

**Board of Education Study Session**

School District of Seward

410 South Street

Seward, NE 68434

Monday, February 12, 2024 5:30 PM

Attendance Taken at 5:34 PM.

Paul Duer: Absent

Matt Hastings: Present

Jill Hochstein: Present

Ryne Seaman: Present

Danielle Shipley: Absent

Shawn Svoboda: Present

Attendance Update Taken at 5:38 PM.

Paul Duer: 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 February 7, 2024.

### 1.3. Roll Call

#### 1.3.1. Action to excuse board members if necessary

Motion to excuse Paul Duer and Danielle Shipley from tonight's meeting Passed with a motion by Jill Hochstein and a second by Shawn Svoboda.

Matt Hastings: Yea, Jill Hochstein: Yea, Ryne Seaman: Yea, Shawn Svoboda: Yea

### 2. Possible Discussion Items

#### 2.1. Seward Wellness Center Update

Joel Brase updated the board on the wellness center. They are working on pouring footings and are currently on schedule and completion is still scheduled for March 2025. Construction meetings are held every two weeks.

#### 2.2. Baseball Field Discussion

Brock Anderson discussed the Plum Creek Sports & Turf Campaign. The projected start date would be July 2025 and hopes of raising one million dollars.

#### 2.3. Bus Radio System

Dr. Fields and Marty Telecky discussed the bus radio system and looking into updating the system over the summer.

#### 2.4. District Strategic Plan Update

Dr. Dominy and Dr. Fields will go over the work from our action planning day and get feedback from the board on suggestions or edits.

### 3. Adjournment

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

Please publish the following legal notice in the February 7, 2024 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, February 12, 2024 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.

## NX-1700H/1800H

VHF/UHF TRANSCEIVERS



### SOUND PERFORMANCE, SMOOTH OPERATION

Emulating the distinguished NX-3000 and NX-5000 series, the NX-1700H/1800H mobile radio supports multiple protocols including NXDN™ and DMR as well as mixed digital & FM analog operation. As it's packed with all the features essential for numerous enterprise and operation-critical applications. It's also equipped with optimizable TX/RX audio quality, and a customizable front panel that prioritizes simple convenience: operational status is clear at a glance from the white backlit LCD display and 7-color LED indicator.



### Features

- "One Radio" with Multi-protocol Support: Designed to operate under an NXDN or DMR digital, and FM analog protocols
- Upgradable Digital/Analog mode by software option (no firmware upgrade required)
- Easy visible, white backlit LCD display: Alphanumeric, 10-digit, 13-character frame (aliases and icons)
- 7-color LED indicator used to display various radio status
- Renowned KENWOOD Audio Quality: 6 W (max) loud audio and optimizable TX/RX audio profile: Audio Equalizer, Auto Gain Control (TX/RX) and Microphone type settings
- Max. 260 Channels per radio, 128 Zones per radio, and 250 Channels per zone
- Various scan functions: Dual/Single Priority scan, Multi/Single Zone scan and more
- Orange-colored Emergency button & Customizable Emergency functions
- Lone Worker
- Remote Stun, Kill, Check
- Dual Priority Scan
- Max/Min Volume setting
- Voice Announcement
- Electronic Serial Number (ESN)
- Display Customization
- D-sub, 15-pin GPIO and audio connector
- GPS connectivity
- Horn Alert and Public Address
- Ignition Sense
- 3.5 mm audio jack for external speaker
- IP54 and MIL-STD 810C/D/E/F/G/H

### Digital – NXDN™ Mode

- |  |  |
|--|--|
| FDMA – Very Narrow 6.25 kHz and Narrow 12.5 kHz Bandwidths | Remote Stun Kill, Monitor, Check & Control |
| NXDN Conventional: Voice and Data Services                 | GPS Combination with additional module     |
| NXDN Type-D Trunking (Optional)                            | Mixed mode                                 |
| Site Roaming   | Late Entry                                 |
| Digital / Analog Mixed Mode                                | Digital Bit Scrambler                      |
| Group / Individual Call                                    | Over-the-Air Alias (OAA)                   |
| Status / Short Data, Paging Call                           | Transparent Data                           |

### Digital – DMR Mode

- |  |  |
|--|--|
| TDMA – 2-slot 12.5 KHz Bandwidth Equivalent to 6.25 KHz Very Narrow Bandwidths | Status / Short Data, Paging Call           |
| DMR Tier II Conventional: Voice and Data services                              | Remote Stun Kill, Monitor, Check & Control |
| Site Roaming   | GPS Combination with additional module     |
| DMR Auto Slot Select   | Digital / Analog Mixed Mode                |
| Dual-slot Direct Mode  | Digital bit Scrambler                      |
| Call Interruption  | ARC4 Enhanced Encryption (Optional)        |
| Group / Individual Call  | Late Entry                                 |
|  | Over-the-Air Alias (OAA)                   |

### FM Modes – General

- |  |  |
|--|--|
| FM Conventional  | QT / DQT, DTMF, 2-Tone                         |
| FleetSync/II: PTT ID, Stun/Revive, Mute hold, Talk back, Selcall         | Built-in Voice Inversion Scrambler per channel |
| MDC-1200: PTT ID ANI / Radio Inhibit / Uninhibit, Radio Check, Emergency | Compander Function per channel                 |

# Accessories

All accessories may not be available in all markets. Contact an authorized KENWOOD dealer for details and complete list of all accessories.

**KMC-9C**  
Desktop  
Microphone  
(non TDMA)



**KES-5A**  
External Speaker  
(Requires KCT-60)



**KCT-60**  
Connection cable  
(D-sub 15 to Molex 15 pin connector)



**KMB-34**  
Mounting Case  
for KPS-15



**KMC-59C**  
Desktop  
Microphone



**KES-8K**  
External Speaker



**KLF-2**  
Line Filter



**GPS15XL-W**  
GPS Receiver Board



**KMC-65M**  
Microphone  
[IP54/55]



**KCT-18**  
Ignition Sense Cable  
(Requires KCT-60)



**KMB-10**  
Key Lock Adapter



**GA25MCX**  
GPS Antenna  
for GPS15XL-W



**KMC-66M**  
12-Keypad  
Microphone  
[IP54/55]



**KCT-23**  
DC Power Cable



**KPS-15**  
DC Power Supply  
(23A max)



# Specifications

General	NX-1700H	NX-1800H
Frequency Range	136-174 MHz	400-470 MHz
Max. Channels Per Radio		260
Number of Zones		128
Number of Channels per Zone		250
Channel Spacing		
Analog	12.5/25* kHz	
Digital	6.25/12.5 kHz	
Power Supply	13.6 V DC ±15%	
Current Drain		
Standby		0.45 A
RX		2.4 A
TX		13 A
Operating Temperature	-22°F to +140°F (-30°C to +60°C)	
Frequency Stability	± 0.5 ppm	
Dimensions	(W x H x D) Projections Not Included 6.34 x 1.69 x 6.62 in. (161 x 43 x 168.2 mm.)	
Weight Radio	2.67 lbs (1.21 kg)	
FCC ID		
Type 1	K44517000	K44517100
Type 2		
ISED Certification		
Type 1	282F-517000	282F-517100
Type 2		

