Schuyler Community Schools
SAA Weekly Meeting
Monday, July 30, 2018 9:00 AM
Schuyler Administration Meeting @ SMS SPED Office
120 W. 20th St.
Schuyler, NE 68661-2400

I. Discussion Items

Respect - Responsibility - Effort

1. **Book Review:** We will be participating in book studies again this year. Our first leadership book will be assigned by the Department of Education Priority Schools Consultants.
2. **Opening Meeting Review:** Discuss Beginning of the year meetings and schedules.
3. **Weekly SAA Meetings:** Last year we scheduled for 9:30 AM on Tuesdays at the Special Education Office. Darli will provide the list for meeting refreshments. If you have any agenda items for discussion, please let me know prior to the meeting so that I can put it on the agenda.
4. **Teacher Evaluation Instrument:** (Dr. Gibbons) The Focus iObservation system. Training is scheduled for Friday, August 10th.
5. **Lunch Program**: Senator Walz is requesting information from all schools on to assist their interim study to better understand delinquent and unpaid meal counts. See attached request.
6. **Schuyler Sun Articles:** Sally submitted our district information and updated staff directory for publication in the Schuyler Sun this week.
7. **Bus Program:** Bus service will begin on August 13th (first day of school). You will also need to conduct bus evacuation drill sometime during the first days of school. Please coordinate this with Renee Brabec.
8. **Monthly District Program Meetings:** SEA, Food Service Personnel, Custodial/transportation, Para/Office Support Staff *(September, October, December, February, March, April)* All-staff meetings will be held in *(August, November, January, and May)*
9. **6-12 Resource Officer and Behavioral Mental Health Counselor:** Discuss questions and concerns about the two grant supported positions in place at SMS and SCHS.
10. **2017-18 Requisitions:** Everything that has been ordered should have been shipped and/or received. If you have any questions, please contact Sally. We need to update and assign inventory to new and reassigned staff. See attachment.
11. **2018-19 Professional Development Programs:** We need to confirm dates and professional development programs scheduled for the 2018-19 school year. See attached form.
12. **Extra-Duty Contracts:** If you have any extra-duty contracts/assignments please get them turned into the district office as soon as possible.

13. **Professional Files:** The teacher professional files must be updated annually. Your Office manager is responsible for keeping these files updated. Building/Program administrators are responsible for assisting the Office Manager in keeping these files current. Also, please make sure your new hire folders have all required documents.

14. **Title I Program Information Forms**: Remember, ALL buildings are required to complete and submit your Title I school-wide program information.

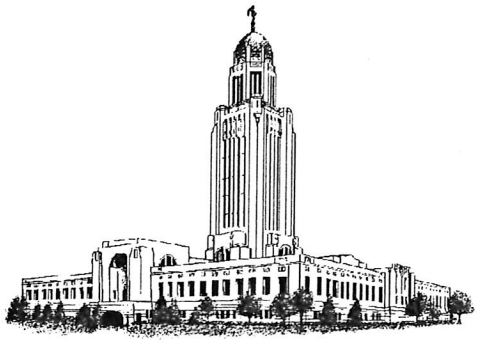
15. **Student Fees:** Remember you need to have staff request and you must approve all student fees in your building. You must also post your approved fees in a prominent place in your school. See attached forms.

16. **School Crisis Response Program:** We will be hosting a training for administrators and guidance counselors with Venutize (formerly Prepared Response). We also need to discuss the protocol for release of information to staff and public involving potential crisis situations affecting our school.

Nebraska State Legislature

SENATOR LYNNE WALZ

District 15
State Capitol
PO Box 94604
Lincoln, Nebraska 68509-4604
(402) 471-2625
lwalz@leg.ne.gov



COMMITTEES

Education
Natural Resources
Midwest Interstate Passenger Rail Compact

Greetings,

During the 2018 Nebraska legislative session, I introduced LR 393,[1] an interim study to better understand delinquent and unpaid school meal accounts in Nebraska districts and schools. Understanding current district policies and practice is the first step in addressing this complex and crucial issue so that more students are able to eat school meals and more districts are fully compensated for their meal service.

As part of this study, we are reaching out to all Nebraska school districts and requesting they provide local information. Your responses to the request below would be greatly appreciated.

Requests:

1. In 2016, the U.S. Department of Agriculture (USDA) published guidance requiring all school districts participating in the National School Lunch or School Breakfast programs to establish and clearly communicate a local meal charge policy by July 1, 2017.[2] Please provide your current district meal charge policy and any accompanying documentation describing that policy in practice as relates to alternative meals, reducing stigma, debt write-off or collections, etc.
2. Please provide historical amounts of unpaid meal debt from the past five years broken down by district or school and (if possible) the number of delinquent accounts contributing to that debt.
3. Please describe what, if any, strategies are used to prevent, reduce or eliminate school meal debt (e.g., foundation funding, collections agencies, income applications, phone calls to parents, etc.).
4. Please describe the top reasons for delinquent or unpaid meal debt that you hear from parents or guardians carrying this debt.
5. Please add any other important information you feel would benefit this study.

