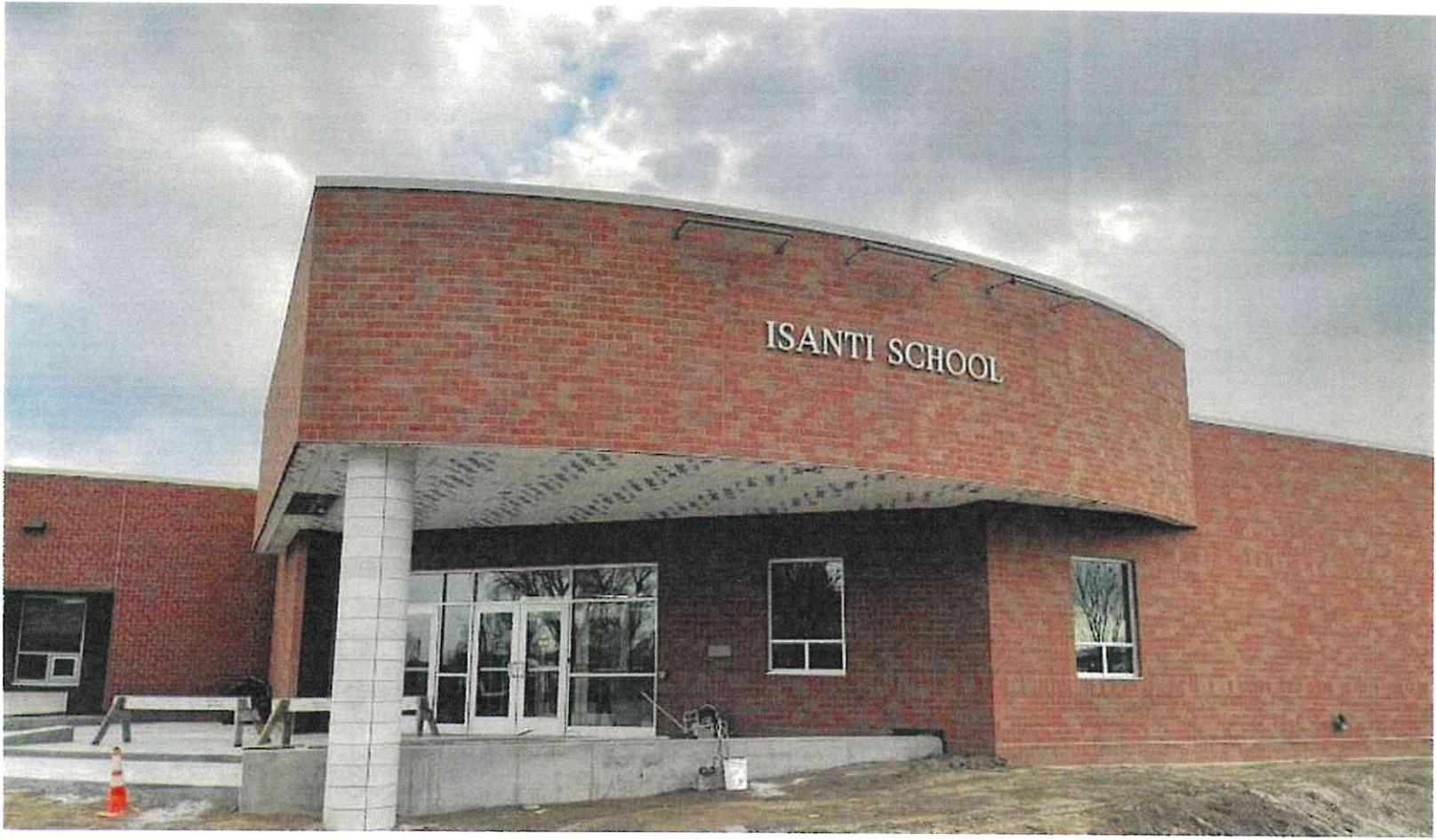
Math	Percent of Students At or Above Grade Level	
	Winter 2020	Spring 2021
<b>District</b>	23%	13%
<b>Elementary</b>	23%	11%
<b>Middle School</b>	21%	16%
<b>High School</b>	49%	43%

## KINDERGARTEN READINESS:

**NOT MET:** 85% of Little Warrior Preschool 4 year olds will be ready for Kindergarten

	2020-21
Number of Students	24
% Ready Little Warriors	17%
% Ready Headstart	8%
TOTAL % Ready	25%

# New Building Addition



**DIEBELS:**

**PROGRESSING:** 80% of K-2 students will meet projected growth expectations

2020-21	Percent of Students At or Above Benchmark	
	Beginning of the Year	End of the Year
Grades K-5	25%	48%
Grades K-2	23%	30%
Grades 3-5	27%	66%

# ACHIEVEMENT GOAL

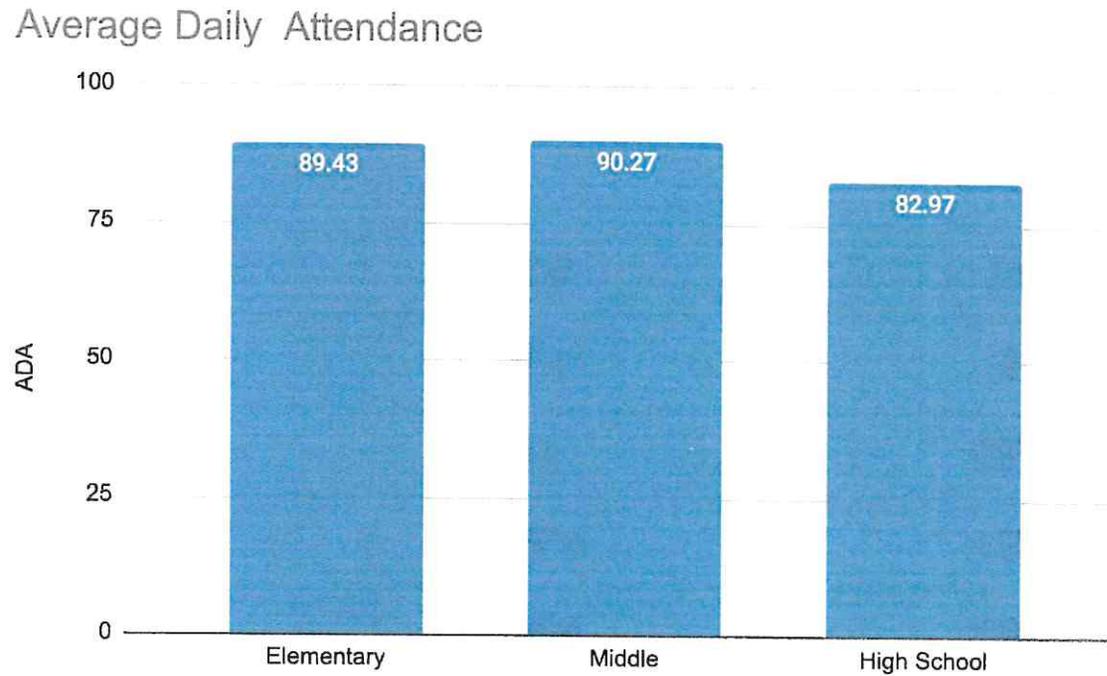
## ACT: **PROGRESSING**

	Spring 2019	Spring 2021
<b>Number of Students</b>	<b>7</b>	<b>14</b>
Composite	13	15
Math	13.3	15
Science	15	15.2
STEM	14.4	15.4
English	12.4	13.9
Reading	11	15.6
Writing	3.1	5
ELA	9.4	14