\*25/30 kHz in VHF/UHF Bands are not included in the models sold in the USA or US territories. Analog measurements made per TIA603. Specifications are measured according to applicable standards. Specifications shown are typical and subject to change without notice, due to advancements in technology.

Receiver	NX-1700H	NX-1800H
Sensitivity		
NXDN 6.25 kHz Digital (3% BER)		0.18 µV
NXDN 12.5 kHz Digital (3% BER)		0.22 µV
DMR 12 kHz Digital (5% BER)		0.18 µV
Analog 12 kHz (12dB SINAD)		0.20 µV
Analog 25 kHz (12dB SINAD)		0.24 µV
Selectivity		
Analog @ 12.5kHz		65 dB
Analog @ 25kHz		81 dB
Intermodulation		73 dB
Spurious Rejection		75 dB
Audio Distortion		3%
Audio Output Power	6 W / 4 W 4 Ω	
Transmitter	NX-1700H	NX-1800H
RF Power Output	50 W / 25 W / 5 W	45 W / 25 W / 5 W
Spurious Emission	-73 dB	-75 dB
FM Hum & Noise		
Analog @ 12.5kHz		40 dB
Analog @ 25kHz		50 dB
Audio Distortion	3%	
Emission Designator	16K0F3E, 11K0F3E, 8K30F1E, 8K30F1D, 8K30F7W, 4K00F1E, 4K00F1D, 4K00F7W, 4K00F2D, 7K60FXD, 7K60FXW, 7K60FXE, 7K60F1E, 7K60F1D, 7K60F1W	

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# MIL-STD & IP

MIL Standard	MIL 810C Methods/Procedures	MIL 810D Methods/Procedures	MIL 810E Methods/Procedures	MIL 810F Methods/Procedures	MIL 810G Methods/Procedures	MIL 810H Methods/Procedures
Low Pressure	5001/Procedure I	5002/Procedure I, II	5003/Procedure I, II	5004/Procedure I, II	5005/Procedure I, II	5006/Procedure I, II
High Temperature	5011/Procedure I, II	5012/Procedure I, II	5013/Procedure I, II	5014/Procedure I, II	5015/Procedure I, II	5017/Procedure I, II
Low Temperature	5021/Procedure I	5022/Procedure I, II	5023/Procedure I, II	5024/Procedure I, II	5025/Procedure I, II	5027/Procedure I, II
Temperature Shock	5031/Procedure I	5032/Procedure I	5033/Procedure I	5034/Procedure I, II	5035/Procedure I	5037/Procedure I
Solar Radiation	5051/Procedure I	5052/Procedure I	5053/Procedure I	5054/Procedure I	5055/Procedure I	5057/Procedure I
Rain	5061/Procedure I, II	5062/Procedure I, II	5063/Procedure I, II	5064/Procedure I, III	5065/Procedure I, III	5066/Procedure I, III
Humidity	5071/Procedure I, II	5072/Procedure II, III	5073/Procedure II, III	5074	5075/Procedure II	5076/Procedure II
Salt Fog	5091/Procedure I	5092/Procedure I	5093/Procedure I	5094	5095	5097
Dust	5101/Procedure I	5102/Procedure I	5103/Procedure I	5104/Procedure I, III	5105/Procedure I	5107/Procedure I
Vibration	5142/Procedure VIII, X	5143/Procedure I	5144/Procedure I	5145/Procedure I	5146/Procedure I	5148/Procedure I
Shock	5162/Procedure I, II, III, V	5163/Procedure I, IV, V	5164/Procedure I, IV, V	5165/Procedure I, IV, V	5166/Procedure I, IV, V	5168/Procedure I, IV, V, VI

## International Protection Standard

Dust & Water Protection\* IP54 (per IEC60529)

\* All interfaces must be fully sealed with appropriate covers or by designated genuine accessories

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ISO9001 Registered  
Communications Systems Business Unit  
JVCKENWOOD Corporation

ADS#22622 Print in USA

## NXR-1700/1800

VHF/UHF Analog & Digital Repeater

**NXDN™** **DMR**

### MULTI-MODE, SPACE SAVING SOLUTION

The Kenwood NXR-1000E series repeaters continue the line of migration friendly and forward thinking infrastructure to offer the ultimate in modern scalability and security for analog, NXDN™ and DMR two-way systems in a new and compact form-factor. Whether you are managing a single repeater, a wide area multi-site system or are managing multiple systems remotely, the NXR-1000E brings forward the same great digital two-way system capabilities while introducing the native ability to network analog and digital voice and data calls, enhanced secure remote programming, support for SSL certificates, SNMP monitoring, event and hardware logging, as well as tiered user management roles. For IT managers, this powerful repeater easily fits within modern organizational and technical requirements for support. For RF professionals the NXR-1000E is the perfect solution for an extensive range of customer needs.