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[1] Nebraska Legislature, LR393 - Interim study to examine delinquent or unpaid school meal accounts in Nebraska schools and school districts. Available at: https://nebraskalegislature.gov/bills/view_bill.php?DocumentID=36224.

[2] U.S. Dept. of Agriculture, Food and Nutrition Service. (2016). Memo SP 46 2016: Unpaid Meal Fees: Local Meal Charge Policies. Available at: https://fns-prod.azureedge.net/sites/default/files/cn/SP46-2016os.pdf.

Please provide information by September 1, 2018. Send mail to the PO Box listed below or submit answers and upload documents via the survey link found here: https://bit.ly/2MsY3ZD

Thank you for your passionate and sincere desire to provide healthy and safe learning environments for the students entrusted to your care. From my travel around the state and conversations with school personnel, I know the best interests of the community are at the heart of your work and that school meals are an extension of that care.

Sincerely,

Senator Lynne Walz
District 15, Fremont
Room #1403
P.O. Box 94604
Lincoln, NE 68509

2018-19 District Meeting Welcome

1. Thank summer school staff for their work with our summer school programs.
2. Thank the staff and food service for the summer food program and for providing refreshments today.
3. Thank the maintenance and custodial staff for their work over the summer.
4. Thank principals and office staff for their work in updating handbooks, developing schedules, recruiting and hiring staff, and coordinating programs, supplies and materials for the 2017-18 school year.
5. Thank the board of education for their continued support and for hosting your luncheon today.

District Office Topics

1. **District Insurance Programs:** Please review your pay forms and make sure they are accurate. If you moved on the salary schedule, you must provide transcripts by September 10th. You must sign and submit both the **TAKE CARE** and 403B forms. The other programs here this morning are strictly for your benefit if you are interested. Each group will be given a few minutes to pitch their programs and then they will be available in the lobby if you are interested in learning more about their services.
2. **Technology Programs**: We still offer two optional technology insurance programs. These are optional programs for your protection. Please sign and submit this form.
3. **Building, equipment, and supply care:** Please leave your area at the end of the day as you found it in the morning. Teaching this to your students is important. Lets make sure we do a great job of taking care of the buildings, materials and supplies entrusted to you.
4. **Purchasing:** Our requisition program is for bulk purchasing in the spring. We will provide consumable items at each building for staff. If you have items in your possession from the past, please bring them to the office in your building and they will add it to the central supply closet. For new staff, unforeseen items and time sensitive materials and supplies, you must submit a purchase order and receive approval prior to purchasing the item. Know the difference between: **WANT and NEED**.
5. **District Filemaker Programs:** Payment/Receipt Vouchers, Tech-it, APL Guide, Textbook cycle, Transportation request and purchase orders. Access all programs under guest account (view only).
6. **Inventory:** As soon as all requisitioned items are delivered, you will be able to update your inventory with your new purchases. We can move items from your requisition over with a click of the button, but items ordered from the COOP purchase system will need to be added by hand. You can begin this update after Labor Day and complete it prior to October 1st.
7. **Activity Passes:** Your employee identification badge will also serve as your activity pass to regular home activities. These passes may be used to access to the Field House outside of regular school hours. All employees may be asked to assist at up to 3 activities. If you are scheduled to work and have a conflict, you must find your own substitute and let the office personnel know of your replacement. The **adult pass is $40** and **senior citizen pass is $20**. **Student passes are $10**. For students in grades 6-12 this is a required fee and must be collected or waived.
8. **Transportation: Morning and afternoon bus routes start Monday, August 13th.** Staff members who have transportation requests must complete the request on the FileMaker Transportation system. If you drive a school vehicle, you must have a transportation form on file prior to driving the vehicle. There will be gas cards in the vehicle folder along with a mileage log. Please make sure you fill the vehicle when you return.
9. **Time Clock and EMLB:** Please make sure you take care of your time clock obligations. All staff must sign (YES/NO) the emergency leave bank form **this week**. Penny will have the form for support staff and Mandy Petersen will have the form for certified staff.
10. **Lunch:** Students are not allowed to charge beyond $10. Adults are not allowed to have a negative lunch balance.
11. **Keys:** Please see Ron Mundil if you do not have keys to areas you need to access. There is a $50 charge for lost keys.
12. **District Mail:** We will provide a daily courier for inter-office mail only. All other items must be personally delivered.

Facilities Update:

We continue to make progress in the district on facilities improvement. All buildings are on a schedule for updating and remodeling. The facilities program is on the FileMaker system. You can access the program as a guest to review the progress of maintenance items or to view the schedule for building improvements. If you have maintenance or repair needs, please contact your building administrator.

District Gold Standard:

- If you Want it – Teach it!
- Teaching is not telling, teaching is modeling. (Dress, language, behavior, etc...)
- Classroom management, homework completion are teacher responsibilities.
- You take care of your students. You get paid to teach them all.
- Work hard. It is the only thing that guarantees any level of success.
- The administrator's job in your building is to support you and develop the adult staff.

