Schuyler Community Schools
SAA Weekly Meeting
Wednesday, October 21, 2020 3:00 PM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

I. Discussion Items

**Communication**
**Effort Respect Responsibility Belief**
**One Good Thing!** Highlight for the week!

**Carol Reha: COVID Report 10/21/20**
**Richland**
No positives
Staff out on protocol-2 using DHM
Students out on protocol-4
**Fishers**
2 positive Staff -recovered
1 Positive Student-recovered
Staff out on protocol-0
Students out on protocol- 1
**SMS**
2 Positive Staff - recovered
Positive staff-out-0
Staff out on protocol- 1
Students out on protocol-9
**SES**
1 Positive Staff- recovered
1-NEW positive staff- SES - out
1- NEW positive staff- Headstart
Staff out on protocol-4 getting COVID testing
Staff using DHM-working-4
Staff out due to partial daycare closed due to COVID- 1 (HeadStart closed 1 classroom)
Students out on Protocol-9
**Preschool**
3 Positive Staff- recovered
Staff out on protocol- 0
Students out on protocol-1
**District office**
1 Positive Staff recovered
Staff out on protocol-0
Students out on protocol-0
**SCHS**
4 Positive Staff- recovered
NEW Positive Staff- out-0

8 Positive Students recovered-8
NEW Positive Students-out-0
Staff out on protocol-0
Students out on protocol-9
Students Quarantined-2
Pending Student results-0
**Total COVID Cases since August 12**
Staff- 15 2 new staff since last week
Students-9

**5 Minutes of FAME:** APL Weekly Focus: We will continue our review of the APL strategies. **Discussion from new principals on their first 3 days of APL Training**

1. **Professional Reading:** (*Walk a While in My Shoes*):
a. On the joys of the job & On loyalty and job security

2. **Requisition/Inventory:** Thank you for your work on recording an accurate inventory for your teachers and your buildings. I will run the report for the auditors next week when they come to work on our audit for 2019-20 school year.

3. **2020-21 Teacher Incentive Program:** We have had one meeting with SEA on the 2021-22 Certificated Contracts and the 2020-21 Incentive program. Discussion and Ideas for us to consider proposing to the SEA and board of education. (Remote teaching, Teaching College Credit)

5. **First Quarter Outstanding Staff:** Thank you for working with the Foundation and Chamber on the first quarter outstanding teacher, para-educator, and support staff recipients. They have been contacted and will be at the district office on Friday morning to receive this recognition during our morning ALL-Staff Zoom. Remember, we have ordered 20 dozen doughnuts for Friday morning. Principals please make sure someone from your building is available to take these to your building.

6. **Gallup Strength's Finder**: Dr. Gibbons will prepare a list of your staff along with their strengths for you to share with your staff. We will visit about this program on Monday SAA.

7. **Required Staff Training:** Over the next two weeks, we hope to have the majority of the required trainings completed with all staff.
**State/Federal required trainings and who needs to do them:**
**Bullying: Recognition and Response** - admin, teachers, paras
**Return to Learn Following a Concussion**: Tier 1 Classroom Supports - Admin, Teachers
**Title IX Compliance Overview** - All positions
**Dating Violence: Identification and Prevention** - Admin, teachers, paras
**Youth Suicide: Awarness, Prevention and Postvention** - All positions

8. **2020 Strategic Plan:** Attached below is the 2020 Strategic Plan. We need to begin updating our progress on the identified Action Plans. See attached document.

9. **2021 Strategic Plan:** We need to discuss the process for receiving input (Thoughtexchange) and prioritizing Action Plans for the 2021 Strategic Plan.

**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:**

**Core Academic Programs**

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| **1** | **ECH** | **Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler.** |
| 2020 | Action Plan | 1. Participate in community planning opportunities to address the early childhood and daycare needs in the community |
| 2020 | Action Plan | 2. Develop partnerships with program and funding agencies to provide increased services for birth to 5 programs in the community |
| 2020 | Action Plan | 3. Research funding and program options to provide affordable day care and early childhood programs at the district level. |
| **2** | **K-8** | **Develop and implement a formalized process to review, adopt, and implement a comprehensive Reading/Language Arts curriculum.** |
| 2020 | Action Plan | 1. Research and develop a plan to implement independent reading program (Accelerated Reader) |
| 2020 | Action Plan | 2. Continue to provide in-class support and evaluate effectiveness of the reading program |
| **3** | **SCS** | **Develop and implement a formalized process to review, adopt, and implement a comprehensive K-5 Science Program.** |
| 2020 | Action Plan | 1. Align science curriculum to 2017 Nebraska Science Standards. |
| 2020 | Action Plan | 2. Collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training |
| 2020 | Action Plan | 3. Pilot selected science program to provide evidence of effectiveness |
| 2020 | Action Plan | 4. Research and adopt a new science program for implementation in the fall of 2020-21. |
| 2020 | Action Plan | 5. Provide professional development in support of the new science program |
| 2020 | Action Plan | 6. Provide support and evaluate effectiveness of the new science program. |
| **4** | **SCS** | **Develop and implement a K-8 Math intervention program** |
| 2020 | Action Plan | 1. Research and develop a plan to adopt and implement a K-8 math intervention program. |
| **5** | **SCS** | **Continue efforts to align curriculum, scales, and staff training in support of the Schuyler Instructional Model to promote student engagement an** |
| 2020 | Action Plan | 1. Develop and implement a plan to orient new staff and substitute teachers in support of instruction and technology. |
| 2020 | Action Plan | 2. Implement the Marzano Focused Evaluation Model in alignment to state frameworks. |
| 2020 | Action Plan | 3. Host a PK-12 workshop to work on vertical alignment of curriculum, scales, etc… |
| 2020 | Action Plan | 4. Continue "On to College" ACT Test Prep for 9-11 grade students. |
| 2020 | Action Plan | 5. Continue to offer APL training for new staff and refresher training to returning teachers in the district. |
| **6** | **SCHS** | **Continue to expand academic options for new arrivals, ELL, special needs, at risk students, etc… (Warrior Achievement Center, Project Based C** |
| 2020 | Action Plan | 1. Develop a plan that involves building staff to closely examine staffing needs in each building across the district. |
| 2020 | Action Plan | 2. Expand "Newcomer" program to provide support for struggling high school students in ELPA 21 levels 1-2. |
| 2020 | Action Plan | 3. Develop a systematic and systemic process for providing interventions for ELL students (MTSS, RTI) |
| 2020 | Action Plan | 4. Review, adopt and implement research-based practices to support the successful transition of newcomers and ELL students in the regular classroom |
| 2020 | Action Plan | 5. Research and adopt curriculum and train teachers to implement programs to promote successful transition of newcomer students. |
| 2020 | Action Plan | 6. Offer professional development for general education teachers for EL instructional strategies and cultural sensitivity. |
| 2020 | Action Plan | 7. Implement additional credit and credit recovery through online programs designed to keep ELL students on track for graduation with their peers. |
| **7** | **SCHS** | **Expand early entry and college credit classes to improve academic performance and college and career readiness for all students.** |