### Features

- VHF 136-174 50 – 1 W RF Output Power (Up to 50 W @ 50%, 25 W @ 100% Duty Cycle)
- UHF 400-470 40-1W RF Output Power (up to 40W @ 50%, 25W @ 100% Duty Cycle)
- UHF 450-520 40-1W RF Output Power (up to 40W @ 50%, 25W @ 100% Duty Cycle)
- Light, Compact and Space-Efficient
- 1.71-inch OLED with Icons and Numeric Displays
- Thermal-Controlled Cooling Fan
- Up to 32 Channels
- Selectable Digital Protocol: DMR Tier II / NXDN Conventional<sup>2</sup> (programmable one at a time)
- USB-A Connector for Audio Accessories
- External In/Out Pin from DB25
- Non-repeat Simplex / Semi-Duplex Mode for Analog and NXDN Digital<sup>2</sup>
- Hot Standby System Redundancy
- Built-in IP Network Adapter
- Unicast and Multicast Call Routing
- SNMP protocol for network management
- Supports G.711 Audio Codec (for Test console and Third-party Applications)
- IP Remote Management (Monitor / Control / Programming / Test Console)
- IPIF to External Applications (for IP Console, OTAP)
- Built-in SIP IF (Digital Only)<sup>1, 2</sup>
- IP Remote Control Interface (IPRCI)
- Enhanced Security (HTTPS)
- CW ID
- Multi-Site Conventional IP Network up to 16 Sites (for both Digital and Analog)<sup>2</sup>
- IP Networking Compatible with NXR-5000 (NXDN)<sup>2</sup>, legacy KTI-3 (NXDN)<sup>2</sup> and KTI-5 (DMR)<sup>2</sup>

### Digital – Common

- Built-in AMBE+2™ Vocoder
- Mixed Analog / Digital Operation
- Site Roaming with Beacon
- RF-Link: NXDN / DMR
- Repeat Encrypted Voice/Data (AES / DES / DMR Enhanced Encryption)
- User List / Site Group Table

### Digital – NXDN™ Mode

- FDMA – Very narrow 6.25 kHz & narrow 12.5 kHz bandwidths
- NXDN Conventional Operation<sup>2</sup>
- IP Network NXDN Voice Logging<sup>1</sup>
- NXDN Digital Voting<sup>2</sup>
- NXDN Digital Site Roaming
- Radio Access Control<sup>1</sup>

### Digital – DMR Mode

- TDMA 2-slot 12.5 kHz bandwidth equivalent to 6.25 kHz very narrow bandwidth
- DMR Tier II Conventional Operation<sup>2</sup>
- DMR Site Roaming
- Call Interruption

### FM Modes – General

- FM Conventional Operation
- Multiple QT/DQT
- Analog call routing
- Voting

<sup>1</sup> Requires version upgrade of terminal to obtain compatibility with this model

<sup>2</sup> Software option

# Accessories

All accessories may not be available in all markets. Contact an authorized KENWOOD dealer for details and complete list of all accessories.

## Supplied Accessories

- DC Power Cable
- Single mounting bracket
- Dual mounting bracket
- Rack handles



Example of rack mount options.

# Specifications

General	NXR-1700	NXR-1800
Frequency Range		
Type 1	136 - 174 MHz	1 450-520 MHz
Type 2		2 400-470 MHz
Channel Capacity		32
Channel Spacing		
Analog	30* / 25* / 15 / 12.5 kHz	25 / 12.5 kHz
Digital	12.5 / 6.25 kHz	12.5 / 6.25 kHz
PLL Channel Step	2.5 / 3125 / 5 / 6.25 kHz	3125 / 5 / 6.25 kHz
Power Supply		10.8 - 15.6 V DC
Current Drain		
Standby	0.6 A	0.7 A
Transmitting		12.0 A (Max. power), 9.0 A (25 W)
Operating Temperature		-22°F to +140 °F (-30 °C to +60 °C)
Frequency Stability		± 0.5 ppm
Antenna Impedance		50 Ω
Dimensions		(W x H x D) Projections Not Included 8.21 x 1.73 x 8.33 in (208.5 x 44.0 x 211.5 mm)
Weight Radio		418 lb (19 kg)
FCC ID		
Type 1	K44513100	K44513200
Type 2		K44513201
iSED Certification		
Type 1	282F-513100	-
Type 2		Type 2 282F-513100

\*25/30 kHz in VHF/UHF Bands excluding T-Band are not included in the models sold in the USA or US territories. Analog measurements made per TIA603. Specifications are measured according to applicable standards. Specifications shown are typical and subject to change without notice, due to advancements in technology. Details and timing of firmware and software updates are subject to change without notice.

Receiver	NXR-1700	NXR-1800
Sensitivity		
DMR (5 % BER)		0.22 µV
DMR (1 % BER)		0.28 µV
NXDN 12.5 / 6.25 kHz (3% BER)		0.25 / 0.20 µV
Analog (12dB SINAD)		0.25 µV
Selectivity		
Analog @ 25 / 12.5kHz (TIA603)	83 / 77 dB	80 / 50 dB
Analog @ 25 / 12.5kHz (TIA603E)		83 / 74 dB
FM Hum & Noise		
Analog @ 12.5kHz		50 dB
Analog @ 25kHz		55 dB
Intermodulation		80 dB
Spurious Rejection		90 dB

Transmitter	NXR-1700	NXR-1800
RF Power Output	50 - 1 W (50 W @ 50% Duty 25 W @ 100 % Duty)	40 - 1 W (40 W @ 50% Duty 25 W @ 100 % Duty)
Spurious Emission		-80 dB
FM Hum & Noise		
Analog @ 12.5kHz		50 dB
Analog @ 25kHz		55 dB
Audio Distortion		1%
Digital Protocol (DMR)		ETSI TS 102 361-1, -2, -3
Emission Designator		16K0F3E, 11K0F3E, 7K60FXD, 7K60F7D, 7K60FXE, 7K60F7E, 7K60FXW, 7K60F7W, 8K30F1E, 8K30F1D, 8K30F7W, 4K00F1E, 4K00F1D, 4K00F7W, 4K00F2D

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# MIL-STD & IP

MIL Standard	MIL 810F Methods/Procedures	MIL 810G Methods/Procedures	MIL 810H Methods/Procedures
High Temperature	501.4/Procedure I, II	501.5/Procedure I, II	501.7/Procedure I, II
Low Temperature	502.4/Procedure II	502.5/Procedure II	502.7/Procedure II
Temperature Shock	503.4/Procedure I, II	503.5/Procedure I	503.7/Procedure I

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[www.kenwood.com/ca](http://www.kenwood.com/ca)



ISO9001 Registered  
 Communications Systems Division  
 JVCKENWOOD Corporation



## End User Rebates For Select NX Models

Promotion Bulletin PR24-B-04LM

Promo Code: 95477

Issued: Jan 16, 2024

Promotional Period: Jan 15 - Mar 31, 2024

Enjoy End User Rebates for select NX radio models through March 31, 2024. Includes all related packages and Intrinsically Safe (I.S.) Models. A minimum of ten (10) units is required to qualify. Models can be mixed/matched within groupings to achieve minimums.