Strategic Planning: *"Action First, Belief Second" "Faith First, Signs Second"*

1. **Vision:** STRIVE - COMMIT - SUCCEED

2. **Mission:** Schuyler Community Schools, in partnership with parents, students, and community is committed to educating students to become skilled, knowledgeable and responsible citizens in a global society.

District Core Values:

3. **Respect:** *Honoring myself and what others do and believe.*
   Responsibility: *Accountable for your words, for your actions, and for finishing what you start.*
   Effort *(Work Ethic): Giving your best and making the most of every opportunity.*

District Strategic Planning Focus:

1. **Core Academic Programs:** *Provide a competitive academic program that provides quality academic opportunities to all students and promotes college and career readiness for the 21st Century job market.*
2. **Elective Academic Programs:** *Provide K-12 curriculum that supports critical thinking, creativity, 21st Century skills, foreign language, and exposure to the visual & performing arts.*
3. **Extra-Curricular Programs:** *Provide a comprehensive activities program that encourages all students to participate in school activities that focus on teamwork, physical fitness, work ethic, honesty, self-confidence, sportsmanship, and appreciation for visual and performing arts.*
4. **Technology Programs:** *Provide a state-of-the-art technology program to improve learning for students and promote an effective learning environment.*
5. **Transportation Programs:** *Provide a safe and efficient transportation system.*
6. **Buildings and Grounds Programs:** *Provide quality, safe and secure educational facilities to meet the needs of students and staff.*
7. **Support Programs:** *Provide quality, effective, and efficient student services: Food Service, Nursing, Para-Educator, and Safety/Security*
8. **School Governance and Public Relations:** *Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.*
9. **School Climate and Learning Environment:** *Create and support a safe, positive, caring learning environment focused on improvement and success.*

Schuyler Community Schools

2018 – 2019 Back to School Professional Development

Monday, August 6th and August 7th - Capturing Kids Hearts Training at SMS Gym
8:00 a.m.- 5:00 p.m.

Tuesday, August 7th - Substitute Orientation - HS Library Annex, (Building Principals)

10:00 am -	General Topics	Kim Powell
	High School	Jim Kasik
	Middle School	Jesse Zavadil
	Elementary School	Bill Comley
	Rural Schools	Heather Bebout
11:30 am -	Lunch at Schuyler Golf Club	

Coaches Meeting (HS Band Room- All JH and HS Coaches, except those participating in Capturing Kids Hearts Training)

12:30-2:00	Open time for coaches who need to complete **Head/Heart/Heat Courses** (If you have these completed you do not need to attend this session, bring certificates.)
2:15 p.m.	Coaches Meeting in Band Room (Team Shirt)
3:30 p.m.	Golf for those interested

Wednesday, August 8th - Building Level Meetings - Certified staff

8:30 a.m. SMS Staff Meeting @SMS Gym
8:30 a.m. Rural School Staff Meeting @ Fisher's
8:30 a.m. SCHS Staff Meeting in the SCHS Band Room

Thursday, August 9th-All Staff- District Wide Technology Inservice at SCHS

7:45 a.m-8:15 a.m. Rolls and Coffee
8:15 a.m.-9:15 a.m. Keynote by Ginger Lewman
9:25 a.m.-12:00 p.m. Breakout Sessions

Open House 1:00-8:00 p.m. in classrooms

Friday, August 10th - All Staff District Wide Meeting at SCHS

Part of staff will do iObservation training in the morning. Part of staff will go in the afternoon. Those staff members who attended on May 21st will not need to attend.

7:45 am - All staff meet at Schuyler Central High School
8:00 am - Overview with Dr. Hoesing
8:45 am - Jared Faltys - 403b
8:50 am - LaRhesa Bailey - Liberty National Life
8:55 am - Ann Geibler - Legal Shield
9:00 am - EHA

SCHUYLER COMMUNITY SCHOOLS
STUDENT FEE WAIVER

Dear Parent/Guardian,

The information you gave on your Free and Reduced Price School Meals Application may be shared with the following requested programs for which your children may qualify for financial assistance. Completing this waiver will not affect your child/children's free or reduced priced school meals status.

☐ I give permission to school officials to share information from my Free and Reduced Price School Meals Application in accordance with the Public Elementary and Secondary Student Fee Authorization Act. I also request a Waiver, consistent with Section 12 of the District Student Fees Policy, for fees, transportation, and/or materials and equipment as listed below:

1. Course/Project/Activity:_____
2. Fees Requested:_____ Date:_____
3. Transportation to:_____ Date:_____
4. Supplies and/or Equipment
   - A. _____ Cost:_____
   - B. _____ Cost:_____

Child/Children's Name:_____

Parent/Guardian (printed)_____

Address:_____

Signature of Parent/Guardian:_____ Date:_____

Please direect your questions to the building principal or activities director at:

Pre School (402) 352-2628
Schuyler Elementary School: (402) 352-9940
Fisher"s Attendance Centers (402) 352-3700
Richland Attendance Center (402) 564-6900
Schuyler Middle School: (402) 352-352-5514
Scnuyler Central High School (402) 352-2421

Request Approved ☐ **Request Denied** ☐

Administrator Signature:_____ Date:_____

Students or their parents/guardians must request and complete a waiver prior to participating in or attending the activity and prior to the purchase of the materials as outlined in the District Student Fees Policy.

