



Board Work Session

Educational Service Unit 7, Oak Room
2657 44th Avenue
Columbus, NE 68601-8537
Monday, October 18, 2021 at 5:45 PM
Posted Locations:

Columbus Telegram Newspaper
Columbus Telegram Website
ESU 7 North Building Front Door

Posted Date: 10/11/2021

Attendance Taken at 5:45 PM.

Bob Arp: Present
Joyce Baumert: Present
Marni Danhauer: Absent
Donald Ellison: Present
Dan Hoesly: Present
Dawn Lindsley: Present
Richard Luebbe: Present
Jennifer Miller: Present
Doug Pauley: Present
Richard Stephens: Present
Gary Wieseler: Present
Jack Young: Present
Present: 11, Absent: 1.

1. Call the Meeting to Order

LEADERSHIP • SERVICE • SUPPORT

Notice of this meeting was given in advance according to State Law 84-1411, by giving notice of the meeting to the public on ESU 7 website www.esu7.org and posted at location of meeting. Notice of this meeting was also given in advance to all members of the Board of Education of Educational Service Unit 7. Availability of the

agenda and purpose of the hearing was communicated in the advance notice of the meeting and in the notice to the members of this hearing. All proceedings of the Board of Education of Educational Service Unit 7 were taken while the convened hearing was open to the attendance of the public.

Roll call was taken at 5:45pm.

Board President conducted the meeting.

Staff present:

Larianne Polk, Administrator

Linda Shefcyk, Business Manager

Mindy Reed, Secretary to the Board of Directors

Marci Ostmeyer, Professional Development Director

Tami Clay, Special Education Director

1. Roll Call

2. Board Goals Work Session

Administrator and Directors will lead the Board through a goal development process in response to the strategic planning work completed in the summer of 2020-2021.

Board will consider approval of developed goals in the October Board Meeting.

Administrator Polk reviewed the attached slide show. Administrator Polk asked the Board for their feedback on the below goal categories.

- Staff (Board) retention through mentoring relationships:
 - Mentoring each other or being mentored by someone else (another ESU).
 - Mentoring relationships creates a sense of belonging/worth. Having those in place will lead to a stronger satisfaction rate as a Board Member.
 - Would be more comfortable knowing the other board members, would be less intimidating.
 - If there was one person you could talk to non-judgementally and just share, it would be helpful.
 - Having someone in a similar role to ask questions would be helpful.
 - Having more social interaction as a member of the Board may help with retention.
 - Create structured groups to get more information between members.
 - Recruiting/On-Boarding.
 - It does not feel like people are excited to be here as much as before. How do we generate participation?
 - Recruit and engage are words to be used instead of retention.
 - Board involvement/participation.

***By July 2024, the ESU 7 Board will create, roll out, and operationalize a formalized process for board recruitment, onboarding, mentoring, and boardmanship.

**Pre-Post engagement survey

**Pre-Post process survey

- Continued emphasis on personal and professional development of the Board to ensure high performance for districts.
 - Would like to know the why and if it is important to attend conferences.
 - Each Board Member will commit to doing so many trainings/PD per year.
 - Understanding what people do, likes the Spotlight during the Board Meeting.
 - Board members used to go with a representative of ESU 7 to school districts.
 - Personal or Professional Growth - to do that, what is each Board Member going to do to improve themselves?
 - Would like to have more opportunities directly related to being an ESU board member because there are not very many of them.

***By July 2024, the ESU 7 Board members will attend at least two professional/personal learning events annually.

**Pre-post data

- Sustaining personalized relationships and tailored services to all districts
 - Sustaining is the status quo, as an ESU we should always be pushing our districts to the next level.
 - Could we host a dinner here at ESU 7 and invite Board Members here and have each program spotlight the service to build rapport?
 - Had an interaction with the Board and had an 8 minute video created by someone at the ESU.

***By July 2024, the ESU 7 Board will attend the corresponding school district board meetings at least once every two years to report the tailored services provided by ESU 7 and the outcomes measured.

**Pre-Post data




- Additional levels of measurement and visualization of key data points
 - Joyce provided a handout at a Schuyler community event and the participants liked the handout.
 - Does it just have to be school boards?
 - Service boards.
 - Having anecdotal and qualitative data.

3. ***By July 2024, the ESU 7 Board will create, roll out, and operationalize communication materials detailing tailored services and outcomes.