# ATTENDANCE GOAL

## PROGRESSING:

Average daily attendance will be at 92% at EL and 86% or better at MS & HS

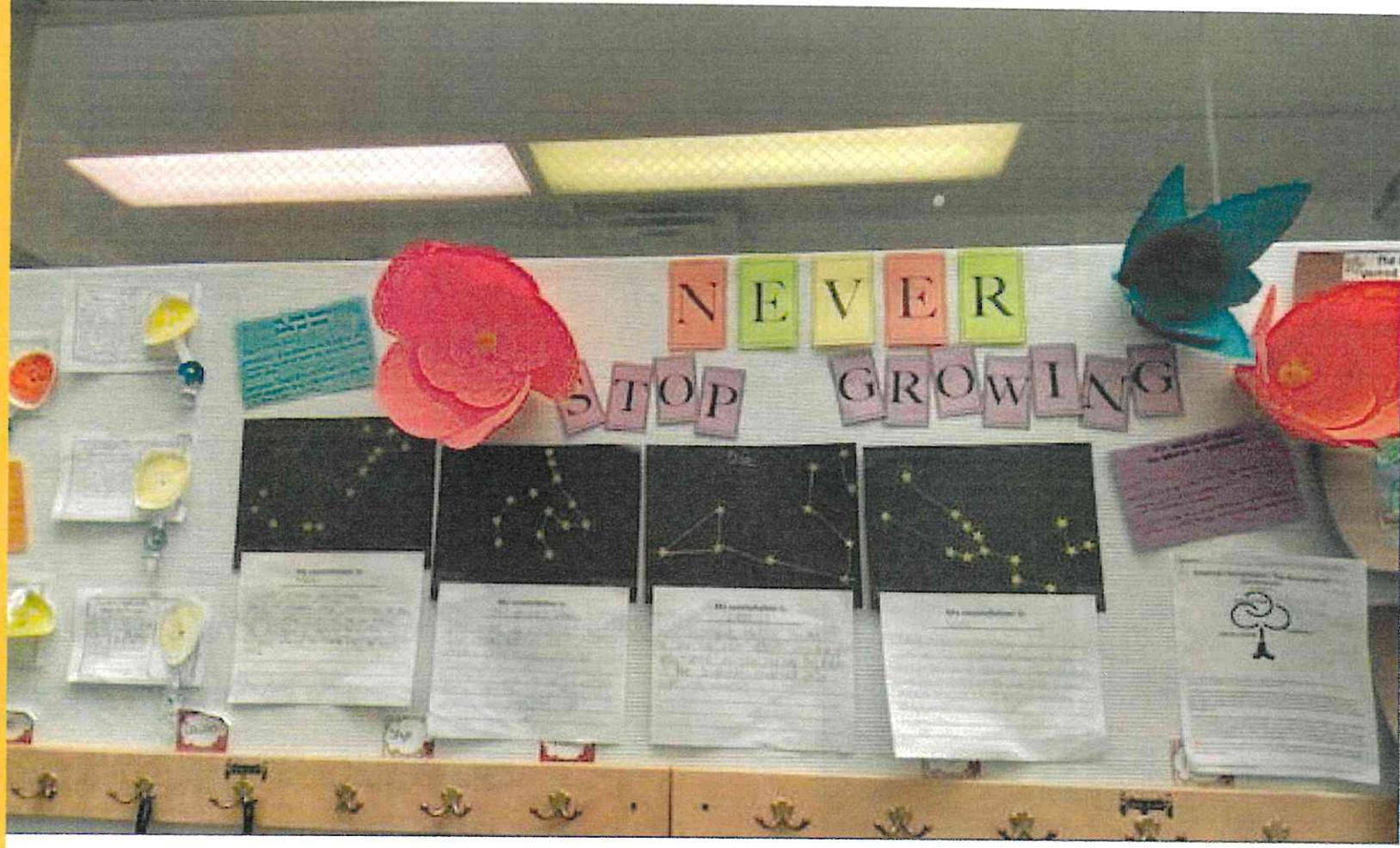


# What's Working

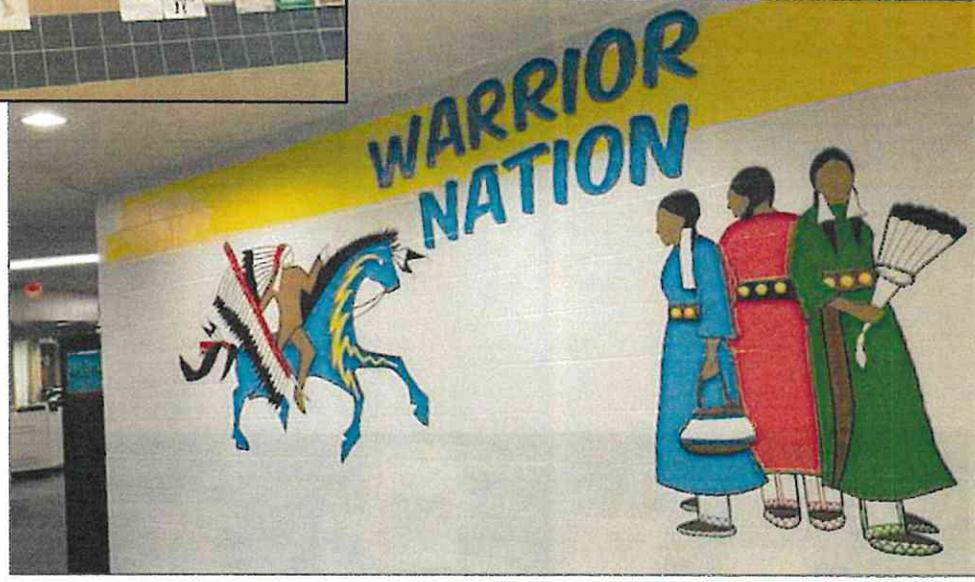
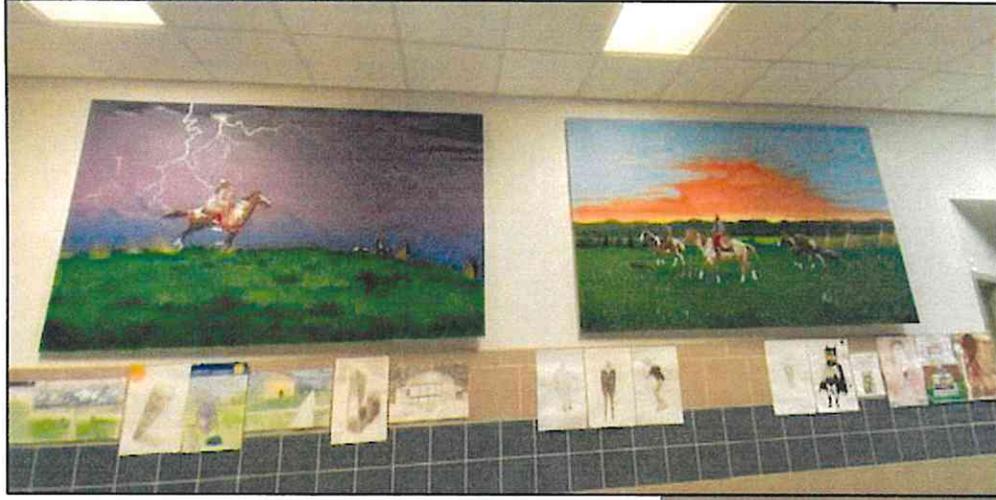
- Graduation coach
- Emphasis on social emotional learning
- Focus on learning intentions and success criteria
- Resurgence of Dakota culture throughout the district



