Schuyler Community Schools
District Zoom Meeting: All Staff
Friday, November 20, 2020 3:00 PM
Schuyler Community Schools Board Room
120 West 20th Street
Schuyler, NE 68661

Posting Locations:
- Schuyler Sun
- District Office Building Front Door
- Schuyler Post Office
- Colfax County Courthouse

Posted Date: 11-5-2020

I. COVID-19 Report

1. **THANK YOU FOR YOUR WORK AND DEDICATION TO EACH OTHER AND OUR STUDENTS:**

Thank you to our staff for picking up and supporting each other as we continue to provide a safe and healthy environment for our employees and students. In our daily meetings with the various health and school groups, schools are still recognized as the safest and healthiest place for our staff and students.

Thank you to the classroom teachers, para-educators, office staff, custodians, food service, and administrators for your work to make sure school buildings are clean, meals are served, temperatures taken, and classrooms are covered and run as normal as possible. Right now, masks, social distancing, and washing/disinfecting are the most effective ways to reduce the incident of infection spread in our community. Thank you for doing your part.

Finally, **special thank you** to the nurses who are tasked with the responsibility of determining required isolation, quarantine, durable health measures (DHM's), return dates, etc... This is extremely important for us to maintain safety for our students and staff.

Each building is developing a plan to prepare our staff and students for a possible remote learning setting in the future. Each building currently has a draft plan for this preparation. These plans will be finalized and presented to the board of education to confirm our preparation for this change if ordered by the Governor, Commissioner, State, or local health departments.

2. **Substitute Teachers:** We are working on a plan to improve consistency and availability of substitute teachers in the system. According to our fill rates, we were an average of 3 teachers short per day in the first semester. We are working

on securing 3 full-time substitute teachers for second semester to be used across the district. See attached teacher absences and fill rates for first semester.

3. **Do Right, Right Now Media Campaign:** **"Do Right, Right Now** is a practical call for a unified response to fight COVID-19. As Nebraskans, we pride ourselves on doing the right thing, caring for one another, and working together to address problems and affect change. We can get the good life back when we **Do Right, Right Now."** See attached information.

4. **COVID-19 Vaccinations:** "East Central District Health Department is excited to announce that school employees will be vaccinated in Phase IB. **COVID-19 Moderna Vaccination** schedule for Nebraska. The vaccinations for Nebraska preliminary schedule for the following groups.
Group 1A: December/January - Medical Professionals
Group 1B: January/February - **ALL EDUCATION WORKERS** (teachers, para educators, custodians, food service, substitute teachers, public early childhood care givers)
I am forwarding all power points to the school Carol Reha and she will work with Penny and the other school nurses on getting us registered for these vaccinations.

II. December Employee Meetings

December 2nd @ 2:30: Food Service and custodial/Maintenance meeting. District Office or Zoom Meeting. Zoom meeting address is: **4023523527**

December 4th @ 2:30: Para Educators/Office Staff/School Nurses: Zoom meeting address is: **4023523527**

December 4th @ 3:15: SEA Reps. @ District Office

III. Early Retirement Policy
The board of education has reached a tentative agreement with the SEA on the 2021-22 Master Agreement. As a result, the board will be acting on extending the Early Retirement Policy for the next three years. If you have any questions about the policy or your eligibility, please contact Penny Janousek. See attachment below.

IV. Strategic Planning

1. **First Thoughtexchange:** Thank you for your feedback on the October Professional Development Week. As stated in our previous meeting, this is a big commitment from the board of education to our staff and your professional development. The cost of the workshops along with staff salaries and benefits

was a commitment of $500,000. We need to make sure this investment pays off for you and your students. See Thoughtexchange information shared below.

2. **Second thoughtexchange**: Thank you for your suggestions for the 2-Day January professional development sessions. We need to make sure we get the most from these days and your input will help us provide you with sessions that will help you grow your profession.

3. **2020 Strategic Plan Draft Report:** Attached below is the Final 2020 Report. Congratulations on your many accomplishments and thank you for your continued work on these strategic initiatives.

4. **Third Thoughtexchange:** The third thoughtexchange will open next week and **close on Friday, December 18th.** The third Thoughtexchange will be a series of exchanges that will allow you pick areas of greatest interest. This exchange will be in multiple languages and open to our school board, community leaders, parents and community patrons. We need your thoughts and ratings in as many areas as you are willing to share. Please make sure you are thoughtful in your suggestions and ratings. Your leadership will provide the community with an increased awareness and appreciation for your work. See attached strategic planning areas and questions to guide your input.

5. **2021 Strategic Plan:** We will schedule several sessions during our January Professional Development Days to finalize your input and prepare the 2021 strategic priorities. We are planning to have a final plan ready for board adoption at the February school board meeting. Thanks again for your willingness to participate and provide input on this process.

Fill Date	Day of Week	Total Jobs	No Sub Required	Net Open Jobs	Filled	Unfilled	Fill Rate
2020-08-12	Wednesday	4	4	0	0	0	100.00%
2020-08-13	Thursday	4	4	0	0	0	100.00%
2020-08-14	Friday	2	1	1	0	1	0.00%
2020-08-17	Monday	1	0	1	1	0	100.00%
2020-08-18	Tuesday	6	3	3	1	2	33.33%
2020-08-19	Wednesday	3	3	0	0	0	100.00%
2020-08-20	Thursday	6	2	4	3	1	75.00%
2020-08-21	Friday	6	5	1	1	0	100.00%
2020-08-24	Monday	9	2	7	1	6	14.29%
2020-08-25	Tuesday	9	2	7	4	3	57.14%
2020-08-26	Wednesday	8	0	8	0	8	0.00%
2020-08-27	Thursday	11	2	9	9	0	100.00%
2020-08-28	Friday	13	4	9	5	4	55.56%
2020-08-31	Monday	15	7	8	1	7	12.50%
2020-09-01	Tuesday	10	2	8	3	5	37.50%
2020-09-02	Wednesday	8	3	5	3	2	60.00%
2020-09-03	Thursday	8	4	4	2	2	50.00%
2020-09-04	Friday	16	10	6	4	2	66.67%
2020-09-08	Tuesday	12	3	9	5	4	55.56%
2020-09-09	Wednesday	3	0	3	0	3	0.00%
2020-09-10	Thursday	8	2	6	4	2	66.67%
2020-09-11	Friday	8	7	1	1	0	100.00%
2020-09-14	Monday	9	0	9	3	6	33.33%
2020-09-15	Tuesday	11	6	5	4	1	80.00%
2020-09-16	Wednesday	7	1	6	3	3	50.00%
2020-09-17	Thursday	14	3	11	5	6	45.45%
2020-09-18	Friday	24	7	17	17	0	100.00%
2020-09-21	Monday	4	2	2	1	1	50.00%
2020-09-22	Tuesday	4	3	1	1	0	100.00%
2020-09-23	Wednesday	4	3	1	0	1	0.00%
2020-09-24	Thursday	9	6	3	3	0	100.00%
2020-09-25	Friday	14	6	8	8	0	100.00%
2020-09-28	Monday	7	0	7	3	4	42.86%
2020-09-29	Tuesday	5	1	4	3	1	75.00%
2020-09-30	Wednesday	9	1	8	5	3	62.50%
2020-10-01	Thursday	15	8	7	3	4	42.86%
2020-10-02	Friday	21	12	9	8	1	88.89%
2020-10-05	Monday	4	2	2	2	0	100.00%
2020-10-06	Tuesday	2	1	1	1	0	100.00%
2020-10-07	Wednesday	4	2	2	1	1	50.00%
2020-10-08	Thursday	7	2	5	2	3	40.00%
2020-10-09	Friday	14	3	11	5	6	45.45%
2020-10-12	Monday	7	5	2	1	1	50.00%
2020-10-13	Tuesday	7	5	2	2	0	100.00%
2020-10-26	Monday	3	0	3	1	2	33.33%
2020-10-27	Tuesday	7	1	6	4	2	66.67%
2020-10-28	Wednesday	4	2	2	1	1	50.00%
2020-10-29	Thursday	6	2	4	3	1	75.00%
2020-10-30	Friday	17	10	7	6	1	85.71%
2020-11-02	Monday	11	4	7	2	5	28.57%
2020-11-03	Tuesday	8	3	5	2	3	40.00%
2020-11-04	Wednesday	13	4	9	3	6	33.33%
2020-11-05	Thursday	16	5	11	2	9	18.18%
2020-11-06	Friday	23	9	14	8	6	57.14%
2020-11-09	Monday (COVID 20)	23	7	16	3	13	18.75%
2020-11-10	Tuesday (COVID 19)	21	7	14	6	8	42.86%
2020-11-11	Wednesday (COVID 11	17	6	11	6	5	54.55%
Total	**57**	**541**	**209**	**332**	**176**	**156**	**58.68%**
Daily Average		**9.49**	**3.67**	**5.82**	**3.09**	**2.74**	

District-Wide COVID-19 Data on 11/20/2020 @ 12:00 PM

School Bldg.	Enrollment	Positive	Protocol	Para-Educators	Positive	Protocol	Teachers	Positive	Protocol/Pending
Preschool	108	0	9	7	0	0	5	0	0
SES	659	1	34	29	4	0	53.5	4	1
Richland	73	0	8	4	1	0	7.25	0	0
Fishers	57	0	2	4.7	0	0	6.25	0	0
SMS	420	0	36	12	0	1	33.75	1	0
SCHS	595	6	69	8	0	0	43.75	1	0
District Bldg.				1	0	0	1	0	0
Total	1912	7	158	64.7	5	1	150.5	6	1
Percent		0.37%	8.32%		7.73%	1.55%		3.99%	0.66%

SES: 1 Teacher returns 11/16/2020, but still symptomatic	
SES: 1 Teacher returns Monday, 11/23/2020	
SES: 1 Teacher returns Wednesday, 11/25/2020	
SES: 1 Teacher returns Monday, 11/30/2020	
SES: 1 Teacher out on Protocol (Positive Child)	
SMS: 1 Teacher returns Monday, 11/30/020	
SMS: 1 Teacher returns Monday, 11/30/020	
SES: 1 Para returns on Monday 11/23/2020	
SES: 1 Para returns on 11/16/2020, but still symptomatic	
SES: 1 Para returns on 11/30/2020	
SES: 1 Para returns on 11/30/2020 **(Positive Child 12/2/2020)**	
Richland: 1 Para returns Monday 11/30/2020	
SMS: 1 Para out on Quarantine, returns Monday, 11/30/2020	

Due to increase in students, we need to start tracking student groups by grade, class, event, etc....
Not a lot we can do with the individual cases except keep an eye on possible things you can do to tighten up protocols if you see a hot spot in your building. Thanks for your work.

District-Wide COVID-19 Data on 11/19/2020 @ 12:00 PM

School Bldg.	Enrollment	Positive	Protocol	Para-Educators	Positive	Protocol	Teachers	Positive	Protocol/Pending
Preschool	108	0	9	7	0	0	5	0	0
SES	659	1	37	29	4	0	53.5	4	1
Richland	73	0	8	4	0	1	7.25	0	0
Fishers	57	0	2	4.7	0	0	6.25	0	0
SMS	420	1	33	12	0	1	33.75	0	1
SCHS	595	6	56	8	0	0	43.75	0	1
District Bldg.				1	0	0	1	0	0
Total	1912	8	145	64.7	4	2	150.5	4	3
Percent		0.42%	7.63%		6.18%	3.09%		2.66%	1.99%

SES: 1 Teacher returns 11/16/2020, but still symptomatic	
SES: 1 Teacher returns Monday, 11/23/2020	
SES: 1 Teacher returns Wednesday, 11/25/2020	
SES: 1 Teacher returns Monday, 11/30/2020	
SES: 1 Teacher out on Protocol (Positive Child)	
SMS: 1 Teachers out on Protocol: awaiting test results	
SCHS: 1 Teachers out on Protocol: awaiting test results	
SES: 1 Para returns on Friday 11/20/2020	
SES: 1 Para returns on 11/16/2020, but still symptomatic	
SES: 1 Para returns on 11/30/2020	
SES: 1 Para returns on 11/30/2020	
Richland: 1 Para out on protocol, awaiting test results	
SMS: 1 Para out on protocol, awaiting test results	

Due to increase in students, we need to start tracking student groups by grade, class, event, etc....
Not a lot we can do with the individual cases except keep an eye on possible things you can do to tighten up protocols if you see a hot spot in your building. Thanks for your work.

District-Wide COVID-19 Data on 11/18/2020 @ 12:00 PM

School Bldg.	Enrollment	Positive	Protocol	Para-Educators	Positive	Protocol	Teachers	Positive	Protocol/Pending
Preschool	108	0	6	7	0	0	5	0	0
SES	659	0	32	29	3	1	53.5	4	1
Richland	73	0	7	4	0	1	7.25	0	0
Fishers	57	0	4	4.7	0	0	6.25	0	0
SMS	420	0	28	12	0	1	33.75	0	2
SCHS	595	5	47	8	0	0	43.75	0	0
District Bldg.				1	0	0	1	0	0
Total	1912	5	124	64.7	3	3	150.5	4	3
Percent		0.26%	6.53%		4.64%	4.64%		2.66%	1.99%

SES: 1 Teacher returns 11/16/2020, but still symptomatic	
SES: 1 Teacher returns Monday, 11/23/2020	
SES: 1 Teacher returns Wednesday, 11/25/2020	
SES: 1 Teacher returns Monday, 11/30/2020	
SES: 1 Teacher out on Protocol (Positive Child)	
SMS: 2 Teachers out on Protocol: awaiting test results	
SES: 1 Para returns on Friday 11/20/2020	
SES: 1 Para returns on 11/16/2020, but still symptomatic	
SES: 1 Para returns on 11/30/2020	
SES: 1 Para out on protocol, awaiting test results	
SES: 1 Para out on protocol, awaiting test results	
SMS: 1 Para out on protocol, awaiting test results	

Due to increase in students, we need to start tracking student groups by grade, class, event, etc....
Not a lot we can do with the individual cases except keep an eye on possible things you can do to tighten up protocols if you see a hot spot in your building. Thanks for your work.