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| 2020 | Action Plan | 1. Continue to offer Algebra I to high performing students in grade 8 at Schuyler Middle School. |
| 2020 | Action Plan | 2. Research and develop a plan to have an organized career academy, college credit and licensure courses to meet the needs of a diverse student populat |
| 2020 | Action Plan | 3. Complete the process of Re-Vision for CTE course expansion for 2021-22 school year. |
| 2020 | Action Plan | 4. Continue to provide dual-credit and College Credit courses to promote college access. |
| | | **Non-Core Academic Programs** |
| **8** | **SCS** | **Expand Kindergarten through 2nd Grade health and guidance programs.** |
| 2020 | Action Plan | 1. Contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and administrators. |
| 2020 | Action Plan | 2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions for selected K-12 teacher leaders. |
| 2020 | Action Plan | 3. Expand and implement a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition) |
| 2020 | Action Plan | 4. Evaluate and promote family engagement and literacy grant program at the elementary level. |
| **9** | **SCS** | **Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and performing arts.** |
| 2020 | Action Plan | 1. Allow 7-8 grade students to choose music electives |
| 2020 | Action Plan | 2. Expand strings program |
| 2020 | Action Plan | 3. Continue to improve 9-12 Band Program (Marching Band, Pep Band) |
| **10** | **K-5** | **Develop and implement a dual language, bilingual education school at Richland Elementary.** |
| 2020 | Action Plan | 1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling. |
| 2020 | Action Plan | 2. Coordinate curriculum, textbook selection, program coordination for the 3rd grade expansion. |
| 2020 | Action Plan | 3. Registration of Kindergarten through 3rd Grade Students. |
| 2020 | Action Plan | 4. Register NABE 2020 Conference participants and secure travel, lodging, etc… |
| 2020 | Action Plan | 5. Continue to offer Spanish I at the 8th grade level for high school credit. |
| **11** | **7-12** | **Expand 7-12 CTE Programs** |
| 2020 | Action Plan | 1. Research zSpace programs to provide AR and VR programs for 7-12 CTE Programs. |
| 2020 | Action Plan | 2. Move Family and Consumer Science to the new classroom/kitchen facility. |
| 2020 | Action Plan | 3. Develop curricula for Family and Consumer Science to include culinary arts programs. |
| 2020 | Action Plan | 4. Work with ESU 7 to submit a Re-Vision process in support of expansion and improvement of CTE Programs. |
| 2020 | Action Plan | 5. Expand 7-12 programs in the broadcasting and multi-media, communications, and STRIV. |
| 2020 | Action Plan | 6. Review and develop curriculum and instruction in alignment with CTE standards. |

**Action Plans**

1. 2019 College Credit: Increased from 33 students enrolled in 43 classes in 2018 to 61 students enrolled in 77 classes in 2019.
2. 2019 Received an EIR Grant to support expanded use of Discovery Education at SES and SMS.
3. 2019 SMS: Continue to offer high school credits (Algebra I, Spanish I, Physical Science)
4. 2019 Implemented spotlight elements in the teacher evaluation (Marzano Focus Model) to promote improvement in instruction.
5. 2019 New teachers participated in the ESU 7 Marzano Workshop.
6. 2019 Hosted workday for staff to work on alignment of standards and scales in the core subject areas.
7. 2019 SES: Conducted several workshops associated with the new reading series.
8. 2019 SMS: Implemented academic enrichment time on Friday's focus supports based STAR 360 data.
9. 2019 SCHS: High school art teacher recognized as Nebraska Art Teacher of the year.
10. 2019 SCHS: State and National Silver and Gold Key Art recipients.
11. 2019 Developed and implemented a common lesson plan format at SCHS.
12. 2019 Professional development on effective English Learner (EL) strategies and programs (Elevation, Language Acquisition)
13. 2019 Nine (9) non-traditional students returned to graduate from SCHS during the 2018-19 school year.
14. 2019 Participated in "On to College" ACT Test Prep for 9-11 grade students.
15. 2019 After school program staff attended training in Kearney for programing.
16. 2019 After school has received a grant to help with staffing high school students as helpers, STEM supplies, and staffing to help with community involvement.
17. 2019 Dual Language teachers have visited DL schools in Omaha, Fremont, and Lexington to see good practices in action.
18. 2019 Team attended the 2019 NABE Conference to prepare for expansion of bilingual program.
19. 2019 Expanded one more grade in the bilingual education program (K-2)
20. 2019 Hired an additional Spanish teacher to the K-2 bilingual education program.
21. 2019 Remodeled Richland Building to accommodate expansion in bilingual program.
22. 2019 Added and additional part-time (.5 FTE) music teacher for the Rural Schools.
23. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.

24. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
25. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
26. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
27. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
28. 2018 Piloted selected reading program to provide evidence of effectiveness.
29. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
30. 2018 Provided initial and ongoing professional development in support of the new reading program.
31. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
32. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
33. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
34. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
35. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
36. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)
37. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
38. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
39. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
40. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
41. 2018 Review, adopt and implement research-based practices to support the successful transition of newcomer/ ELL students.
42. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
43. 2018 Researched historical perspective to evaluate priority school designation response.
44. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
45. 2018 Implemented UNL High School classes for at-risk students.
46. 2018 "Marilyn Friends Workshop" Co-teaching model to support inclusive classroom for students with special needs.
47. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
48. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
49. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.
50. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.
51. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.
52. 2018 Recruited and enrolled teachers to participate in the art grant program.
53. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
54. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and Process Champions for selected K-8 teacher leaders.
55. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
56. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
57. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
58. 2018 Registered and secured travel, lodging, etc… for 2018 NABE Conf. (4 staff members, 2 community members).
59. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
60. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc…
61. 2018 Hired a bilingual teacher for the dual language program.
62. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the dual language program.
63. 2018 Offered Spanish I at the 8th grade level for high school credit.
64. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
65. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
66. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
67. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
68. 2017 Expanded ELL core academic transition classes from 5 to 12.
69. 2017 Coordinated training for the adoption of new NDE Science Standards
70. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
71. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
72. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
73. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
74. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
75. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
76. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
77. 2017 Hosted APL refresher for all SCS teaching staff.
78. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
79. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
80. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
81. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
82. 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".

83. 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.
84. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
85. 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!
86. 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.
87. 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.
88. 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.
89. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
90. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
91. 2017 SCHS: Purchased and implementing a new life skills curriculum.
92. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
93. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
94. 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.
95. 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.
96. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
97. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
98. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
99. 2016 Develop and implement an achievement center program to support student achievement.
100. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
101. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
102. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
103. 2016 Host APL Training (4 Days) for all teachers and administrators.
104. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
105. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
106. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
107. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
108. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
109. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
110. 2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
111. 2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
112. 2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
113. 2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
114. 2015 Established a 21st Century K-8 Afterschool Program.
115. 2015 Expanded 21st Century Summer School Camps: June and July Sessions.
116. 2015 January Professional Development Focus: David Weber and VJ Smith.
117. 2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
118. 2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
119. 2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
120. 2014 Contracted with CTAC to promote and guide SIG process at SMS.
121. 2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
122. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
123. 2014 Changed elementary schedule to expand physical education, music education, and recess time.
124. 2014 Submitted and Awarded a school improvement grant for SMS.
125. 2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
126. 2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
127. 2014 SES Organized PTA, Community Cafe (Parent Involvement).
128. 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:**

**Extra-Curricular Activities**

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| **12** | **K-6** | **Increase student/parent/community participation in youth athletic and activities programs.** |
| 2020 | Action Plan | 1. Continue coordination with school/community youth and after school programs. |
| 2020 | Action Plan | 2. Continue coordination of K-6 physical education priority standards to promote skill development and interest in participation in youth sports progra |
| 2020 | Action Plan | 3. Develop a youth sports calendar outlining the programs and timelines for each activity. |
| 2020 | Action Plan | 4. Host a youth sports meeting during Open House to encourage parents to volunteer as a coach in various sports throughout the year. |
| 2020 | Action Plan | 5. Hire head coaches to recruit volunteers and develop youth athletic programs at the K-6 level. |
| 2020 | Action Plan | 6. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities. |
| 2020 | Action Plan | 7. Continue storage and acquisition of equipment/uniforms for youth sports programs. |
| 2020 | Action Plan | 8. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program coaches. |
| 2020 | Action Plan | 9. If a child participates in 3 sports, the child gets an activity pass to attend middle and high school games. |
| 2020 | Action Plan | 10. If the parent volunteers to coach, the activity fee for youth programs is waived. |
| **13** | **7-12** | **Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.** |
| 2020 | Action Plan | 1. Improve coordination of 7-12 physical education programs to promote skill development game fundamentals. |
| 2020 | Action Plan | 2. Develop a plan to improve coordination and implementation of 7-12 strength and conditioning programs. |
| 2020 | Action Plan | 3. Continue to increase student participation in school activities and improve gender balance for Title IX compliance. |
| 2020 | Action Plan | 4. Improve coordination and participation of junior high athletic summer camps with summer school programs. |
| 2020 | Action Plan | 5. Improve coordination and participation of high athletic summer camps and club programs. |
| 2020 | Action Plan | 6. Administration will review assistant coach assignments and program goals with the head coach. |
| 2020 | Action Plan | 7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving activities at all levels. |
| 2020 | Action Plan | 8. Post and review statistic report card for each activity to promote improved performance and program success. |
| 2020 | Action Plan | 9. Research an incentive/recognition program for coaches (winning seasons, conference/district champions, State Qualifier, Runner-up, Champion, etc |