# Display of Student Work



# Dakota Culture Affirmed



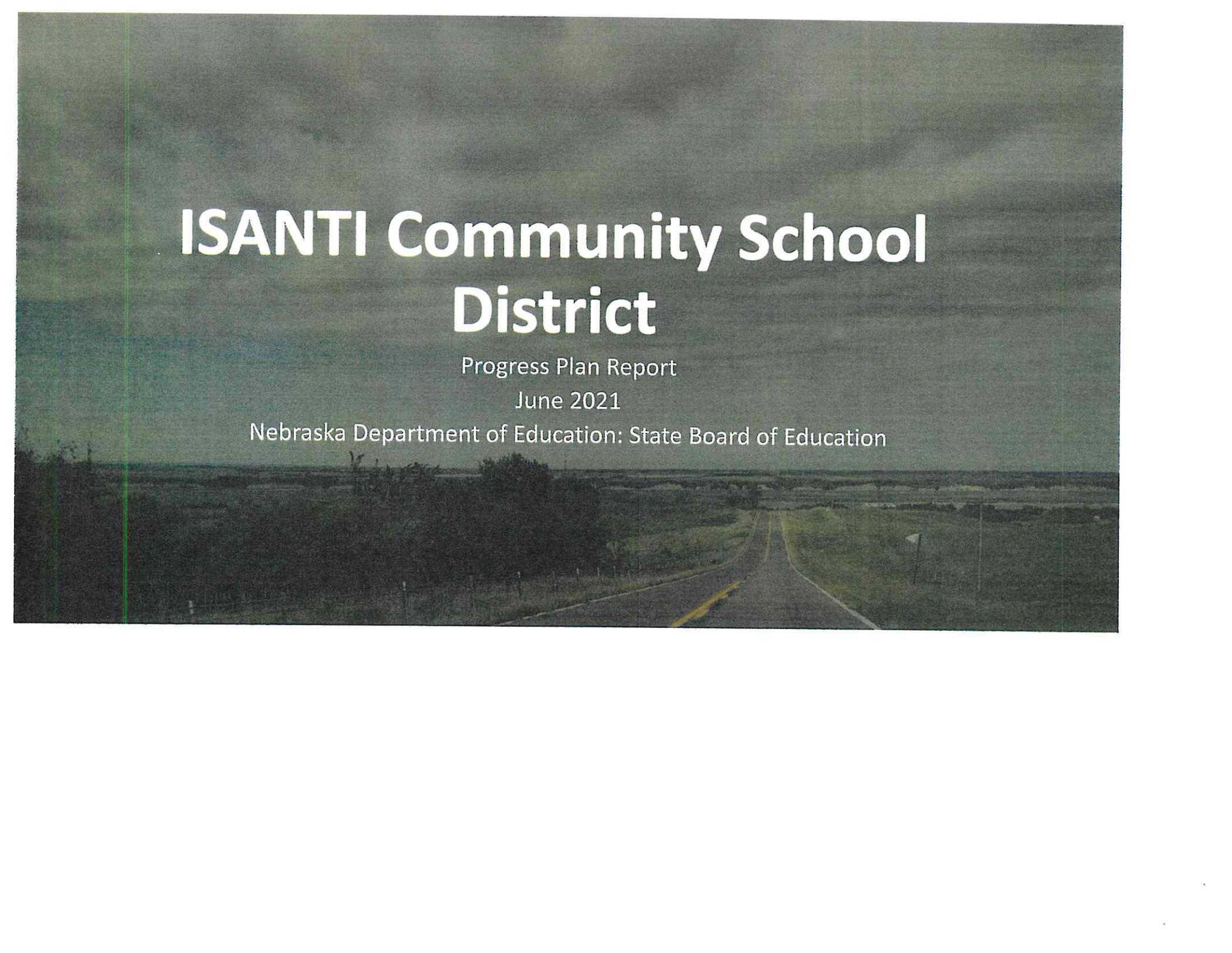
# Dakota Language Teaching

Wotakuye (Wotakuyé)	Relatives	Wotakuye (Wotakuyé)
Kun'si (Kun'si)	Grandma	Kun'si (Kun'si)
Ukanna (Ukanna)	Grandpa	Ukanna (Ukanna)
Ina (Ina)	Mom	Ina (Ina)
Ate (Ate)	Dad	Ate (Ate)
Mamma (Mamma)	Auntie	Mamma (Mamma)
Tunwin (Tunwin)	Auntie	Tunwin (Tunwin)
Dek'si (Dek'si)	Uncle	Dek'si (Dek'si)
Is'ida (Is'ida)	Uncle	Is'ida (Is'ida)
Tibdo (Tibdo)	Older Brother	Cnye (Cnye)
Cunwe (Cunwe)	Older Sister	Tanke (Tanke)
Sunkada (Sunkada)	Younger Brother	Sunkada (Sunkada)
Tanka (Tanka)	Younger Sister	Tanka'si (Tanka'si)
Icepami's (Icepami's)	Female Cousin	Hanka'si (Hanka'si)
Ice'si (Ice'si)	Male Cousin	Tafuni'si (Tafuni'si)



# Our Continued Focus

- Revise math curriculum
- Early learning- Parents as Educator
- Accelerate growth
- Re-envision high school experience



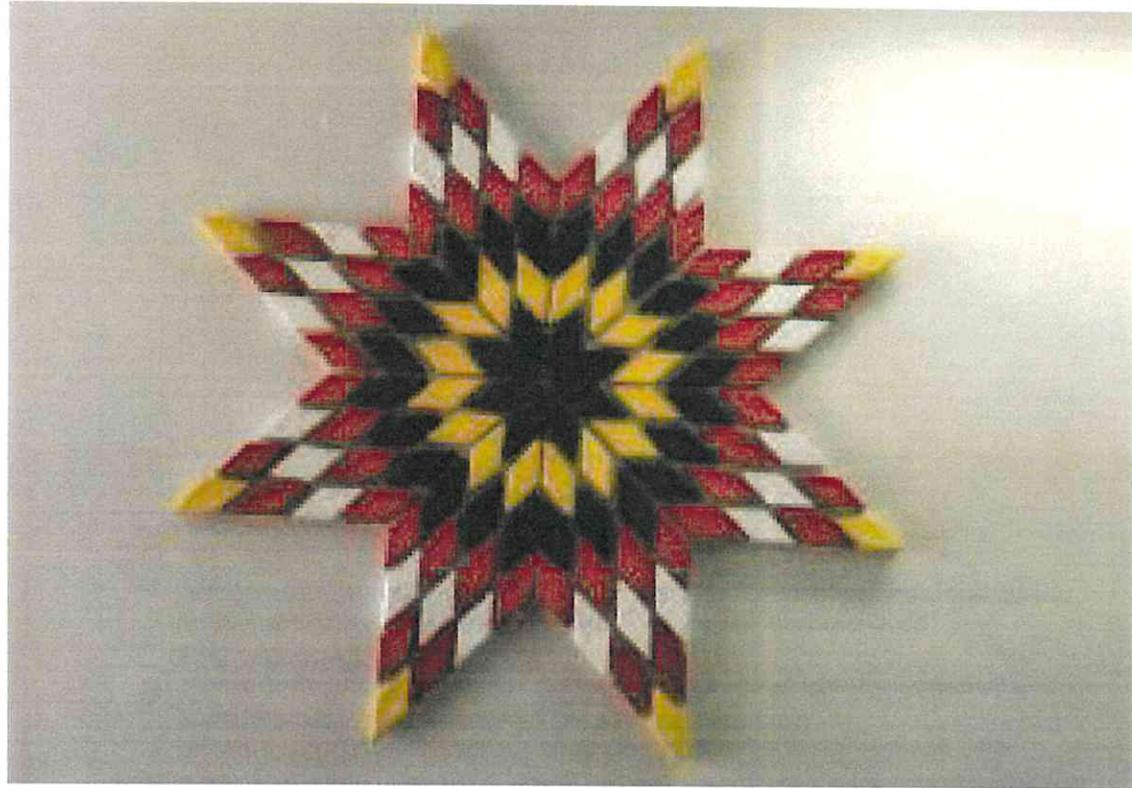
# ISANTI Community School District

Progress Plan Report

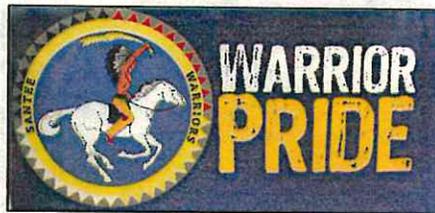
June 2021

Nebraska Department of Education: State Board of Education

ISANTI Board  
of Education  
Update



## Work with our Board Coach



The Board continues to meet with Linda Richards, PRISM advisors, our Board Coach to discuss what steps we needed to take to achieve our goals in the Priority School Progress Plan. The Board's work with Linda has been in three (3) ways:

- **ASSESSMENT**- The Board has begun using the assessment results from the prior year's assessments conducted. The results provided the Board with the key issues to address with the Superintendent. The assessments that have impacted the Board's work the most have been the following:
  - Board Self-Assessment (NASB)
  - Superintendent evaluation
- **DEVELOPMENT**- The Board's participation in professional development which included Board retreats, work-sessions and a dedicated time during our regular Board meetings has provided the necessary training to address key issues facing the district at this time. Areas of curriculum, budgeting and policy have each been emphasized.
- **SUPPORT**- The Board has been using Linda for support in the following ways:
  - Board meeting preparation; agenda creation, agenda review and meeting materials necessary for meeting success
  - Board meeting attendance; board development, meeting observations and reflections
  - Board President Executive Coaching; meeting agenda prep, Superintendent and Board communications, leadership development

# Recommendations for Action

	Implement norms and establish Board of Education function	Board policy update and policy review process	Board structure and governance	Systematic and ongoing processes for District communications
ASSESSMENT	<ul style="list-style-type: none"> <li>Conduct BOE self-assessment thru NASB (Spring)</li> </ul>	<ul style="list-style-type: none"> <li>Policy committee creation and schedule for policy review</li> </ul>	<ul style="list-style-type: none"> <li>Superintendent evaluation</li> </ul>	<ul style="list-style-type: none"> <li>Communication audit</li> <li>Community Engagement Process (NASB)</li> </ul>
DEVELOPMENT	<ul style="list-style-type: none"> <li>Conduct Key Work of School Boards workshops in BOE meetings                             <ul style="list-style-type: none"> <li>Budget and financial communications</li> <li>Stakeholder communications</li> <li>As determined by Superintendent</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Board retreat: Community Engagement (NASB)</li> <li>Board retreat: Budget</li> </ul>	<ul style="list-style-type: none"> <li>Key Work of School Boards workshops                             <ul style="list-style-type: none"> <li>June, July, August</li> </ul> </li> <li>NASB State Conference sessions</li> <li>Board Member Development Plan for 2021/22                             <ul style="list-style-type: none"> <li>Restorative Justice</li> <li>Board walk-thrus</li> <li>Budget/financial operations</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>NASB Community Engagement Model and Strategic Planning</li> <li>Board Communications with Superintendent</li> <li>Board Communications with Community</li> </ul>
SUPPORT	<ul style="list-style-type: none"> <li>Staff reports to BOE                             <ul style="list-style-type: none"> <li>Based on Priority Plan status, BOE calendar and Supt. goals</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Board meeting policy utilization (action items)</li> <li>Board meeting policy adoption/review</li> </ul>	<ul style="list-style-type: none"> <li>Board work-sessions</li> <li>Board Retreats</li> <li>Board Coaching</li> </ul>	<ul style="list-style-type: none"> <li>Board/Supt. Communication Agreement review</li> </ul>