<b>\$50</b>	NX-3200 / 3300 / 3400 / 3220 / 3320 / 3420 / 3720 / 3820 / 3920 / 3921
<b>\$30</b>	NX-1200NV / 1300NU / 1200DV / 1300DU / 1200AV / 1300AU / 1700HNV / 1800HNU / 1700HDV / 1800HDU / 1700HAV / 1800HAU
<b>\$20</b>	NX-1202AV / 1302AU

### Terms

- Purchases must be for a minimum of ten (10) qualifying radios with a maximum rebate qty of 250 units per End User company/agency.
- Eligible radios must be sold, delivered and invoiced to a Commercial or Public Entity End User within the promotional period.
- Only eligible radio models dealer sourced through JVCKenwood USA qualify.
- Kenwood Dealer radio purchases, third party radio purchases and leased radios are not eligible for end user rebates.
- Not for private individual use. JVCKENWOOD dealers and dealer employees are ineligible to participate.
- All rebate claim information must be postmarked or entered online by April 30, 2024.
- Backup documentation must be uploaded during the claim process at [kenwood.rebateaccess.com](https://kenwood.rebateaccess.com) or if mailing, documents must be postmarked by April 30, 2024.
- Complete model and serial numbers must be listed. Be sure to reference this promotion number.
- A rebate check will be mailed to the end user within 8-10 weeks from submission of rebate request.
- Refer to the Rebate Center Terms & Conditions for a complete list of eligibility requirements.
- Cannot be combined with any other JVCKENWOOD promotions unless specified.
- JVCKENWOOD reserves the right to modify or cancel this promotion at any time.

# Shaffer Communications, Inc.

2333 N. 33rd St Phone # 402-466-1515  
 Lincoln, NE 68504 Fax # 402-466-1540  
 Web Site www.shaffercomm.com

# Quote

Date 1/26/2024

Quote # SC24-7922

**Bill To:**  
 SCHOOL DISTRICT of SEWARD  
 410 SOUTH STREET  
 SEWARD, NE 68434-2541

**Ship To:**  
 SCHOOL DISTRICT of SEWARD  
 410 SOUTH STREET  
 SEWARD, NE 68434-2541

P.O. No.	Good Thru	Rep
	2/25/2024	JEFF

Qty	Item	Description	Rate	Total
		PROJECT = BUS RADIO & REPEATER UPGRADE		
30	NX-1800HNUK2	BUS RADIOS	374.29	11,228.70
30	PROGRAM - NON-TAX	400-470 MHz UHF 45W, 260 Ch / 128 Zones	40.00	1,200.00
30	BMATM-NC	PROGRAM NEW RADIO	31.10	933.00
30	RFU505-ST	All Brass 3/8" or 3/4" Hole Mount, w/ 17' RG58	12.00	360.00
30	MUF4505NGP	CONNECTOR, SLVR PLTD UHF MALE CRIMP FOR RG58	62.00	1,860.00
		CABLE		
2	KPS-15	450-470 MHz NO GROUND PLANE COLLINEAR ANTENNA	147.56	295.12
2	KMB-34	KENWOOD DC SWITCHING POWER SUPPLY - RACK MOUNT	45.99	91.98
2	MBS	CONTROL STATION MOUNTING CASE FOR KPS-15 POWER SUPPLY	61.00	122.00
7	NX-3320K2LAKVP	REPLACEMENT HANDHELDS	612.01	4,284.07
7	PROGRAM - NON-TAX	UHF HIGH-CAP Li-ION VALUE PACK WITH KNB-57 BATTERY (2000 mAh) KSC-25LSK CHARGER PLUS ANTENNA	40.00	280.00
1	NXR-1800E-PSD	PROGRAM NEW RADIO	3,330.96	3,330.96
1	KWD-NX10DCK	REPEATER	355.76	355.76
1	KSGUT10001	Repeater Package includes NXR-1800E Repeater, KSGPS20400 Power Supply, KSGDX63002 Duplexer	98.80	98.80
1	PROGRAM - NON-TAX	License Key for DMR Tier 2 Conventional	100.00	100.00
		1RU MOUNTING TRAY		
		PROGRAM NEW REPEATER		

Shaffer Rep: _____  Authorized Signature: _____  Date: _____	<b>Subtotal</b>
	<b>Sales Tax (0.0%)</b>
	<b>Total</b>

# Shaffer Communications, Inc.

2333 N. 33rd St Phone # 402-466-1515  
 Lincoln, NE 68504 Fax # 402-466-1540  
 Web Site www.shaffercomm.com

# Quote

Date 1/26/2024

Quote # SC24-7922

**Bill To:**  
 SCHOOL DISTRICT of SEWARD  
 410 SOUTH STREET  
 SEWARD, NE 68434-2541

**Ship To:**  
 SCHOOL DISTRICT of SEWARD  
 410 SOUTH STREET  
 SEWARD, NE 68434-2541

<b>P.O. No.</b>	<b>Good Thru</b>	<b>Rep</b>
	2/25/2024	JEFF

Qty	Item	Description	Rate	Total
6	LABOR-TECH-TRENT-NON...	LABOR TO DELIVER, INSTALL, AND TEST REPEATER FUNCTIONING  OPTIONS - REPLACE EXISTING ANTENNA & COAX - MOUNT ON VERY TOP OF TOWER - APPROX \$5,000 - \$10,000  - INSTALL RADIO INTO BUS & TEST FUNCTIONING - \$250 EA.  -	110.00	660.00

Shaffer Rep: _____  Authorized Signature: _____  Date: _____	<b>Subtotal</b>	\$25,200.39
	<b>Sales Tax (0.0%)</b>	\$0.00
	<b>Total</b>	\$25,200.39

2024-2029 Seward Public Schools Strategic Plan



**Beliefs**-*An expression of fundamental values, ethical code, overriding convictions, inviolable principles.*

- We believe in providing a physically safe and secure environment.
- We believe that a partnership of families, schools, and community can prepare all students to achieve success academically and beyond.
- We believe in supporting and continually expanding the knowledge and skills of our staff.
- We believe in the value and impact educators have on student achievement.
- We believe intentionally preparing students to be problem solvers and critical thinkers will meet the demands of an ever-changing global society.
- We believe a positive culture is strengthened by relationships and prioritizing the mental health of staff and students.
- We believe in the value of inclusion, equity, and diversity.