**Action Plans:**

1. 2019 Hired an additional physical education teacher/coach for the high school female classes/activities.
2. 2019 Continued to recruit community sponsors to promote attendance at student activities and athletic events.
3. 2019 Expanded high school marching band numbers to include 9-12 grade students. (Received "1" at Pierce Marching Contest)
4. 2019 Hired new varsity football coach.
5. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
6. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
7. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
8. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
9. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
10. 2018 Increased participation in high school activities. (Title IX Compliance Review Completed in September).
11. 2018 Developed and implemented a statistic report card for each actvity to measure performance and improvement.
12. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).
13. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.
14. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
15. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
16. 2017 Recipient of the Nebraskans for the Arts State Award.
17. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
18. 2017 Began mandatory weight training for all sports a minimum of two times a week.

19. 2017 In April we provided APL training for all coaches and sponsors.
20. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
21. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
22. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
23. 2017 Each sport completes at least one community service project during their season to connect with the community.
24. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
25. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
26. 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.
27. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
28. 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.
29. 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.
30. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
31. 2017 End of season meetings with MS Head Coaches have been implemented.
32. 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.
33. 2017 Added Youth Volleyball Program 3-6.
34. 2017 Worked with new community program to continue 3-6 tackle football.
35. 2017 Increased student participation numbers for all youth activities.
36. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
37. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
38. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
39. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
40. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
41. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
42. 2016 Expand marching band program to include 8th grade students.
43. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
44. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
45. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
46. 2015 Promoted business sponsorships of home football games to increase attendance.
47. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
48. 2015 Hire a K-8 youth programs director for school/community activities.
49. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
50. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
51. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
52. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
53. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
54. 2014 Conducted parent focus groups to improve parent involvement.
55. 2014 Host annual meetings with parent core group to develop PTA at SES.
56. 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:**

**Technology**

| | | |
|---|---|---|
| **14** | **K-5** | **Adopt and implement an effective keyboarding program and technology exploration program.** |
| 2020 | Action Plan | 1. Continue to implement K-5 technology curriculum: **TechnoKids** |
| **15** | **3-5** | **Adopt and implement an effective keyboarding program.** |
| 2020 | Action Plan | 1. Continue to implement an automated typing program: **Typing Club** |
| **16** | **K-8** | **Adopt and implement a Skills and Technical Science Program at SMS** |
| 2020 | Action Plan | 1. Update Skills and Technical Science utilizing: **Discovery Education STEM Connect and Lego Robotics Curricula**. |
| **17** | **9-12** | **Host 2020 Technology Fair for Schuyler and Area Schools.** |
| 2020 | Action Plan | 1. Develop the schedule and agenda for the 2020 Schuyler Tech Fair. |
| 2020 | Action Plan | 2. Advertise and recruit students and staff from area schools to attend the 2020 Schuyler Tech Fair. |
| 2020 | Action Plan | 3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop. |
| 2020 | Action Plan | 4. Secure contracts with selected speaker/presenters for the 2020 Schuyler Tech Fair. |
| **18** | **9-12** | **Adopt, train, and implement system-wide technology solutions** |
| 2020 | Action Plan | 1. Implement and expand training of our School Safety Online System: **NaviGate Prepared** |
| 2020 | Action Plan | 2. Continue to expand training to implement a single-sign-on solution for every application used at Schuyler Community Schools: **ClassLink** |
| 2020 | Action Plan | 3. Review, purchase, and implement a new webpage platform. **Apptegy** |
| 2020 | Action Plan | 4. Continue to use a community intelligence platform to build trust, open communication and engage staff, students, parents, community patrons: **Th** |
| 2020 | Action Plan | 5. Develop a framework to align communication, define school quality, and evaluate school improvement initiatives: **ECRA Group** |

**Action Plans**

1. 2019 Replaced SCHS copiers
2. 2019 Replaced 30 projectors
3. 2019 500 tech-its from January 2019 - October 2019
4. 2019 Respond to non-submitted tech-it issues at all schools - projector issues, computers, iPads, gradebooks, attendance, etc
5. 2019 Hosted tech student & staff fair - Mike Smith-keynote, hosted approx. 50 students from other schools, 26college reps, breakout sessions, Apple, DE, MyOn, etc…
6. 2019 Purchased and implemented ClassLink (SSO); Navigate Prepared (School Safety); OneSync (server automatically sets up A.D. and google email accounts); Sophos (anti-virus); Turnitin (SCHS); Relay (new cloud-based filter server)
7. 2019 Refreshed incoming 6th and 9th grade iPads
8. 2019 Repurposed old 8th and 12th grade ipads to SES/Rural Carts
9. 2019 Refreshed 40 teacher laptops & repurposed 40 old laptops to student carts
10. 2019 Refreshed SCHS Business Cart & repurposed old ones
11. 2019 Refreshed SCHS Business PC Lab & repurposed old ones
12. 2019 Addressed/coordinated Apple recall of 40 laptops
13. 2019 Moved/converted fixed physical servers to virtual servers
14. 2019 Live/sync IC with the NDE, fixing errors, producing numerous reports - Advisor (replaces NSSRS state reporting)
15. 2019 Daily attention to IC enrollment/user accounts & troubleshooting teacher gradebooks
16. 2019 Infinite Campus daily syncing/troubleshooting of instructional data for Destiny, ellevation, MyOn, Pearson, Renaissance, Navigate, Classlink, Apple classroom, Relay filtering server, SCS mobile app, & rSchool calendar
17. 2019 SES Stem Lab
18. 2019 Provided tech support for bond issue
19. 2019 Work with thoughtexchange, high school students, staff exchanges
20. 2019 Added projectors and computers/ipads to Richland and Fishers