# Recommendation for Action (June)

	Board Norms and Function	Board Policy
DEVELOPMENT	<ul style="list-style-type: none"> <li>TBD with Superintendent and Board President</li> </ul>	<p>Board Financial Operations Policies</p> <ul style="list-style-type: none"> <li>Policy 3001: Budget</li> <li>Policy 3021: Operation of School Business Office</li> </ul> <p>Due to audit findings and AFR issues the Board will be reviewed section 3000 and provided these policies as the guidance to Administration</p> <p>Superintendent Duties</p> <ul style="list-style-type: none"> <li>Policy 4025</li> </ul> <p>Due to interim status the Board reviewed this policy in conjunction with the interim contract and will utilize this policy for evaluation of the interim</p> <p>Policy section 5000- Students</p> <ul style="list-style-type: none"> <li>Student discipline</li> </ul>
SUPPORT	<ul style="list-style-type: none"> <li>Staff reports to the BOE re: Progress Plan               <ul style="list-style-type: none"> <li>Attendance</li> <li>Benchmarks</li> </ul> </li> <li>Board post cancellation of contract (Hayes) and interim placement process               <ul style="list-style-type: none"> <li>Interim job description</li> <li>Interim contract negotiations</li> <li>Establishment of interim goals and expectations along with evaluation of interim work</li> <li>Board meeting accountability questions developed to engage Board in reporting effectively</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>Policy and Procedures developed in support of Policy adoption (Business Office)</li> </ul>



# Recommendation for Action (cont.) June

	Board Norms and Function	Board Governance
DEVELOPMENT	<p><b>Board Key Work of School Boards Session</b></p> <ul style="list-style-type: none"> <li>• Vision: Understand how school boards can develop and implement an effective vision</li> <li>• Board Self-Assessment</li> </ul>	<p><b>Policy review</b></p> <ul style="list-style-type: none"> <li>• Policy 1003: Mission Statement</li> <li>• Policies 2009-2016: Board of Education Operations</li> <li>• Student and staff relationship policy (79-879)</li> <li>• Bully prevention policy review (79-2,137)</li> <li>• Parental and Family Engagement policy (79-531,532,533)</li> </ul>
SUPPORT	<ul style="list-style-type: none"> <li>• Staff reports to the BOE re: Progress Plan               <ul style="list-style-type: none"> <li>• Review District Report Card (NDE)</li> <li>• Attendance</li> <li>• Benchmarks</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Assist Board with Community Engagement Process feedback review and next steps</li> </ul>

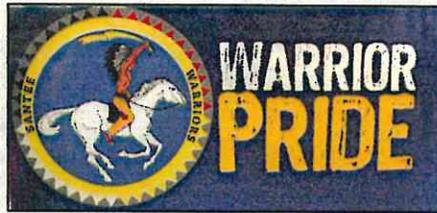


# Recommendation for Action (cont.) July

	Board Norms and Function	Board Governance
DEVELOPMENT	<p><b>Board Key Work of School Boards Session</b></p> <ul style="list-style-type: none"> <li>• <b>Accountability: Explore how effective Boards maintain public confidence through a shared understanding of expectations, roles and responsibilities, and standards/desired results</b></li> </ul>	<ul style="list-style-type: none"> <li>• Board goals review</li> <li>• Board Policy Review                             <ul style="list-style-type: none"> <li>• Student fees policy (79-2,134)</li> <li>• Student conduct policy (79-262)</li> <li>• Policies 6010, 6012, 6013, 6014, 6015, 6016, 6017, 6018</li> </ul> </li> <li>• Budget hearings (new requirements)*</li> </ul>
SUPPORT	<ul style="list-style-type: none"> <li>• Staff reports to the BOE re: Progress Plan                             <ul style="list-style-type: none"> <li>• Attendance</li> <li>• Benchmarks</li> <li>• Review Special Education Program</li> <li>• Review Priority Plan Goals and Progress</li> </ul> </li> </ul>	

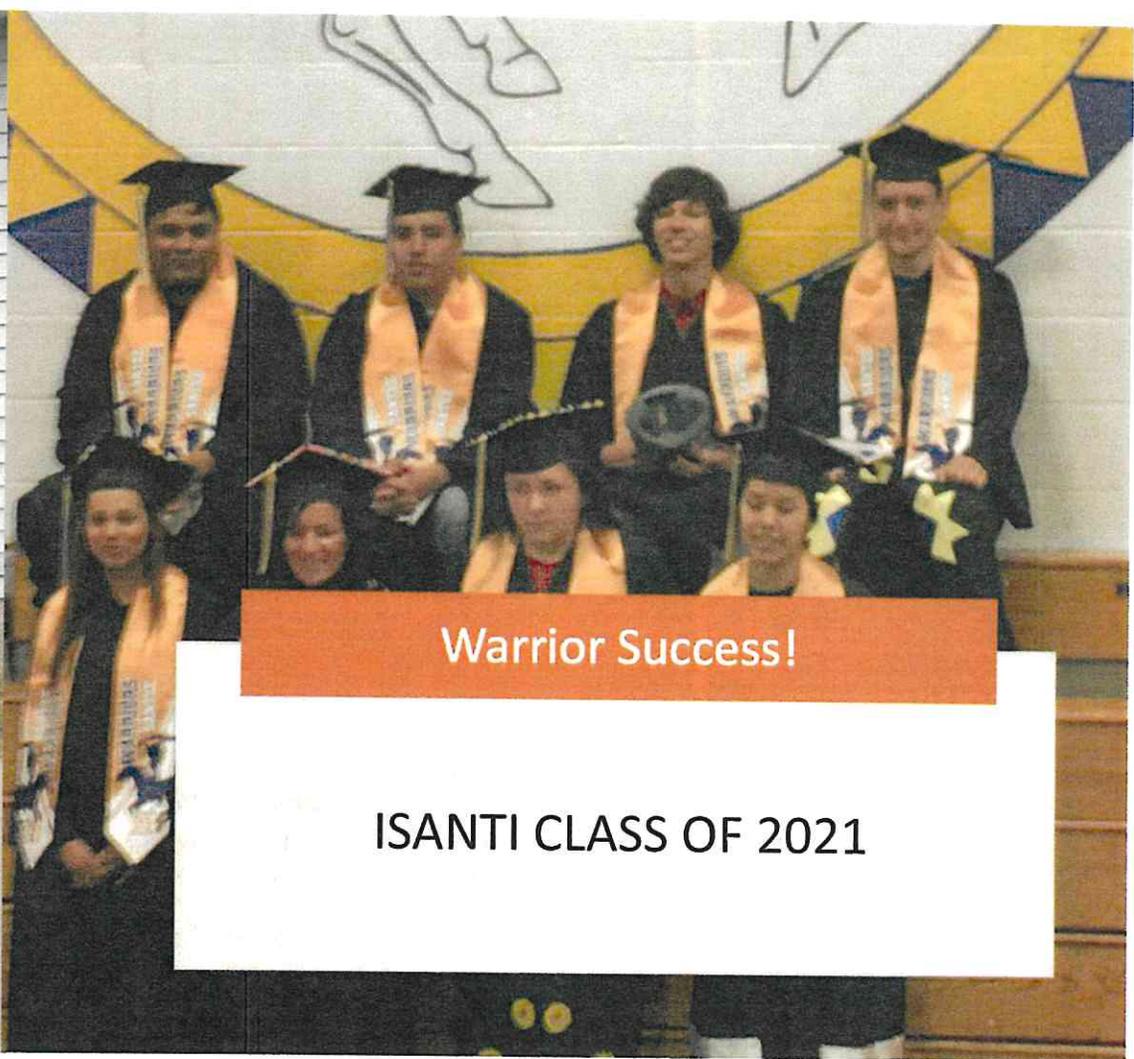


# Board President Changes Implemented



The Board President in Santee has an important role in working directly with the Superintendent to assure the focus of our work is on our students. As Board President I have begun the following in support of the Priority School Progress Plan:

- Regular phone call with Superintendent (Interim) to discuss work being done with our consultants.
- Use of a pre-meeting checklist to build agenda for BOE meeting
- Pre-meeting with Superintendent to review agenda and meeting (Mondays)
- Weekly ABCs communication from Superintendent (Interim) to the BOE
- Coordination of Board development with Coach Richards
- Regular phone calls with Coach Richards for leadership support
- Brought for review, discussion and recommendation to the Board the following needs to the Board meeting:
  - Ongoing Policy review in meetings
  - **Adding Committee as a whole to Board meeting process**
  - Conducting Board development during Board meetings
  - Board Self-Evaluation and Goal Monitoring



Warrior Success!