**Parameters**-*Boundaries within which the school will accomplish its mission; self-imposed limitations.*

- We will make decisions in the best interests of the whole student by providing the support needed to thrive academically, mentally, emotionally, physically, and socially.
- We will provide a safe, healthy, and secure learning environment.
- We will recruit, hire, support, develop, and retain quality staff.
- We will employ research-based instructional methodology.
- We will responsibly manage our resources.
- We will have consistent processes and systems in place to guide data-informed decisions.
- We will have high expectations for each student and staff member.
- We will promote inclusion, equity, and diversity.

**Mission**-*Highest aspiration and purpose of the school: a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose.*

Seward Public Schools - a district rooted in excellence - in cooperation with family and community members is committed to the development of the whole student and affirms that all students will have the skills to become productive, resilient, and contributing members of their community.

**Objectives-** *An uncompromising commitment to achieve specific, measurable, observable, demonstrable results that exceed its present capability.*

**Academics/Instruction**

Each student has the opportunity to excel academically through a systematic approach that meets their personal needs.

**Recruit, Hire, Retain**

All students will have access to high quality staff who foster relationships, are highly trained in their area, and will continue advancing their knowledge and skills.

**Facilities**

Each student will have access to facilities to ensure excellence in academics and extracurricular activities.

**Communication/Culture**

Each student will be supported by productive communication and a welcoming and accepting culture.

**Mental Health**

All Students and staff will recognize the importance of mental health.

**Strategies-***The means to achieve the mission and the objectives of the organization. Strategies are the “How.” They are major change efforts which will be implemented over several years. They should address mission and objectives as well as the critical issues facing the district.*

1. We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.
2. We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.
3. All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.
4. We will attract new staff and retain high quality staff by providing the opportunity for collaborative professional development, a voice in the decision-making process, and promoting a culture of excellence.
5. We will research, develop and implement plans to ensure facilities meet the needs of students and staff.

Strategy #1- We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.

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Strategy#	1	We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.			
Action Plan #	1				
Specific Result Statement	We will develop and implement a diamond system to create a multi-tiered process for teaching and learning.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Create a visual representation (diamond) to identify and describe our MTSS process.				
2	Provide professional development to increase understanding of the MTSS diamond.				
3	Provide professional development time for vertical integration between buildings.				
4	Develop a flow chart with descriptions to communicate the processes within the MTSS diamond.				
5	Provide professional development to increase staff understanding of the MTSS flowchart.				
6	Implement the processes consistently throughout the district. (Decision Rules, Exit/Entry, etc.)				
7	Develop a quarterly progress report for intervention students to communicate with parents on progress through the MTSS process.				
8	Explore grading parameters with special education IEP goals through MTSS. Standards - are they modified or are accommodations provided?				
9	Evaluate: A visual representation of MTSS and a flow chart is created. Stakeholder survey on their understanding of the MTSS process.				

Position Responsible for Action Plan:

Strategy#	1	We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.			
Action Plan #	2				
Specific Result Statement	We will research, develop, and implement processes to identify high ability students and provide quality instruction.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine current practices utilized in our district with enrichment for students who need to be challenged.				
2	Research current systems used for high-ability learner instruction outside of our district.				
3	Implement a data-driven system for HAL identification and continuation within the program, consider individualized plans.				
4	Survey Parents of HAL students, what does quality HAL instruction look like to them?				
5	Research and implement systems to provide challenging instruction and programming to high-ability and high achieving students. (HS & MS look at grading scales 7pt vs 10pt vs Bryan Independent HS (Austin, TX) Grading Scale: 90-100 A / 80 -89 B / 70-79 C / Below 70 F				
6	Provide ongoing staff training to ensure the understanding of how to provide enrichment opportunities to students.				
7	Consider the purchasing of resources, both material and human, that are needed for providing enrichment opportunities to students.				
8	Evaluate: We have a system in place to use data for HAL identification, programming, and enrichment opportunities.				

Position Responsible for Action Plan:

Strategy#	1	We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.			
Action Plan #	3				
Specific Result Statement	We will develop and implement plans to close the achievement gap in English Language Arts by providing high level core instruction.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Analyze data to determine weaknesses in English language arts skills across all content areas.				
2	Identify strategies and supports in current and future curriculum programs necessary to increase ELA skills.				
3	Provide professional development to improve and increase consistency when providing Tier 1 (core) instruction in English language arts.				
4	Consider the purchasing of resources, both material and human, that are needed for increasing ELA skills across all content areas.				
5	Provide professional development related to literacy in all content areas across all grade levels to address the need for more informational Text.				
6	Monitor Grammar/English scores after implementation of new curriculum, revise systems as necessary to address gaps.				
7	Create an overarching culture of literacy development and consider how we recognize students for literacy achievement.				
8	Evaluate: Our ELA data shows growth for all students. *Staff has been provided PD through the professional development plan and implementation.				

Position Responsible for Action Plan:

Strategy#	1	We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.			
Action Plan #	4				
Specific Result Statement	We will develop and implement plans to provide data-driven tier 2 and tier 3 interventions using our system of support.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Examine current practices in Tier 2 instruction, including progress monitoring and data usage.				
2	Develop and Implement Tier 2 interventions with fidelity.				
3	Examine the 90 minute block at the high school level and determine opportunities to provide small group instruction during that time period to provide Tier 2 interventions to High School students. Create an instructional format for the block that can be used for current and future educators.				
4	Examine current practices in Tier 3 instruction, including progress monitoring and data usage.				
5	Develop and implement Tier 3 interventions with fidelity.				
6	Provide professional development for staff who provide Tier 2 and Tier 3 instructions.				
7	Prepare for the possible increase in the English Learner population within our district by researching best practices and implementing plans to address the changing needs of our district.				
8	Evaluate: Data shows growth for all students in their area(s) of need.  There is a professional development plan that is being implemented.				

Position Responsible for Action Plan:

Strategy#	1	We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.			
Action Plan #	5				
Specific Result Statement	We will revisit and enhance the “science of teaching” to improve teacher instruction and student learning.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research and implement content-area based instructional strategies.				
2	Revisit our current instructional model and enhance or make adjustments if needed.				
3	Ensure all staff understand the common language of our instructional model and update language that may need to be added after the research.				
4	Considers new marketing, branding of the instructional model to build our collective understanding and collective efficacy in using the model.				
5	Provide professional development for staff over the “new” practices and strategies of “science of teaching.”				
6	Create opportunities for teachers to observe their peers teaching.				
7	Through teacher observations we will identify themes or areas in which we can focus our district professional development.				
8	Explore/research questioning strategies for students.				
9	We will evaluate this action plan through the use of informal teacher observation.				

