Schuyler Community Schools
SAA Weekly Meeting
Thursday, November 8, 2018 9:00 AM
TBA
120 W. 20th St.
Schuyler, NE 68661-2400

I. Discussion Items

Prepared by: Christina Bywater, Secretary to the Board

Schuyler Community Schools
Certificated Teachers Master Agreement
Negotiations 2019-20

1. **2019-20 Array:** Bennington, Blair, Crete, Ralston, Seward, Springfield-Platteview, Wahoo, Waverly

2. **2018-19 FTE** 146.00 **2019-20 FTE** 146.00
3. **2018-19 Factor** 211.46 **2019-20 Factor** 214.98
4. **2018-19 Base** $35,200 **2019-20 Base** $35,750

5. **Health Insurance:** Increases from $1,000 to $1,200 deductible/ $3,500 (Dual Option HSA) deductible health and Option 2 Dental Coverage.

2018-2019 Health Insurance Costs (5% Discount Rate)

$1,000 Deductible	**Health**	**Dental**	**Total Cost**
Employee	$567.72	$28.67	$7,156.68
Employee and Child(ren)	$1,050.28	$28.67	$12,947.40
Employee and Spouse	$1,192.20	$28.67	$14,650.44
Employee, Spouse and Child(ren)	$1,600.83	$28.67	$19,554.00
Married Couple Benefit (Family Dental)		$52.18	$626.16

$3,500 HSA	**Health**	**Dental**	**Total Cost**
Employee	$487.27	$28.67	$6,191.32
Employee and Child(ren)	$901.48	$28.67	$11,161.84
Employee and Spouse	$1,023.29	$28.67	$12,623.29
Employee, Spouse and Child(ren)	$1,374.01	$28.67	$16,832.20
Married Couple Benefit (Family Dental)		$52.18	$626.16

2019-20 Health Insurance Costs (5% Discount Rate)

$1,200 Deductible	**Health**	**Dental**	**Total Cost**
Employee	$597..25	$28.96	$7,514.52
Employee and Child(ren)	$1,104.90	$28.96	$13,606.32
Employee and Spouse	$1,254.20	$28.96	$15,397.92
Employee, Spouse and Child(ren)	$1,684.07	$28.96	$20,556.36
Married Couple Benefit (Family Dental)		$52.70	$632.40

$3,500 HSA	**Health**	**Dental**	**Total Cost**
Employee	$512.61	$28.96	$6,498.84
Employee and Child(ren)	$948.36	$28.96	$11,727.84
Employee and Spouse	$1,076.50	$28.96	$13,265.52
Employee, Spouse and Child(ren)	$1,445.46	$28.96	$17,693.04
Married Couple Benefit (Family Dental)		$52.70	$632.40

To: Board and SEA Negotiations Reps
From: Dr. Hoesing
Re: Negotiations Meeting Minutes
Date: October 22, 2018

Call Meeting to Order: 6:30 PM.
Teachers: Mark Wemhoff, Miranda Mally
Teachers Absent: Becky Black, Jeremy Hlavac
Board Members: Rich Brabec, Chuck Misek, and Brian Vavricek

Items discussed at the meeting

1. **Ground Rules:** Reviewed Ground Rules for 2018-19 negotiations process.
2. **Proposed Meeting Dates:** Prefer Monday @ 6:30 PM
   Next Meeting: Monday, November 5th @ 6:30 PM.
3. **Incentive Plan Draft:** Reviewed proposed 2018-19 Incentive Plan: See Attachment
4. **Adjourned:** 6:50 PM

From: Dr. Hoesing
Re: Negotiations Meeting Minutes
Date: November 5, 2018

Call Meeting to Order: 8:00 PM.
Teachers: Mark Wemhoff, Miranda Mally, Becky Black, Jeremy Hlavac
Board Members: Rich Brabec, Chuck Misek

Items discussed at the meeting

1. Reviewed minutes from October 22, 2018

2. Discussion on proposed Array of Schools
   Wayne is the only school from 2018-19 that does not legally fit in the array
   (Agreed to drop Wayne from the Array)

3. **Discussion on SEA Contract Considerations** **Total Cost**
   2019-20 Staff Movement: **$135,000**
   2019-20 Insurance Increase: **$110,000**

   SEA Request Base Increase: $800 36,000
   Board Counter Offer: $400 35,600
   SEA Counter Offer: $550 35,750
   Board Accepted $550 base increase

   Add Step on MA, MA9, MA18 and MA 27 Colum
   Board Response: **Reject** (Salary Schedule Comparison)

   Extra Duty: Recorder Choir Class IV (7:15 am to 8:00)
   Board offer: **Recorder Choir Class III**
   SEA accepted board offer

   Board Request: Extra Duty: Youth Coach – Class III
   (Football, Volleyball, Girls/Boys Basketball, Wrestling)
   SEA Accepted Youth Coach: Class III

   Incentive Plan: Increase from 150 to 300 per credit hour
   Board Counter Offer: $200 per credit hour
   SEA Accepted increase of $200 per credit hour

4. Additional BOE Contract Considerations

   PTO: PTO/Sick Days currently at 11 Days per year ***(No Action)***

Conflict Resolution

Simple Conflict is a difference of opinion that both parties recognize, acknowledge and accept. The conflict may be over how to share limited resources, whom to support in an election, or where to dine.