SCHUYLER COMMUNITY SCHOOLS
Student Fees Request Form

Schuyler Community School's general policy is to provide for free instruction in accordance with the provisions of the Nebraska Constitution. In addition to the courses required by state law or regulation, the district also provides activities, programs, and services to children, which extend beyond the minimum level of required free instruction.

Under the requirements of the Public Elementary and Secondary Student Fee Authorization Act, the district's student fee policy provides waivers for dues, fees, transportation, materials, supplies and equipment for students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs. Students or their parents must request a fee waiver and receive approval by administration prior to participating in or attending the activity, and prior to purchase of the materials. Upon approval, the administration shall apply a standard equitable to those purchased or acquired by comparable students.

1. Course/Project/Activity:_____

2. Fees Requested:_____ Date:_____

3. Transportation to:_____ Date:_____

4. Supplies and/or Equipment

   A. _____ Cost:_____

   B. _____ Cost:_____

   C. _____ Cost:_____

Required ☐ **Optional** ☐

Teacher/Sponsor/Coach (printed)_____

Teacher/Sponsor/Coach (Signature):_____

Date of Request:_____ Date of Activity:_____

For more information contact:

Pre School (402) 352-2628
Elementary School: (402) 352-9940
Rural Attendance Centers: (402) 352-6900
Schuyler Middle School: (402) 352-5514
Scnuyler Central High School (402) 352-2421

Request Approved ☐ **Request Denied** ☐

Administrator Signature:_____ Date:_____

SCHUYLER COMMUNITY SCHOOLS
Student Fees Notification

Schuyler Community School's general policy is to provide for free instruction in accordance with the provisions of the Nebraska Constitution. In addition to the courses required by state law or regulation, the district also provides activities, programs, and services to children, which extend beyond the minimum level of required free instruction.

Under the requirements of the Public Elementary and Secondary Student Fee Authorization Act, the district's student fee policy provides waivers for dues, fees, transportation, materials, supplies and equipment for students who qualify for free or reduced-price lunches under United States Department of Agriculture child nutrition programs. Students or their parents must request a fee waiver and receive approval by administration prior to participating in or attending the activity, and prior to purchase of the materials. Upon approval, the administration shall apply a standard equitable to those purchased or acquired by comparable students.

Below is a list of district dues, fees, materials, supplies, equipment, and transportation requests approved for the 2018-19 school year.

Item	Amount	Required	Optional
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Item	Amount	Required	Optional
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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. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
2. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
3. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
4. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
5. 2017 Expanded ELL core academic transition classes from 5 to 12.
6. 2017 Coordinated training for the adoption of new NDE Science Standards
7. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
8. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
9. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
10. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
11. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
12. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
13. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.

14. 2017 Hosted APL refresher for all SCS teaching staff.
15. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
16. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
17. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
18. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
19. 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".
20. 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.
21. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
22. 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!
23. 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.
24. 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.
25. 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.
26. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
27. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
28. 2017 SCHS: Purchased and implementing a new life skills curriculum.
29. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
30. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
31. 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.
32. 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.
33. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
34. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
35. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
36. 2016 Develop and implement an achievement center program to support student achievement.
37. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
38. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
39. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
40. 2016 Host APL Training (4 Days) for all teachers and administrators.
41. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
42. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
43. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
44. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
45. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
46. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
47. 2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
48. 2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
49. 2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
50. 2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
51. 2015 Established a 21st Century K-8 Afterschool Program.
52. 2015 Expanded 21st Century Summer School Camps: June and July Sessions.
53. 2015 January Professional Development Focus: David Weber and VJ Smith.
54. 2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
55. 2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
56. 2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
57. 2014 Contracted with CTAC to promote and guide SIG process at SMS.
58. 2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
59. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
60. 2014 Changed elementary schedule to expand physical education, music education, and recess time.
61. 2014 Submitted and Awarded a school improvement grant for SMS.
62. 2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
63. 2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
64. 2014 SES Organized PTA, Community Cafe (Parent Involvement).
65. 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. 2017 Recipient of the Nebraskans for the Arts State Award.
2. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
3. 2017 Began mandatory weight training for all sports a minimum of two times a week.
4. 2017 In April we provided APL training for all coaches and sponsors.
5. 2017 Continue monthly coaches meetings with Jr./Sr. High coaches.
6. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
7. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
8. 2017 Each sport completes at least one community service project during their season to connect with the community.
9. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
10. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
11. 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.
12. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
13. 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.
14. 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.
15. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
16. 2017 End of season meetings with MS Head Coaches have been implemented.
17. 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.
18. 2017 Added Youth Volleyball Program 3-6.
19. 2017 Worked with new community program to continue 3-6 tackle football.
20. 2017 Increased student participation numbers for all youth activities.
21. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
22. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
23. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
24. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
25. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
26. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
27. 2016 Expand marching band program to include 8th grade students.
28. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
29. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
30. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.