**Pre-Post data

4. Adjournment Meeting adjourned at 6:52pm.


Minutes respectfully submitted by Mindy Reed, Recording Secretary to the ESU 7 Board.



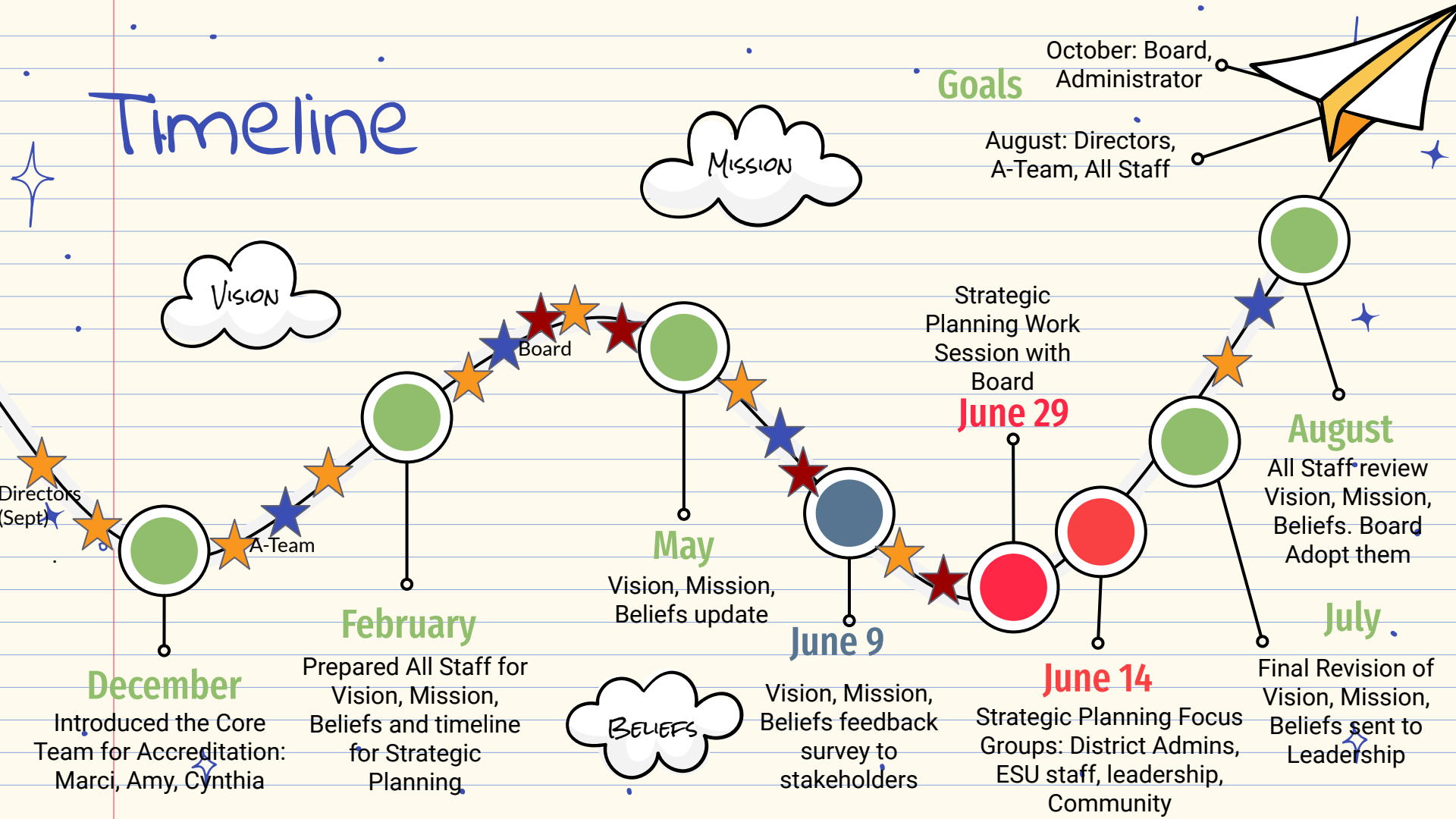
ESU 7 Board

Goal Writing

Oct. 18, 2021



Timeline



Mission

Beliefs

The mission of ESU 7 is to provide leadership and support by delivering customized and innovative services.

We believe in...