District-Wide COVID-19 Data on 11/17/2020 @ 12:00 PM

School Bldg.	Enrollment	Positive	Protocol	Para-Educators	Positive	Protocol	Teachers	Positive	Protocol/Pending
Preschool	108	0	3	7	0	0	5	0	0
SES	659	0	32	29	1	2	53.5	3	1
Richland	73	0	7	4	0	0	7.25	0	0
Fishers	57	0	4	4.7	0	0	6.25	0	0
SMS	420	1	28	12	0	0	33.75	0	0
SCHS	595	5	47	8	0	0	43.75	0	0
District Bldg.				4	0	0	0	0	0
Total	1912	6	121	64.7	1	2	149.5	3	1
Percent		0.32%	6.37%		1.55%	3.09%		1.99%	0.66%

SES: 1 Teacher returns 11/16/2020, but still symptomatic	
SES: 1 Teacher returns Monday, 11/23/2020	
SES: 1 Teacher returns Wednesday, 11/25/2020	
SES: 1 Teacher out on protocol, awaiting test results	
SES: 1 Para returns on Freiday 11/20/2020	
SES: 2 Paras out on protocol, awaiting test results	

Due to increase in students, we need to start tracking student groups by grade, class, event, etc....
Not a lot we can do with the individual cases except keep an eye on possible things you can do to tighten up protocols if you see a hot spot in your building. Thanks for your work.

District-Wide COVID-19 Data on 11/16/2020 @ 12:00 PM

School Bldg.	Enrollment	Positive	Protocol	Para-Educators	Positive	Protocol	Teachers	Positive	Protocol/Pending
Preschool	108	0	3	7	0	0	5	0	0
SES	659	0	32	29	3	2	53.5	4	3
Richland	73	0	7	4	0	0	7.25	0	0
Fishers	57	0	4	4.7	0	0	6.25	0	0
SMS	420	1	28	12	0	0	33.75	1	0
SCHS	595	5	47	8	0	0	43.75	0	1
District Bldg.				4	1	0	0	0	0
Total	1912	6	121	64.7	4	2	149.5	5	4
Percent		0.32%	6.37%		6.18%	3.09%		3.32%	2.66%

SES: 1 Teacher returns 11/16/2020, but still symptomatic
SES: 1 Teacher returns Monday, 11/23/2020
SES: 1 Teacher returns Wednesday, 11/25/2020
SES: 1 Teacher out on protocol, awaiting test results
SES: 1 Teacher out for childcare, returns 11/18/2020
SMS: 1 Teacher returns on Wednesday, 11/18/2020
SCHS: 1 Teacher tested negative twice, Doctor protocol.
SES: 1 Para returns on Freiday 11/20/2020
SES: 2 Paras out on protocol, awaiting test results

Due to increase in students, we need to start tracking student groups by grade, class, event, etc....
Not a lot we can do with the individual cases except keep an eye on possible things you can do to tighten up protocols if you see a hot spot in your building. Thanks for your work.

Do Right, Right Now

COVID-19 PREVENTION CAMPAIGN
NOVEMBER 19, 2020



DOUGLAS COUNTY Health Department

Omaha Community Foundation

NEBRASKA DEPARTMENT OF EDUCATION

nebraskachildren AND FAMILIES FOUNDATION

Media Contact:
Kylie Vonnahme, Vic Gutman & Associates
kvonnahme@vgagroup.com, 402-841-2560

DO RIGHT, RIGHT NOW COVID CAMPAIGN LAUNCHES IN DOUGLAS COUNTY AND STATEWIDE

Do Right, Right Now *to get the good life back*

(Omaha, Neb.) Nov. 19, 2020 - COVID-19 has impacted the lives of all Nebraskans. As an important initiative to help fight this pandemic, the Douglas County Health Department and Omaha Community Foundation teamed up to develop a unified campaign to **Do Right, Right Now**. This caring but urgent call to action is critical to getting back to a safe, healthy, and active lifestyle for which everyone is longing.

As the campaign grew, leaders from outside of Douglas County were brought into the conversation, and through a partnership with the Nebraska State Department of Education and Nebraska Children and Families Foundation, the campaign has expanded to serve the entire state of Nebraska.

"As the 7-day rolling average in new cases is rising in Douglas County, we wanted to create a unified message to our community on simple ways all individuals can do their part to help stop the spread," said Dr. Adi Pour, Health Director with Douglas County Health Department. "Initially focusing on Douglas County, we felt the need for the campaign to extend to all of our Nebraska neighbors, transitioning this initiative into a statewide effort."

The objective of the campaign is to raise awareness of different ways Nebraskans can help protect themselves and others from the virus. The collective goal is to reduce and eventually eliminate the spread within communities, while shining a light on the impact this pandemic has on mental health. This positive campaign reinforces wearing a mask, washing hands, and giving appropriate space. Messaging will evolve over the 6 to 9-month campaign to encourage actions such as getting a flu shot, getting a COVID test if symptoms are present, and getting a vaccine once available.

The campaign will include messaging in radio, television, print, digital, and outdoor media statewide. All media outlets involved have come together to donate ad and inventory space to support this campaign in order to share one consistent, unified message.

As of November 17, the positivity rate was 23.4% statewide compared to a 2.4% positivity rate when the pandemic began. In highly populated areas, the positivity rates climb even higher. Douglas County is at 36.3%, Buffalo County is at 44.9%, and Scottsbluff County is at 68.2%. These numbers are some of the highest in the nation.

"As we work together to slow the spread of the virus, it's on all of us to take personal responsibility for wearing a mask, washing our hands, and watching our distance," said Governor Ricketts. "This campaign will encourage individuals to be proactive in doing what is right and taking the necessary precautions. It will help our schools and businesses stay open. On behalf of the state of Nebraska, thank you to all partnering organizations and media outlets for donating their time and resources to deliver a positive, yet critical message for people to rally around."

Do Right, Right Now is a practical call for a unified response to fight COVID-19. As Nebraskans, we pride ourselves on doing the right thing, caring for one another, and working together to address problems and affect change. We can get the good life back when we **Do Right, Right Now.**

To learn more visit DoRightRightNow.org.

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THANK YOU TO OUR PARTNERS!

95.7 FM The Boss
10/11
Avery Outdoor
Beatrice Daily Sun
Best Buy Signs
Boomer Radio
Cox Communications
E Creative
El Perico
Flood Communications
Focus Omaha
Grand Island Independent
Hastings Tribune
iHeart Radio
Kearney Hub
KETV
KFXL
KHGI
KMTV
KNEP
KPTM
KRVN
KWNB
Lamar Outdoor
Lexington Clipper Herald
Lincoln Journal Star
Local4
Mind and Soul Radio
NBC Nebraska News 2
News Channel Nebraska
NRG Media
NTV
OBI Creative
Omaha Magazine
Omaha Star
Omaha World-Herald
Penny Press
Radio Lobo
Revive Omaha
Scottsbluff Star Herald
Sioux City Journal
Summit Radio
Telemundo Nebraska
The Reader
Vic Gutman & Associates
WOWT

SAMPLE APPLICATIONS – DOUGLAS COUNTY

Sample Billboard Graphics













Sample Social Media Graphics







SAMPLE APPLICATIONS – STATEWIDE

Sample Billboard Graphics













Sample Social Media Graphics







From: **Jespersen, David** David.Jespersen@nebraska.gov
Subject: FW: MEDIA RELEASE - Do Right, Right Now COVID Campaign Launches Statewide
Date: November 19, 2020 at 1:32 PM
To:

DJ

As promised, here is the official news release for the Do Right, Right Now campaign that the NDE and the Commissioner are helping promote. The dropbox link provides campaign images, posters, and flyers you can use with your communities.

Please feel free to share the message to help stop the spread and keep schools safe.

David Jespersen
Public Information Officer
Office of Public Information & Communications
301 Centennial Mall South
Lincoln NE, 68509
P: (402)471-4537
E: david.jespersen@nebraska.gov

MEDIA CONTACT:
Kylie Vonnahme, Vic Gutman & Associates
kvonnahme@vgagroup.com, 402-841-2560

PRESS KIT:
https://www.dropbox.com/sh/g1sgm2ybtblrnbd/AAC7x712yAfx5yAs_dF3Ky-za?dl=0

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To learn more visit DoRightRightNow.org.

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SCHUYLER COMMUNITY SCHOOLS
EARLY RETIREMENT INCENTIVE PROGRAM
APPLICATION FORM 2020-2021 FISCAL YEAR

The undersigned, being a current Certificated Employee of the Colfax County School District 19-0123, a/k/a Schuyler Community Schools District, Schuyler, Nebraska, is desirous of voluntarily participating in the Schuyler Community Schools Early Retirement Incentive Program (ERIP) and is voluntarily resigning from employment under the terms of such ERIP in effect as of the date of this Application.

1. **Applicant:** _____ ("Certificated Employee")

_____(address), _____(city), _____(state).

2. **Date of Application:** This Application is offered and made this __ day of_____ , 20_.

3. **Acknowledgments:** The Certificated Employee acknowledges that:

a. Forty-five (45) or more days prior to the Certificated Employee's execution of this Application, the Certificated Employee received (1) the ERIP Policy 406.05, (2) the separate Application and Agreement forms and (3) a Memorandum from the Superintendent with regard to the ERIP policy which provided the Certificated Employee with information as to the class, unit, or group of individuals covered by the ERIP program, eligibility factors for such program, time limits applicable to such program; the job titles and ages of all individuals eligible or selected for the program, and the ages of all individuals in the same job classification or organizational unit who are not eligible or selected for the program;

b. The Certificated Employee has been advised in writing to consult with an attorney prior to executing this Application and the Agreement form;

c. The Certificated Employee has had forty-five (45) or more days to consider participation in the ERIP and the terms of the ERIP Policy and the Application form and Agreement form;

d. The Certificated Employee understands that the Certificated Employee has the right, for a period of at least seven (7) days following the execution of the ERIP Agreement, to revoke the Agreement, and that the ERIP Agreement does not become effective or enforceable until the revocation period has expired;

e. The Certificated Employee's participation in the ERIP is knowing and voluntary and the Certificated Employee was not coerced in any manner to participate in the ERIP;

f. The Certificated Employee has NOT received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force

g. The Board of Education of the School District, in its sole and absolute discretion, has reserved the right to limit the number of participants in this ERIP in any fiscal year based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues, including but not limited to the repeal or amendment of the exemption to the property tax levy limitations set forth at Neb. Rev. Stat. § 77-3442(2)(d) (Laws of 2008).

4. **Statement of Eligibility:** The certificated employee hereby affirms that he/she is or will:

Employed by the School District (Schuyler Community Schools) as of the date of acceptance of the person's application in the position of a fully certified employee (a) covered by the Negotiated Agreement between the Schuyler Community Schools and the Schuyler Education Association (hereinafter sometimes referred to as "Eligible Employee" or "Employee" or "Teacher") with a salary schedule placement on the salary schedule in effect pursuant to such negotiated agreement in the BA+45/MA, MA+9, MA+18 or MA+27 column, and with an experience step placement of step 12 or greater, **OR** (b) certificated school psychologist.

a. A full-time or part-time employee with a full-time equivalency (FTE) of .50 FTE or more, OR a part-time employee who is on a leave of absence in part and work part-time as of December 1 of the Employee's final contract year;

b. As of September 1, 2020, be fifty-five (55) years of age on or before September 1of the Employee's final contract year; and,

c. As of June 1, 2021, have at least ten (10) creditable years of service (regardless of annual FTE) in the School District including their final year of employment.

5. Acceptance of Benefits: The Certificated employee hereby acknowledges that in consideration of the Certificated Employee's resignation, and of other covenants and conditions set forth in the Application and Agreement provided by the School District, the Certificated Employee shall accept the early retirement benefits provided in the ERIP.

_____

Certificated Employee

STATE OF NEBRASKA)

) ss.

COUNTY OF COLFAX)

On this_____day_____ 20___ before me, the undersigned notary public, duly commissioned and qualified in the aforesaid county, personally appeared, _____personally known to me to be the identical person who signed the above and foregoing Application, and that such person acknowledged the execution of the Application to be the person's voluntary act and deed.

_____

Notary Public

ACCEPTANCE

The above Early Retirement Incentive Program Application is hereby accepted and approved.

DATED this _____ day of _____ , 20___.

COLFAX **COUNTY SCHOOL** DISTRICT 19-0123, a/kla
SCHUYLER COMMUNITY SCHOOLS

BY: _____
President or Other Duly Authorized School Official

EARLY RETIREMENT INCENTIVE PROGRAM POLICY

A. PURPOSE

The purpose of this Early Retirement Incentive Program ("ERIP") is to encourage eligible certificated employees of Schuyler Community Schools ("School District") who are considering an early-leaving decision to accelerate their retirement plans effective at the end of the 2020-2021 through the 2026-2027 school years. Objectives include, but are not limited to, the following:

1. To offer financial incentives that will assist long-term employees considering early retirement or early-leaving decisions to complete such decisions.
2. To reduce costs to the School District by replacing employees with lesser salaried employees or by eliminating positions.
3. To buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights.
4. To provide a better balance of staff experience.

B. QUALIFICATIONS

1. Certificated Employee: To be a participant a person must be employed by the School District (Schuyler Community Schools) as of the date of acceptance of the person's application in the position of a fully certified employee (a) covered by the negotiated agreement between the Schuyler Community Schools and the Schuyler Education Association (hereinafter sometimes referred to as "Eligible Employee" or "Employee" or "Teacher") with a salary schedule placement on the salary schedule in effect pursuant to such negotiated agreement in the BA+45/MA, MA+9, MA+18 or MA+27 column, and with an experience step placement of step 12 or greater. On or before November 15 of each fiscal year the School District shall provide all certificated employees of the school district with a list of all certificated employees with the ages and salary schedule placement for the current fiscal year of those eligible and of those not eligible, by position.