ISANTI CLASS OF 2021

# Isanti Community School Board Self-Assessment Spring 2021

## Board of Education

Steve Moose, President

Stacy Johnson

Don Pike

LindaRae Starlin

Lizzie Swalley

Dewayne Wabasha





## Collective Standard Averages

*(listed highest to lowest)*

### Current Year: Spring 2021

- 4.22 Standard VIII: Board-Superintendent Relations
- 4.14 Standard II: Policy Governance
- 3.87 Standard IX: Professional Development
- 3.80 Standard VII: Board Operations
- 3.66 Standard I: Mission, Vision, and Goals
- 3.53 Standard IV: Accountability and Student Achievement
- 3.40 Standard VI: District Resources
- 3.20 Standard III: Community Engagement
- 2.26 Standard V: Advocacy

### Previous Year: Spring 2020

- 4.13 Standard VI: District Resources
- 3.99 Standard IV: Accountability and Student Achievement
- 3.98 Standard VIII: Board-Superintendent Relations
- 3.64 Standard VII: Board Operations
- 3.62 Standard II: Policy Governance
- 3.56 Standard I: Mission, Vision, and Goals
- 3.22 Standard III: Community Engagement
- 2.96 Standard V: Advocacy
- 2.25 Standard IX: Professional Development

*Averages range from 1.00-5.00 with averages closer to 5.00 indicating strengths and averages closer to 1.00 indicating areas for growth.*

Values are as follows: Always - 5 Sometimes - 4 Rarely - 2 Never - 1 Unsure - 3

Comparison Key:



= Improved



= Unimproved



= Remained the Same

## Standard I: Mission, Vision, and Goals

Benchmark for Success: The board annually reviews the district’s vision and mission statements, adopting board and district goals to support the mission.

Field	Avg	2021	2020
Does the board include stakeholders and the community in the development and revisions of the district’s mission, vision, and goals?	2.7		
Does the board align the mission and vision to drive planning, decision-making, and evaluation of district operations and progress?	4.0		
Does the board adopt a strategic plan or district goals to support the progress and growth of student learning?	4.3		
Does the board meeting agenda link items to the goals/strategic plan?	4.3		
Does the board continually monitor the district plan and progress of goals and outcomes?	3.0		



**2021 Overall Average: 3.66**

**2020 Overall Average: 3.56**

● Always   
 ● Sometimes   
 ● Rarely  
● Never   
 ● Unsure

*Note: 3 out of 6 board members submitted responses in 2021.*

● Always   
 ● Sometimes   
 ● Rarely  
● Never   
 ● Unsure

*Note: 4 out of 6 board members submitted responses in 2020.*

### What areas of strength did you identify within this standard? Why?

---

none of the above. primarily because lack of effort, as individuals,or collectively, the board not communicating.

The agendas were done specifically towards the standard but feel what was on the agenda was not always what was being reported.

Mission and vision is important, because it's a guide and goal.

### What are the areas within this standard that the board needs to improve and grow?

---

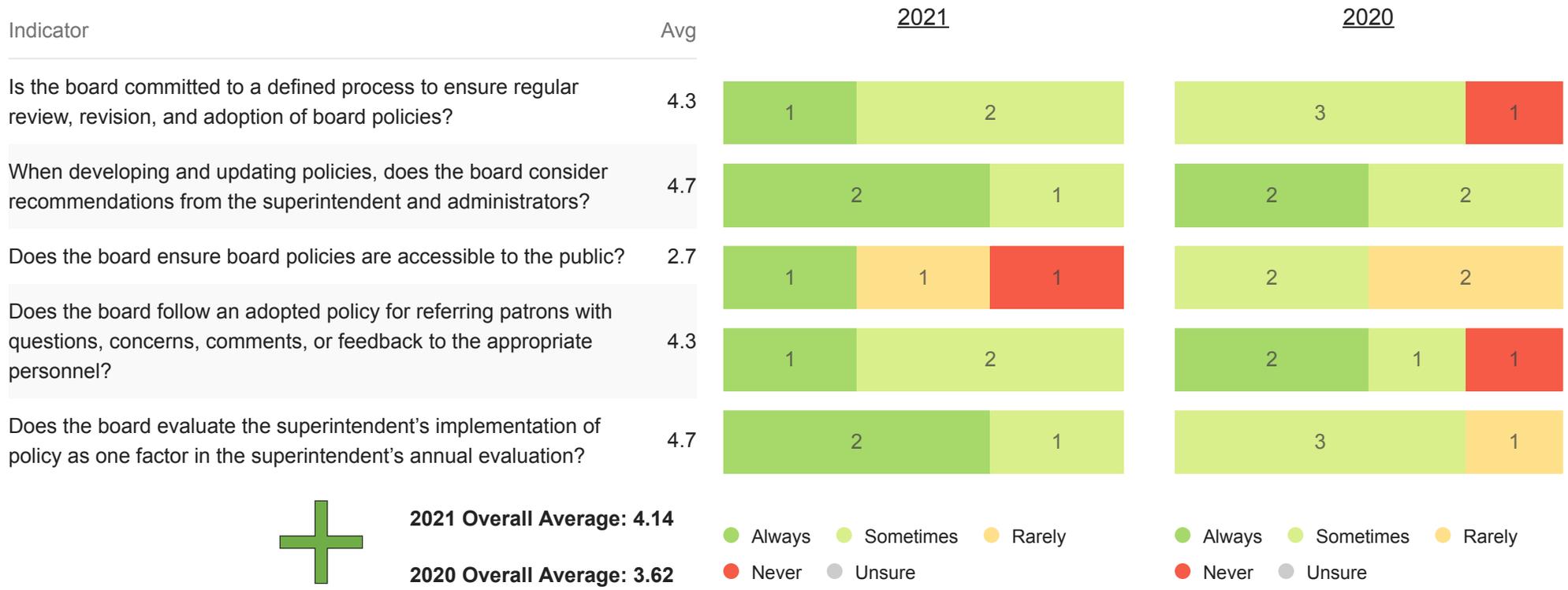
communication, resiliency.

Basic Attendance has fallen off.

Be mindful of mission and vision. Talk about it often.

## Standard II: Policy Governance

Benchmark for Success: The board continuously reviews, revises, and develops policies and procedures to ensure accountability focused on growth and student achievement.



## What areas of strength did you identify within this standard? Why?

---

Policy are available. They are on school webiste.

The strength was have as a board is being able to evaluate admin. Something that was lacking in recent years.

acknowledging policies before, during and after.

## What are the areas within this standard that the board needs to improve and grow?

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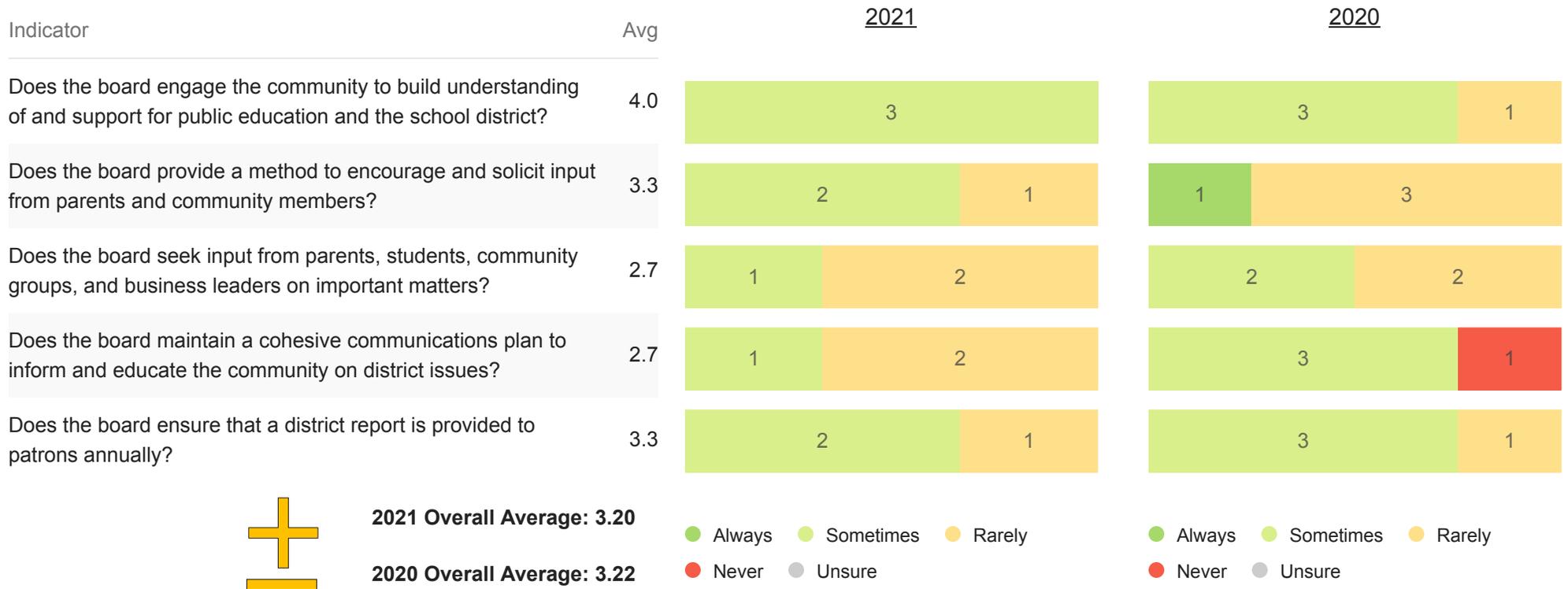
communication.