31. 2015 Promoted business sponsorships of home football games to increase attendance.
32. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
33. 2015 Hire a K-8 youth programs director for school/community activities.
34. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
35. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
36. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
37. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
38. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
39. 2014 Conducted parent focus groups to improve parent involvement.
40. 2014 Host annual meetings with parent core group to develop PTA at SES.
41. 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. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
2. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
3. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
4. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
5. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
6. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
7. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
8. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
9. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
10. 2017 SMS replaced the intercom/paging system.
11. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
12. 2017 Launch new App to connect parents/community to school.
13. 2017 Increase use of social media through new SCS website and app.
14. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
15. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
16. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
17. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
18. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
19. 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
20. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
21. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
22. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
23. 2015 Participated in planning sessions for Schuyler Media Network.
24. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
25. 2015 Replaced 40 teacher laptops across the district.
26. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
27. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
28. 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.
29. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
30. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
31. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.

32. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
33. 2015 Develop a replacement cycle for technology hardware and software programs.
34. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
35. 2015 Develop a plan an submit an RFP to upgrade building networks (e-rate funded).
36. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
37. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
38. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
39. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
40. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
41. 2014 Support staff professional development program using the portal and EMC videos.
42. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
43. 2014 Relocated technology department to SMS east wing to improve coordination of services
44. 2014 Expanded tech team from a 2-person department to a 5-person department.
45. 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. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6)
2. 2017 Developed a large equipment database with a replacement schedule.
3. 2017 Before and after school busing to Richland Elementary .
4. 2017 Lease a new bus barn (8 buses)
5. 2017 Cleaned our old bus barn and held an auction.
6. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
7. 2017 Purchased 2013 International Bus (71 Passenger #71A)
8. 2017 Purchased 2016 Ford Taurus (Silver 51)
9. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
10. 2017 A parking map was created for SMS and mailed home to parents
11. 2017 Signage was purchased for SMS parking lots.
12. 2017 Sidewalk added for safe route to SES.
13. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
14. 2016 Purchased a 2016 Ford Taurus. (Car 49)
15. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
16. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).
17. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
18. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
19. 2015 Purchased a 2016 Blue Bird Bus. (77A)
20. 2015 Develop transportation management and request system on the portal.
21. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
22. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
23. 2014 Purchased a 2014 Ford Taurus. (Car 17)
24. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
25. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
26. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
27. 2014 City of Schuyler provided crossing guard at SMS.
28. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
29. 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. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
2. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
3. 2017 Sold and removed portable classroom buildings at SCHS
4. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
5. 2017 Graded and paved a 50 car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
6. 2017 Completed landscape projects at the preschool and middle school buildings.
7. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
8. 2017 Completed SMS trophy cases in the lobby/lunchroom
9. 2017 Completed storage area for the field house/physical education equipment.
10. 2017 Replaced carpet in SCHS business and math rooms.
11. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
12. 2017 SMS completed air conditioning system in the gymnasium
13. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
14. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
15. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
16. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
17. 2016 Improve preschool playground, landscaping and perimeter fence.
18. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
19. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
20. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
21. 2016 Replaced two (2) HVAC units at the middle school site.
22. 2016 Replaced sewer lines in the middle school science and food service areas.
23. 2016 Installed new lights on the south side of the middle school building (street and parking).
24. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
25. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
26. 2016 Installed underground sprinkler system on the east lawn of the high school building.
27. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
28. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
29. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
30. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
31. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
32. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
33. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
34. 2015 Remodeled SCHS West Lobby and Restrooms.
35. 2015 Install new lighting in the middle school gymnasium.

36. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
37. 2015 Install new lighting in the East Gymnasium
38. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
39. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
40. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
41. 2015 Remodel 2nd floor of the Preschool Building.
42. 2014 Upgrade SES playground with donation from PTA.
43. 2014 Install new lighting in the West Gymnasium.
44. 2014 Develop and implement building improvement and remodeling plan.
45. 2014 Develop and implement maintenance request program on the FMP portal.
46. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
47. 2015 Update playground equipment for preschool that meets Rule 11.
48. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
49. 2014 Remodel the 1st floor of the Preschool Building.
50. 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. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
2. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
3. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
4. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
5. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
6. 2017 Leased new bus bard to secure buses and improve safety for drivers.
7. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
8. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.
9. 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.
10. 2017 SCS Para-educators received APL training district-wide.
11. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
12. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
13. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
14. 2016 Finalize Colfax County Crisis Preparedness Manual.
15. 2016 Complete District-wide Crisis and Emergency Response Manual.
16. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
17. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
18. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
19. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
20. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
21. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
22. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
23. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
24. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
25. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
26. 2015 Implement the EMC professional development program for support staff.
27. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
28. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
29. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
30. 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. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
2. 2017 SMS Broadcasting students have were hired to film and provide commentary for high school level events by News Channel Nebraska
3. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
4. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)
5. 2017 SCS developed and implemented blackboard school App to improve parent communication.
6. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
7. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
8. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
9. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
10. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
11. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
12. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
13. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
14. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
15. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
16. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
17. 2016 Board of Education adopts workforce housing incentive plan.
18. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
19. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
20. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
21. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
22. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
23. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
24. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
25. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
26. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.

27. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
28. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
29. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
30. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
31. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
32. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
33. 2014 Expanded and updated websites to include Facebook and Twitter.
34. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
35. 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. 2017 Principals involved in the selection of quarterly outstanding employees.
2. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
3. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.
4. 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
5. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
6. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
7. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
8. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
9. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc...
10. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
11. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
12. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
13. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
14. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
15. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
16. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
17. 2015 Developed and implemented a district-wide "new" teacher orientation program.
18. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
19. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
20. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
21. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
22. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
23. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
24. 2014 Developed and implemented annual SCS teacher incentive program.
25. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.

2018 Proposed Priorities

Core Academic Programs

1	ECH	**Participate in community efforts to expand early childhood programs,service, and facilities in Schuyler.**
	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 5 programs in the community
2	Preschool	**Expand preschool options and align curriculum with Headstart and kindergarten programs.**
	Action Plan	1. Host informational meetings with parents interested in sending preschool children to Richland Preschool Program.
	Action Plan	2. Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
3	K-5	**Develop and implement a formalized process to review, adopt, and implement a comprehensive Reading/Language Arts curriculum.**
	Action Plan	1. Select a core group of teachers to visit schools presently using reading programs under consideration for adoption.
	Action Plan	2. Pilot selected reading program to provide evidence of effectiveness
	Action Plan	3. Adopt selected program for implementation in the fall of 2018-19
	Action Plan	4. Provide professional development in support of the new reading program
	Action Plan	5. Provide in-class support and evaluate effectiveness of the new reading program
4	SCS	**Continue efforts to align curriculum, scales, and staff training in support of the Schuyler Instructional Model to promote student engagement and performance.**
	Action Plan	1. Develop and implement a plan to orient new staff and substitute teachers in support of instruction and technology
	Action Plan	2. Contract with Marzano Research Labs to review and re-write scales as necessary
	Action Plan	3. Examine the Focused Evaluation Model to determine if it better fits the Schuyler Instructional Model and aligns to state frameworks
	Action Plan	4. Review "ACT Quality Core" and align curriculum and improve student performance on the ACT Test
	Action Plan	5. Continue to offer APL training for new staff and refresher training to returning teachers in the district
5	SCHS	**Continue to expand academic options for new arrivals, ELL, special needs, at risk students, etc… (Warrior Achievement Center, Project Based Classes, etc…)**
	Action Plan	1. Develop a plan that involves building staff closely examine staffing needs in each building across the district
	Action Plan	2. Research struggling groups of students in each building and develop programs and strategies to address these areas of highest risk
	Action Plan	3. Review, adopt and implement research based practices to support the successful transition of newcomers and ELL students in the regular classroom
	Action Plan	4. Support and secure services from ESU 7 to hire a "Behavior Mental Health Counselor" to improve services to elementary students in the ESU 7 service area
6	SCHS	**Expand vocational and college credit classes to improve academic performance and college and career readiness for all students.**
	Action Plan	1. Research and develop a plan to have an orgranized career academy, college credit and licensure courses to meet the needs of a diverse student population
	Action Plan	2. Research scheduling practices to support high student achievement and address student needs in all core academic areas

Non-Core Academic Programs

7	SCS	**Selected teachers participate in a K-12 Art Grant Program to promote integration of art education in the regular curriculum.**
	Action Plan	1. Host informational meeting with teachers interested in pursuing the art grant project
	Action Plan	2. Complete teacher enrollment in the grant program.
8	SES	**Expand Kindergarten through 2nd Grade health and guidance programs.**
	Action Plan	1. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions for selected K-8 teacher leaders.
	Action Plan	2. Research and implement a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
9	SCS	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of selected music groups/programs.**
	Action Plan	1. Develop a K-12 vocal and instrumental music schedule and align music staff to meet program needs.
10	K-5	**Develop and implement a dual language, bilingual education school at 4R.**
	Action Plan	1. Host informational meeting with selected teachers/administrators/board member/parents interested in attending the Nabe Conference in February 2018
	Action Plan	2. Register Conference participants and secure travel, lodging, etc…
	Action Plan	3. Host informational meeting for parents to learn more about bilingual/dual language schooling.
	Action Plan	4. Coordinate curriculum, textbook selection, program coordination, etc…
	Action Plan	5. Registration of Kindergarten through 5th grade students. Need a commitment of 50-60 students.
	Action Plan	6. Offer Spanish I at the 8th grade level for high school credit.

