

Board of Education Study Session

School District of Seward

410 South Street

Seward, NE 68434

Monday, May 15, 2023 5:30 PM

Attendance Taken at 5:31 PM.

Paul Duer: Present

Matt Hastings: Present

Jill Hochstein: Present

Ryne Seaman: Present

Danielle Shipley: Present

Shawn Svoboda: Present

1. Preliminary Procedures

1.1. Call meeting to order & announce Open Meetings Act is Posted

1.2. Public Notice as publicized per board policy

The public notice was publicized in the Seward County Independent and posted at city hall, library and courthouse. The public notice was dated May 10, 2023.

1.3. Roll Call

1.3.1. Action to excuse board members if necessary

2. Executive Session

Motion to enter into executive session at 5:32 pm to discuss classified staff, middle management, administrator, and superintendent pay for the 2023-2024 school year Passed with a motion by Paul Duer and a second by Matt Hastings.

Paul Duer: Yea, Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Danielle Shipley: Yea, Shawn Svoboda: Yea

2.1. Restate reason for entering into executive session

Out of executive session at 6:26 p.m.

3. Possible Discussion Items

3.1. Middle School Action Team

Brad Schlegel, Nate Stepp and Hans Eickmeier discussed adding more support in the 6-8th curriculum to support student well-being.

4. Adjournment

President Seaman adjourned the meeting at 6:56 p.m.

Please publish the following legal notice in the May 10, 2023 edition of the Seward County Independent. Thank you.

NOTICE OF SCHOOL BOARD MEETING

The board of education of the School District of Seward will meet in regular session on Monday, May 15, 2023 at 5:30 p.m. for a board study session to be followed by the 7:00 p.m. regular business meeting. The meeting will be held at the Administrative Offices located at 410 South St., Seward, Nebraska. An agenda for the meeting which shall be kept continually current is readily available for public inspection at the Superintendent's Office during normal business hours.

To view the agenda go to <http://SewardPublicSchools.org/> and find the eMeeting link.