Having a specific timeline when evals are done.

Board needs to be more familiar with policy, and schedule review of policy monthly.

## Standard III: Community Engagement

Benchmark for Success: The board establishes effective communications with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district’s image, build positive working relationships and sustain long-term partnerships that will serve education.



What areas of strength did you identify within this standard? Why?

---

Need to sustain partnerships and communication

The utilization of social media has been a valuable tool for community engagement.

n / a

What are the areas within this standard that the board needs to improve and grow?

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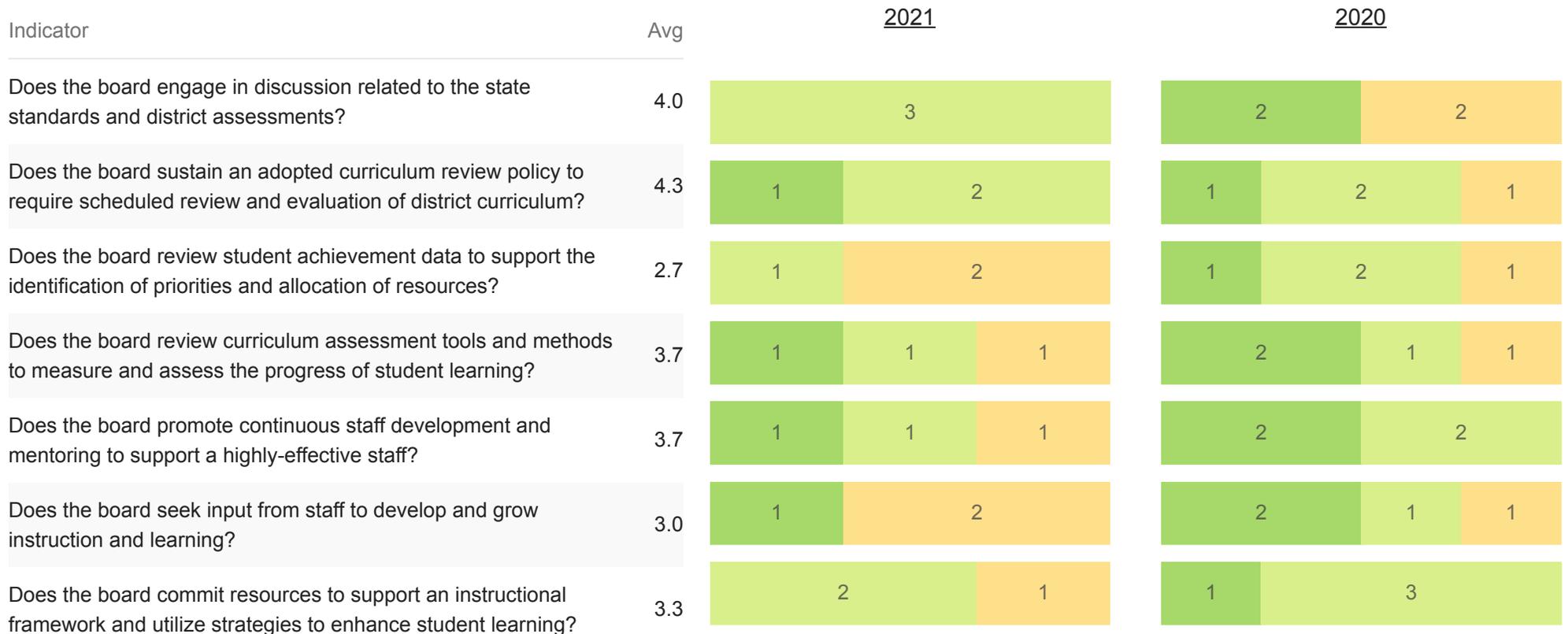
communication.

BETTER REPORTING OF ALL ASPECTS!!!

ALL

## Standard IV: Accountability and Student Achievement

Benchmark for Success: The board continuously monitors the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.



**2021 Overall Average: 3.53**

**2020 Overall Average: 3.99**

● Always ● Sometimes ● Rarely  
● Never ● Unsure

● Always ● Sometimes ● Rarely  
● Never ● Unsure

What areas of strength did you identify within this standard? Why?

---

n / a

We as a board are only as know what we are reported.

Importance of maximizing student achievement

What are the areas within this standard that the board needs to improve and grow?

---

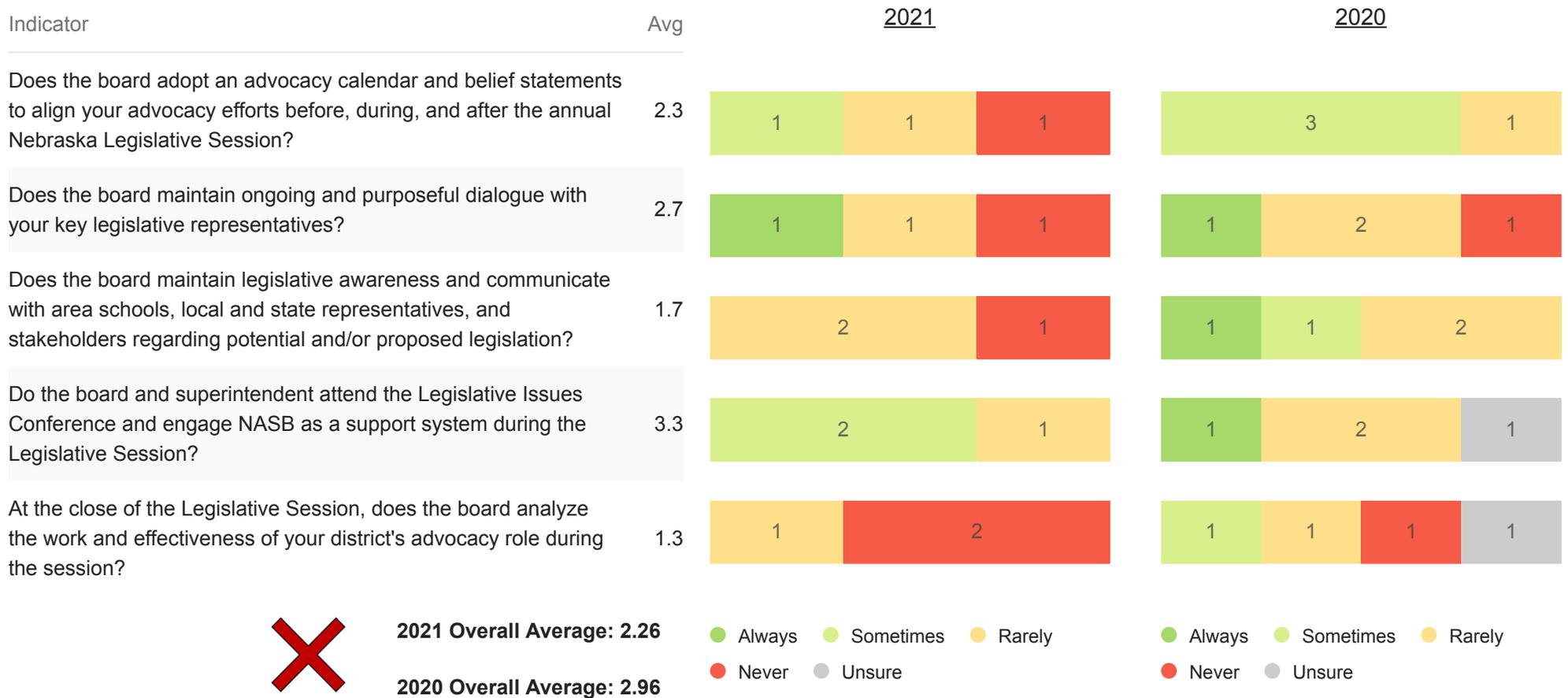
ALL

Needs to ask the questions better on what is being reported.

communication.