- People first
- Leading with trust and reliability
- Customized and innovative services
- Best practice expertise
- Intentional data driven service planning
- Authentic collaboration
- Maximizing efficiencies

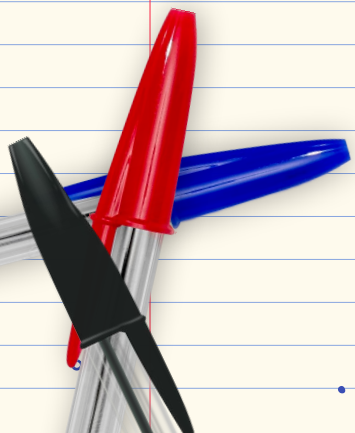
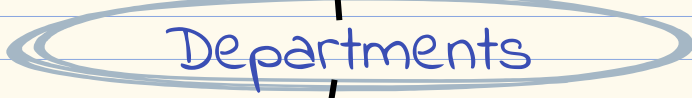
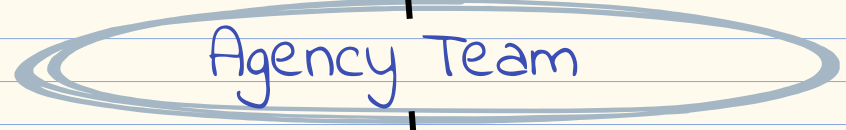
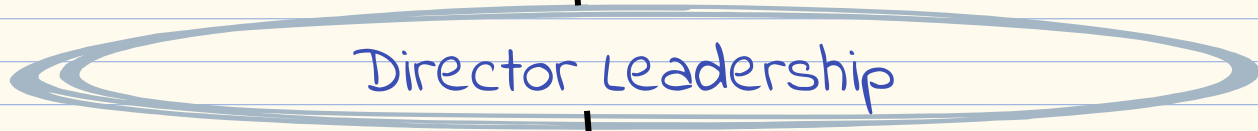
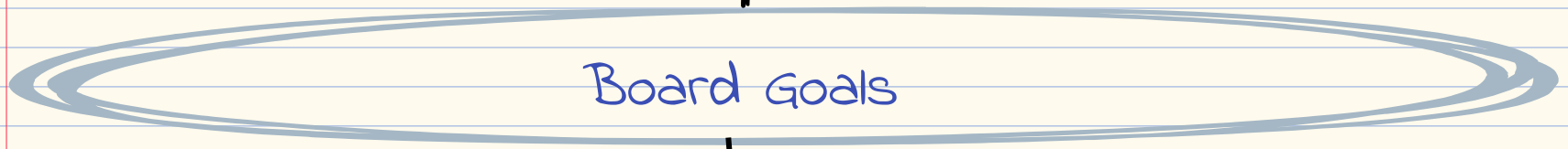
Vision

To be a leader in innovative service delivery, ESU 7 prioritizes three areas: people, services, and efficiency

People: To be a family centered place to work where people are inspired to continue to grow.

Services: Provide innovative services for school districts to meet current and anticipate future needs.

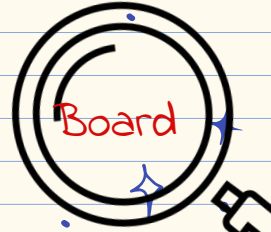
Efficiency: Maximize our services by scaling them up to optimize outcomes.





Self-Assessment

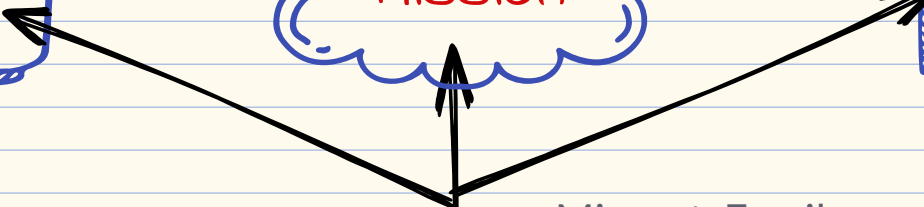
Professional Growth



Vision

Mission

Beliefs



LMHP service delivery protocol

Migrant: Family Participation

LA Curriculum roll out

Grants: Communicate Services

Admin: Efficient Document Mngt

SLP, EC: District/Agency Responsibilities

Cen7ter: Team Strengthening

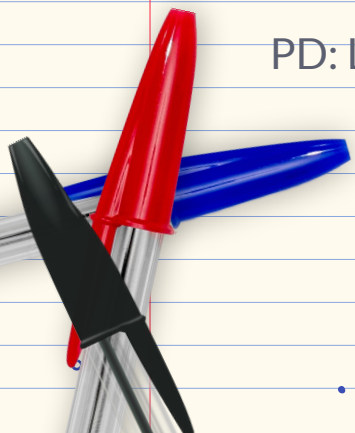
Tech, Psych: Targeted Individual and Department PD