Rx: Agree to disagree in an agreeable manner. If the issue is minor, it is easier to compromise or accommodate. If the issue is major, it's better to collaborate to resolve the conflict.

Pseudo Conflict refers to those misunderstandings in which we perceive that there is a conflict when there is none.

For instance, George and Malek may agree upon a topic but not realize this. They are interpreting one another's messages as being counter to their own messages. This failure to understand and to realize their misunderstanding creates relational conflict.

Rx: Listen mindfully and check your perceptions with your partner. Try to avoid assumptions and mindreading.

Ego Conflict occurs when we are emotionally invested in a decision. We believe that if others disagree with us, they are rejecting us. Thus, we become stubborn, willful, and proud.

Rx: Recognize that conflicts occur between the best of friends. No one will agree with another all the time. Disagreements are not an indication that the relationship is in trouble. Show grace if you have been obstinate and recognize that you have been wrong. Learn to apologize and to take responsibility for creating an ego conflict.

Values Conflict Values are deeply held beliefs-usually based on cultural traditions, long-held family and religious teachings and long-lasting memories of personal experiences. Given their sources, people's values seldom change, even when their more superficial desires (for instance, their interests) are modified. Value conflicts are even more difficult to deal with because the people in conflict may not only disagree about the substance of a dispute, but they will often disagree about the appropriate method of dispute resolution or dispute management as well.

Rx: Given the lack of agreement on both process and substance, parties involved in value conflicts tend to turn to force-based conflict options more often than negotiation or persuasive approaches, because force seems to be the only common language that both sides understand and honor.

Reason for conflicts and stages of escalation!

1. **Don't know the rules**
2. **Don't like the rules**
3. **Don't trust others**
    a. **Resolution requires taking risk**
    b. **Resolution requires acceptance**
4. **Don't care**
5. **What's in it for ME!**

*** Best case scenario: Keep the conflict simple!**

DEATH OF A STUDENT OR STAFF MEMBER

In the event of the death of a student or staff members, the Crisis Response Team will be available to assist with the crisis. Throughout the crisis, the response team will work on special student and staff needs and situations, including, keeping parents and staff informed, establishing a plan for helping students and staff cope with the situation, and addressing community concerns and dealing with the media. The goal of the Crisis Response Team is to help the school community (administration, staff, students, parents) to deal with the loss with a minimal disruption to students, staff and school program. In addition to the Crisis Response team, the following procedures should be followed by school personnel:

1. Administration: Upon being informed of the death of a student or staff member (or loss of significant other of a student or staff member), the administrator of the building where the student was enrolled or the staff members employed should follow the following protocol:

    a. Notify the Superintendent, if not already informed.
    b. Notify head of Crisis Response Team.
    c. Together, verify information regarding tragedy.
    d. Use the schools emergency calling tree to notify staff of the tragedy, as well as time and place for an all-building staff meeting.
        i. At the all building staff meeting:
            1. Review procedures for referring students to crisis team for counseling and support and location of crisis support area.
            2. Provide statement for staff to read to students once school starts for the day.
            3. Provide statement for secretaries to use in responding to inquiries.
            4. Check emotional needs of staff.
    e. Determine areas where crisis team members can meet with students; maintain list of students who are counseled for follow- up with parents.
    f. Cancel meetings/appointments that are not of an urgent nature.
    g. Keep staff updated on circumstances as new information becomes available.
    h. Identify staff that is in need of emotional support.
    i. Emphasize the need to use prepared statements to control rumors.
        i. Prepare a statement to be sent home with students.
        ii. Provide brief factual information.
        iii. Outline support that has been available throughout the day.
        iv. When deemed appropriate, provide Death of Student or Staff member Response, Appendix D 1, or Suicide Prevention and Response, Appendix D 2-19, Guidelines for Faculty and Staff.
        v. Provide a contact number for assistance with any student concerns.
        vi. A meeting time and place for concerned parents if appropriate.
    j. Reschedule activities when necessary or appropriate.
    k. Contact the family personally and offer support and condolences.
    l. Refer media inquiries to Superintendent's office or his/her designee.
    m. Arrange for appropriate staff to attend services.
    n. Arrange for remembrance from school (flowers, card, etc.).
    o. Plan and provide follow-up visits with the family.

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APPENDIX D 1
DEATH OF STUDENT OR STAFF MEMBER
RESPONSE PACKET

Crisis Response Team Action Plan:

Day of a Crisis

1. Upon notification of crisis involving a student or staff member, the Crisis Team Leader should be informed immediately so the Team can meet as soon as possible. The team leader will verify all facts about the crisis.

2. The Principal will initiate a "School Reach Message" to all faculty and support staff, informing them of the sudden crisis and requesting their arrival at school 30 minutes earlier to attend a special faculty meeting.

3. The Crisis Team determines the extent of the particular crisis and the effect on the operation of the educational process.

4. The Crisis Team develops strategies needed to handle the situation as it relates to the crisis assistance plan.

5. The Crisis Team will determine the need to involve other agencies or officials.

6. If a crisis should occur immediately before or during the school day:
   a. The team leader will be notified and he/she will notify team members to report to the crisis center for a meeting as soon as possible.
   b. The principal will be asked to arrange for substitute teachers to cover for team members immediately.
   c. The team shall open the crisis center and determine the plan to be followed at that time.
   d. The principal will meet with team members and review the facts of the crisis to determine if and when a staff meeting will be held to inform the staff of all the facts and the crisis intervention plan.