21. 2019 Fixed and setup sound/microphone system at Richland and Fishers
22. 2019 Websites- new sports section for coaching, youth sports pages, handbooks, documents updated, central conference sites, updated staff accounts, images,
23. 2019 monitoring and investigating of social media accounts and malicious anonymous accounts
24. 2019 Created 250+Infinite Campus (IC) parent portal accounts
25. 2019 Added IT person at SES to monitor iPad & laptop carts, troubleshoot IT techits, etc…
26. 2019 Added battery backups to each mini wiring closet (20+)
27. 2019 Moved Infinite Campus to Cloud server and install a new point of service on all touch screens and IC lunch laptops.
28. 2019 Installed extended in town Internet to 4R building for cameras and future classrooms
29. 2019 Added Apple updates caching servers to SCHS, SMS, and SES/Fishers/Richland
30. 2019 Moved and updated ipad and laptop carts to SMS for summer school classes
31. 2018 Updated all the flat screen media players to the "cloud" system.
32. 2018 Installed Internet access at the bus barn.
33. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
34. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
35. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
36. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.
37. 2018 Secured funding and installed a broadcasting studio at SCHS.
38. 2018 Developed and adopted a broadcasting program at SCHS.
39. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
40. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
41. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
42. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.
43. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
44. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
45. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
46. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
47. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
48. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
49. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
50. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
51. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
52. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
53. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
54. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
55. 2017 SMS replaced the intercom/paging system.
56. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
57. 2017 Launch new App to connect parents/community to school.
58. 2017 Increase use of social media through new SCS website and app.
59. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
60. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
61. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
62. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
63. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
64. 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
65. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
66. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
67. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
68. 2015 Participated in planning sessions for Schuyler Media Network.
69. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
70. 2015 Replaced 40 teacher laptops across the district.
71. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
72. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
73. 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.
74. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
75. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
76. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.

77. 2015 SCHS:  Class of 2019 received new iPad Air 2's.  (130 iPads)
78. 2015 Develop a replacement cycle for technology hardware and software programs.
79. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
80. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
81. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
82. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
83. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
84. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
85. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
86. 2014 Support staff professional development program using the portal and EMC videos.
87. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
88. 2014 Relocated technology department to SMS east wing to improve coordination of services
89. 2014 Expanded tech team from a 2-person department to a 5-person department.
90. 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:**

**Transportation**

| | | |
|---|---|---|
| **19** | **SCS** | **Maintain current vehicle and equipment replacement and maintenance programs.** |
| 2020 | 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. |
| 2020 | Action Plan | 2. Continue to adjust and maintain 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.** |
| 2020 | Action Plan | 1. Continue to monitor student behavior on the morning and after school routes. |
| 2020 | Action Plan | 2. Continue to monitor safety and traffic flow around SMS before and after school hours. |
| **21** | **SCS** | **Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.** |
| 2020 | Action Plan | 1. Monitor SES morning and afternoon bus service program. |
| 2020 | Action Plan | 2. Review and set fees for morning and afternoon bus service to Lonnie's Trailer Park. |
| 2020 | Action Plan | 3. Continue morning and afternoon bus service for the K-3 Dual Language Program students attending Richland Elementary building. |

**Action Plans**

1. 2019 Replaced Maintenance Van – (SMS)
2. 2019 Purchased a SUV Ford Edge (2017)
3. 2019 Purchased (new) 2016 handicap accessible van (SES) to transport students with special transportation needs.
4. 2019 Purchased (new) 2019 handicap accessible van (SMS) to transport students with special transportation needs.
5. 2019 Purchased a new tractor and loader for the buildings and grounds department (equipment replacement plan)
6. 2019 Relocated elementary bus pickup/drop off zone at the middle school (St. Mary's parking lot)
7. 2019 Expanded transportation program for dual language program relocated to Richland Elementary.
8. 2019 Expanded morning and afternoon bus service to include service from Lonnie's Trailer Court.
9. 2018 Coordinated and updated the vehicle replacement plan.
10. 2018 Developed and implemented an equipment replacement plan.
11. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
12. 2018 Developed and implemented a plan at SMS to improve safety and traffic flow. (Changed K-5 pickup/drop-off area)
13. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
14. 2018 Purchased 71 passenger bus (2015)
15. 2018 Replaced the maintenance department's SES 2013 pickup.
16. 2018 Replaced the maintenance department's gator
17. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
18. 2017 Developed a large equipment database with a replacement schedule.
19. 2017 Before and after school busing to Richland Elementary.
20. 2017 Lease a new bus barn (8 buses)
21. 2017 Cleaned our old bus barn and held an auction.
22. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
23. 2017 Purchased 2013 International Bus (71 Passenger #71A)
24. 2017 Purchased 2016 Ford Taurus (Silver 51)
25. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
26. 2017 A parking map was created for SMS and mailed home to parents
27. 2017 Signage was purchased for SMS parking lots.
28. 2017 Sidewalk added for safe route to SES.
29. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
30. 2016 Purchased a 2016 Ford Taurus. (Car 49)
31. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
32. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).
33. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
34. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
35. 2015 Purchased a 2016 Blue Bird Bus. (77A)