PD: Long Term Planning

Production: Cross Training

Departments

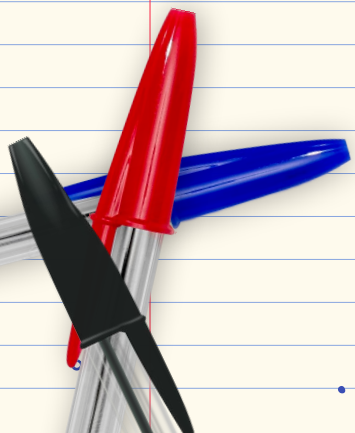
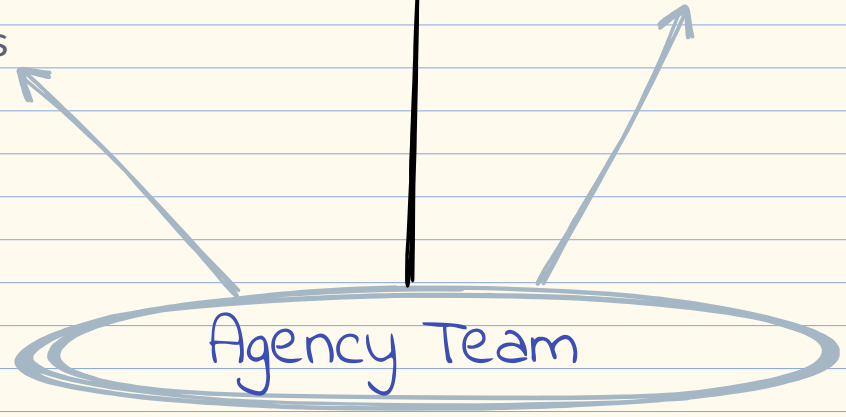
Vision: Efficient Service Delivery





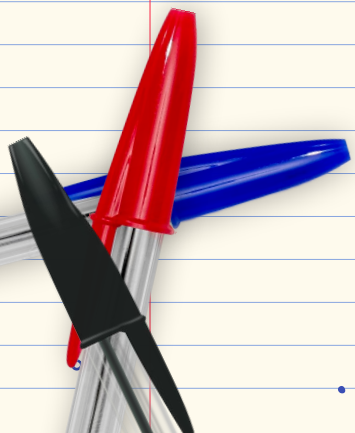
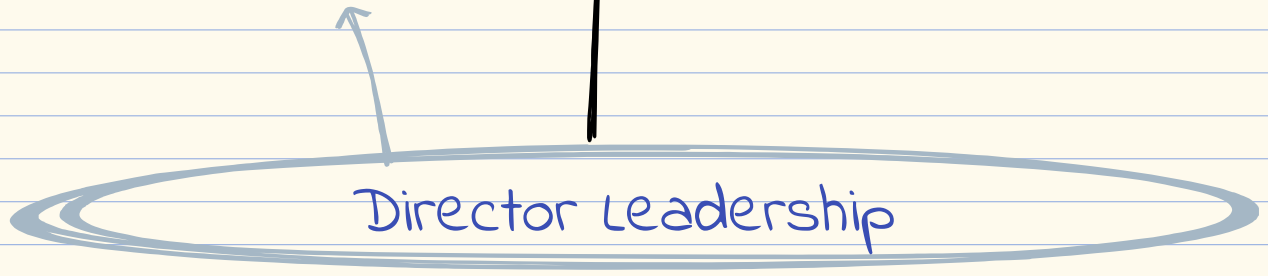
Staff training, and innovative staff support