2. Full-Time Equivalency – Eligibility and Benefits: Eligible Employees, both full-time and part-time, may participate in the ERIP, provided that the part-time Employees must have a full time equivalency (FTE) of .50 FTE or more. For part-time employees, the benefits under this plan shall be prorated **based upon the Employee's actual FTE** as provided in paragraph "D. Benefits" below. Part-time Employees who are on a leave of absence in part and work part-time as of December 1 of the Employee's final contract year shall be eligible to participate in the ERIP to the extent of their on-duty FTE. Employees who are on a sabbatical leave, leave of absence, or other Board approved leave except long term disability as of December 1 of the Employee's final contract year shall not be eligible to participate in this ERIP.

3. Age 55 and 10 Years of Service Eligibility: In order for an employee to be eligible for this program, (a) the Employee must be fifty-five (55) years of age on or before September 1 of the Employee's final contract year; and (b) the Employee must have at least ten (10) creditable years of continuous service (regardless of annual FTE) in the School District

including their final year of employment.

4. Window of Eligibility: Eligible employees may elect to participate in this ERIP during the following "window" periods:

a. Window Periods:

(1) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2020, must apply for participation in the ERIP by the Application Date for the 2020-2021, 2021-2022, 2022-2023, 2023-2024 school fiscal years.

(2) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2021, must apply for participation in the ERIP by the Application Date for the 2021-2022, 2022-2023, 2023-2024, 2024-2025 school fiscal years.

(3) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2022, must apply for participation in the ERIP by the Application Date for the 2022-2023, 2023-2024, 2024-2025, 2025-2026 school fiscal year.

(4) Employees who have attained or will attain **Age 55 and 10 Years of Service Eligibility** as of September 1, 2023, must apply for participation in the ERIP by the Application Date for the 2023-2024, 2024-2025, 2025-2026, 2026-2027, school fiscal year.

NOTICE: FAILURE TO MAKE SUCH APPLICATION DURING THE APPLICABLE WINDOW OF ELIGIBLITY SHALL RESULT IN FORFEITURE OF ANY RIGHT OF PARTICIPATION IN THIS ERIP.

b. Possible Extension of ERIP Windows in Future Fiscal Years: The Board of Education may, in its discretion, re-consider this ERIP during the 2020-2021 fiscal year to determine whether to extend the ERIP to those Employee who would become eligible under the terms of this ERIP as of September 1, 2020 or thereafter. Nothing in this paragraph will require the Board of Education to extend this ERIP beyond the ending date hereof set forth in paragraph "F" below.

5. Limitation on Number of Participants: The Board of Education of the School District, in its sole and absolute discretion, reserves the right to limit the number of participants in this ERIP in any fiscal year based on financial exigencies, availability of funds, budget, expenses, revenue, and other school finance issues, including but not limited to the repeal or amendment of the exemption to the property tax levy limitations set forth at Neb. Rev. Stat. § 77-3442(2)(d) (Laws of 2008). The Board of Education shall allow up to four (4) Eligible Employees to participate in the ERIP each fiscal year unless the Board of Education establishes a different number of participants for such fiscal year on or before **November 15th** of each such fiscal year.[1] In the event an Eligible Employee has a personal or medical issue verified by a physician that would prevent such employee from continuing his/her employment for the ensuing fiscal year and the eligible Employee is not selected to participate in the ERIP, the Board of

[1] Neb. Rev. Stat. § 77-3442((2)(d), excluding from the property tax levy limitations "sums agreed to be paid by a school district to certificated employees in exchange for a voluntary termination of employment."

Education in its discretion may grant a hardship application for participation as an additional ERIP participant for such fiscal year.

6. Criteria for Selection: In the event the total number of employees making application for participation in any one fiscal year exceeds the maximum number of employees to be allowed to participate as determined by the Board of Education for such fiscal year, the selection of the employees allowed to participate in the ERIP shall be based upon the following criteria in descending order of priority:

a. Previous Application Denied: First priority for participation shall be granted to those individual(s) who have applied the immediately preceding fiscal year for the TERIP and were not selected for participation under the terms of such TERIP.

b. Highest salary: Second priority for participation shall be granted to the individual employee with the highest scheduled salary for the school fiscal year in effect during the employees' last year of employment. For purposes of this paragraph:

(1) Eligible Employees' salaries will be compared only to other teachers' salaries making application for participation in this ERIP program during the fiscal year for which the application is submitted.

(2) "Scheduled salary" shall be defined as the 1.0 FTE salary listed on the negotiated salary schedule for the Employee's lane/step in his/her final contract year adjusted for the Employee's FTE plus salary paid for extended contract days based upon such salary schedule placement. This definition excludes salary paid for extra duties or responsibilities, reimbursement of expenses, fringe benefits.

c. Number of Years of Service: Third priority for participation shall be granted on the basis of those employees having the greatest number of years of service to the Schuyler Community Schools District regardless of FTE; such service need not be uninterrupted or consecutive years of service.

d. Tiebreaker: If two (2) or more individuals tie on criteria a, b, and c, the names of those persons who are tied shall be placed in a container and names will be drawn blindly from the container for each opening in the ERIP.

7. Terminated Employee's Ineligibility: An employee who has received written notice of possible cancellation, termination or non-renewal for reasons other than reduction in force shall not be eligible and may not participate in this program, unless after a hearing before the Board of Education it is determined that the employee's contract should not be cancelled, non-renewed or terminated. An employee who has received written notice of possible termination for reason of a reduction in force shall be eligible and may participate in this program if, but only if, said employee expressly waives all rights to which he or she may be entitled under the reduction in force law including, without limitation, substantive and procedural rights, staff development assistance and retirement incentive plan benefits, and recall rights.

8. Notice of Plan: The superintendent or the superintendent's designee shall notify all Eligible Employee of the school district of the ERIP and the attached ERIP Application and agreement on or before November 15 of each fiscal year the ERIP is in effect. A copy of said

ERIP and ERIP Application and agreement as it now exists or as it may from time-to-time amended may be obtained from the school office.

C. ENROLLMENT REQUIREMENTS

1. Resignation: Participants in the program shall resign their employment with the School District effective at the close of the school year during which such participant has submitted an application under this ERIP.

2. Application Date: Each eligible employee who wishes to participate in the ERIP must properly complete, execute, and submit an Application and Agreement form to the Superintendent on or after January 1 and on or before March 1 of the fiscal year the policy is in effect and the Employee will resign his/her employment with the School District and participate in this ERIP ("Application Date"). **FAILURE TO SUBMIT THE APPLICATION WITHIN THE TIME FRAME SPECIFIED SHALL RESULT IN THE REJECTION OF SUCH APPLICATION.**

The Board of Education shall review the employee's record to determine if the employee is qualified to participate under section B above. If qualified and if selected for participation, the Board of Education shall approve the Application and Agreement, except as may be otherwise provided herein, at such time as deemed appropriate.

D. BENEFITS

1. Calculation of ERIP Benefit: A qualified certificated employee who has requested and been accepted for participation in the ERIP shall receive the following ERIP benefits payable by the School District during the three (3) fiscal years immediately following the participant's retirement:

a. Health Insurance Premium Contribution/Health Reimbursement Account Benefit: The School District shall credit the account of the Employee under a **health insurance reimbursement (HRA) plan account** established and administered by the School District an amount determined as follows: The sum of Ten Thousand Dollars ($10,000.00) times the Employee's FTE for the Employee's final contract year to be determined as of December l of the Employee's final contract year. The amount credited to the HRA account may be "rolled over" to **no more than three** subsequent fiscal years of the HRA plan and School District. The HRA plan shall allow a teacher to be reimbursed for the cost of his/her health insurance premiums and/or for reimbursement of qualified unreimbursed medical costs.

b. Years of Creditable Service Benefit: The School District shall following the participant's retirement make a non-elective contribution to a 403(b) annuity or custodial account selected by the participant in an amount equal to two percent (2%) of his/her scheduled salary at the 1.0 FTE level during the Employee's final contract year multiplied by the Employee's number of years of creditable service with the School District up to a maximum benefit of Twenty-five Thousand Dollars ($25,000); such amount to be paid over three (3) fiscal years in six (6) equal installments, with one such installment to be paid on or before September 30 of each such fiscal year and one such installment to be paid on or before March 31 of each such fiscal year; with the first installment being payable on the September 30 immediately

following the fiscal year of participant's retirement. For purposes of this paragraph the following definitions shall apply:

(1) "Creditable service" shall be the sum of each year **of** service times **the value of the Employee's** FTE **for each year of service as calculated pursuant to Neb. Rev. Stat. 79-825.**[2] **(e.g. (1) less than .5FTE no credit; (2) .5 FTE to .8 FTE credited in an amount proportionate to the term of such employment for each year; and (3) more than .8 FTE to 1.0 FTE credited as a full 1.0 FTE year).**

(2) "Scheduled salary" shall be defined as the 1.0 FTE salary listed on the negotiated salary schedule for the Employee's lane/step in his/her final contract year adjusted multiplied by the Employee's actual FTE plus salary paid for extended contract days based upon such salary schedule placement. This definition excludes salary paid for extra duties or responsibilities, reimbursement of expenses, or fringe benefits.

If participant fails to designate the 403(b) annuity or custodial account to which the contribution is to be made, the District will hold the contribution until participant does designate the annuity or custodial account. The parties further agree that the non-elective contribution described herein will not exceed any Internal Revenue Code or other limit imposed by law at the time the contribution is made. If the contribution, together with any other contributions on behalf of participant would cause the participant to exceed the maximum allowed by law, the excess shall be paid to participant in cash, less required withholding.

2. Source of Funds: The School District shall pay the entire cost of the plan.

3. Administration: This Plan shall be administered by the Board of Education by and through the administration of the School District.

4. Income Tax Consequences: The payments made pursuant to the ERIP are made to buy-out the tenure rights (i.e., continuing contract rights) of certificated staff, and in effect, make payments to secure the release of unexpired contracts of employment, and to pay a

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[2] Neb. Rev. Stat. § 79-825:

"§ 79-825. Part-time certificated employee; become permanent employee; formula; reduction in force; effect

(1) Part-time certificated employees shall become permanent certificated employees based upon the following formula:

(a) For certificated employees employed four-fifths time or more, each such year of employment shall count as a full successive school year; and

(b) For certificated employees employed one-half time or more but less than four-fifths time, each such year of employment shall be credited against the three-year requirement for acquiring permanent certificated employee status in an amount proportionate to the term of such employment for each year. Such certificated employees shall become eligible for permanent certificated status at the beginning of the school year next succeeding the year in which they attain the proportionate amount of time.

(2) Any certificated employee who achieves permanent certificated employee status shall not lose such permanent certificated employee status because of reduction in force resulting in a contract amendment which would reduce such certificated employee to any part-time employment position."

HISTORY: Laws 1982, LB 259, § 2; Laws 1991, LB 166, § 2; R.S.1943, (1994), § 79-12,108; Laws 1996, LB 900, § 455.

negotiated amount of money in exchange for permanent certificated employees giving up their constitutional and contractual rights to tenure and relinquishing such tenure rights. As such, FICA, Social Security taxes, and similar taxes are not to be withheld from payments made pursuant to this ERIP unless, in the sole discretion of the School District, it is determined that the law requires that such taxes or withholding be made, in which event the social security percentage and any other required state or federal withholdings may be subtracted from each payment to the participant. Otherwise, and except as otherwise provided in this ERIP, no state or federal retirement contributions, FICA, FUTA, or state or federal unemployment contributions, including employer and employee share thereof will be withheld from or contributed in relation to the payments. In the event the School District or a participant are called upon to pay the federal government or the State of Nebraska, or any other state or federal authority, sums or payments that should have been withheld from or contributed in relation to the ERIP payments, including retirement contributions, FICA, FUTA, or state or federal unemployment contributions, the participant shall indemnify and hold the School District harmless from any and all sums which it is called upon to pay, including the employee's and employer's share thereof and any and all penalties and interest arising from either the employee's share or employer's share thereof.

E. WAIVER AND RELEASE OF CLAIMS

Employees who participate in the ERIP shall be required to waive and release the School District from claims and rights as provided in a Release and Agreement adopted as a part of this ERIP policy. The Administration shall give the requisite notices to eligible employees as required by law in order for the Release and Agreement to be fully enforceable.

All eligible certificated employees shall be provided a copy of this ERIP Policy and the Application at least forty-five (45) days prior to the application deadline and provide eligible employees any additional information required by law.

A copy of the Application shall also be made available at the Superintendent's office.

F. TERM OF PROGRAM

The ERIP program and policy, and all benefits provided herein, shall expire and be of no force and effect with regard to eligibility under this ERIP as of August 31, 2024, and as to participation in this ERIP as of August 31, 2027.