First day After a Crisis

1. Crisis Team meets with school principal 30 minutes before meeting with faculty to explain crisis plan to all staff.

2. Principal reviews the facts available on the case with all staff to dispel rumors, to discuss the plan of the day, and to allow for staff to express feelings. Staff is encouraged to lend support to one another.

3. A member of the school crisis team describes some of the feelings the students may be experiencing following the crisis of a classmate. Disbelief, anger, denial, sadness, loss, etc. suggestions are reviewed on ways to handle expressions of grief in their classes.

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4. A crisis center will be established in the school building. Additional Crisis Team members from other districts may be called in to assist with the crisis. A member of the Crisis Team will make phone calls to parents of students who are particularly upset or may be at risk. The crisis center may be kept open after school hours and into the evening to assist students, parents and staff.

5. Peer helpers may be assembled to work through their feelings and the crisis team will offer them some guidelines for helping troubled students.

6. A letter from the Principal and Crisis Team may be sent home with students notifying parents of the crisis and providing them appropriate information.

7. School staff are assembled at the end of the school day. The Principal or his/her designee conducts the meeting and does the following:

a. Allows for expression of feeling and mutual support.
b. Reviews the events of the day.
c. Reviews the characteristics of high-risk student (those who seem especially upset or depressed or show other signs of not coping well) and compiles a list of staff observations of distressed students' reactions during the day.
d. Announces the funeral arrangements if appropriate.

Days of and Following a Crisis

Crisis team members continue crisis intervention, answer phone calls of anxious parents, and meet with concerned staff as necessary.

PROCEDURES:

1. Situation reports will be given to the Superintendent of Schools by the Crisis Assistance Team on a regular basis.

2. Limitations may be placed on visitors if it is deemed to be in the best interest of students, staff, or the learning environment.

3. If it is in the best interest of individual student, the learning environment, or the safety of other student, student should be sent to an administrator or counselor by staff members.

4. The entire staff must demonstrate caring, competence, and concern. A calm demeanor is essential. Each staff member must, at every opportunity, work with individual students, communicate with parents, dispel rumors and be visible and available for help as necessary before and after school and during planning periods.

5. Persons other than District Staff may not enter any classroom, student hall or lunch room, or talk with students without permission from an administrator. All visitors must sign in at the Principal's Office.

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6. The usual school rules regarding sending students home apply. Students may not leave during the school day without parental permission and checking out at the office. Parental contact will be made if it is felt that a distressed student should be picked up by the parent.

7. An accurate record is essential. Keep notes concerning any unusual student behavior or significant events.

8. Only authorized person will review privileged information about students. Never discuss students within the hearing of other students or those who do not need to have the information.

9. Especially during a crisis period, staff members should be very careful not to repeat "hearsay" information to any student or other staff members. If is important that this type of information not be conveyed to the general public.

10. Building secretaries will be directed to transfer incoming calls to a member of the Crisis Team. The Crisis Team will have a prepared statement for the media and callers.

11. The Crisis Team and administration will determine whether or not school will convene or be postponed.

Following a traumatic crisis, people can feel a sense of loss for at least two years.
School staff can be devastated well into the next school year, and there may be a change in attitude toward teaching. Some staff may increase their emotional distance from students. Students tend to be fearful of getting close to one another fearing the loss of yet another classmate or friend. The need to cope adaptively is necessary. These guidelines were written to help deal with these concerns and to establish procedures.

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1. Academic Program: *Core Curriculum, Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

1.a If the "perfect" school opened across the street from your building, what would they be doing to ensure all students achieve at or above grade level in core academic areas?

1.b Describe what effective schools do to ensure curriculum alignment and continuity of programs from elementary to middle and high school programs.

1.c Describe what schools of diversity could do to enhance learning, promote bilingual or dual language acquisition, and/or support academic achievement in the student's/parent's primary language.

1.d In the ideal school, what elective course offerings would they offer to provide a well-rounded education at your building/level?

1.e If the "perfect" school opened across the street from your building, what homework practices would they adopt to promote independent practice and extend learning opportunities at your building/level?

1.f Discuss the ideal specialized programs (Early Childhood, SPED, Title, Gifted, Credit Recovery, Alternative Education, College Credit). What would SCS need to do to provide these services at your building/level?

1.g If the "perfect" school opened across the street from your building, how would their school calendar/schedule ensure adequate time for all subject areas at your building/level? How many minutes per week, per class?

Goal: All students meet or exceed state standards in core academic areas.