Extra-Curricular Activities

11	**K-6**	**Increase student/parent/community participation in youth athletic and activities programs.**
	Action Plan	1. Develop a schedule/calendar improve coordination with school/community youth and after school programs
	Action Plan	2. SMS/SCHS off-season coaches provide training/coaching for the after-school programs
	Action Plan	3. SMS/SCHS off-season coaches provide training/coaching for the school/community youth programs
	Action Plan	4. Provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities
	Action Plan	5. Host youth programs recognition/activity nights at SMS/SCHS activities
12	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
	Action Plan	1. Increase student participation in high school activities and improve gender balance for Title IX compliance
	Action Plan	2. Develop and implement a statistic report card for each actvity to measure program performance and improvement
	Action Plan	3. SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C)
	Action Plan	4. Develop and implement an incentive/recognition program for coaches (winning seasons, conference/district champions, State Qualifier, Runner-up, Champion, etc...)
	Action Plan	5. Review and update coaches evaluation instrument at SMS/SCHS
	Action Plan	6. Improve coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12)

Technology

13	**K-2**	**Provide professional development for PK-2 staff to promote integration of technology in the regular curriculum.**
	Action Plan	1. Provide PK-2 professional development with a focus on specific curriculum skills and objectives
	Action Plan	2. Identify and provide equipment and software appropriate for each grade level
14	**3-5**	**Research and implement an effective keyboarding program and technology exploration program.**
	Action Plan	1. Identify, adopt, and provide professional development for 3-5 keyboarding program instruction
	Action Plan	2. Research Maker Space programs for K-5 students to promote student engagement and problem solving skills
15	**Rural**	**Research and develop technology programs at the Rural Schools (Virtual Reality, Z-Space, Studies Weekly, etc...)**
	Action Plan	1. Host pilot from Z-Space to experiment with virtual reality in the rural schools and SMS science and technology programs
	Action Plan	2. Host a pilot from Studies weekly to support social studies education at the rural schools
16	**6-8**	**Expand vocational and technology courses at SMS.**
	Action Plan	1. Select group of staff from SMS visit other vocational/technology programs
	Action Plan	2. Update and expand the Pitsco Vocational and Science Labs.
17	**9-12**	**Develop a broadcasting studio/program at SCHS to build on SMS experience and expand interest/awareness of careers in communication. (Flood Communications)**
	Action Plan	1. Develop a plan to secure outside funding to equip a broadcasting studio at SCHS
	Action Plan	2. Coordinate with Flood Communications and adopt a broadcasting curriculum for high school/college credit
18	**9-12**	**Host 2018 Technology Fair for Schuyler and Area Schools.**
	Action Plan	1. Develop the schedule and agenda for the 2018 Schuyler Tech Fair.
		2. Advertise and recruit students and staff from area schools to attend the 2018 Schuyler Tech Fair
	Action Plan	3. Secure contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair

Transportation

19	**SCS**	**Maintain current vechicle and equipment replacement and maintenance programs.**
	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the demands of the district.
	Action Plan	2. Develop and implement an equipment replacement plan to manage budget impact and replacement schedule
20	**SCS**	**Review effectiveness of bus routes, traffic flow, safety, etc... at SES, SMS, and SCHS before and after school.**
	Action Plan	1. Develop and implement a plan to address student behavior on the morning and after school routes.
	Action Plan	2. Devlop a plan to improve safety and traffic flow around SMS before and after school hours.
21	**SCS**	**Develop a plan to recruit and expand pool of bus drivers with competitive incentive and salary options.**
	Action Plan	1. Review area school bus driver/route pay and make adjustments to the salary schedule where necessary.

Buildings and Grounds

22	SCS	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
	Action Plan	2. Continue to promote and improve educational options and/or school choice within the district, balance class size and building utilization.
	Action Plan	3. Continue efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
	Action Plan	4. Update and expand Vocational Agriculture and Industrial Tech. Lab and remodel the east portion of the Voc Ag lab to accommodate the high school art program needs.
23	SCHS	**Phase II-IV: Kitchen, Cafeteria, Gymnasium, Performing Arts Center.**
	Action Plan	1. Hire an architect to design a plan to upgrade east gymnasium and expand stage to accommodate performance groups, lighting, and accoustics.
	Action Plan	2. Hire an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment and cafeteria space
	Action Plan	3. Hire an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
	Action Plan	4. Conduct a feasibility study to finance the additional facility upgrades and proposed new activity facilities.
24	Fisher's	**Conduct a facility review and feasibility of facility upgrades. (Classrooms and Multi-Purpose Addition)**
	Action Plan	1. Hire an architect and work with State Fire Marshall to review adequacy of present facility and feasibility of new construction.
	Action Plan	2. Develop a feasibility study to upgrade and finance facility upgrades and possible new construction.
25	Rural	**Develop a plan and secure outside financial support to improve playgrounds at Rural Schools.**
	Action Plan	1. Host meetings with playground companies to determine equipment and cost to upgrade playgrounds at the rural schools.

Support Service Programs

26	7-12	**Develop a plan and secure outside financial support for expanded care and prevention of athletic injuries (Athletic Trainer)**
	Action Plan	1. Research options of using current staff and/or outside resources to provide athletic training support for student athletes.
	Action Plan	2. Develop a proposal for the 2019-20 Certificated Staff Master Agreement to add a stipend for Athletic Training/Supervision of Athletic Injuries.
27	SCS	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)**
	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
	Action Plan	2. Develop a plan/program at the building/district level to recognize and support substitute teachers.
28	K-12	**Develop and implement a plan to improve food service and menu options across the district.**
	Action Plan	1. Review elementary lunch schedule to accommodate more time for children to eat.
	Action Plan	2. Reveiew current freezer, storage, service counters, equipment, etc... at all kitchens.
	Action Plan	3. Visit schools currently with vendor food service companies (Lunchtime Solutions, OPAA)
	Action Plan	4. Continually review meal menu/labor/POS to adequately staff the kitchen to manage meal requirements.
	Action Plan	5. Implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS

School Governance and Public Relations

29	K-12	**Continue to expand strategies to improve internal and external communication with students, parents, and district patrons.**
	Action Plan	Promote and expand the use of electronic communication, advertising, and message boards to inform parents and community patrons.
	Action Plan	Develop and implement closed caption and bilingual options for programs and meetings.
	Action Plan	Continue research options to manage costs, increase revenue from local, state, and federal grants/aid, and reduce reliance on local taxes.
30	K-12	**Expand opportunities to promote parent/community involvement in school and community programs.**
	Action Plan	Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities.
	Action Plan	Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Commite', City Council, etc…)
	Action Plan	Coordinate with NASB to develop a plan to promote parent/community engagement program.

School Climate and Learning Environment

31	K-12	**Expand staff training focused on cultural sensitivity, improved student behavior, reduced incidents of bullying, etc…**
	Action Plan	Research and identify behavior mental health programs to meet the needs of students struggling with social, emotional, and behavior issues in the classrooms.
	Action Plan	Provide professional development focused on managing student behavior and developing effective learning environments.
32	K-12	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
	Action Plan	Review and update the "Outstanding Employee Award" Nomination Form.
	Action Plan	Research and develop an incentive program to promote post-secondary education options for support staff.
33	K-12	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.**
	Action Plan	Enroll in the Teacher Vacancy Initiative with the University of Nebraska-Lincoln and University of Nebraska-Kearney to continue to recruit and train quality staff members.
	Action Plan	Identify specific student/classroom issues and expand support staff professional development to focused on improving skills and strategies
	Action Plan	Expand new staff orientation program and provide ongoing professional development and support.

Schuyler Community Schools Fund Raising Request

Organization: School Community Other: _____

Fund Raising Event: New Repeat Other: _____

Fund Raising Organization: _____

School Group/Class/Activity: _____

Vendor: (if used) _____

Building/Level/Grade _____

Organization Contact: _____

Phone Number; _____

Email Address: _____

School Contact Person: _____

Explain the Purpose for the Fund Raising Activity/Event

_____

_____

_____

_____

Fund Raising Goal: _____ **Amount Raised** _____

Start Date _____ **End Date** _____

Deposit in School Account: _____

_____ _____

Organization Contact **Date**

_____ _____

Administrator Approval **Date**

*** If using school facilities for your fund raising program, you must complete a facility use form.**

Schuyler Community Schools
STRIVE * COMMIT * SUCCEED

Total Points	Level of Impact	Rank the identified Character traits from highest to lowest impact on behavior and self-discipline.	
561	1	A	**Responsibility:** *Accountable for your words, for your actions, and for finishing what you start.*
862	3	B	**Effort:** *Giving your best and making the most of every opportunity.*
1120	5	C	**Trustworthy**: *Being loyal, reliable, and always doing the right thing.*
694	2	D	**Respect:** *Honoring myself and what others do and believe.*
1634	10	E	**Citizenship:** *Getting involved and making your community a better place.*
1565	8	F	**Courage:** *Doing what's right in the face of adversity or fear.*
1140	6	G	**Kindness or Caring:** *Being Friendly, generous, and considerate.*
1297	7	H	**Determination:** *Persevere to set and reach your goals.*
1607	9	I	**Resilient:** *Become stronger or adapt after misfortune or change.*
1015	4	J	**Character:** *Moral quality to do what's right when no one is watching.*

Responsibility and **Respect** are the two characteristics identified by staff as having the potential to make the greatest impact.

Please select the identified behaviors that your building agrees to focus on over the next month. It is better to do a great job with fewer than to select more than you are capable of addressing consistently across the buliding. Remember, changing behaviors of others cannot happen unless you accept and model the behavior yourself. What we hold others to, we must understand we will be held to the same standard. Best of luck as you move forward over the next month.

Left or Changed Positions

Mary Breedlove
Jean Conrad
Russell Neumann
Barbara Kudera
Dawn Prescott
Sue Steffensmeier
Heather Bebout
Kari Kracl
Caitlin DeBower
Gerald Reinsch
Shari Freeman
Trever Reeh
Molly Kroupa
Morgan Schlautman
Bryan Irsik
Karen Tschida
Lewis Evans
McKayla Arlt
Elizabeth Johnson
Amanda Pettygrove
Allison Dolezal
Samantha Kelly
Brant Peters
Kadeyn Johnson

New Hires

Lesli Osario
Guadelupe Ramirez
Samantha Ladwig
Staci Shonka
Joel Carrillo
Mollie Maresh
Hope Pedersen
Odalys Cruz
Troy Ehmke
Briana Orellana
Evie Sintek
Abigale Hamernik
Michael Baptiste
Jennifer Hanna
Chad Wiseman
Ashley Faltin
Richard Godejohn
Rachel Folda
Jacqueline Poulas
Catherine Lori Luce