36. 2015 Develop transportation management and request system on the portal.
37. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
38. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
39. 2014 Purchased a 2014 Ford Taurus. (Car 17)
40. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
41. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
42. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
43. 2014 City of Schuyler provided crossing guard at SMS.
44. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
45. 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:**

**Buildings and Grounds**

| | | |
|---|---|---|
| **22** | **SCS** | **Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.** |
| 2020 | Action Plan | 1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it". |
| 2020 | Action Plan | 2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc… |
| 2020 | Action Plan | 3. Review custodial/maintenance/food service staffing to determine adequacy, training needs, and stability of staff at all district buildings. |
| 2020 | Action Plan | 4. Continue to promote and improve educational options and/or school choice within the district, balance class size and building utilization. |
| **23** | **SCHS** | **Phase II-IV: Kitchen, Cafeteria, Gymnasium, Performing Arts Center, and Athletic Complex projects.** |
| 2020 | Action Plan | 1. Participate in Bi-Monthly meetings to review progress and provide input on changes to the high school addition. |
| 2020 | Action Plan | 2. Participate in Bi-Monthly meetings to schedule and oversee progress on the remodeling project at SCHS. |
| 2020 | Action Plan | 3. Develop a plan and timeline to remodel the west gym, locker rooms, and weight room. |
| 2020 | Action Plan | 4. Develop a plan and protocols for the new food service and cafeteria venue. |
| 2020 | Action Plan | 5. Develop a plan and timeline to open the gymnasium, locker rooms, and wrestling practice room, and health classroom. |
| 2020 | Action Plan | 6. Construct a new handicap accessible entrance, concession and storage area to support activities at the stadium and soccer complex. |
| 2020 | Action Plan | 7. Develop a plan and timeline to open the remodeled Family and Consumer Science classroom, ADA restrooms, and performing arts center. |
| **24** | **SCHS** | **Phase V: District Office, Dual Language and Rural Schools** |
| 2020 | Action Plan | 1. Purchase the Schuyler Nursing Home and develop a a short and long-term plan for occupancy. |
| 2020 | Action Plan | 2. Sell the portable special education building an improve east parking lot at SMS. |
| 2020 | Action Plan | 3. Remodel office areas and move district offices: board of education, superintendent, curriculum and instruction, special education, and technology |
| 2020 | Action Plan | 4. Secure a contract with Landmark Realty to sell the 4-R Rural School Building. |
| 2020 | Action Plan | 5. Research feasibility and options for central storage and district vehicles at the district office. |
| 2020 | Action Plan | 6. Continue to research options for stabilizing rural school enrollment, facility use, and building and grounds upgrades. |

**Action Plans:**

1. 2019 Purchased the Schuyler Nursing Home to be used for program expansion.
2. 2019 Richland: Painted the gym, replaced outside lighting, Moved the library.
3. 2019 Richland: Remodeled 4 classrooms for Dual Language Program.
4. 2019 Fishers: Painted ceiling in the basement.
5. 2019: Fishers: Installed cabinets for the science lab.
6. 2019 Preschool: Water proofed the exterior of the building (Karr Tuckpointing).
7. 2019 Preschool: Replaced roof on the basement attachment.
8. 2019 Preschool: Installed mirrors in restrooms.
9. 2019 SES: Installed ceramic tile and painted floor in the kitchen and dishwasher area.
10. 2019 SES: Installed new ventilation system in the kitchen.
11. 2019 SES: Replaced west entrance concrete.
12. 2019 SES: Repaired floor and painted court lines on gymnasiums.
13. 2019 SES: Purchased and installed scoreboards in both gymnasiums.
14. 2019 SMS: Replaced ceramic tile and vanity in faculty restrooms.
15. 2019 SMS: Constructed a new guidance office.
16. 2019 SCHS: Installed cabinets and painted walls in the agriculture classroom.
17. 2019 SCHS: Replaced carpet in two business classrooms.
18. 2019 SCHS: Replaced lighting in industrial technology lab.
19. 2019 SCHS: Painted science room.
20. 2019 SCHS: Tuckpointed and painted the south side of the Ag shop (Karr Tuckpointing).