1. Academic Programs: *Core Curriculum, Vocational and 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

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 and performance.**
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 Classes, etc…)**
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.**
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 population.
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. 2020 Adopted a Discovery Education Social Studies Techbook for EL Social Studies Classes that can be translated into Spanish.
2. 2020 Developed family literacy program so that families would have the ability to help young children in school.
3. 2020 Continued to evaluate the effectiveness of the Wonders Program (no state testing data to help with that this year).
4. 2020 Wrote implementation guidelines and provided four sessions of professional development around the implementation of Accelerated Reader.
5. 2020 Aligned curriculum to new Science Standards. Completed adoption of and held PD on DE Techbook.
6. 2020 EIR Grant: K-8 STEM Innovator team created.
7. 2020 Adopted and trained staff in the use of Freckle Math Intervention through Renaissance
8. 2020 Held meeting in the Spring of 2020 with all K-12 curriculum groups to vertically align curriculum, update, and publish curriculum information.
9. 2020 Re-scheduled SPED and ELL teachers to better allow support for in classroom instruction
10. 2020 Opened the Newcomer Academy in the district office building for HS students working in language acquisition levels 1 and 2.
11. 2020 Adopted APEX at 6-12 level to provide credit recovery, expedited coursework for students behind in credits and tutoring for students who need individual interventions.
12. 2020 In the 2019-20 school year, 90 students completed dual enrollment classes.
13. 2020 New teachers attended a virtual workshop on the Marzano Framework at the beginning of the year.
14. 2020 New teachers attended a Schuyler Instructional Model workshop at the beginning of the year.
15. 2020 APL for new teachers and APL refresher for veteran staff held October 2020.
16. 2020 Capturing Kids Hearts and Process champions workshops held October 2020
17. 2020 Continue work to modify 7-12 band/vocal schedule to incorporate new facilities and programs
18. 2020 Received a grant to hire a part-time community liaison to help grow community partnerships with the afterschool program
19. 2020 Applied for a grant from Beyond School Bells to help offset the increased cost of running the afterschool program due to COVID-19.
20. 2020 All dual language teachers attended NABE 2020 in February.
21. 2020 Dual Language uses Imagine Learning.
22. 2020 Fisher's uses OSMO, Bees, and Dash Robots.
23. 2020 Rural Schools - Training and PLC time with ESU7 looking at MAP data and doing a data dig. Using the information gathered to implement interventions.
24. 2020 Richland - Created a PTO team with teachers & parents to help with financing a new playground.
25. 2020 Rural schools had two successful family nights.
26. 2020 Rural school teachers revised proficiency scales.
27. 2020 Continue to host informational meetings for the Dual Language Program
28. 2020 Continue to purchase curriculum materials for the Dual Language Program
29. 2020 Spanish I offered at SMS and aligned to high school Spanish I course.
30. 2020 Revision grant approved in Fall of 2020.
31. 2020 Developed 4-year plan to improve CTE program.
32. 2020 Remodel kitchen for Culinary Arts program.

33. 2020 Hired certified teacher that is bilingual for EL newcomers 9-12.
34. 2020 Hired 3 new para-educators for Newcomer program.
35. 2020 Newcomer program started at district building with the use of the curriculum "Get Ready" aimed specifically at high school newcomer students.
36. 2020 Implemented APL and Capturing Kids' Hearts strategies in all EL classrooms.
37. 2020 Met as an EL department weekly to identify at-risk students.
38. 2020 Began offering APEX courses to students who are behind on credit due to limited or interrupted education.
39. 2020 Sent staff to National Association of Bilingual Education (NABE) Conference February 2020.
40. 2020 Offer Spanish I simultaneous with newcomer English classes to enhance the development of both languages (proven effective per presentations at NABE).
41. 2020 Professional Development offered to teachers district-wide to train on ELLevation (the EL information system) along with strategies to use in their classrooms to help the students feel comfortable and other tech tools the teachers can use to engage EL students.
42. 2020 Develop and implement a dual language, bilingual education school at Richland Elementary.
43. 2020 Action Plan 1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling.
44. 2020 Action Plan 2. Coordinate curriculum, textbook selection, program coordination for the 3rd 4th grade expansion.
45. 2020 Action Plan 3. Registration of Kindergarten through 3rd 4th Grade Students.
46. 2020 Action Plan 4. Register NABE 2020 Conference participants and secure travel, lodging.
47. 2019 College Credit: Increased from 33 students enrolled in 43 classes in 2018 to 61 students enrolled in 77 classes in 2019.
48. 2019 Received an EIR Grant to support expanded use of Discovery Education at SES and SMS.
49. 2019 SMS: Continue to offer high school credits (Algebra I, Spanish I, Physical Science)
50. 2019 Implemented spotlight elements in the teacher evaluation (Marzano Focus Model) to promote improvement in instruction.
51. 2019 New teachers participated in the ESU 7 Marzano Workshop.
52. 2019 Hosted workday for staff to work on alignment of standards and scales in the core subject areas.
53. 2019 SES: Conducted several workshops associated with the new reading series.
54. 2019 SMS: Implemented academic enrichment time on Friday's focus supports based STAR 360 data.
55. 2019 SCHS: High school art teacher recognized as Nebraska Art Teacher of the year.
56. 2019 SCHS: State and National Silver and Gold Key Art recipients.
57. 2019 Developed and implemented a common lesson plan format at SCHS.
58. 2019 Professional development on effective English Learner (EL) strategies and programs (Elevation, Language Acquisition)
59. 2019 Nine (9) non-traditional students returned to graduate from SCHS during the 2018-19 school year.
60. 2019 Participated in "On to College" ACT Test Prep for 9-11 grade students.
61. 2019 After school program staff attended training in Kearney for programing.
62. 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.
63. 2019 Dual Language teachers have visited DL schools in Omaha, Fremont, and Lexington to see good practices in action.
64. 2019 Team attended the 2019 NABE Conference to prepare for expansion of bilingual program.
65. 2019 Expanded one more grade in the bilingual education program (K-2)
66. 2019 Hired an additional Spanish teacher to the K-2 bilingual education program.
67. 2019 Remodeled Richland Building to accommodate expansion in bilingual program.
68. 2019 Added and additional part-time (.5 FTE) music teacher for the Rural Schools.
69. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.
70. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
71. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
72. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
73. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
74. 2018 Piloted selected reading program to provide evidence of effectiveness.
75. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
76. 2018 Provided initial and ongoing professional development in support of the new reading program.
77. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
78. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
79. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
80. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
81. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
82. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)
83. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
84. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
85. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
86. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
87. 2018 Review, adopt and implement research-based practices to support the successful transition of newcomer/ ELL students.
88. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
89. 2018 Researched historical perspective to evaluate priority school designation response.
90. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
91. 2018 Implemented UNL High School classes for at-risk students.
92. 2018 "Marilyn Friends Workshop" Co-teaching model to support inclusive classroom for students with special needs.
93. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
94. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
95. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.
96. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.

97. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.
98. 2018 Recruited and enrolled teachers to participate in the art grant program.
99. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
100. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and Process Champions for selected K-8 teacher leaders.
101. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
102. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
103. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
104. 2018 Registered and secured travel, lodging, etc… for 2018 NABE Conf. (4 staff members, 2 community members).
105. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
106. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc…
107. 2018 Hired a bilingual teacher for the dual language program.
108. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the dual language program.
109. 2018 Offered Spanish I at the 8th grade level for high school credit.
110. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
111. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
112. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
113. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
114. 2017 Expanded ELL core academic transition classes from 5 to 12.
115. 2017 Coordinated training for the adoption of new NDE Science Standards
116. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
117. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
118. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
119. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
120. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
121. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
122. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
123. 2017 Hosted APL refresher for all SCS teaching staff.
124. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
125. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
126. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
127. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
128. 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".
129. 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.
130. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.
131. 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!
132. 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.
133. 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.
134. 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.
135. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
136. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
137. 2017 SCHS: Purchased and implementing a new life skills curriculum.
138. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
139. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
140. 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.
141. 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.
142. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
143. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
144. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
145. 2016 Develop and implement an achievement center program to support student achievement.
146. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
147. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
148. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
149. 2016 Host APL Training (4 Days) for all teachers and administrators.
150. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
151. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
152. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
153. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
154. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
155. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)

156.2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
157.2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
158.2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
159.2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
160.2015 Established a 21st Century K-8 Afterschool Program.
161.2015 Expanded 21st Century Summer School Camps: June and July Sessions.
162.2015 January Professional Development Focus: David Weber and VJ Smith.
163.2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
164.2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
165.2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
166.2014 Contracted with CTAC to promote and guide SIG process at SMS.
167.2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
168. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
169.2014 Changed elementary schedule to expand physical education, music education, and recess time.
170.2014 Submitted and Awarded a school improvement grant for SMS.
171.2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
172.2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
173.2014 SES Organized PTA, Community Cafe (Parent Involvement).
174.2014 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

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 programs.
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. 2020 Added three 9th grade games to the football schedule for the 2020 season.
2. 2020 Added two 9th grade football coaches.
3. 2020 Hired an additional physical education teacher/coach for the high school female classes/activities.
4. 2020 Petitioned NSAA to play in C1 division for Varsity FB for the 2020 and 2021 seasons.
5. 2020 Added additional gym, two locker rooms, wrestling room, PE/health classroom, athletic training room
6. 2020 Received a $50,000 donation to renovate the high school weight room.
7. 2020 Renovated the east gym to create the high school Performing Arts Auditorium.
8. 2020 Renovated FB/SOC concessions, field entrance, and north stadium fence.
9. 2020 Improved high school facilities (gyms, auditorium, Concessions) to allow us to host more Conference and District Events
10. 2020 Created a more detailed set of benchmarks to evaluate improvement in individual sports
11. 2020 Developed and implemented a junior high strength and conditioning program.
12. 2020 After-School Program coordination with Youth Sports to support the youth athletic program.
13. 2019 Continued to recruit community sponsors to promote attendance at student activities and athletic events.
14. 2019 Expanded high school marching band numbers to include 9-12 grade students. (Received "1" at Pierce Marching Contest)
15. 2019 Hired new varsity football coach.
16. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
17. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
18. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
19. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
20. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
21. 2018 Increased participation in high school activities. (Title IX Compliance Review Completed in September).
22. 2018 Developed and implemented a statistic report card for each actvity to measure performance and improvement.
23. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).

24. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.
25. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
26. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
27. 2017 Recipient of the Nebraskans for the Arts State Award.
28. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
29. 2017 Began mandatory weight training for all sports a minimum of two times a week.
30. 2017 In April we provided APL training for all coaches and sponsors.
31. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
32. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
33. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
34. 2017 Each sport completes at least one community service project during their season to connect with the community.
35. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
36. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
37. 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.
38. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
39. 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.
40. 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.
41. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
42. 2017 End of season meetings with MS Head Coaches have been implemented.
43. 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.
44. 2017 Added Youth Volleyball Program 3-6.
45. 2017 Worked with new community program to continue 3-6 tackle football.
46. 2017 Increased student participation numbers for all youth activities.
47. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
48. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
49. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
50. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
51. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
52. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
53. 2016 Expand marching band program to include 8th grade students.
54. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
55. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
56. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
57. 2015 Promoted business sponsorships of home football games to increase attendance.
58. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
59. 2015 Hire a K-8 youth programs director for school/community activities.
60. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
61. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
62. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
63. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
64. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
65. 2014 Conducted parent focus groups to improve parent involvement.
66. 2014 Host annual meetings with parent core group to develop PTA at SES.
67. 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: **Thoughtexchange**
2020	Action Plan	5. Develop a framework to align communication, define school quality, and evaluate school improvement initiatives: **ECRA Group**

Action Plans

1. 2020 Refreshed incoming 6th and 9 th grade iPads with 7 Gen ipads
2. 2020 Repurposed 8th and 12 th grade ipads to shared carts at KG-5 buildings
3. 2020 Replaced one or more copiers at SMS, SES, & Fishers
4. 2020 Replaced 25 promethean boards/projectors with 70" LED 4k TV's
5. 2020 Installed new Apple TV's for every TV installed – allows wireless mirroring of all Apple devices
6. 2020 Refreshed 35 staff laptops with new laptops or iPad Pro 12.9"
7. 2020 Repurposed the 4 year old laptops for remote learning, etc..
8. 2020 Deployed new Apptegy websites for district and buildings
9. 2020 Deployed new SCS Mobile App (Apptegy)
10. 2020 Deployed new mass notification system (Apptegy)
11. 2020 Used apptegy/thrillshare to get mass notifications out to the community involving COVID and alerts from CHI
12. 2020 Programmed the new IR cameras for every building and provided training to paras, admin assistants, & administrators
13. 2020 Integrated Infinite Campus gradebook with Google Classroom
14. 2020 Installed network connectivity in new constructon at SCHS – Kitchen, Commons, & gym
15. 2020 Scorevision – training and programming of new video display boards installed in new gym
16. 2020 Installed two new high def projectors in new gym for graduation and other similar events
17. 2020 Installed new Point of Sale touch screen terminals at SCHS new cafeteria
18. 2020 Installed and programmed new 2D barcode scanners at SCHS and SMS
19. 2020 Installed and programmed new digital sign at District Office Building
20. 2020 Received training on new sound system in new gym at SCHS
21. 2020 Installed new large screen and projector at DOB training room (chapel)
22. 2020 Installed new touch screen TV in east commons area and also in new west commons area at SCHS
23. 2020 Programmed both touch screen TV's at SCHS to display digital Class composite pictures of all classes dating back many years to present
24. 2020 Installed new media player TV's in new commons area, new health classroom, new wrestling practice room, and weight room
25. 2020 Installed failover server at SES where if primary server at SCHS fails or disaster occurs at high school, server at SES is exact replica and takes over
26. 2020 Installed touch screen kiosk at SES
27. 2020 IT Department staff collaborated with Curriculum Dept. staff to implement PD Week (Oct. 19-23)
28. 2020 Implemented SCHED to organize and track PD Week sessions
29. 2020 IT Department staff presented several sessions at PD Week
30. 2020 Implemented the new SpeakUp for Safety program