Position Responsible for Action Plan:

# COST-BENEFIT ANALYSIS

(Have you considered opportunity costs?

Does this action plan have sufficient return on investment?)

<b>Strategy #:</b>	<b>1</b>	We will create and implement a multi-tiered system of support that empowers educators to use a data-driven approach to support all students academically.
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b>		<b>Tangible:</b>
<ul style="list-style-type: none"> <li>o Cost of professional development</li> <li>o Sub pay for teachers to observe other classrooms</li> <li>o ELA resources that might be needed</li> <li>o Made possible increase HAL dollars needed</li> </ul>		<ul style="list-style-type: none"> <li>o Increased student learning</li> <li>o Increased student achievement</li> <li>o Able to meet the needs of both struggling students and high achieving students</li> <li>o</li> </ul>
<b>Intangible:</b>		<b>Intangible:</b>
<ul style="list-style-type: none"> <li>o Time to investigate and implement PD resources</li> <li>o Teachers feeling they already know everything</li> <li>o Increase knowledge of best practices in teaching</li> </ul>		<ul style="list-style-type: none"> <li>o Teachers feeling supported in their craft</li> <li>o Students feeling challenged to meet their individual needs</li> <li>o Common language</li> <li>o Improve staff communication</li> </ul>

Strategy #2- We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.

Strategy#	2	We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.			
Action Plan #	1				
Specific Result Statement	We will develop interpersonal relationships with students, staff, and the community.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop a system for teaching and applying skills such as effective listening, conflict resolution, self-reflection and emotional regulation, empathy, personal responsibility, and ethical decision-making.				
2	Identify and create a pattern of supportive and caring adult relationships for students, including high expectations for students' success, willingness to listen to and get to know them as individuals, and personal concern for students' problems.				
3	Foster mutual respect for individual differences (e.g. gender, race, culture, SPS positions, etc.) at all levels of the school—student-student; adult-student; adult-adult, and overall norms for tolerance.				
4	Enhance and explore ways to expand programs/activities within the school and community.				
5	Strengthen relationships with students, staff, and community measured through surveys and feedback.				
6	Evaluate by surveys and feedback.				
7					

Position Responsible for Action Plan:

Strategy#	2	We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.			
Action Plan #	2				
Specific Result Statement	We will develop a higher level of school connectedness with all stakeholders (students, staff, families, and community members).				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop plans for positive identification with the school and norms for broad participation in school life for students, staff, and families.				
2	Explore the possibility of expanding the Seward Public Schools Brand.				
3	Research and explore best practices regarding parent/ teacher conferences, open house, etc				
4	Research ways in which we can communicate how school is different now - than a parents experience? The positives of now (Example Inside View for Kindergarten parents).				
5	Evaluate current interactions/communication/celebration of our communities that are within the Seward School District.				
6	Identify opportunities to expand communication in our communities within the Seward School District.				
7	Identify opportunities to celebrate the contributions and the history of the communities in the Seward School District.				
8	Evaluate this action plan through the perception survey- may need to add a question				

Position Responsible for Action Plan:

Strategy#	2	We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.			
Action Plan #	3				
Specific Result Statement	We will promote intentional interactions among students and staff recognizing individual value to our school system.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop systems in which students are aware and learning social-emotional safety, through the teaching of SEL, and conflict resolution				
2	Develop a culture in which all staff (teachers, drivers, paras, non-teacher coaches, kitchen staff, secretaries, custodians) feel valued and supported (heard, raise concerns, ask questions, participate where appropriate).				
3	Foster a culture where parents/guardians feel valued by the school system. (heard, raise concerns, ask questions, participate)				
4	Develop systems in which students are celebrated through multiple ways.				
5					
6					

Position Responsible for Action Plan:

Strategy#	2	We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.			
Action Plan #	4				
Specific Result Statement	We will develop stronger and cohesive systems at the district level and building level to increase communication among all stakeholders.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Increase staff to staff communication regarding students - professional conversations - PLC; transitions from class to class, grade to grade, building to building.				
2	Research and explore ways to enhance communication between: Staff to staff Staff to parents/guardians Staff to student Student to student				
3	Develop ways as district we can communicate the Seward Public Schools Story through digital communication and other stakeholder engagement meetings. (ie. community meetings)				
4	Evaluate adjustments to communication through surveys to students, staff, parents / guardians in our district.				
5					

Position Responsible for Action Plan:

Strategy#	2	We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.			
Action Plan #	5	Retain			
Specific Result Statement	Research, develop, and implement processes to retain high-quality staff in our destination district.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research ways to promote a positive culture and cultivate a staff that sustains it.				
2	Provide opportunities through professional development with District-wide vertical meetings.				
3	Create a Known Survey for all staff with new hires to complete in December of their first year with administrator access and review.				
4	Continue and explore more ways for Staff Recognition in our building and district.				
5	Organize an event to celebrate staff success and boost morale to build collaborative teams across building levels.				
6	Investigate Professional Development ideas to best serve all staff.				
7	Explore ways to use PLCs to incorporate gratitude and work on building culture throughout our district with all staff.				
8	Provide time for all staff to grow through different avenues such as learning walks, instructional rounds, attending conferences, coaching, or visiting outside programs.				
9	Research the benefits for employees such as daycare, housing, food, etc.				
10	Research and complete "Stay" surveys.				
11	Evaluate the effectiveness of the plan through exit interviews and by analyzing the number of teachers that leave SPS outside of retirement				

Position Responsible for Action Plan:

## COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	2	We will develop plans for Pre-K- 12 systematic communication in the areas of student achievement, family partnerships, and school culture.
<b>COSTS</b>		<b>BENEFITS</b>
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>o SEL curriculum materials</li> <li>o Professional development fees/materials</li> <li>o Digital platforms, marketing to tell our story</li> <li>o Community meeting materials, possible meals, etc.</li> </ul>		<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>o Higher staff retention</li> <li>o Student engagement will increase as stronger relationships are built</li> <li>o Stronger, more transparent parent communication will occur</li> </ul>
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>o Time to complete the various action steps</li> <li>o Time to create surveys to evaluate these plans</li> </ul>		<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>o Better mental health for staff, students, and community members.</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

Strategy #3 All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.