21. 2019 SES:  Purchased a new high-speed buffer and carpet extractor.
22. 2018 Replaced the well at Fisher's Elementary School.
23. 2018 Continued management program to maintain/upgrade current facilities through the maintenance program "fix it".
24. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
25. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
26. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
27. 2018 Select and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...
28. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
29. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
30. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
31. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
32. 2018 SCHS: Completed new construction of Vocational Agriculture and Industrial Tech. building.
33. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
34. 2018 SCHS: Remodeled south hallway restrooms.
35. 2018 SCHS: Remodeled faculty workroom and restrooms.
36. 2018 SCHS: Replaced hallway speakers
37. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
38. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
39. 2018 SES: Completed the southwest sidewalk on Chicago street.
40. 2018 Preschool:  Replaced the roof.
41. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
42. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
43. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
44. 2018 Richland: Painted main hallway
45. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
46. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
47. 2017 Sold and removed portable classroom buildings at SCHS
48. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
49. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
50. 2017 Completed landscape projects at the preschool and middle school buildings.
51. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
52. 2017 Completed SMS trophy cases in the lobby/lunchroom
53. 2017 Completed storage area for the field house/physical education equipment.
54. 2017 Replaced carpet in SCHS business and math rooms.
55. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
56. 2017 SMS completed air conditioning system in the gymnasium
57. 2017  SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
58. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
59. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
60. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
61. 2016 Improve preschool playground, landscaping and perimeter fence.
62. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
63. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
64. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
65. 2016 Replaced two (2) HVAC units at the middle school site.
66. 2016 Replaced sewer lines in the middle school science and food service areas.
67. 2016 Installed new lights on the south side of the middle school building (street and parking).
68. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
69. 2016 Replaced partitions in the $6^{th}$ and $7^{th}$ Grade restrooms at SMS and repainted restrooms at SES..
70. 2016 Installed underground sprinkler system on the east lawn of the high school building.
71. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
72. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
73. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
74. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
75. 2016 New carpet in the $5^{th}$/$6^{th}$/ $7^{th}$/$8^{th}$ grade classroom at Richland.
76. 2015 Begin construction for SMS Rec. Center:  Completion, November 2016.
77. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
78. 2015 Remodeled SCHS West Lobby and Restrooms.
79. 2015 Install new lighting in the middle school gymnasium.
80. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
81. 2015 Install new lighting in the East Gymnasium
82. 2015 Visit indoor recreation facilities in Omaha and Lincoln.

83. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
84. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
85. 2015 Remodel 2nd floor of the Preschool Building.
86. 2014 Upgrade SES playground with donation from PTA.
87. 2014 Install new lighting in the West Gymnasium.
88. 2014 Develop and implement building improvement and remodeling plan.
89. 2014 Develop and implement maintenance request program on the FMP portal.
90. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
91. 2015 Update playground equipment for preschool that meets Rule 11.
92. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
93. 2014 Remodel the 1st floor of the Preschool Building.
94. 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:**

**Support Service Programs**

| | | |
|---|---|---|
| **25** | **7-12** | **Develop a plan and secure outside financial support for expanded care and prevention of athletic injuries (Athletic Trainer )** |
| 2020 | Action Plan | 1. Continue contract for a full-time trainer at the high school level through Columbus Community Hospital. |
| 2020 | Action Plan | 2. Evaluate/expand program effectiveness in promoting athletic conditioning and injury rehabilitation. |
| **26** | **SCS** | **Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve performance)** |
| 2020 | Action Plan | 1. Develop a lesson plan format to be used at the building level for substitute teachers. |
| 2020 | Action Plan | 2. Develop a plan/program at the building/district level to recognize and support substitute teachers. |
| **27** | **K-12** | **Develop and implement a plan to improve food service and menu options across the district.** |
| 2020 | Action Plan | 1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS |
| 2020 | Action Plan | 2. Develop a plan and negotiate contracts to include outside providers to increase menu options for SCHS students for the 2020-21 school year. |
| **28** | **K-12** | **Develop and implement a plan to improve training for Para-Educators across the district.** |
| 2020 | Action Plan | 1. Develop and implement a professional development program to improve the effectiveness of para-educators in providing interventions. |
| 2020 | Action Plan | 2. Develop a plan to provide para-pro training for all para educators in the district. |

**Action Plans:**

1. 2019 Member of Wayne State College NENTA program for substitute teachers.
2. 2019 Hosted training and workshop for substitute teachers for the 2019-20 school year.
3. 2019 Hired a full-time athletic trainer, funded by Columbus Hospital, to support student health and care of athletic injuries.
4. 2019 Continued evaluation of the food service "smarter lunchrooms" program.
5. 2019 Received a grant to purchase new lunchroom tables for the middle school lunch room.
6. 2019 Expanded breakfast program to the elementary and rural schools and continued with the fresh fruits and vegetable program.
7. 2019 Richland: Purchased kitchen equipment and added more portable lunch tables.
8. 2019 SCHS: Received a grant and purchased new oven for the high school kitchen.
9. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
10. 2018 Updated and adopted job descriptions for all support staff positions in the district.
11. 2018 Applied for and received grants to purchase food warmers for the rural schools.
12. 2018 Applied for and received a grant for a hot-food serving line at SMS
13. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
14. 2018 Conducted quarterly "Smarter Lunchroom" evaluations for food service in each building.
15. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
16. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
17. 2018 Hosted a Civil Rights Compliance review for the high school facility.
18. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
19. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
20. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
21. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
22. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
23. 2017 Leased new bus bard to secure buses and improve safety for drivers.
24. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
25. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.
26. 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.
27. 2017 SCS Para-educators received APL training district-wide.
28. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.

29. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
30. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
31. 2016 Finalize Colfax County Crisis Preparedness Manual.
32. 2016 Complete District-wide Crisis and Emergency Response Manual.
33. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
34. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
35. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
36. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
37. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
38. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
39. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
40. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
41. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
42. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
43. 2015 Implement the EMC professional development program for support staff.
44. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
45. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
46. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
47. 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:**

**School Governance and Public Relations**

| | | |
|---|---|---|
| **29** | **K-12** | **Continue to expand strategies to improve communication and promote parent/community engagement.** |
| 2020 | Action Plan | 1. Upgrade school app to improve internal and external communication. |
| 2020 | Action Plan | 2. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities. |
| 2020 | Action Plan | 3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Commite', City Council, etc…) |
| 2020 | Action Plan | 4. Promote and expand the use of electronic communication, advertising, and message boards to inform parents and community patrons. |
| **30** | **K-12** | **Continue expanding financial resources to promote financial stability and program support.** |
| 2020 | Action Plan | 1. Apply for a K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. |
| 2020 | Action Plan | 2. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school activities. |

**Action Plans**

1. 2019 Hosted the Nebraska Supreme Court and student /community assembly.
2. 2019 Hosted weekly (January-March) informational meetings to inform the public about the proposed bond referendum.
3. 2019 Worked with the Foundation to prepare and distribute bond information, promotional flyers, mailers, etc…
4. 2019 Reinvented Focus Time at SCHS to include CKH strategies and platform for student engagement.
5. 2019 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
6. 2019 Hosted community leaders meeting and conducted our first community leaders Thoughtexchange experience.
7. 2019 Conducted several thoughtexchanges with high school students.
8. 2019 Conducted parent exchanges at Cargill to engage parents and community stakeholders (2 days).
9. 2019 Staff/Program spotlight at monthly school board meetings.
10. 2018 NASB hosted board/community leaders' workshop and strategic planning session.
11. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
12. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
13. 2018 Expanded flat screen media players to promote school and community engagement.
14. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
15. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
16. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska
17. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
18. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)
19. 2017 SCS developed and implemented blackboard school App to improve parent communication.
20. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
21. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
22. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
23. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
24. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
25. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
26. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
27. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.

28. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
29. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
30. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
31. 2016 Board of Education adopts workforce housing incentive plan.
32. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
33. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
34. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
35. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
36. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
37. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
38. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
39. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
40. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
41. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
42. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
43. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
44. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
45. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
46. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
47. 2014 Expanded and updated websites to include Facebook and Twitter.
48. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
49. 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:**

**School Climate and Learning Environment**

| | | |
|---|---|---|
| **31** | **K-12** | **Expand staff training focused on cultural sensitivity, behavior metal health, student behavior and classroom management, reduced incidents of** |
| 2020 | Action Plan | 1. Continue training and implementation of Capturing Kids Hearts Program for K-12 students to promote social and emotional health. **(Capturing Ki** |
| 2020 | Action Plan | 2. Continue providing professional development focused on managing student behavior and developing effective learning environments. **(APL Train** |
| 2020 | Action Plan | 3. Continue to expand counseling services and support to address mental health needs in the district. **(CHI Mental Health Counselors)** |
| **32** | **K-12** | **Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.** |
| 2020 | Action Plan | 1. Develop incentive program to promote ELL/Spanish language training and certification for classrrom teachers and administrators. |
| 2020 | Action Plan | 2. Develop a plan to promote school spirit, staff morale, monthly celebrations, etc… to promote an inclusive, fun learning and work environment. |
| 2020 | Action Plan | 3. Research and develop an incentive program to promote post-secondary education options for support staff. |
| 2020 | Action Plan | 4. Work with staff to develop a social contract within each building to improve relationships between students/staff, staff and administration, parent i |
| 2020 | Action Plan | 5. Promote the use of personal affirmations, share outstanding employee quarter nominations with staff, and submit district winner as a nominee for I |
| 2020 | Action Plan | 6. Expand the use of Thoughtexchange to promote ongoing, consistent communication and opportunities for staff input. |
| 2020 | Action Plan | 7. Work with staff to develop and implement meeting schedules in each building to improve internal and external communication. |
| **33** | **K-12** | **Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in the district.** |
| 2020 | Action Plan | 1. Expand new staff orientation program and provide ongoing professional development and support. |
| 2020 | Action Plan | 2. Continue to offer increased opportunities for saff input on hiring practices within each building. |
| 2020 | Action Plan | 3. Identify K-8 teachers to participate with 9-12 teacher leaders in the teacher leadership program **(Discovery Education Digital Leadership Corp** |
| **34** | **K-12** | **Reduce Chronic Absenteeism, Tardies, etc…** |
| 2020 | Action Plan | 1. Work with staff to develop and implement a plan in each building to reduce chronic absenteeism, tardies, etc… |
| 2020 | Action Plan | 2. Continue working with our attendance coordinator (6-12) to work with teachers/students/families on improving student attendance. |

**Action Plans:**

1. 2019 Expanded Capturing Kids hearts training for new teachers at SES, SMS, Rural, and all teachers at SCHS.
2. 2019 Provided APL training for all new teachers.
3. 2019 Provided APL leadership training for all administration.
4. 2018 Focused professional development through coordination of Priority School and Discovery Education Consultants to promote coaching strategies to improve instruction and student achievement in the high school classrooms.
5. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
6. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.
7. 2018 Restructured "Focus" time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
8. 2017 Principals involved in the selection of quarterly outstanding employees.
9. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
10. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.
11. 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
12. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
13. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
14. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
15. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.

16. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc…
17. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
18. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
19. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
20. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
21. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
22. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
23. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
24. 2015 Developed and implemented a district-wide “new” teacher orientation program.
25. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
26. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
27. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
28. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
29. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
30. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
31. 2014 Developed and implemented annual SCS teacher incentive program.
32. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.