Goal: K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

Target Areas:

1. Provide a well-articulated and aligned K-12 core curriculum.
   Strategy: Develop a textbook cycle and system to coordinate textbook updates.
   Strategy: Develop and implement a system to coordinate curriculum alignment.
   Strategy: Adopted and implemented a new K-5 Language Arts/Writing Program.
2. Provide quality instruction at all levels/programs.
   Strategy: Develop a professional development program to promote teaching/learning and classroom management.
   Strategy: Submit grant applications for SMS to improve student engagement/promote student achievement (SIG, 21st Century)
   Strategy: Develop the Schuyler Instructional Model
3. Balance the K-8 schedule to increase time for physical education, music, guidance, spelling, science, social studies, recess, etc...
   Strategy: Develop K-8 PE program focused on skill development, motor coordination, and social development.
   Strategy: Develop a schedule to provide a balance in core and elective programs at the elementary level.
4. Promote critical thinking, creativity, and 21st Century skills (honors, college credit classes, high ability, etc...)
   Strategy: Develop a plan to provide increased opportunities for advanced learners at all grade levels.
   Strategy: Develop and implement an after-school program for K-8 students/high ability learners.
   Strategy: Develop and implement a summer-school program for K-8 students/high ability learners.
   Strategy: Improve access to college credit/dual credit classes for students pursuing post-secondary education.
5. Provide a comprehensive vocational program in grades 7-12
   Strategy: Develop a 7-12 curriculum focused on skills/awareness of vocational/ technical education and industrial trades.
6. Provide opportunities for dual language/bilingual education
   Strategy: Improve hiring practices with an emphasis on hiring bilingual teachers and support staff.
   Strategy: Develop a plan to provide Spanish classes to students at the elementary and middle school levels.
   Strategy: Adopt a program to certify high school students and staff as "Bilingual".
7. Provide alternative education opportunities and improve support for students struggling in the regular high school curriculum.
   Strategy: Improve academic performance/success and homework completion rates at the 9-12th grade level.
   Strategy: Develop and implement an alternative education option for students within the high school setting.

Action Plans

1. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.
2. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
3. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
4. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
5. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
6. 2018 Piloted selected reading program to provide evidence of effectiveness.
7. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
8. 2018 Provided initial and ongoing professional development in support of the new reading program.
9. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
10. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
11. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
12. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
13. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
14. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)

15. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
16. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
17. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
18. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
19. 2018 Review, adopt and implement research based practices to support the successful transition of newcomer/ ELL students.
20. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
21. 2018 Researched historical perspective to evaluate priority school designation response.
22. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
23. 2018 Implemented UNL High School classes for at-risk students.
24. 2018 Implement "Marilyn Friends" Co-teaching model to support effective inclusive classroom for students with special needs.
25. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
26. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
27. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.
28. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.
29. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.
30. 2018 Recruited and enrolled teachers to participate in the art grant program.
31. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
32. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and implement Process Champions for selected K-8 teacher leaders.
33. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
34. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
35. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
36. 2018 Registered and secured travel, lodging, etc... for 2018 NABE Conf. (4 staff members, 2 community members).
37. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
38. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc...
39. 2018 Hired a bilingual teacher for the dual language program.
40. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the program.
41. 2018 Offered Spanish I at the 8th grade level for high school credit.
42. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
43. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
44. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
45. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
46. 2017 Expanded ELL core academic transition classes from 5 to 12.
47. 2017 Coordinated training for the adoption of new NDE Science Standards
48. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
49. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
50. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
51. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
52. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
53. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
54. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
55. 2017 Hosted APL refresher for all SCS teaching staff.
56. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
57. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
58. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
59. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
60. 2017 SCS: Contract with ESU #7 four days a week for our school psychologist's services and one day a week for resource coach for SPED teachers dealing with "tough situation".
61. 2017 SMS: Special education staff coordinate schedule to ensure SPED students have a para-educator or sped teacher in the core subject classrooms. The SPED teachers and classroom teachers collaborate to make accommodations/modifications along with creating differentiate instruction for their students.
62. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
63. 2017 SCHS: Developing more Project Success classes. During the 2016-2017 school year, 94% of our students enrolled in Project Success earned a PASS status but didn't always earn all possible credits. Our goal is to aim towards more credits earned!
64. 2017 SCHS: Increase the utilization of WAC for SPED students which now has only one coordinator and has 4 periods with a SPED teacher assigned to assist with students success.
65. 2017 SCS: Streamlined the SAT process to improve the implementation so that struggling students will be able to get assistance sooner. SAT coordinators are in place in each building to give guidance in the process.
66. 2017 Preschool, SES, and SMS: Training along with coaching from Amy Mazankowski for the appropriate SPED teachers in the Intensive Verbal Behavior Program. Our Early Learners' paras have also completed Autism training.
67. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.

68. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
69. 2017 SCHS: Purchased and implementing a new life skills curriculum.
70. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
71. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
72. 2017 SMS: Music therapy has been implemented into Mrs. Klein's classroom that focuses on eye gaze, voice volume, choice, compliance, sequencing, motor movement, etc.
73. 2017 SMS: This team of SPED teachers and para-educators are work with Amy Mazankowski on ideas to deal with our students that display challenging behaviors. She is working with the staff on best practices, consistency and behaviors.
74. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
75. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
76. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
77. 2016 Develop and implement an achievement center program to support student achievement.
78. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
79. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
80. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
81. 2016 Host APL Training (4 Days) for all teachers and administrators.
82. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
83. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
84. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
85. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
86. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
87. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
88. 2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
89. 2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
90. 2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
91. 2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
92. 2015 Established a 21st Century K-8 Afterschool Program.
93. 2015 Expanded 21st Century Summer School Camps: June and July Sessions.
94. 2015 January Professional Development Focus: David Weber and VJ Smith.
95. 2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
96. 2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
97. 2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
98. 2014 Contracted with CTAC to promote and guide SIG process at SMS.
99. 2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
100. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
101. 2014 Changed elementary schedule to expand physical education, music education, and recess time.
102. 2014 Submitted and Awarded a school improvement grant for SMS.
103. 2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
104. 2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
105. 2014 SES Organized PTA, Community Cafe (Parent Involvement).
106. 2014 Professional Development Focus: District-wide 3-Day Marzano Training.