**Seward Middle
School
Complete Site Plan**



2019-2024

ACTION PLAN

Strategy #:	1	We will address the physical, emotional, mental, and social health needs of our students by implementing programs that support the student and cultivate healthy, supportive relationships between students and staff.		
Action Plan #:	1			
Specific Result Statement: Explore and expand opportunities for students/staff wellness to encourage and support social-emotional health to build healthy relationships.				
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Explore and implement opportunities to promote staff morale.		Fall 2019	
2	Evaluate and adjust the current programs and effectiveness in efforts to address bullying and cyber-bullying.		Fall 2019	
3	Evaluate and identify social and social-emotional skills curriculum tools that are available to meet students needs. (see 1.2.4)		2019	
4	Explore and implement opportunities for new and socially struggling students to meet and reflect throughout the year.		Fall 2019	
5	Explore and introduce ways to include 5th grade in current/future programs.		Fall 2020	
6				
7				
8	Evaluate the effectiveness of this plan.		2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	1	We will address the physical, emotional, mental, and social health needs of our students by implementing programs that support the student and cultivate healthy, supportive relationships between students and staff.		
Action Plan #: <input style="width: 50px;" type="text" value="2"/>		Specific Result Statement: Explore and expand opportunities for student/staff wellness to encourage and support mental health.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Identify a suicide prevention program that best meets the needs of our students as well as a systematic way to make this part of our learning. (Hope Squad)		2020	
2	Disseminate and review the Nebraska Behavioral Health Resources for Schools document.		2020	
3	Identify and implement mental health interventions to help make all students available for learning. (Comfort Dog)		2021	
4	Research and implement strategies to teach coping skills for challenging situations.(see 1.1.3)		2019	
5	Explore funding options to facilitate learning opportunities for speakers or activities that support mental health well-being. (Outdoor classroom, Nature Explore/Dimensions)		2019	
6				
7				
8	Evaluate the effectiveness of this plan.		2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	1	We will address the physical, emotional, mental, and social health needs of our students by implementing programs that support the student and cultivate healthy, supportive relationships between students and staff.		
Action Plan #: 3		Specific Result Statement: Explore and expand opportunities for student and staff wellness to foster and encourage physical well-being.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Explore health curriculum to meet physical needs (hygiene, sleep and other healthy habits) of all students at all grade levels.		2021	
2	Explore student physical activity throughout the school day. (recess/lunch opportunities, morning clubs, brain breaks, equipment, etc.)		2019	
3	Explore staff physical activity during and outside of the school day. (lunch opportunities, walking club, exercise club)		2022	
4	Implement strategies to create a culture that promotes physical wellness among staff.		2022	
5	Evaluate the current effectiveness of building level efforts to address substance abuse. Adjust current practice/emphasis as necessary.		2020	
6				
7				
8	Evaluate the effectiveness of this plan.		2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	2	We will provide a streamlined yet effective system of communication.		
Action Plan #:	1			
Specific Result Statement: We will explore and develop best practices for communication with family and community.				
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Update website to include 5-8 student information. Delete current information that is old.		2019	
2	Evaluate how necessary parent/teacher conferences are now that we can instantly communicate in both directions as needed.		Spring of 2020	
3	Possibly replace quarterly newsletter with information on website		2019	
4	Evaluate the consistency of the communication processes we currently have with parents.		2019	
5	Explore options of how to find ways to offer support and engagement of those parents not currently actively involved.		2022	
6	Explore the ways to make parents aware of necessary information, effective communication ways, activities, resources, etc. *You Tube Power School Tutorial		2019	
7	Research ways other school districts communicate. Using social media to link back to website.		Ongoing	
8	Evaluate the effectiveness of this plan.		2024	
9	Utilize Parent Teacher Conferences or Open House night to have specific people present to parents on specific topics (Remind information/sign up/Power School training/website training/lunch money info.		2020	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	2	We will provide a streamlined yet effective system of communication.		
Action Plan #:	2	Specific Result Statement: We will explore and develop best practices for staff communication.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Explore options to make consistent the contact “lists” and the source that information is distributed to. (SMS phone tree/email/bluejay alert)		2019	
2	Explore avenues for communication between parents & staff when problems arise.		2019	
3	Explore and implement ways that staff will know the important information that is relevant on a per need basis. (Students in 4R and not in class---teachers need to know.)		2019	
4	Continue to offer the Remind 101’s by grade level and activity		2019	
5	Research, explore and implement systems for communication for MS building/district (Snow day/emergency/behavior/academic/building/team concerns/early outs----top-down)		2020 (Spring)	
6	Brainstorm the communication issues that have occurred from past to help administration create a communication plan.		2019	
7	Consider a theme on a regular basis		?	
8	Evaluate the effectiveness of this plan.		2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	2	We will provide a streamlined yet effective system of communication.		
Action Plan #:	3			
Specific Result Statement:				
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1				
2				
3				
4				
5				
6				
7				
8	Evaluate the effectiveness of this plan.			