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Strategy#	3	All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.			
Action Plan #	1				
Specific Result Statement	We will integrate a systematic approach through MTSS-B to address the mental health needs of our students..				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Investigate current processes and systems in place and promote consistency.				
2	Explore and research universal mental health screeners to be utilized at each building.				
3	Research other districts' MTSS-B systems.				
4	Discuss and develop a flowchart for MTSS-B to address areas of concern.				
5	Develop interventions to be proactive in supporting students.				
6	Create a flowchart/system of referrals and specific action steps.				
7	Educate all staff MTSS-B.				
8	Implement the systematic approach of tiered support systems.				
9	Investigate the effect of performance level anxiety on students.				
10	Provide resources to staff and students on how to support and alleviate performance anxiety.				
11	Evaluate the effectiveness of the plan by analyzing the results of any given screeners included with the Wellness for All program.				

Position Responsible for Action Plan:

Strategy#	3	All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.			
Action Plan #	2				
Specific Result Statement	We will identify, bring awareness, and establish connections and relationships needed for students and families mental well-being.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review processes and networks already in place.				
2	Review current partnership with our school counselors, school psychologist, LMHP, and YAP representatives to see what they believe is needed in public schools.				
3	Evaluate the communication concerning availability of community resources for families in our community to help better meet the needs of our students and families.				
4	Research the effectiveness and relevance of various mental health screeners.				
5	Expand relationships with LMHPs and promote access to all students, staff, and families.				
6	Evaluate the effectiveness of the plan by analyzing the results of any given screeners included with the Wellness for All program, mental health referrals etc.				

Position Responsible for Action Plan:

Strategy#	3	All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.			
Action Plan #	3				
Specific Result Statement	We will support and prioritize the mental health of all students.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate current staff training (classified and certified) and research other trainings to intervene appropriately with student wellness.				
2	Research and develop plans to educate students on the importance of mental health awareness for themselves and others.				
3	Research and develop plans to include social-emotional learning curriculum to proactively meet the needs of the students K-12.				
4	Research and develop strategies that can be utilized throughout a student's life (tools in the toolbox: coping skills, physical health...)				
5	Research the impact of social media and digital devices on students and develop/implement plans to address the positive and negative effects.				
6	Evaluate the research on digital devices in schools and implement the findings appropriately.				
7	Evaluate the effectiveness of this plan by using data from SHARP Survey and Wellness 4 All				

Position Responsible for Action Plan:

Strategy#	3	All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.			
Action Plan #	4				
Specific Result Statement	We will integrate a systematic approach to address the mental health needs of our staff.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop a district-wide system of the resources available for staff to support mental health.				
2	Research and develop best practices in supporting mental health for staff.				
3	Foster and promote learning opportunities for staff to continue learning about the importance of their own mental health.				
4	Explore staff activities for planned physical activity events to support mental health. (Consider other growth activities such as art, woodworking, etc.)				
5	Develop mental health work buddies for all employees. (Use Staff Known Survey - Recruit/Hire/Retain)				
6	Research the impact of social media on staff and develop plans to address the positive and negative effects of social media.				

Position Responsible for Action Plan:

# COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>3</b>	All students and staff will have access to mental health supports to develop safe and appropriate coping strategies.
<b>COSTS</b>		<b>BENEFITS</b>
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>o Costs for MTSS Training</li> <li>o Cost for Wellness for All</li> <li>o Costs for Screeners</li> <li>o Costs for Social/Emotional curricular materials</li> <li>o Cost for other staff trainings</li> </ul>		<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>o Consistent understanding of MTSS-B across the district.</li> <li>o Consistent understanding of mental health supports that are available in the school and the community.</li> <li>o Improved mental wellness for staff and students.</li> <li>o Students helping students. Students helping the community.</li> </ul>
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>o Time involved with training and professional development of appropriate staff.</li> <li>o Compassion Fatigue</li> </ul>		<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>o Positively changing toxic family patterns.</li> <li>o Productive citizens contributing to their community.</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

Strategy #4 We will attract new staff and retain high quality staff by providing the opportunity for collaborative professional development, a voice in the decision-making process, and promoting a culture of excellence.

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Strategy#	4	We will attract new staff and retain high quality staff by providing the opportunity for collaborative professional development, a voice in the decision-making process, and promoting a culture of excellence.			
Action Plan #	1	Recruit			
Specific Result Statement	Research, develop, and implement processes to recruit high-quality applicants to our destination district.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Explore marketing tools and strategies using district ambassadors to colleges. -mock interviews				
2	Create student-produced commercials to recruit staff to our destination district. - teacher interview videos -Tell our story (consider professional marketing)				
3	Utilize our Educator Rising program to help "Grow our Own" applicants.				
4	Explore and implement our student teacher and practicum student processes. -pay? With subbing # of days				
5	Review and develop the automated application process to best highlight our district.				
6	Explore the possibility of having a hiring consortium with other districts.				
7	Investigate similar and higher school (Class A) districts' approach to providing full-time benefits to classified staff.				
8	Research the benefits for employees such as daycare, housing, food, etc.				
9	Create a professional visual representation of benefits that our district offers (salary, insurance, etc.)				
10	Evaluate the plan's effectiveness by the average number of qualified applicants per job posting.				

Position Responsible for Action Plan:

Strategy#	4	We will attract new staff and retain high quality staff by providing the opportunity for collaborative professional development, a voice in the decision-making process, and promoting a culture of excellence.			
Action Plan #	2	Hire			
Specific Result Statement	Research, develop, and implement processes to hire high-quality staff in our destination district.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Review and explore different possibilities to the ESU6 New Teacher Orientation. -personalized to the hire				
2	Create a personalized training process for new hires that includes all employees.				
3	Create and implement district processes to include swag and welcoming packages.				
4	Research and implement a District-wide hiring process.				
5	Explore avenues for a Mentor teacher assignments.				
6	Develop a mentor or peer process for new teachers. -maybe first semester vs second semester  (Investigate a 2-tier system-experience teacher vs. 1st year teacher)				
7	Research possible benefits for classified staff (paras, custodians, bus drivers, lunch staff, etc.)				
8	Investigate para to teacher pipeline				
9.	Evaluate the effectiveness of the plan through survey data of our new employees (beginning, middle, end)				