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

2.a If the "perfect" school opened across the street from your building, what would our activity (athletics and fine arts) programs need to do to compete with them?

2.b Describe the characteristics of a comprehensive health & physical education program and its contribution to a successful athletic program. How many minutes per week, per class?

2.c Describe a successful vocational, academic, and social club program.

2.d Describe what successful activities (athletics and fine arts) programs do to improve participation and retention of students from middle to high school.

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

Target Areas:

1. Comprehensive Physical Education program to promote health, fitness, skill development, and participation.
   Strategy: Develop a plan to provide K-8 physical education that promotes skill development, fine and gross motor coordination, and social development.
2. Provide a competitive athletic program.
   Strategy: Develop a plan to expand youth athletic programs to promote interest, skill development, and knowledge of sport.
   Strategy: Develop a plan to promote student participation and program success at the middle and high school levels.
3. Provide a competitive visual and performing arts and social club programs.
   Strategy: Develop a plan to promote student participation and improve program quality at the high school level.
   Strategy: Improve coordination, expansion, and scheduling of the 5-12 Band Program
4. Promote student/parent/community support at school activities.
   Strategy: Develop a plan to promote parent/student/community involvement at student activities.

Action Plans:

1. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
2. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
3. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
4. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
5. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
6. 2018 Increased participation in high school activities. (**Title IX Compliance Review Completed in September**).
7. 2018 Developed and implemented a statistic report card for each actvity to measure program performance and improvement.
8. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).
9. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.
10. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
11. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
12. 2017 Recipient of the Nebraskans for the Arts State Award.
13. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
14. 2017 Began mandatory weight training for all sports a minimum of two times a week.
15. 2017 In April we provided APL training for all coaches and sponsors.
16. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
17. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
18. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
19. 2017 Each sport completes at least one community service project during their season to connect with the community.
20. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
21. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
22. 2017 SMS coaches and MS AD have coached multiple sport teams organized by the SCS youth sports director including basketball, flag football, and youth wrestling.
23. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
24. 2017 Scrimmages were made available to JH girls volleyball and girls basketball scrimmages for E and F teams. Games have been added to both middle school basketball and volleyball seasons.
25. 2017 SMS AD and SCS youth sports director have worked together to promote activities and use SMS, SES, and the SCS Field House for youth programs.
26. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
27. 2017 End of season meetings with MS Head Coaches have been implemented.
28. 2017 SMS AD and Warrior Academy program directors have coordinated with SCS youth sports director coordinate coaches, facilities and equipment for after school program athletic clubs.
29. 2017 Added Youth Volleyball Program 3-6.
30. 2017 Worked with new community program to continue 3-6 tackle football.

31. 2017 Increased student participation numbers for all youth activities.
32. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
33. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
34. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
35. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
36. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
37. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
38. 2016 Expand marching band program to include 8th grade students.
39. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
40. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
41. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
42. 2015 Promoted business sponsorships of home football games to increase attendance.
43. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
44. 2015 Hire a K-8 youth programs director for school/community activities.
45. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
46. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
47. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
48. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
49. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
50. 2014 Conducted parent focus groups to improve parent involvement.
51. 2014 Host annual meetings with parent core group to develop PTA at SES.
52. 2014 Host Community Cafe at SES (Parent driven group looking at ways they can be more involved in the school setting)

3. Technology Program: *IT infrastructure, Hardware and Software, Curriculum and Training*

3.a If the "perfect" school opened across the street from your building and had a state-of-the-art technology program, what would that look like?

3.b If the "perfect" school opened across the street from your building, what core technology competencies would they require at your grade level?

3.c If the "perfect" school opened across the street from your building, what professional development would they provide to promote effective use of technology in the classroom?

3.d Describe the characteristics of an innovative, state-of-the-art technology program at your building/level.

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas:

1. Hire an IT staff to support implementation of technology for teaching and learning.
   Strategy: Develop job descriptions and hire/assign technology staff.
   Strategy: Develop a professional development plan to promote technology implementation and improved student achievement.

2. Develop and implement a professional development program in support of staff/student learning
   Strategy: Develop and implement a program to manage staff requests and equipment maintenance.
   Strategy: Host district-wide professional development workshops in support of learning with technology.
   Strategy: Provide ongoing professional development

3. Develop a technology plan to prioritize hardware and software purchases at each building.
   Strategy: Develop a budget and timeline to support hardware & software purchases and professional development.

Action Plans

1. 2018 Updated all the flat screen media players to the "cloud" system.
2. 2018 Installed Internet access at the bus barn.
3. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
4. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
5. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
6. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.
7. 2018 Secured funding and installed a broadcasting studio at SCHS.
8. 2018 Developed and adopted a broadcasting program at SCHS.
9. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
10. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
11. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
12. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.
13. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
14. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
15. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
16. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
17. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
18. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
19. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
20. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
21. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
22. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
23. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
24. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
25. 2017 SMS replaced the intercom/paging system.
26. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
27. 2017 Launch new App to connect parents/community to school.
28. 2017 Increase use of social media through new SCS website and app.
29. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
30. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
31. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
32. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
33. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).