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	3	We will optimize staffing, scheduling, instruction, and grading to meet the needs of the whole child.		
Action Plan #:	1	Specific Result Statement: Establish and maintain the optimal staff, scheduling, and grading systems to best meet the needs of students.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Examine current scheduling/staffing practices utilized in our district.		2019-2020	
2	Research best practices for scheduling/staffing.		2019-2020	
3	Investigate tools and resources needed to provide appropriate scheduling/staffing.		2019-2020	
4	Implement schedule/staffing that best meets the needs of the students.		2020-2021	
5	Examine current grading practices utilized in our district.		2020-2021	
6	Research best practices for grading.		2020-2021	
7	Investigate tools and resources needed to provide appropriate grading.		2021-2022	
8	Establish commonalities in grading process/policies across building/grade levels.		2022-2023	
9	Implement grading process/policies that best meet the needs of the students.		2023-2024	
10	Evaluate the effectiveness of this plan.		2023-2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	3	We will optimize staffing, scheduling, instruction, and grading to meet the needs of the whole child.		
Action Plan #:	2	Specific Result Statement: Evaluate the effectiveness of writing, computer, and STEAM implementation and develop strategies to enhance instruction.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Examine current distribution of writing instruction.		2019-2020	
2	Explore possible distribution of writing instruction.		2019-2020	
3	Establish consistent amounts of writing instruction across grade levels.		2020-2021	
4	Examine current computer curriculum and instruction.		2019-2020	
5	Explore possible computer curriculum and instruction options (i.e. keyboarding, computer programming, coding, robotics).		2019-2020	
6	Consider purchasing resources, both material and human, that are needed for providing computer instruction.		2020-2021	
7	Establish appropriate computer instruction in each grade level.		2020-2021	
8	Examine current implementation of STEAM instruction.		2019-2020	
9	Explore instructional strategies for all teachers to implement STEAM in the classroom.		2019-2020	
10	Consider purchasing resources, both material and human, that are needed for providing STEAM instruction.		2020-2021	
11	Implement STEAM strategies across curricular areas and grade levels.		2020-2021	
12	Evaluate the effectiveness of this plan.		2023-2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	3	We will optimize staffing, scheduling, instruction, and grading to meet the needs of the whole child.		
Action Plan #:	3	Specific Result Statement: Develop and implement differentiation (including intervention, enrichment, and HAL) opportunities to meet the diverse academic needs of all students.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Examine current intervention practices.		2019-2020	
2	Explore best practices for meeting the academic needs of our students. *Use PLC time.		2019-2020	
3	Consider purchasing resources, both material and human, that are necessary for providing intervention for all students who qualify.		2020-2021	
4	Establish processes for determining student need for intervention opportunities.		2020-2021	
5	Examine current enrichment and HAL practices.		2019-2020	
6	Explore curricular possibilities for enrichment and HAL.		2019-2020	
7	Consider purchasing resources, both material and human, that are necessary for providing effective enrichment and HAL for students.		2020-2021	
8	Establish appropriate enrichment and HAL opportunities for students' learning.		2020-2021	
9	Evaluate the effectiveness of the plan.		2023-2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	4	We will expose & guide students in exploring, connecting with, & learning more about the variety of business & career opportunities in the community & beyond.		
Action Plan #: <input style="width: 50px;" type="text" value="1"/>		Specific Result Statement: Develop an understanding of what our teachers and community can offer to our students.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Research and train ourselves as an action team to make sure we are implementing the best activities and programs for our students.		2019-2020	
2	Explore businesses who would be willing to partner with our school in some capacity. <ul style="list-style-type: none"> ● Contact chamber president ● Contact parents via Remind or newsletter to see who's interested ● Perhaps reach out to ag related business and the National Guard museum ● Contact SCC about possible visits ● Compile a list of contact information of businesses who might not be in the chamber ● Reach out to Concordia to see if they would be able to aid any of our programs ● Reach out to the library to see if they would be able to aid any of our programs 		2019-2020	
3	Determine what is already being done at the middle school. <ul style="list-style-type: none"> ● Talk with Dan, Lori, and Sarah ● Talk to Rick about aptitude tests at 8th grade level ● Discuss what is being done at each team with team leaders 		2019-2020	
4	Compile the results of our research and of people interested to start planning future programs.		2019-2020	
5	Evaluate the effectiveness of this plan.		2019-2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	4	We will expose & guide students in exploring, connecting with, & learning more about the variety of business & career opportunities in the community & beyond.
--------------------	---	---

Action Plan #: 2

Specific Result Statement: Provide opportunities for students to be exposed to a variety of careers.

#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Begin spotlighting businesses each month on the bulletin boards in the pods.		2019-2020	
2	Research, reach out to, and plan guest speakers from the community to speak to our students as a whole, at grade level, and by classes.		2020-2021	
3	Research, design, and implement career week to expose our students to a multitude of different career paths.		2020-2021	
4	Update and make improvements to college week to better educate our students on options for training.		2019-2020	
5	Challenge each teacher to add something career oriented to their year.		2020-2021	
6	Evaluate the effectiveness of this plan.		2019-2024	

Responsible:

Shaded areas for administrative use in implementation phase

ACTION PLAN

Strategy #:	4	We will expose & guide students in exploring, connecting with, & learning more about the variety of business & career opportunities in the community & beyond.		
Action Plan #:	3	Specific Result Statement: Provide students with opportunities to engage with the community.		
#	ACTION STEPS (Number each one)	Assigned To	Starting Date	Completed Date
1	Collect information from businesses and community members about what they would like to see from the middle school.		2019-2020	
2	Research, plan, and implement outreach programs. <ul style="list-style-type: none"> ● Nursing home ● Veterans ● Day Cares 		2021-2022	
3	Research, plan, and implement service projects <ul style="list-style-type: none"> ● Scoop/rake ● Trash pick up at Plum Creek 		2021-2022	
4	Discuss community hours with the high school to talk about how we can help that program.		2021-2022	
5	Research, plan, and implement a community garden.		2021-2022	
6	Evaluate the effectiveness of this plan.		2019-2024	

Responsible:

Shaded areas for administrative use in implementation phase