31. 2020 Installed fiber network connectivity to District Office Building, Fishers, and Richland
32. 2020 Increased bandwidth from 400Mb to 1Gb (2.5 x more bandwidth)
33. 2020 Provided training for remote learning (Zoom and Google Meet)
34. 2020 Piloting Infinite Campus Work Flow attendance – Students are considered absent in IC until their barcode is scanned in each of their classes
35. 2020 Per Colfax County Deputy Emergency Manager's requests we sent numerous COVID safety reminders via mass notification system
36. 2020 Infinite Campus Edfi live syncing to NDE servers of our mandatory state reported data
37. 2020 SmartFind sub programming and training of new hires
38. 2020 Thoughtexchanges for district and individual buildings
39. 2019 Replaced SCHS copiers
40. 2019 Replaced 30 projectors
41. 2019 500 tech-its from January 2019 - October 2019
42. 2019 Respond to non-submitted tech-it issues at all schools - projector issues, computers, iPads, gradebooks, attendance, etc
43. 2019 Hosted tech student & staff fair - Mike Smith-keynote, hosted approx. 50 students from other schools, 26college reps, breakout sessions, Apple, DE, MyOn, etc…
44. 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)
45. 2019 Refreshed incoming 6th and 9th grade iPads
46. 2019 Repurposed old 8th and 12th grade ipads to SES/Rural Carts
47. 2019 Refreshed 40 teacher laptops & repurposed 40 old laptops to student carts
48. 2019 Refreshed SCHS Business Cart & repurposed old ones
49. 2019 Refreshed SCHS Business PC Lab & repurposed old ones
50. 2019 Addressed/coordinated Apple recall of 40 laptops
51. 2019 Moved/converted fixed physical servers to virtual servers
52. 2019 Live/sync IC with the NDE, fixing errors, producing numerous reports - Advisor (replaces NSSRS state reporting)
53. 2019 Daily attention to IC enrollment/user accounts & troubleshooting teacher gradebooks
54. 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
55. 2019 SES Stem Lab
56. 2019 Provided tech support for bond issue
57. 2019 Work with thoughtexchange, high school students, staff exchanges
58. 2019 Added projectors and computers/ipads to Richland and Fishers
59. 2019 Fixed and setup sound/microphone system at Richland and Fishers
60. 2019 Websites- new sports section for coaching, youth sports pages, handbooks, documents updated, central conference sites, updated staff accounts, images,
61. 2019 monitoring and investigating of social media accounts and malicious anonymous accounts
62. 2019 Created 250+Infinite Campus (IC) parent portal accounts
63. 2019 Added IT person at SES to monitor iPad & laptop carts, troubleshoot IT techits, etc…
64. 2019 Added battery backups to each mini wiring closet (20+)
65. 2019 Moved Infinite Campus to Cloud server and install a new point of service on all touch screens and IC lunch laptops.
66. 2019 Installed extended in town Internet to 4R building for cameras and future classrooms
67. 2019 Added Apple updates caching servers to SCHS, SMS, and SES/Fishers/Richland
68. 2019 Moved and updated ipad and laptop carts to SMS for summer school classes
69. 2018 Updated all the flat screen media players to the "cloud" system.
70. 2018 Installed Internet access at the bus barn.
71. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
72. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
73. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
74. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.
75. 2018 Secured funding and installed a broadcasting studio at SCHS.
76. 2018 Developed and adopted a broadcasting program at SCHS.
77. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
78. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
79. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
80. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.
81. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
82. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
83. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
84. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
85. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
86. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
87. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
88. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
89. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
90. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
91. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
92. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
93. 2017 SMS replaced the intercom/paging system.

94. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
95. 2017 Launch new App to connect parents/community to school.
96. 2017 Increase use of social media through new SCS website and app.
97. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
98. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
99. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
100. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
101. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
102. 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
103. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
104. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
105. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
106. 2015 Participated in planning sessions for Schuyler Media Network.
107. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
108. 2015 Replaced 40 teacher laptops across the district.
109. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
110. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
111. 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.
112. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
113. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
114. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.
115. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
116. 2015 Develop a replacement cycle for technology hardware and software programs.
117. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
118. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
119. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
120. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
121. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
122. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
123. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
124. 2014 Support staff professional development program using the portal and EMC videos.
125. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
126. 2014 Relocated technology department to SMS east wing to improve coordination of services
127. 2014 Expanded tech team from a 2-person department to a 5-person department.
128. 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. 2020 Reviewed area school bus driver/route pay. (conducted study of support staff salary comparison for 2020-21)
2. 2020 Replaced the transportation department's 64 passenger bus.
3. 2020 Purchased 2020 Bluebird 71 passenger bus (received $42,000 grant)
4. 2020 Purchased a new mower and sweeper for the buildings and grounds department (equipment replacement plan)
5. 2020 Purchased a new Echo weed eater for the buildings and grounds department (equipment replacement plan)
6. 2020 Purchased a new wet and dry vacuum for housekeeping department (equipment replacement plan)
7. 2020 Purchased a new Advance rider scrubber for housekeeping department (equipment replacement plan)
8. 2020 Purchased a new flatbed trailer for our scissor lift for the maintenance dept (equipment replacement plan)
9. 2019 Replaced Maintenance Van – (SMS)
10. 2019 Purchased a SUV Ford Edge (2017)
11. 2019 Purchased (new) 2016 handicap accessible van (SES) to transport students with special transportation needs.
12. 2019 Purchased (new) 2019 handicap accessible van (SMS) to transport students with special transportation needs.
13. 2019 Purchased a new tractor and loader for the buildings and grounds department (equipment replacement plan)
14. 2019 Relocated elementary bus pickup/drop off zone at the middle school (St. Mary's parking lot)
15. 2019 Expanded transportation program for dual language program relocated to Richland Elementary.
16. 2019 Expanded morning and afternoon bus service to include service from Lonnie's Trailer Court.
17. 2018 Coordinated and updated the vehicle replacement plan.
18. 2018 Developed and implemented an equipment replacement plan.
19. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
20. 2018 Developed and implemented a plan at SMS to improve safety and traffic flow. (Changed K-5 pickup/drop-off area)
21. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
22. 2018 Purchased 71 passenger bus (2015)
23. 2018 Replaced the maintenance department's SES 2013 pickup.
24. 2018 Replaced the maintenance department's gator
25. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
26. 2017 Developed a large equipment database with a replacement schedule.
27. 2017 Before and after school busing to Richland Elementary.
28. 2017 Lease a new bus barn (8 buses)
29. 2017 Cleaned our old bus barn and held an auction.
30. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
31. 2017 Purchased 2013 International Bus (71 Passenger #71A)
32. 2017 Purchased 2016 Ford Taurus (Silver 51)
33. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
34. 2017 A parking map was created for SMS and mailed home to parents
35. 2017 Signage was purchased for SMS parking lots.
36. 2017 Sidewalk added for safe route to SES.
37. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
38. 2016 Purchased a 2016 Ford Taurus. (Car 49)
39. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
40. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).

41. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
42. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
43. 2015 Purchased a 2016 Blue Bird Bus. (77A)
44. 2015 Develop transportation management and request system on the portal.
45. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
46. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
47. 2014 Purchased a 2014 Ford Taurus. (Car 17)
48. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
49. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
50. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
51. 2014 City of Schuyler provided crossing guard at SMS.
52. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
53. 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 to the district bu
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. 2020 SES: Installed ceramic tile around sink area in kitchen.
2. 2020 SES: Graded and white rock East side of road.
3. 2020 SES: Painted outside traffic post.
4. 2020 SMS: Sold special education portable building.
5. 2020 SMS: Graded and gravel East parking lot.
6. 2020 SMS: Installed new floor tiles in Science room at the middle school.
7. 2020 SMS: Installed new rooftop unit.
8. 2020 SMS: Installed 2 new hot water heaters.
9. 2020 SCHS: Build a new outside ticket building for activities.
10. 2020 SCHS: Build new concession/storage building in back of activity center.
11. 2020 SCHS: Installed new siding on activity center.
12. 2020 SCHS: East Gym painted walls
13. 2020 SCHS: East gym weight room sheet rocked and painted South wall.
14. 2020 SCHS: East gym weight room puts turf down the middle of floor.
15. 2020 SCHS: East gym sanded and painted floor.
16. 2020 SCHS: Installed new bleachers and door locks
17. 2020 SCHS: **Bond Issue:** new addition kitchen, cafeteria, rest rooms, storage room locker rooms, health classroom multi-purpose room, training room, West gym, fine art center, green room, culinary classroom. Doors, locks, rest rooms and upgrade the fire panel to meet fire code and ADA compliant in 1953 addition. Paved concrete parking lot, light poles, lights, handicap accessible parking and underground sprinklers.
18. 2020 See detailed building and grounds information on the district FM Portal.
19. 2020 Newcomer program hosted in Chapel and Cafeteria of district building
20. 2020 Projector screen and SMART projector placed in Chapel for EL Newcomer program and professional development.
21. 2019 Purchased the Schuyler Nursing Home to be used for program expansion.
22. 2019 Richland: Painted the gym, replaced outside lighting, Moved the library.

23. 2019 Richland: Remodeled 4 classrooms for Dual Language Program.
24. 2019 Fishers: Painted ceiling in the basement.
25. 2019: Fishers: Installed cabinets for the science lab.
26. 2019 Preschool: Water proofed the exterior of the building (Karr Tuckpointing).
27. 2019 Preschool: Replaced roof on the basement attachment.
28. 2019 Preschool: Installed mirrors in restrooms.
29. 2019 SES: Installed ceramic tile and painted floor in the kitchen and dishwasher area.
30. 2019 SES: Installed new ventilation system in the kitchen.
31. 2019 SES: Replaced west entrance concrete.
32. 2019 SES: Repaired floor and painted court lines on gymnasiums.
33. 2019 SES: Purchased and installed scoreboards in both gymnasiums.
34. 2019 SMS: Replaced ceramic tile and vanity in faculty restrooms.
35. 2019 SMS: Constructed a new guidance office.
36. 2019 SCHS: Installed cabinets and painted walls in the agriculture classroom.
37. 2019 SCHS: Replaced carpet in two business classrooms.
38. 2019 SCHS: Replaced lighting in industrial technology lab.
39. 2019 SCHS: Painted science room.
40. 2019 SCHS: Tuckpointed and painted the south side of the Ag shop (Karr Tuckpointing).
41. 2019 SES: Purchased a new high-speed buffer and carpet extractor.
42. 2018 Replaced the well at Fisher's Elementary School.
43. 2018 Continued management program to maintain/upgrade current facilities through the maintenance program "fix it".
44. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
45. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
46. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
47. 2018 Select and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...
48. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
49. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
50. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
51. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
52. 2018 SCHS: Completed new construction of Vocational Agriculture and Industrial Tech. building.
53. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
54. 2018 SCHS: Remodeled south hallway restrooms.
55. 2018 SCHS: Remodeled faculty workroom and restrooms.
56. 2018 SCHS: Replaced hallway speakers
57. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
58. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
59. 2018 SES: Completed the southwest sidewalk on Chicago street.
60. 2018 Preschool: Replaced the roof.
61. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
62. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
63. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
64. 2018 Richland: Painted main hallway
65. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
66. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
67. 2017 Sold and removed portable classroom buildings at SCHS
68. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
69. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
70. 2017 Completed landscape projects at the preschool and middle school buildings.
71. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
72. 2017 Completed SMS trophy cases in the lobby/lunchroom
73. 2017 Completed storage area for the field house/physical education equipment.
74. 2017 Replaced carpet in SCHS business and math rooms.
75. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.
76. 2017 SMS completed air conditioning system in the gymnasium
77. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
78. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
79. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
80. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
81. 2016 Improve preschool playground, landscaping and perimeter fence.
82. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
83. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
84. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
85. 2016 Replaced two (2) HVAC units at the middle school site.
86. 2016 Replaced sewer lines in the middle school science and food service areas.
87. 2016 Installed new lights on the south side of the middle school building (street and parking).
88. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
89. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
90. 2016 Installed underground sprinkler system on the east lawn of the high school building.

91. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
92. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
93. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
94. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
95. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
96. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
97. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
98. 2015 Remodeled SCHS West Lobby and Restrooms.
99. 2015 Install new lighting in the middle school gymnasium.
100. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
101. 2015 Install new lighting in the East Gymnasium
102. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
103. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
104. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
105. 2015 Remodel 2nd floor of the Preschool Building.
106. 2014 Upgrade SES playground with donation from PTA.
107. 2014 Install new lighting in the West Gymnasium.
108. 2014 Develop and implement building improvement and remodeling plan.
109. 2014 Develop and implement maintenance request program on the FMP portal.
110. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
111. 2015 Update playground equipment for preschool that meets Rule 11.
112. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
113. 2014 Remodel the 1st floor of the Preschool Building.
114. 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. 2020 In collaboration with Columbus Community Hospital, hired a full-time athletic trainer.
2. 2020 Moved the athletic trainer into the new training room at the new high school athletic complex.
3. 2020 October PD Week included APL workshops for para educators and numerous workshops for all support staff.
4. 2020 Expanded nursing services in support of COVID-19 protocol in all school buildings.
5. 2020 Purchased and deployed temperature systems in all buildings to ensure all students/employees/visitors meet CDC guidelines.
6. 2020 High School food service moved into the new kitchen and servery in the fall of 2020.
7. 2020 Expanded free food service program for breakfast and lunch for all students for the 2020-21 school year.
8. 2020 **Due to School Closure:** Expanded summer breakfast and lunch programs from March to September. Served over 5,000 meals per week.
9. 2020 Hosted Professional Development week and training for all certified and support staff employees.
10. 2020 Rural school sent 1 para from each building to the para training in Kearney.
11. 2019 Member of Wayne State College NENTA program for substitute teachers.
12. 2019 Hosted training and workshop for substitute teachers for the 2019-20 school year.
13. 2019 Hired a full-time athletic trainer, funded by Columbus Hospital, to support student health and care of athletic injuries.
14. 2019 Continued evaluation of the food service "smarter lunchrooms" program.
15. 2019 Received a grant to purchase new lunchroom tables for the middle school lunch room.
16. 2019 Expanded breakfast program to the elementary and rural schools and continued with the fresh fruits and vegetable program.
17. 2019 Richland: Purchased kitchen equipment and added more portable lunch tables.
18. 2019 SCHS: Received a grant and purchased new oven for the high school kitchen.
19. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
20. 2018 Updated and adopted job descriptions for all support staff positions in the district.
21. 2018 Applied for and received grants to purchase food warmers for the rural schools.
22. 2018 Applied for and received a grant for a hot-food serving line at SMS
23. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
24. 2018 Conducted quarterly "Smarter Lunchroom" evaluations for food service in each building.
25. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
26. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
27. 2018 Hosted a Civil Rights Compliance review for the high school facility.
28. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
29. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
30. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
31. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
32. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
33. 2017 Leased new bus bard to secure buses and improve safety for drivers.
34. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
35. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.