## Standard V: Advocacy

Benchmark for Success: The board advocates for children, public education, learning, and equity to support improved student achievement for all students.



What areas of strength did you identify within this standard? Why?

---

n / a

Maintaining what is always best for Isanti Community School.

NA

What are the areas within this standard that the board needs to improve and grow?

---

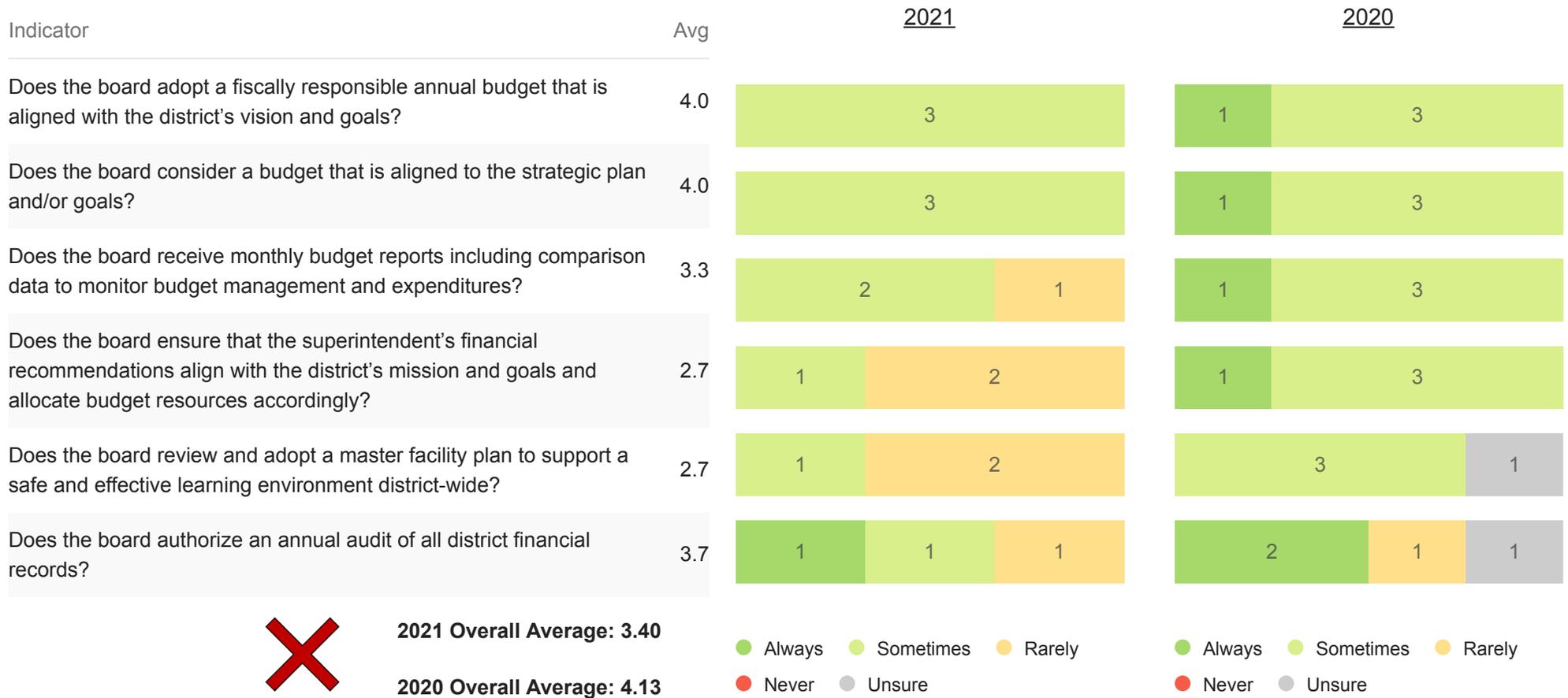
ALL

Better understanding what is happening in the school.

communication.

## Standard VI: District Resources

Benchmark for Success: The board aligns and manages district resources in a responsible manner to meet goals and to promote growth of student achievement.



What areas of strength did you identify within this standard? Why?

---

n / a

Budget is valuable because without it we don't function. So we need better alignment where we at budget wise.

NA

What are the areas within this standard that the board needs to improve and grow?

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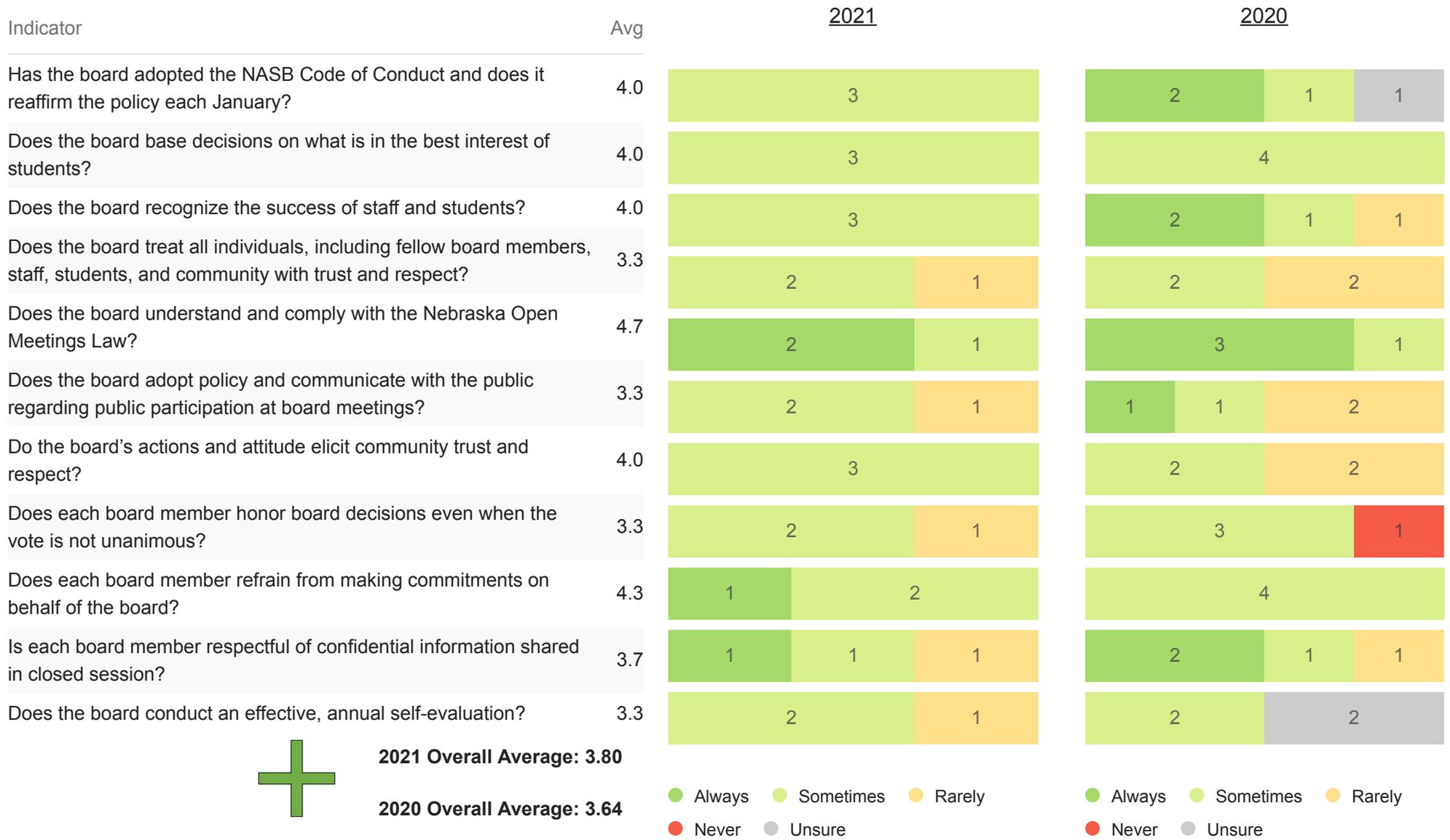
communication.

Knowledge of the budget.

Learn about budget

## Standard VII: Board Operations

Benchmark for Success: The board ensures meetings are effective, efficient and orderly; focused on policy, proper board governance and conduct.