34. 2015 Received e-rate support to upgrade WIFI (wiring, access points, new AP's, new switches) $100,000 investment.
    SES: Completed Preschool: Completed Alternative Ed: Completed
    SMS: Completed SCHS: Completed Richland/Fishers: Completed
35. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
36. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
37. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
38. 2015 Participated in planning sessions for Schuyler Media Network.
39. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
40. 2015 Replaced 40 teacher laptops across the district.
41. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
42. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
43. 2015 SES: All teachers received new iPads. 50 MBP laptops replaced two netbook carts, new copiers, 3 carts (75 iPads) rolled down from SCHS and SMS students.
44. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
45. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
46. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.
47. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
48. 2015 Develop a replacement cycle for technology hardware and software programs.
49. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
50. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
51. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
52. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
53. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
54. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
55. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
56. 2014 Support staff professional development program using the portal and EMC videos.
57. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
58. 2014 Relocated technology department to SMS east wing to improve coordination of services
59. 2014 Expanded tech team from a 2-person department to a 5-person department.
60. 2014 Developed and implemented a filemaker database to track and communicate technology maintenance and repairs.

4. Transportation Program: *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

4.a If the "perfect" school opened across the street from your building, what would their transportation program and scheduling system include to accommodate their academic/activity program needs?

4.b If the "perfect" school opened across the street from your building, what additional vehicles would they include in their fleet to accommodate their academic/activity program needs? How often would they update their vehicles?

4.c In the ideal school system, what would our transportation program need to do to better accommodate family needs and improve traffic flow and safety around your building?

Goal: Safe and efficient transportation system.

Target Areas:

1. Provide safe routes to schools (Sidewalks, streets, etc…)
   - **Strategy:** In coordination with the City of Schuyler, develop a plan to provide safe routes at the elementary building.
   - **Strategy:** In coordination with the City of Schuyler, develop a plan to provide safe routes at the middle school building (Highway 15 and 9th Street)

2. Provide a K-5 transportation program
   - **Strategy:** Develop a proposal to provide inter-city transportation program for students.
   - **Strategy:** Develop and implement an afterschool program to stagger release times and improve traffic flow at the elementary building.

3. Develop a transportation system and vehicle replacement plan
   - **Strategy:** Develop and implement a vehicle management and maintenance plan.
   - **Strategy:** Develop and implement a vehicle replacement cycle and budget plan.
   - **Strategy:** Develop and implement a system to manage transportation requests and vehicle assignment.

Action Plans

1. 2018 Coordinated and updated the vehicle replacement plan.
2. 2018 Developed and implemented an equipment replacement plan.
3. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
4. 2018 Developed and implemented a plan to improve safety and traffic flow at SMS. (Changed K-5 pickup and drop-off at SMS)
5. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
6. 2018 Purchased 71 passenger bus (2015)
7. 2018 Replaced the maintenance department's SES 2013 pickup.
8. 2018 Replaced the maintenance department's gator
9. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
10. 2017 Developed a large equipment database with a replacement schedule.
11. 2017 Before and after school busing to Richland Elementary.
12. 2017 Lease a new bus barn (8 buses)
13. 2017 Cleaned our old bus barn and held an auction.
14. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
15. 2017 Purchased 2013 International Bus (71 Passenger #71A)
16. 2017 Purchased 2016 Ford Taurus (Silver 51)
17. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
18. 2017 A parking map was created for SMS and mailed home to parents
19. 2017 Signage was purchased for SMS parking lots.
20. 2017 Sidewalk added for safe route to SES.
21. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
22. 2016 Purchased a 2016 Ford Taurus. (Car 49)
23. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
24. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).
25. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
26. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
27. 2015 Purchased a 2016 Blue Bird Bus. (77A)
28. 2015 Develop transportation management and request system on the portal.
29. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
30. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
31. 2014 Purchased a 2014 Ford Taurus. (Car 17)
32. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
33. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
34. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).

35. 2014 City of Schuyler provided crossing guard at SMS.
36. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
37. 2014 Changed K-5 building before and after school pickup traffic routes at SES.

5. Building and Grounds Program: *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

5.a If the "perfect" school opened across the street from your building, what additional facilities would SCS need to add to compete with their academic and activities programs?

5.b In the ideal school, what suggestions would you share to assist the board of education in determining priorities for facilities maintenance, remodeling, and new construction?

5.c If the "perfect" school opened across the street from your building, what would SCS need to do to upgrade your campus to provide state-of-the-art facilities and improve safety and security?

5.d What ideas would you share to encourage better use of our present facilities (North Ward, Rural Schools) to accommodate increased enrollment numbers at the elementary level?

Goal: Secure, quality, modern educational facilities.