36. 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.
37. 2017 SCS Para-educators received APL training district-wide.
38. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
39. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
40. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
41. 2016 Finalize Colfax County Crisis Preparedness Manual.
42. 2016 Complete District-wide Crisis and Emergency Response Manual.
43. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
44. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
45. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
46. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
47. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
48. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
49. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
50. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
51. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
52. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
53. 2015 Implement the EMC professional development program for support staff.
54. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
55. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
56. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
57. 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. 2020 Implemented remote learning program for students electing to continue learning at home in the fall.
2. 2020 Implemented remote learning, learning packets, enrichment packets in the spring of 2020 during the pandemic school closure.
3. 2020 Installed new score board for to promote school/community program/businesses and public announcements.
4. 2020 SES hosted food pantry through summer to support families with food insecurity.
5. 2020 Backpack program continued through summer to support families with food insecurity
6. 2020 Use of Extension office personnel to teach and support student learning.
7. 2020 Staff/Program spotlight at monthly school board meetings.
8. 2020 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
9. 2020 Upgraded district website and deployed new school app to improve internal and external communication.
10. 2020 Installed Sign and Communication Board at the district office to promote school and community activities.
11. 2020 Construction class completed their 2019-20 house, signed MOU and began construction on their 2020-21 house. Both houses sold.
12. 2020 Awarded EIR Grant (800,000 per year for 5 years) for K-8 Science Programs with training from Discovery Education Consultants.
13. 2020 City/School partnership to expand city storm sewer at the high school to accommodate new construction ($1,000,000) project.
14. 2020 Rural schools hosted a Veterans Day Program, hosting veterans, along with interactive student participation.
15. 2020 Richland Multicultural Education, hosted by parents, presented experiences to further students' education.
16. 2020 Rural schools provide a monthly newsletter written by staff, along with posting on social media.
17. 2019 Hosted the Nebraska Supreme Court and student /community assembly.
18. 2019 Hosted weekly (January-March) informational meetings to inform the public about the proposed bond referendum.
19. 2019 Worked with the Foundation to prepare and distribute bond information, promotional flyers, mailers, etc…
20. 2019 Reinvented Focus Time at SCHS to include CKH strategies and platform for student engagement.
21. 2019 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
22. 2019 Hosted community leaders meeting and conducted our first community leaders Thoughtexchange experience.
23. 2019 Conducted several thoughtexchanges with high school students.
24. 2019 Conducted parent exchanges at Cargill to engage parents and community stakeholders (2 days).
25. 2019 Staff/Program spotlight at monthly school board meetings.
26. 2018 NASB hosted board/community leaders' workshop and strategic planning session.
27. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
28. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
29. 2018 Expanded flat screen media players to promote school and community engagement.
30. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
31. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
32. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska
33. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
34. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)

35. 2017 SCS developed and implemented blackboard school App to improve parent communication.
36. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
37. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
38. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
39. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
40. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
41. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
42. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
43. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
44. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
45. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
46. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
47. 2016 Board of Education adopts workforce housing incentive plan.
48. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
49. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
50. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
51. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
52. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
53. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
54. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
55. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
56. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
57. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
58. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
59. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
60. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
61. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
62. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
63. 2014 Expanded and updated websites to include Facebook and Twitter.
64. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
65. 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 bullying, etc…**
2020	Action Plan	1. Continue training and implementation of Capturing Kids Hearts Program for K-12 students to promote social and emotional health. (**Capturing Kids Hearts, Proc**
2020	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environments. (**APL Training**)
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 involvement.
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 Nebraska Teache
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. 2020 Formed a partnership with Community Response to aid in free/reduced counseling for students in need.
2. 2020 Formed a partnership with Community Response to provide a "coach" to families/students in need of assistance with bills, clothes, finding a job, and/or learning about the community.
3. 2020 Created a CKH team at SMS and SCHS.
4. 2020 Established "jeans day" monthly for the high school staff to coordinate with "Feel the Love" Fridays.
5. 2020 Used Thoughtexchange to collect data on the opinions of teachers of FOCUS and other programs at SCHS.
6. 2020 Received Family Literacy grant and implemented the program with 10 families.
7. 2020 Expanded the Sensory Room at SES.
8. 2020 Added Nursing staff to help with COVID-19 health and safety protocols.
9. 2020 Added hours/staff and established COVID-19 protocols for building cleaning and maintenance.
10. 2020 Provided CKH professional development for K-5 staff: Process Champions
11. 2020 Provided APL and Capturing Kids Hearts (CKH) training for all new teachers.
12. 2020 Rural Schools participated in Red Ribbon Week. Students participated and discussed the importance of being drug free.
13. 2019 Expanded Capturing Kids hearts training for new teachers at SES, SMS, Rural, and all teachers at SCHS.
14. 2019 Provided APL training for all new teachers.
15. 2019 Provided APL leadership training for all administration.
16. 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.
17. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
18. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.
19. 2018 Restructured "Focus" time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
20. 2017 Principals involved in the selection of quarterly outstanding employees.
21. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
22. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.

23. 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
24. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
25. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
26. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
27. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
28. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc…
29. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
30. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
31. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
32. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
33. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
34. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
35. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
36. 2015 Developed and implemented a district-wide "new" teacher orientation program.
37. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
38. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
39. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
40. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
41. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
42. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
43. 2014 Developed and implemented annual SCS teacher incentive program.
44. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.

1. Academic Program: *Core Curriculum, Vocational and 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.

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.

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.

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.

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.

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

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.

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..?

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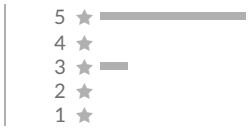
Goal: Create and support a safe, positive, caring learning environment focused on improvement and success.

Schuyler Community Schools

Q1 Reflecting on PD week, what highlights stand out for you?

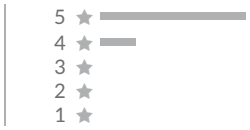
Thank you Dr. Gibbons, tech crew, and others for making this week possible!
SES

3.9 ★★★☆☆ (6)
Ranked #1 of 23



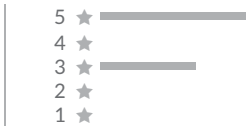
I thought offering training to the paraeducators was amazing. Many times, our paras are our first line responders to academic and behavioral concerns. They struggle with knowing how to handle certain situations and this training will help.
DOB

3.9 ★★★☆☆ (5)
Ranked #2 of 23



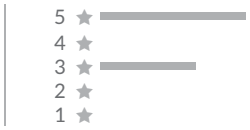
The lunches and the staff that served them were great!
SES

3.6 ★★★☆☆ (5)
Ranked #3 of 23



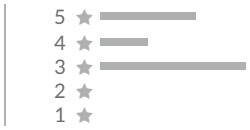
Working on Healthy Schools together Our Grant depends on it and the administrtion is very supportive.
DOB

3.6 ★★★☆☆ (5)
Ranked #4 of 23



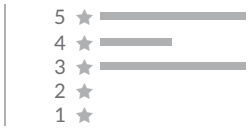
Time to learn new technology apps and have time to explore it. Need to keep up with the new and available technology choices.
SES

3.5 ★★★☆☆ (6)
Ranked #5 of 23



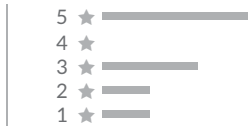
It was nice choosing the sessions that we wanted to attend.
SES

3.5 ★★★☆☆ (5)
Ranked #6 of 23



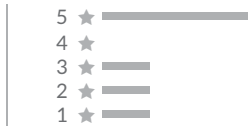
Time to work on Classroom projects. Need time to work in my classroom.
SES

3.3 (7) Ranked #7 of 23



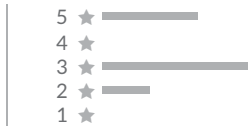
I appreciated how we were not required to be in workshops all day. We could choose the presentations that were meaningful and had time to work in our rooms as well.
SES

3.3 (6) Ranked #8 of 23



I appreciated the options for in person versus virtual that were offered.
SES

3.3 (6) Ranked #9 of 23



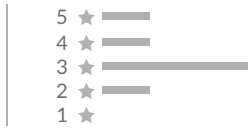
I went to the human trafficking talk. Do we have a policy involving human trafficking?
SES

3.3 (6) Ranked #10 of 23



Thank you for not overloading our schedules. Teachers needed time to regroup.
SES

3.2 (6) Ranked #11 of 23



Time to catch up on our classroom work was much appreciated. Teachers have little to no time without students and it's difficult to keep your head above water.
SES

3.2 (6) Ranked #12 of 23



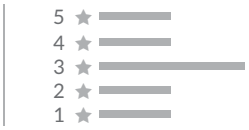
I felt it was an excellent opportunity for people to rejuvenate, catch their breath and reflect on where we have been since school started, adjust an d plan for where we are headed as we get into flu season and the holidays.
SES

3.1 (6) Ranked #13 of 23



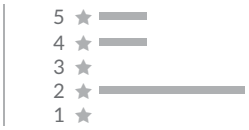
I really enjoyed the CKH champion session. It was a great review.
SES

3.0 ★★★☆☆ (6)
Ranked #14 of 23



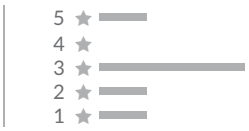
The Freckle zoom was really good - she did a great job!
SES

3.0 ★★★☆☆ (5)
Ranked #15 of 23



I enjoyed the Freckle Math zoom training.
SES

2.9 ★★☆☆☆ (6)
Ranked #16 of 23



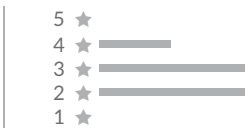
Too Long This isn't a highlight. I felt 5 days in a row was just too much and I felt our kids lost anything that they gained to start the quarter.
SES

2.9 ★★☆☆☆ (6)
Ranked #17 of 23



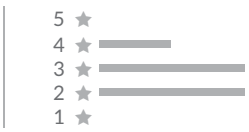
I really appreciated the social-emotional workshops.
SES

2.9 ★★☆☆☆ (5)
Ranked #18 of 23



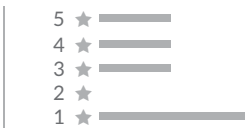
I was in Capturing Kids Hearts It was difficult to relate it to school because of my position, but useful in my personal life
SES

2.9 ★★☆☆☆ (5)
Ranked #19 of 23



Please wear masks Staff are great at wearing masks around the students, but with no students in school the mask use went down.
SES

2.9 ★★☆☆☆ (5)
Ranked #20 of 23



Social Distancing I saw a couple rooms in my building where people were sitting shoulder to shoulder for several hours. At some points masks were removed.
SES

2.9 ★★☆☆☆ (5)
Ranked #21 of 23



APL I like listening to Dave
SES

2.8 (6) Ranked #22 of 23



I think instead of paying APL refresher instructors we could go through and review our notes as a pod during PLC. It's good stuff, but we literally went through the notes we all had.
SES

2.8 (6) Ranked #23 of 23



It was good to have some time to get the Safe Schools done.
Rural

3.2 (1) Not enough ratings to rank

Some trainings felt forced Though there were good things through the week, many of the sessions felt like they were doing them because they were told to.
Rural

2.7 (1) Not enough ratings to rank

We had time to work in our classrooms but also gain more knowledge about the technology and programs we are using in the classroom.
SES

3.3 (1) Not enough ratings to rank

Wish para's could of attended the sex trafficking class.
Rural

3.3 (1) Not enough ratings to rank

Mental Health presentation given by Paula Kment and April Becker was terrific! Feel I gained a lot of knowledge from these two ladies.
Rural

3.3 (1) Not enough ratings to rank

5 steps to teach a behavior Brainstorm the behavior, model it, practice, positively reinforce, and re-teach if needed (on their time).
Rural

3.2 (1)
Not enough ratings to rank

5 4 3 2 1

Teaching a behavior (6 guidelines to use)
Great guidelines with helping to never attack the kid-alway attack the behavior!
Rural

3.3 (1)
Not enough ratings to rank

5 4 3 2 1

Caught up on a few things.
SES

2.7 (1)
Not enough ratings to rank

5 4 3 2 1

I liked being able to see, talk and share with people that I don't get to converse with on a regular basis. It's important to see and touch base with members of our whole team from time to time so we can remind each other we are all in this together.
SES

3.3 (1)
Not enough ratings to rank

5 4 3 2 1

Capturing Kids' Hearts It was nice learning the affect our attitudes can have on our students. If we start to give up then they will too.
SES

3.6 (2)
Not enough ratings to rank

5 4 3 2 1

Classroom Expectations It is nice to know how to implement these in the classroom and what is expected.
SES

3.3 (1)
Not enough ratings to rank

5 4 3 2 1

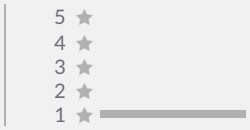
APL Being able to learn how to build relationships with students but also learning how to have classroom expectations.
SES

3.3 (1)
Not enough ratings to rank

5 4 3 2 1

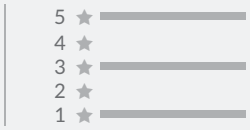
I liked it, it was a little long and I'm not sure the timing made sense. I did learn things though.
SES

2.7 (1)
Not enough ratings to rank



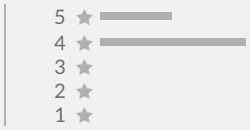
virtual was a good option except for the ones that stood us up The presenter never go on- hope you did not pay them
Rural

3.0 (3)
Not enough ratings to rank



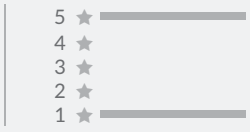
You should be able to pick what trainings you want to go to instead of having trainings that a required to be attended. New staff may have required ones- when the week is planned out by your principal you cannot attend may others of interest or areas you need help in
Rural