Position Responsible for Action Plan:

Strategy#					
Action Plan #					
Specific Result Statement					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

Position Responsible for Action Plan:

Strategy#					
Action Plan #					
Specific Result Statement					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

Position Responsible for Action Plan:

## COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	4	We will attract new staff and retain high quality staff by providing the opportunity for collaborative professional development, a voice in the decision-making process, and promoting a culture of excellence.
<b>COSTS</b>		<b>BENEFITS</b>
<b>Tangible:</b>		<b>Tangible:</b>
<ul style="list-style-type: none"> <li>o Money for advertising</li> <li>o Money for District Swag</li> <li>o Possible dollars for staff recognition</li> </ul>		<ul style="list-style-type: none"> <li>o Retain more staff.</li> </ul>
<b>Intangible:</b>		<b>Intangible:</b>
<ul style="list-style-type: none"> <li>o Paying an ambassador to go to college functions to recruit</li> <li>o Time</li> <li>o hiring consortium with other districts</li> <li>o Providing full-time benefits to classified staff</li> <li>o Giving swag and welcoming package</li> <li>o Providing training for new hires</li> <li>o Celebrate staff moral / boosting culture</li> <li>o Allowing staff to grow through attending conferences, coaching, or visiting outside programs, etc.</li> <li>o the benefits providing employees with daycare, housing, food, etc.</li> </ul>		<ul style="list-style-type: none"> <li>o Recruit high quality staff</li> <li>o Mentors for new teachers</li> <li>o Allowing staff to grow through learning walks, instructional rounds, etc.</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)

Strategy #5 We will research, develop and implement plans to ensure facilities meet the needs of students and staff.

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Strategy#	5	We will research, develop and implement plans to ensure facilities meet the needs of students and staff.			
Action Plan #	1				
Specific Result Statement	Explore the possibility of hiring a firm to do a district wide facility study to address the instructional, safety, and athletic facility needs of the district.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop a district needs assessment to evaluate identified needs internally including physical safety needs.				
2	Develop a patron survey to help identify the building needs.				
3	Develop a timeline for wanting a facility study.				
4	Develop a RFP for bids for facility study.				
5	Hire firm for facility study				
6	Review Facility study and develop next steps based on the facilities study.				
7	Board developed next steps and approval of what needs will be addressed within the time frame determined.				
9	Evaluate the facilities study and address the needs of our district				

Position Responsible for Action Plan:

Strategy#	5	We will research, develop and implement plans to ensure facilities meet the needs of students and staff.			
Action Plan #	2				
Specific Result Statement	Explore the possibility of a bond issue depending upon the results of the facility study.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research and explore possibility of bond issue based on results of facility study.				
2	Develop a timeline of bond issue if that is the direction of the board of education.				
3	Board approval of Bond Issue and dollar amount of bond.				
4	Explore the development of a Bond Committee if the board chooses to move forward with bond issue.				
5	Develop a plan of action to educate voters through community outreach and feedback from communities.				
6	Create a district committee to gather feedback from staff members on the board approved plan for the bond issue.				
11	Evaluate the effectiveness of our systems and processes to explore possible building renovations through a bond issue.				

Position Responsible for Action Plan:

Strategy#	5	We will research, develop and implement plans to ensure facilities meet the needs of students and staff.			
Action Plan #	3				
Specific Result Statement	Develop a comprehensive plan to address maintenance issues district-wide that could utilize the special building fund or QCPUF.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research the maintenance needs at each building.				
2	Develop a timeline and analyze special building fund resources to develop a plan of action for addressing needs.				
3	Consider what maintenance updates can be addressed through QCPUF and the possible idea of utilizing QCPUF to defray costs.				
4	Through the developed maintenance plan the board of education will review and approve projects that are needed each year.				
5	Evaluate the effectiveness of the maintenance plan.				

Position Responsible for Action Plan:

Strategy#	5	We will research, develop and implement plans to ensure facilities meet the needs of students and staff.			
Action Plan #	4				
Specific Result Statement	Investigate facility projects identified by the district strategic planning team and parent surveys as high need areas using any funding mechanism mentioned in previous plans.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research the possibility of partnering with other Schools/entities on joint Athletic facilities.				
2	Evaluate the cost of a multi-sport facility with the capabilities of hosting varsity events.				
3	Create and give survey on how parents would feel about a joint facility.				
4	Explore the creation of an additional Agriculture/FFA shop bay to the north end of the building for Animal Lab and Agricultural activities.				
5	Explore the addition or renovation of current spaces to create more specialty office areas for outside counselors, therapists and meeting rooms.				
6	Explore renovation of HS Life Skills classroom to accommodate students with high needs that currently not well served in current setup.				
7	Explore renovation of HS science wing to create a more conducive learning environment.				
8	Explore the expansion of weight room and sports facilities at the high school.				
9	Investigate Safety communication tools, such as phones in the classrooms, emergency buttons, lock-down boxes, etc.				
10	Evaluate the feasibility of these projects and their alignment with the master facilities plan.				

Position Responsible for Action Plan:

Strategy#					
Action Plan #					
Specific Result Statement					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1					
2					
3					
4					
5					
6					
7					
8					
9					
10					

Position Responsible for Action Plan:

## COST-BENEFIT ANALYSIS

<b>Strategy #:</b>	<b>5</b>	We will research, develop and implement plans to ensure facilities meet the needs of students and staff.
<b>COSTS</b>		<b>BENEFITS</b>
<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>o Any facility update/addition</li> <li>o Hiring outside firms</li> <li>o Research</li> </ul>		<p><b>Tangible:</b></p> <ul style="list-style-type: none"> <li>o Updated or new facilities</li> <li>o Attracting families and staff</li> <li>o Increased participation</li> <li>o Safe and secure buildings</li> </ul>
<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>o Time</li> <li>o Relationship with Concordia</li> <li>o Bond- division in community?</li> <li>o Uncertainty of our economy at the moment</li> </ul>		<p><b>Intangible:</b></p> <ul style="list-style-type: none"> <li>o Potential positive feedback from stakeholders</li> <li>o Positive impact on student learning and experiences</li> <li>o Relationship with Concordia</li> <li>o Cooperation with community schools</li> <li>o Students and parents will feel more appropriately served</li> <li>o Bluejay Pride</li> </ul>

(Have you considered opportunity costs?  
Does this action plan have sufficient return on investment?)