Target Areas:

1. Provide quality education facilities to support for all academic programs
   Strategy: Develop a system to manage maintenance requests and timeline for facility improvement.
   Strategy: Develop a plan to expand classroom space at the high school building for vocal and instrumental music and social studies.
2. Provide quality education facilities for early childhood program expansion
   Strategy: Explore options to renovate the Northward building to provide improved environment for early childhood programs.
3. Provide quality practice and contest facilities for all athletic/fitness programs
   Strategy: Develop a plan to expand physical education and athletic practice facilities at the middle school building.
4. Provide quality facilities for fine-arts programs.
   Strategy: Develop a finance plan and timeline for the construction of a new visual and performing arts education center.

Action Plans:

1. 2018 Continued management program to maintain and upgrade current facilities through the maintenance program "fix it".
2. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
3. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc...
4. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
5. 2018 Selected and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...
6. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
7. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
8. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
9. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
10. 2018 SCHS: Complete new construction of Vocational Agriculture and Industrial Tech. building.
11. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
12. 2018 SCHS: Remodeled south hallway restrooms.
13. 2018 SCHS: Remodeled faculty workroom and restrooms.
14. 2018 SCHS: Replaced hallway speakers
15. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
16. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
17. 2018 SES: Completed the southwest sidewalk on Chicago street.
18. 2018 Preschool: Replaced the roof.
19. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
20. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
21. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
22. 2018 Richland: Painted main hallway
23. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
24. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
25. 2017 Sold and removed portable classroom buildings at SCHS
26. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
27. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
28. 2017 Completed landscape projects at the preschool and middle school buildings.
29. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
30. 2017 Completed SMS trophy cases in the lobby/lunchroom
31. 2017 Completed storage area for the field house/physical education equipment.
32. 2017 Replaced carpet in SCHS business and math rooms.
33. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
34. 2017 SMS completed air conditioning system in the gymnasium
35. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds

36. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
37. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
38. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
39. 2016 Improve preschool playground, landscaping and perimeter fence.
40. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
41. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
42. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
43. 2016 Replaced two (2) HVAC units at the middle school site.
44. 2016 Replaced sewer lines in the middle school science and food service areas.
45. 2016 Installed new lights on the south side of the middle school building (street and parking).
46. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
47. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
48. 2016 Installed underground sprinkler system on the east lawn of the high school building.
49. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
50. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
51. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
52. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
53. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
54. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
55. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
56. 2015 Remodeled SCHS West Lobby and Restrooms.
57. 2015 Install new lighting in the middle school gymnasium.
58. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
59. 2015 Install new lighting in the East Gymnasium
60. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
61. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
62. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
63. 2015 Remodel 2nd floor of the Preschool Building.
64. 2014 Upgrade SES playground with donation from PTA.
65. 2014 Install new lighting in the West Gymnasium.
66. 2014 Develop and implement building improvement and remodeling plan.
67. 2014 Develop and implement maintenance request program on the FMP portal.
68. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
69. 2015 Update playground equipment for preschool that meets Rule 11.
70. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
71. 2014 Remodel the 1st floor of the Preschool Building.
72. 2014 New flooring in the SCHS Men's and Women's Locker Rooms.

6. Support Programs: *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

6.a If the "perfect" school opened across the street from your building, what would their food service program provide?

6.b If the "perfect" school opened across the street from your building, what would their nursing program provide in response to the increased medical/dietary needs of students?

6.c If the "perfect" school opened across the street from your building, what role would para-educators provide in supporting student learning in regular or special service classrooms?

6.d Schools must be prepared to deal with a variety of emergency and crisis situations. Identify those items Schuyler would need to include in their crisis intervention plan to ensure an appropriate response and promote a safe environment for all students and staff?

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

Target Areas:

1. Provide a student friendly food service program with a balance of menu options.
   Strategy: Coordinate efforts to allow students/parents input on monthly menu options.
2. Provide job descriptions and adequate training program for para-educators working with students.
   Strategy: Develop job descriptions and evaluation instruments to guide para-educators in their work.
   Strategy: Develop and implement a professional development program and schedule for para-educators.
3. Provide a safe and secure learning environment for all students.
   Strategy: Review and update the district-wide security/crisis plan.
   Strategy: Review and update safety and security assessment, protocol, training, and support.
   Strategy: Recruit and retain a quality pool of substitutes.
4. Provide guidance counselors and program training at the elementary and middle school levels.
   Strategy: Increase guidance counselor FTE at the elementary and middle school buildings.
   Strategy: Expand programs and training at the elementary and middle school levels.

Action Plans:

1. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
2. 2018 Updated and adopted job descriptions for all support staff positions in the district.
3. 2018 Applied for and received grants to purchase food warmers for the rural schools.
4. 2018 Applied for and received a grant for a hot-food serving line at SMS
5. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
6. 2018 Conducted quarterly "Smarter Lunchroom" evaluations for food service in each building.
7. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
8. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
9. 2018 Hosted a Civil Rights Compliance review for the high school facility.
10. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
11. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
12. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
13. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
14. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
15. 2017 Leased new bus bard to secure buses and improve safety for drivers.
16. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
17. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.
18. 2017 Para-educators training (Amy Mazankowski) on ideas to deal with our students that display challenging behaviors. She is working with the staff on best practices, consistency and behaviors.
19. 2017 SCS Para-educators received APL training district-wide.
20. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
21. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
22. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
23. 2016 Finalize Colfax County Crisis Preparedness Manual.
24. 2016 Complete District-wide Crisis and Emergency Response Manual.
25. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
26. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
27. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
28. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
29. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
30. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
31. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
32. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.

33. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
34. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
35. 2015 Implement the EMC professional development program for support staff.
36. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
37. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
38. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
39. 2014 Implement the EMC professional development program for support staff.

7. School Governance and Public Relations: *School Board, Administration, Guidance and Counseling, Parent Involvement, Business Partnerships*

7.a If the "perfect" school opened across the street from your building, what communication systems would their board and administration use to promote trust and transparency?

7.b If the "perfect" school opened across the street from your building, what strategies would their board of education use to prioritize spending, determine financial stability, and ensure sufficient capital to carry out short and long range goals?

7.c Describe an effective guidance, counseling, and career education program and its role in providing personal, social, academic, college and career information to students/parents.

7.d What management personnel, resources, skills and/or equipment would we need to create the ideal office environment at your building/level?

7.e Describe effective leadership and identify your administrators' role in supporting professional development and developing an effective learning climate at your building.

7.f If the "perfect" school opened across the street from your building, what would their parents say about their school?

7.g If the "perfect' school opened across the street from your building, what would their business community do to build a strong relationship with the school and encourage their youth to return to Schuyler as young adults?

Goal: Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

Target Areas:

1. Provide a system to promote staff and community input and improve internal/external communication with all stakeholders.
   - **Strategy:** Expand the district website to provide increased access to information and promote staff/parent/community relations.
   - **Strategy:** Develop a plan to make better use of newspapers, local TV programs, school electronic signs, Cargill Bulletin Board, and school/community meetings to communicate with our parents and district patrons.
   - **Strategy:** Develop a schedule for parent/community workshops to promote increased involvement and awareness of technology used in the district.
   - **Strategy:** Explore options for electronically translating websites, meeting information, etc… to allow parents and non-English speaking community members' access to important information.
   - **Strategy:** Develop a plan to increase the number of professionals proficient in both English and Spanish.
   - **Strategy:** Develop a plan to expand opportunities for parents and community members to volunteer at the elementary level.
   - **Strategy:** Expand community partnerships in support of improved communication, programs, housing, and leadership.

Action Plans

1. 2018 NASB hosted board/community leaders workshop and strategic planning session.
2. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
3. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
4. 2018 Expanded flat screen media players to promote school and community engagement.
5. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
6. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
7. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska
8. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
9. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)
10. 2017 SCS developed and implemented blackboard school App to improve parent communication.
11. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
12. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
13. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
14. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
15. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
16. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
17. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
18. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
19. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
20. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
21. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
22. 2016 Board of Education adopts workforce housing incentive plan.
23. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
24. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
25. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
26. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.

27. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
28. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
29. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
30. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
31. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
32. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
33. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
34. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
35. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
36. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
37. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
38. 2014 Expanded and updated websites to include Facebook and Twitter.
39. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
40. 2014 City of Schuyler hired a full-time housing director to develop housing program.

8. **School Climate (Students and Adults):** *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

8.a If the "perfect" school opened across the street from your building, what would their staff say about their building climate, school culture, learning environment, class sizes, etc..?

8.b If the "perfect" school opened across the street from your building, what would their professional development program focus on to promote a balance in individual and district-wide staff training and program improvement?

8.c Describe the impact of successful staff development and positive school climate and its impact on achieving the desired behavior and professionalism at your building or level.

8.d If the "perfect" school opened across the street from your building, what would their students say about their school?

8.e Describe the educational programs used in effective schools at your level to promote cultural awareness and genuine interest in students.

8.f Describe expected behavior of students in effective schools at your level and your perspective on the impact of education vs. punishment in achieving the desired behavior.

Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

Target Areas:

1. Provide a positive work/school environment.
   - **Strategy:** Develop and implement a plan to emphasize the impact of a positive staff/student climate on student achievement and staff retention.
   - **Strategy:** Research and develop a behavior management system that promotes consistent expectations, and improved student performance.
   - **Strategy:** Expand recognition program to recognize and reward employee performance.
2. Provide an effective orientation system and a strong mentor program for new teachers.
   - **Strategy:** Develop an orientation and professional development program to support new teachers to the district.
3. Provide classroom resources, technology, and training to meet the educational needs of all students.
   - **Strategy:** Develop a district-wide system to coordinate teacher requisition and classroom inventory.
   - **Strategy:** Develop a professional development calendar outlining educational programs for certificated and classified staff throughout the school year.

Action Plans:

1. 2018 Focused professional development through coordination of Priority School and Discovery Education Consultants to promote coaching strategies to improve instruction and student achievement in the high school classrooms.
2. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
3. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.
4. 2018 Restructured "Focus" time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
5. 2017 Principals involved in the selection of quarterly outstanding employees.
6. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
7. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.
8. 2017 A braided funding partnership was created with CHI to provide Capturing Kids Hearts Training for all certified staff members at SMS, Richland, Fischer's, all new PK-5 staff, and a focus group from SCHS
9. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
10. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
11. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
12. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
13. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc...
14. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
15. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
16. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
17. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
18. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
19. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
20. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
21. 2015 Developed and implemented a district-wide "new" teacher orientation program.
22. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
23. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
24. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
25. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
26. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
27. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
28. 2014 Developed and implemented annual SCS teacher incentive program.
29. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.