3.5 (3)
Not enough ratings to rank



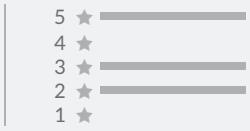
good tips
SES

3.0 (2)
Not enough ratings to rank



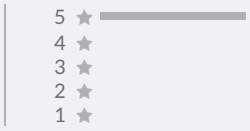
There were lots of different PD to choose from
SES

3.1 (3)
Not enough ratings to rank



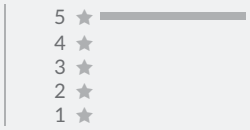
We were able to work together as a grade level to go over things that needed to be looked at.
SES

3.6 (2)
Not enough ratings to rank



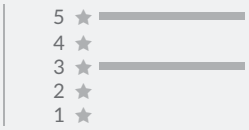
Being able to CHOOSE what I wanted to attend to help me.
SES

3.3 (1)
Not enough ratings to rank



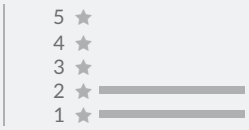
The donuts were a nice touch, there could have been more little things to make the week more pleasurable. It's nice to encourage positive interactions and make people feel comfortable.
SMS

3.3 (2)
Not enough ratings to rank



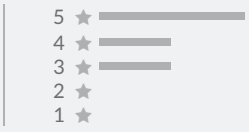
I thought the apl training was interesting even if not exactly useful to paras Great way to reinforce interaction
SMS

2.6 (2)
Not enough ratings to rank



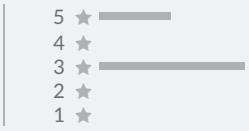
Google classroom It was nice to have someone show us how to get started a little. Would like a full day to get into making our google classrooms with support available
SES

3.6 (4)
Not enough ratings to rank



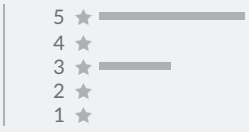
PLC time Having some time to work on the things that we always want to do, but never have the time to make it happen during regular school weeks.
SES

3.3 (3)
Not enough ratings to rank



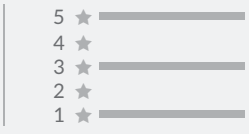
I appreciated having the option of virtual sessions instead of in person.
SES

3.5 (3)
Not enough ratings to rank



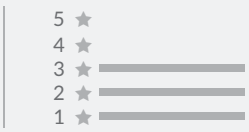
No need for APL refreshers anymore, I think we're good. This can be reviewed in our grade level teams/pods during PLC time.
SES

3.0 (3)
Not enough ratings to rank



A full 5 day week was way too long. 1 day or 2 days at the most would have been sufficient. Students ended up having 8 total school days off in a row going back to the week of P/T conf.
SES

2.6 (3)
Not enough ratings to rank



APL presenters needed to wear masks too. Having people take off their mask to talk was concerning. Could have been spread out for social distancing
SES

3.3 (3) Not enough ratings to rank



Appreciated having flexibility in PLC time
SES

3.5 (3) Not enough ratings to rank



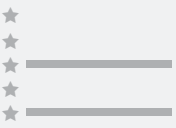
Have an opportunity to choose sessions was appreciated!
SES

3.3 (3) Not enough ratings to rank



Unfortunate the human trafficking session was only available on 1 day.
SES

2.7 (2) Not enough ratings to rank



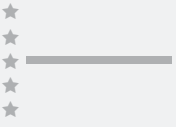
APL
SES

3.0 (3) Not enough ratings to rank



Great Idea for Professional Development I would suggest to provided work time for all teachers. New teachers missed out on very valuable work time as a team and other important trainings.
SES

3.0 (2) Not enough ratings to rank



This is not a highlight - Too Long I thought it was too long to have five days in a row for PD, especially as a new teacher with five full days.
SES

2.7 (2) Not enough ratings to rank



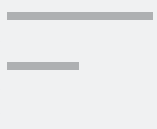
I really liked the APL training. It was great to see why the teacher says the things the way she does.
Rural

3.0 (4) Not enough ratings to rank



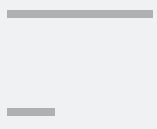
The various options for technology It was helpful to explore a variety of technology tools.
SES

3.5 ★★★☆☆ (3)
Not enough ratings to rank



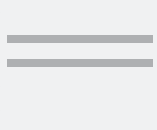
I appreciated the time to complete required safety videos
SMS

3.4 ★★★☆☆ (4)
Not enough ratings to rank



Virtual was great! Happy that many at different schools became virtual. Parking can be a huge problem at SMS and the weather was bad,
SCHS

3.1 ★★★☆☆ (2)
Not enough ratings to rank



Choices were good - many were interesting It was nice to have the flexibility to arrange my daily schedule.
SCHS

3.3 ★★★☆☆ (2)
Not enough ratings to rank

Grateful to all of the teachers and IT staff who presented. Learned a lot. Wish a school district our size could afford a Tech Integration Specialist. Such a person could keep us up to date on all of the latest tech.
SMS

2.9 ★★☆☆☆ (4)
Not enough ratings to rank

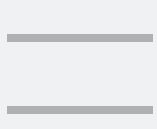


It was focused on preparing us for going remote or having students in and out of class due to quarantine, unless you were a first year teacher. It is important because even thought we are still in school it is a daily possibility.
SCHS

3.3 ★★★☆☆ (2)
Not enough ratings to rank

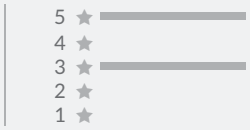
Like the APL refresher
SCHS

2.9 ★★☆☆☆ (2)
Not enough ratings to rank



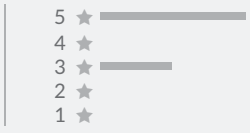
Enjoyed the PLC time Got a chance to get a few things caught up and had good discussions
SCHS

3.3 ★★★☆☆ (2)
Not enough ratings to rank



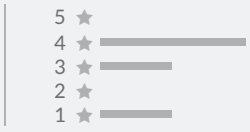
New Staff Training was Long The trainings we received were great, but we had no time to work on anything else. A lot of information all at once. APL and CHK did not always align.
SMS

3.5 ★★★☆☆ (3)
Not enough ratings to rank



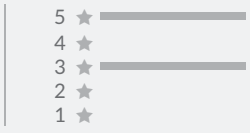
APL Training APL Training was very informative, wish we could have been trained sooner so it would have been implemented from the start.
SMS

3.0 ★★★☆☆ (4)
Not enough ratings to rank



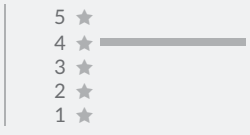
The APL training reminded of very strong strategies. It helped in the classroom
SCHS

3.3 ★★★☆☆ (2)
Not enough ratings to rank



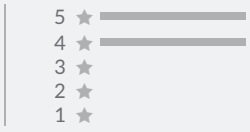
Capturing Kids Hearts training was really beneficial.
SCHS

3.3 ★★★☆☆ (2)
Not enough ratings to rank



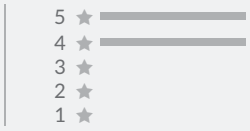
The APL training was very powerful. I enjoyed how all of the processes were modeled. I have been using the APL strategies that I learned and I have seen a huge increase in engagement.
SCHS

3.4 ★★★☆☆ (2)
Not enough ratings to rank



Apple training I was unaware of the power of Apple.
SCHS

3.4 ★★★☆☆ (2)
Not enough ratings to rank



I thought the sessions were the right length. I learned a lot in that time. There was often enough time to then practice what you learned with the teacher right there to answer questions.
SMS

3.1 (4)
Not enough ratings to rank



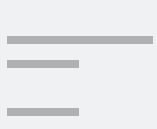
I wish our own Tech team would do the presentations on working with the iPad rather than having others outside the District present them. Some of our Tech team make more than the Principals. Why can't they show us why they deserve that much? Why pay them that much if they can't present
SMS

3.3 (3)
Not enough ratings to rank



APL refresher was great Keeps it in mind while teaching, sometimes I forget to use the strategies
Rural

3.0 (4)
Not enough ratings to rank



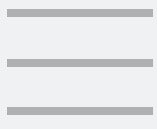
Because of Covid....Was disappointed that we were not spaced apart more (6ft) and did not see any cleaning between groups.
Rural

2.8 (3)
Not enough ratings to rank



The rural team meeting with Ms. Bebout was fantastic! It made us think.
Rural

3.0 (3)
Not enough ratings to rank



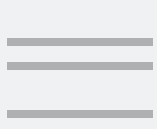
I liked the fact that we could have the scheduled individualized. For the most part, we could pick and choose what we wanted to go to.
SMS

3.2 (4)
Not enough ratings to rank



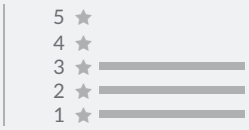
Wished the timing was different so it didn't come after already being out for Fall break. 8 days of no school plus weekends was a lot of time.
Rural

2.9 (3)
Not enough ratings to rank



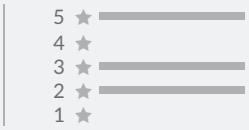
Classlink It is an awesome platform that helps students log-in easier websites that are frequently used.
Rural

2.6 (3)
Not enough ratings to rank



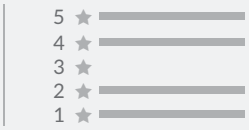
Teaching with Zoom. Great information on how to have class in person and on-line.
Rural

3.1 (3)
Not enough ratings to rank



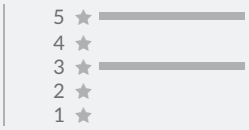
APL Training It gave me strategies to improve my teaching.
SMS

3.0 (4)
Not enough ratings to rank



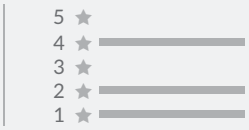
COVID Cleaning Protocols were not used Tables and chairs weren't sanitized after sessions, which is done in classrooms when switching classes
Rural

3.4 (4)
Not enough ratings to rank



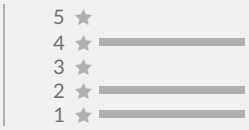
Brining in the ESU and other special speakers I love learning from experienced people, esp. when more experienced than me
Rural

2.8 (3)
Not enough ratings to rank



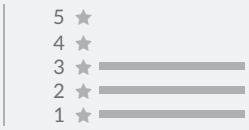
PLC times were also appreciated. This is where we were able to work on things like scales and checklists.
Rural

2.8 (3)
Not enough ratings to rank



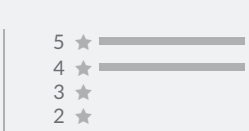
I learned about the Community Learning Center in the Schuyler area. It helps families in need and you refer the family by talking to your counselor it is a confidential process.
Rural

2.6 (3)
Not enough ratings to rank



The APL refresher was nice to refocus on the strategies that we may have forgotten.
Rural

3.1 (3)
Not enough ratings to rank



It was nice to meet with our teams and get things accomplished.
Rural

2.6 (3)
Not enough ratings to rank



Sex trafficking talk. It was extremely informative.
Rural

3.0 (4)
Not enough ratings to rank



It was hard going from building to building I feel like I spent more time driving than I did in session
Rural

2.8 (4)
Not enough ratings to rank



Time to meet with PLCs was able to meet with the people in our PLC and work through a few things that we haven't had time to do.
SCHS

3.4 (2)
Not enough ratings to rank



PLC time was helpful for completing required video trainings.
Rural

3.5 (3)
Not enough ratings to rank



I liked having the time to complete the Safety videos. Having so many responsibilities at home makes it hard to spend hours on my own time completed them.
Rural

3.8 (4)
Not enough ratings to rank



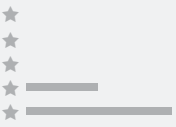
Individual PDC time It was important to have time to work on my videos and other individual projects
Rural

2.9 (3)
Not enough ratings to rank



The PLC times and session times overlapped This made it hard to be at a PLC at 10, when the session didn't end until 10:15 (one example)
Rural

2.4 (3)
Not enough ratings to rank



The helpfulness and questions that were answered was very helpful to organize and feel more relaxed.
Rural

2.7 (2)
Not enough ratings to rank



Innovators accessing what information that we wanted to learn based off of how advanced our groups were, rather than just the same speel
Rural

2.7 (4)
Not enough ratings to rank



The ability to have PDC time on my own or with a specific group It allowed me time to collaborate with fellow teachers in other buildings which otherwise would not have happened
Rural

2.6 (2)
Not enough ratings to rank



I really enjoyed having tech and other topics. You could pick and choose what you needed to work on.
Rural

2.6 (2)
Not enough ratings to rank



I appreciate the variety. It was great to see a variety of options for PD. We were able to pick and choose what sessions we were interested in attending.
Rural

3.1 (4)
Not enough ratings to rank



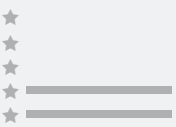
I enjoyed the question and answer session with Kim Powell. I learned new things to use in IC.
Rural

2.6 (3)
Not enough ratings to rank



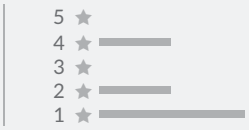
Freckle session was great! Because we have been already using it, we had specific issues or questions that were addressed.
Rural

2.6 (2)
Not enough ratings to rank



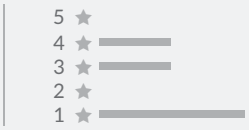
It was nice to finally be able to meet with my fellow special teachers and discuss current issues and concerns in our classroom. PLC time is usually not set aside for us. It's nice to collaborate together that doesn't require a thousand email exchanges.
Rural

2.6 (4)
Not enough ratings to rank



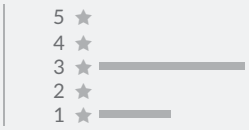
Capturing Kids Hearts Champions was a great training. Having a group to bounce things off of to remind staff of the importance of it.
Rural

2.7 (4)
Not enough ratings to rank



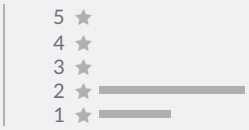
I was able to learn new things that I will add to my classroom.
Rural