Agency-wide processes





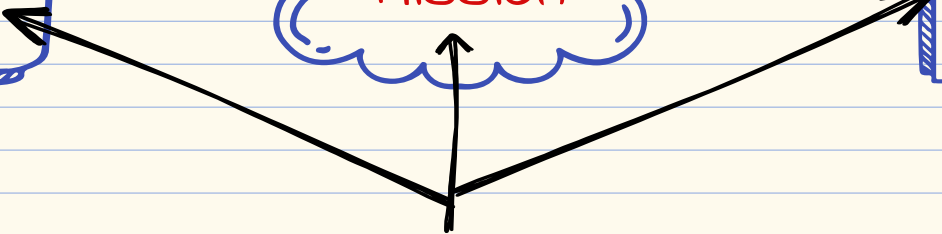
Methods of measurement & data visualization



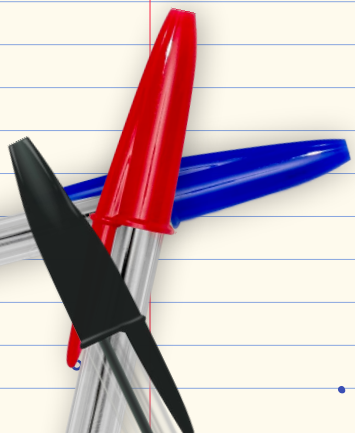
Vision

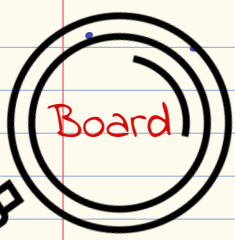
Mission

Beliefs



Board Goals





Former Board Goals

Policy Revision

Met

All Policies have been reviewed, approved, and are on a schedule for routine review.

Finance, 30%
cash on hand

Ongoing

As of Oct. 2021, Cash Reserve is 27%

Behavior Program

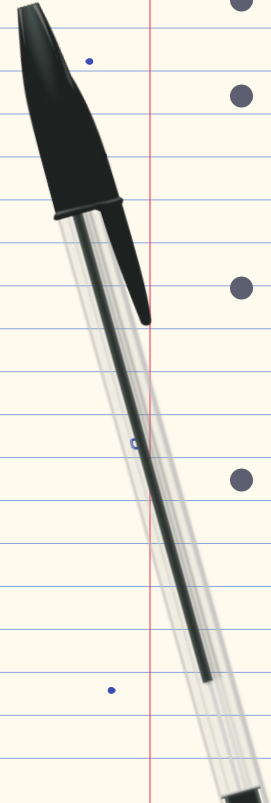
Met

Behavior program, Learning Academy, opened Fall 2020

Strategic Planning Themes



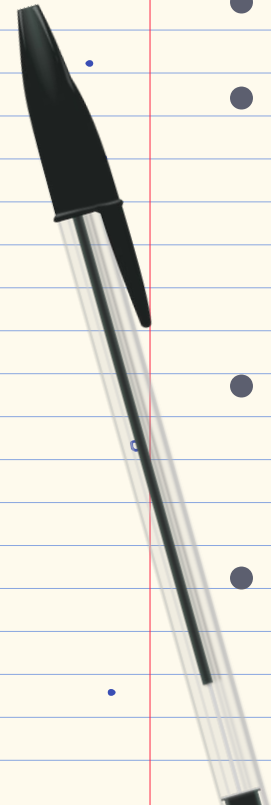
- Staff retention through mentoring relationships
- Continued emphasis on personal and professional development of staff to ensure high performance to districts
- Sustaining personalized relationships and tailored services to all districts
- Additional levels of measurement and visualization of key data points