## What areas of strength did you identify within this standard? Why?

---

NA

The board is only as good as what its being presented & truthfulness of it.

looking for data of student success. because we a priority school.

## What are the areas within this standard that the board needs to improve and grow?

---

lack of interest of success of staffs accomplishments. we have to be careful of{because of lack of a better term}micro-management.

Understand what the decisions are being made. (not the fault of the board)

ALL

# Standard VIII: Board - Superintendent Relations

Benchmark for Success: The board and superintendent establish and sustain a professional and collaborative working relationship to support and advocate for growth and student achievement.



What areas of strength did you identify within this standard? Why?

---

n / a

Better Communication!!!!

NA

What are the areas within this standard that the board needs to improve and grow?

---

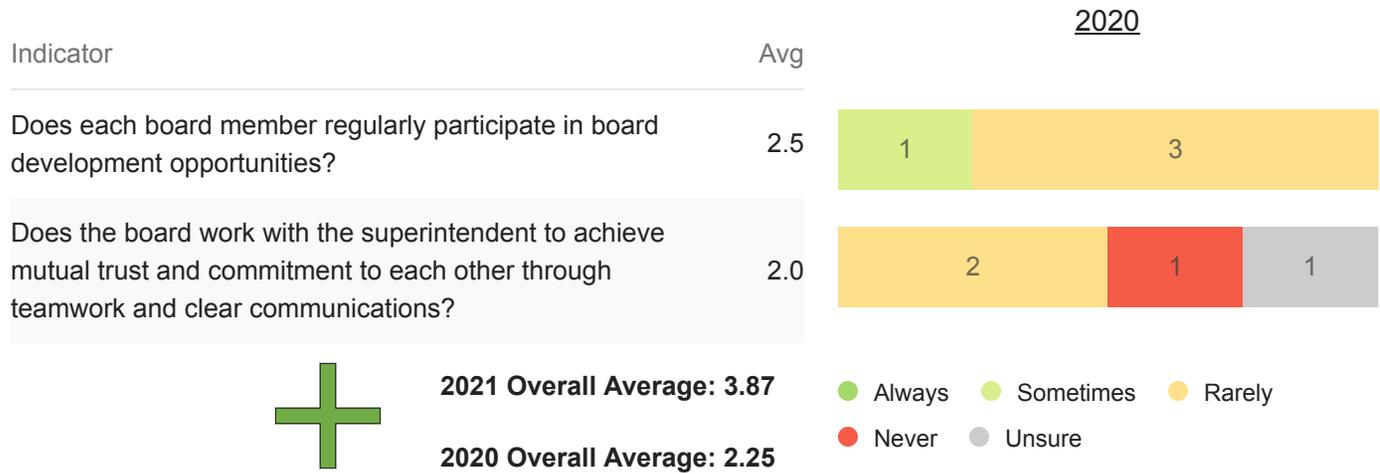
ALL

Better Communication!!!

communication and trust with the superintendent be more consistantcy

## Standard IX: Professional Development

Benchmark for Success: The board and superintendent participate in continuous and appropriate training and professional development to build shared knowledge and values.



*Note: The indicators for Standard IX have been modified in the past year.*

What areas of strength did you identify within this standard? Why?

---

NA

Its ok.

n / a

What are the areas within this standard that the board needs to improve and grow?

---

develope trust and teamwork before during after professional development.

NEVER!!!

ALL

# Board Self-Assessment Summary

As a result of the board self-assessment, identify (an) area(s) you consider to be a strength of the board-superintendent leadership team.

Why is this/are these (a) strength(s)?

n / a

Togetherness!!!

NA

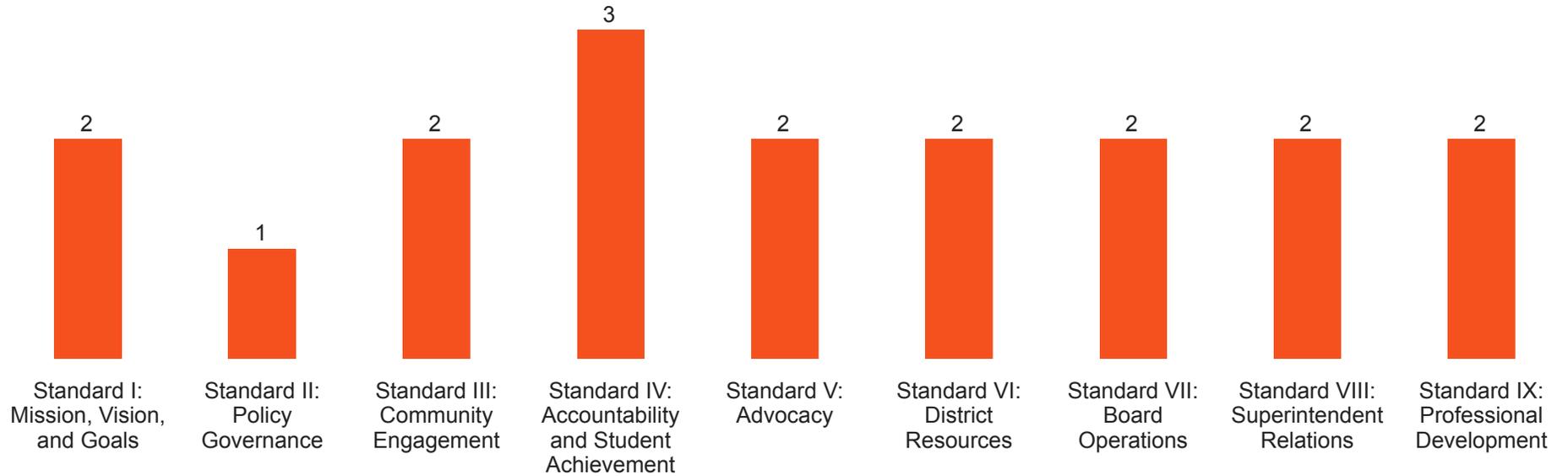
How has this/have these strength(s) influenced the work of the board-superintendent leadership team?

NA

Togetherness

unknown

Identify the standard(s) that may be considered an area of growth or focus in the coming year.



Name one thing the board can do to improve and grow in the identified standard(s).

be more mindful and resilient, compassionate

Attendance

Accountability

### ADMINISTRATIVE SALARY SCHEDULE

This salary schedule is developed using a base rate of \$75,895 which comes off the teacher salary schedule of MA + 27 Step 15 and figuring a daily teacher rate at that base which is \$410/day and then multiplying it times the number of contract days for the administrator.

There are two different contract structures the 235 day contract and the 225 day contract.

Base	\$75,895		
Daily factor	\$410		
Contract Days	235		225
Experience			
1	\$96,407		\$92,305
2	\$99,781		\$95,535
3	\$103,274		\$98,879
4	\$106,888		\$102,340
5	\$110,629		\$105,922
6	\$114,501		\$109,629
7	\$118,509		\$113,466
8	\$122,657		\$117,437
9	\$126,950		\$121,548



sterling west

917 W 7th Street  
Gothenburg, NE 69138

# Proposal

Date	Quote #
5/17/2021	2415

Name / Address
Santee Public School 206 Frazier Ave E Niobrara, NE 68760-7213 USA

Ship To
Santee Public School 206 Frazier Ave E Niobrara, NE 68760-7213 USA

Terms		Rep	Project/PO		FOB
50% prepay balance due net 30		GB			
Qty	U/M	Item Code	Description	Rate	Total
23	ea	75 cf Nuplay E...	Existing Playground Area Nuplay rubber mulch coated earthtone, in stock	555.00	12,765.00
82	ea	4'x12" Border	4'x12" Black plastic border timbers with stake	35.00	2,870.00
4	ea	2BY2EC6	Filler End Cap for 12" Border Timbers (ea)	30.00	120.00
27	ea	75 cf Nuplay E...	New Playground Area Nuplay rubber mulch coated earthtone, in stock	555.00	14,985.00
1		Freight	Freight estimate only - actual freight figured on final invoice	5,500.00	5,500.00
1		Complete Instal...	Installation	7,750.00	7,750.00
Phone #				<b>Total</b>	
Fax #		E-mail		\$43,990.00	
308.537.3470		402.975.6006		lorenb@sterlingwest.net	
		www.sterlingwest.net			

Due to raw material price volatility, quotes are good for 15 days. Subject to surcharges at the time of order. Payment terms 50% due upon order 50% due net 30. Actual shipping charges invoiced may differ from this quote. All quotes, drawings, renderings, specifications, and supporting documents are property of Sterling West until a signed commitment has been received by Sterling West. A 3% surcharge will be added to all credit card payment transactions - check, ACH, Paypal, and Apple Pay are free.

## 50% Due Upon Order

Quote Accepted By

\_\_\_\_\_  
Please sign and email or fax back. Thank you.