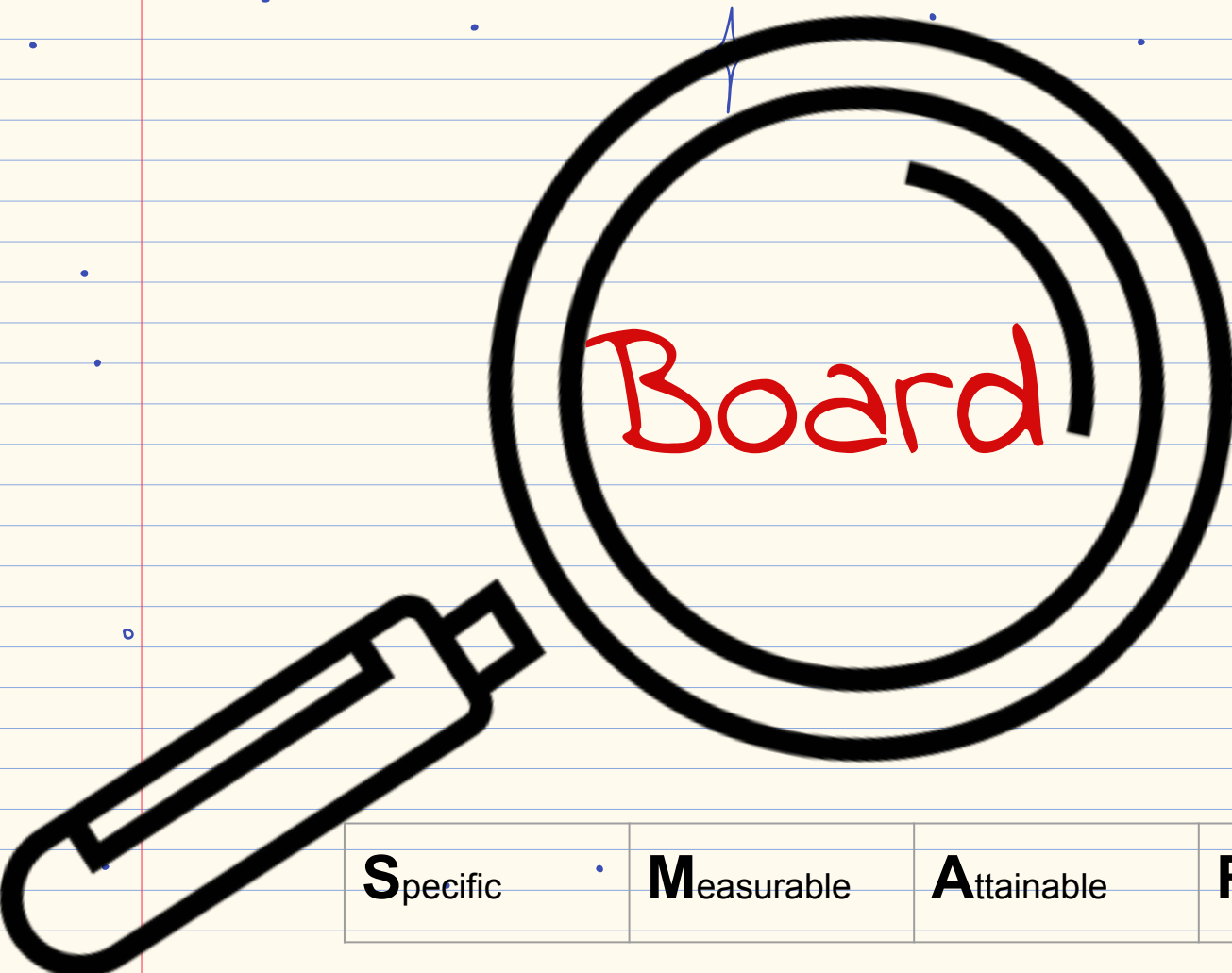


Strategic Planning Themes



- Staff (**Board**) retention through mentoring relationships
- Continued emphasis on (**the Board's**) personal and professional development of staff to ensure high performance to districts
- Sustaining personalized relationships and tailored services to all districts' (**Boards**)
- Additional levels of measurement and visualization of key data points (**for our Board and district boards**)





Specific

Measurable

Attainable

Reasonable

Timebound

Board Goals

Staff (Board) retention through mentoring relationships

Specific

Measurable

Attainable

Reasonable

Timebound

le:

By August 31, 2024, Board retention will be operational through onboarding, orientation, mentoring, and successional planning for vacancies.

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Board

Board Goals

- Continued emphasis on personal and professional development of staff (Board) to ensure high performance to districts

Specific

Measurable

Attainable

Reasonable

Timebound

le:

Annually, every Board member will participate in professional development of his or her choosing as it relates to the ESU 7 mission, vision, and beliefs.

Enter text here:

Board

Board Goals

- Sustaining personalized relationships and tailored services to all districts

Specific **M**easurable **A**ttainable **R**easonable **T**imebound

le:

At least once during a board member's term he or she will visit their corresponding school district's board meeting to build and sustain relationships while reporting the tailored service providing to each district.

Enter text here:

Board

Board Goals

- Additional levels of measurement and visualization of key data points

Specific

Measurable

Attainable

Reasonable

Timebound

le:

In alignment with the school district board meetings, ESU 7 Board members will complete a post-visit summary providing the Board members and leadership with informed feedback.

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Board

ESU 7 Board

Goals

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