2.8 (3)
Not enough ratings to rank



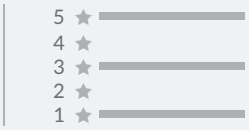
I liked having so many options of ways to use my time. In the past, I had to attend sessions that had nothing to do with what I was using or had in my classroom.
Rural

2.5 (3)
Not enough ratings to rank



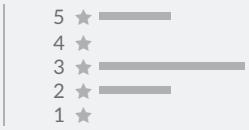
Needed more time with IC (Kim Powell) Very Helpful Session!!
Rural

3.0 (3)
Not enough ratings to rank



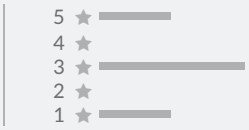
The ability to pick what I attended I was able to work on areas that I feel I need growth
Rural

3.1 (4)
Not enough ratings to rank



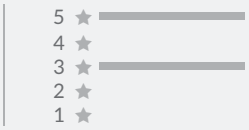
liked the variety of pd sessions that were available
Rural

3.0 (4)
Not enough ratings to rank



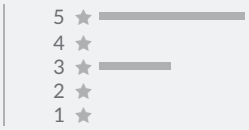
There was a lot of great info for core classes, not so much for electives.
SCHS

3.3 (2)
Not enough ratings to rank



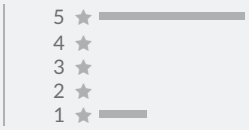
It was awesome to have dedicated time for PD. I didn't have to feel stressed out or distracted attempting to fulfill all this PD and juggle students' needs at the same time.
SCHS

3.5 (3)
Not enough ratings to rank



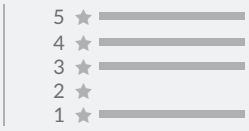
I liked the chance to have some PLC time. It was a nice break from the other sessions and it was a good time to do the Safe Schools training.
SMS

3.4 (4)
Not enough ratings to rank



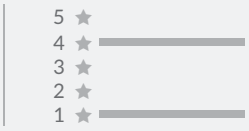
There were a lot of informative sessions. It's not so good when there is not enough useful content.
SMS

3.1 (4)
Not enough ratings to rank



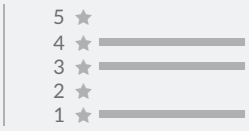
I liked the format. When it works well it makes it easy to accept.
SMS

2.8 (4)
Not enough ratings to rank



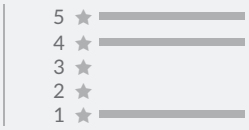
It was nice to be able to see how some programs (Google Classroom, Apple Classroom, Show Me, etc.) are used in our own classroom with our students.
SMS

2.9 (3)
Not enough ratings to rank



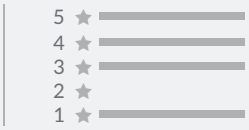
iPad pro training by staff who have used it It was nice to hear tricks/tips from coworkers that are relevant to our own classrooms and will be immediately helpful.
SMS

3.1 (3)
Not enough ratings to rank



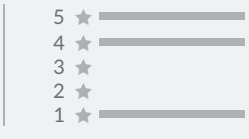
They gave us tools that we can use in our rooms immediately. Easy tools to implement.
SMS

3.1 (4)
Not enough ratings to rank



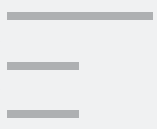
I appreciated doing APL and Capturing Kids Hearts without having to worry about sub plans. I could focus on the presentation.
SMS

3.1 (3)
Not enough ratings to rank



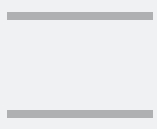
The flexibility to choose for ourselves. We could choose what interests us.
SMS

3.2 (4)
Not enough ratings to rank



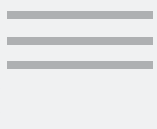
The CKH Process Champions training was great. The refresher was much needed, and I am excited for the middle school to keep implementing this and building a positive culture.
SMS

3.0 (2)
Not enough ratings to rank



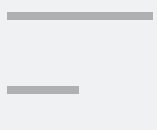
Getting to teach other my topic of Ed Puzzle and Discovery ed. Showing new and different teaching tools.
SCHS

3.4 (3)
Not enough ratings to rank



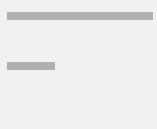
Having all the options to attend different workshops. Answer questions I had on various topics.
SCHS

3.4 (3)
Not enough ratings to rank



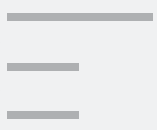
Paula Kment and April Becker's presentation It was a great presentation with a lot of information and helpful hints
SMS

3.7 (4)
Not enough ratings to rank



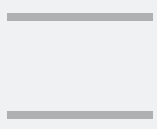
It was amazing to take a step back and breathe after this tough quarter. We needed the mental and physical break.
SMS

3.2 (4)
Not enough ratings to rank



Capturing Kids Hearts was a very beneficial training for me to learn how to create relationships with my students, along with how to handle situations Learning cannot take place until relationships have been built. Students need to trust you to be able to learn for you and behave in your classroom.
SMS

3.0 (2)
Not enough ratings to rank



I enjoyed learning different techniques and strategies I can use in my classroom during the APL training. It is crucial to know how to gain a control over my classroom. If I cannot effectively control the behavior of my students, there can be no learning.
SMS

3.1 (4)
Not enough ratings to rank



I liked the flexibility of being able to choose what you attended (other than the required sessions).
SMS

3.0 (4)
Not enough ratings to rank



Time vs too much time It was fantastic to have time to get district required items done and to be trained. Perhaps three days is a better time frame.
SMS

3.0 (3)
Not enough ratings to rank



Although it was good in some aspects, some of our time was filled with trainings/ meetings that were just time fillers and not truly meaningful.
SMS

3.0 (3)
Not enough ratings to rank



I thought PD week was okay. It was a time for us to get all caught up on videos, trainings, and other meetings that we typically run out of time for.
SMS

3.1 (3)
Not enough ratings to rank



Time to meet in PLCs to plan for the rest of the semester and reflect on first quarter.
SCHS

3.5 (3)
Not enough ratings to rank



Communication with my peers. Find out what's working and what's not.
SMS

3.0 (3)
Not enough ratings to rank



Being able to connect firsthand with some vendors. (Freckle, Apple) To help explain how to use the products. (Training)
SMS

3.1 (3) Not enough ratings to rank



More presentations that are not tech based. There are excellent things happening in this district. Not every great thing is happening on an iPad. Everyone has something they could share.
SMS

3.0 (3) Not enough ratings to rank



I would love to see more of my colleagues present. You are all doing great things in your classroom. It would be great to see what you are most proud of.
SMS

3.1 (3) Not enough ratings to rank



CKH Process Champions was outstanding! This training offered a refresher and some very immediate ways to continue to grow as a CKH school district.
SMS

3.0 (2) Not enough ratings to rank



I would appreciate a day here or there to catch up on responsibilities vs an entire week at once.
SES

2.9 (4) Not enough ratings to rank



I appreciated the time to have meetings, work and to do our SS videos, however, that was a very long break for our students to be out of school.
SES

3.2 (4) Not enough ratings to rank



it was a nice opportunity to see what technology is being used by staff across the district
DOB

3.5 (3) Not enough ratings to rank



It was a little too long (5 days in a row) is too long for PD.
SCHS

2.8 (4)
Not enough ratings to rank



I enjoyed listening to teachers who have switched to the IPad pro already.
SCHS

3.4 (3)
Not enough ratings to rank



I enjoyed sharing my ideas and activities with others.
SCHS

3.3 (3)
Not enough ratings to rank



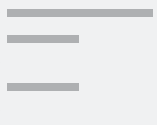
I got some work time, not much but some is better than none.
SCHS

3.0 (3)
Not enough ratings to rank



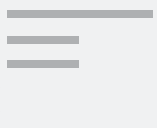
There was time for teachers to do what they wanted to do. Having the time to get done what we need to get done is beneficial.
DOB

3.4 (4)
Not enough ratings to rank



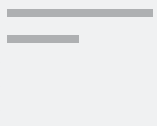
There were many opportunities to be in various training sessions (except for new teachers). Teachers and paras could get information on what they want.
DOB

3.6 (4)
Not enough ratings to rank



The highlight for PD week for me is always attending trainings led by my teaching colleagues. I prefer these because teachers put on good trainings when they personally use & endorse the application or strategy they're showing us.
SCHS

3.6 (3)
Not enough ratings to rank



Observing teachers share their successes with their peers! Collaboration. We are all on the same team!
DOB

3.8 (4)
Not enough ratings to rank

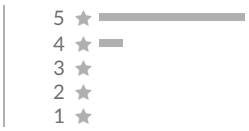


Schuyler Community Schools

Q1 Reflecting on PD week, what highlights stand out for you?

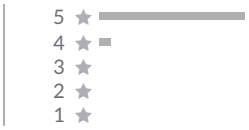
PLC time was helpful for completing required video trainings.
Rural

4.4 ★★★★☆ (14)
Ranked #1 of 147



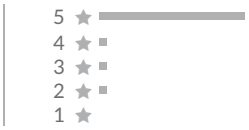
The ability to pick what I attended I was able to work on areas that I feel I need growth
Rural

4.4 ★★★★☆ (13)
Ranked #2 of 147



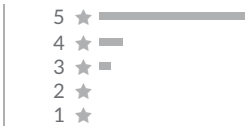
Appreciated having flexibility in PLC time
SES

4.3 ★★★★☆ (18)
Ranked #3 of 147



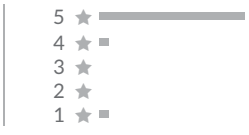
COVID Cleaning Protocols were not used
Tables and chairs weren't sanitized after sessions, which is done in classrooms when switching classes
Rural

4.3 ★★★★☆ (15)
Ranked #4 of 147



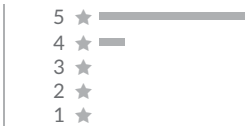
Individual PDC time It was important to have time to work on my videos and other individual projects
Rural

4.3 ★★★★☆ (15)
Ranked #5 of 147



I appreciate the variety. It was great to see a variety of options for PD. We were able to pick and choose what sessions we were interested in attending.
Rural

4.3 ★★★★☆ (13)
Ranked #6 of 147



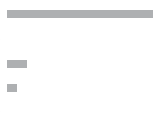
I liked the flexibility of being able to choose what you attended (other than the required sessions).
SMS

4.2 ★★★★☆ (20)
Ranked #7 of 147



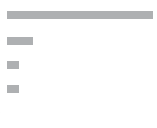
I appreciated having the option of virtual sessions instead of in person.
SES

4.2 ★★★★☆ (17)
Ranked #8 of 147



It was nice choosing the sessions that we wanted to attend.
SES

4.2 ★★★★☆ (15)
Ranked #9 of 147



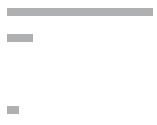
I liked having so many options of ways to use my time. In the past, I had to attend sessions that had nothing to do with what I was using or had in my classroom.
Rural

4.2 ★★★★☆ (14)
Ranked #10 of 147



PLC times were also appreciated. This is where we were able to work on things like scales and checklists.
Rural

4.2 ★★★★☆ (14)
Ranked #11 of 147



The ability to have PDC time on my own or with a specific group It allowed me time to collaborate with fellow teachers in other buildings which otherwise would not have happened
Rural

4.2 ★★★★☆ (14)
Ranked #12 of 147



I liked having the time to complete the Safety videos. Having so many responsibilities at home makes it hard to spend hours on my own time completed them.
Rural

4.2 ★★★★☆ (13)
Ranked #13 of 147



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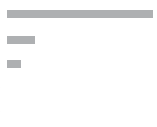
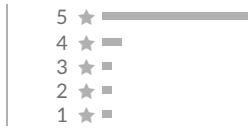
liked the variety of pd sessions that were available
Rural

4.2 ★★★★☆ (13)
Ranked #14 of 147



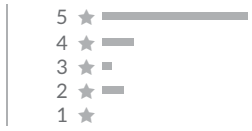
It was amazing to take a step back and breathe after this tough quarter. We needed the mental and physical break.
SMS

4.1 ★★★★☆ (19)
Ranked #15 of 147



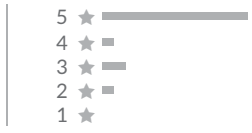
The flexibility to choose for ourselves. We could choose what interests us.
SMS

4.1 ★★★★☆ (19)
Ranked #16 of 147



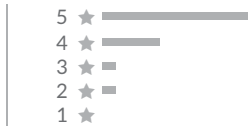
PLC time Having some time to work on the things that we always want to do, but never have the time to make it happen during regular school weeks.
SES

4.1 ★★★★☆ (16)
Ranked #17 of 147



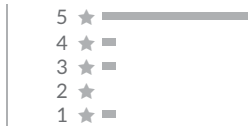
Thank you for not overloading our schedules. Teachers needed time to regroup.
SES

4.1 ★★★★☆ (16)
Ranked #18 of 147



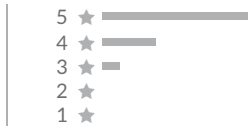
The rural team meeting with Ms. Bebout was fantastic! It made us think.
Rural

4.1 ★★★★☆ (13)
Ranked #19 of 147



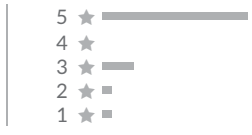
Needed more time with IC (Kim Powell) Very Helpful Session!!
Rural

4.1 ★★★★☆ (12)
Ranked #20 of 147



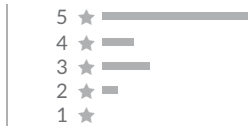
Have an opportunity to choose sessions was appreciated!
SES

4.0 ★★★★☆ (18)
Ranked #21 of 147



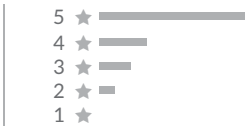
Enjoyed the PLC time Got a chance to get a few things caught up and had good discussions
SCHS

4.0 ★★★★☆ (15)
Ranked #22 of 147



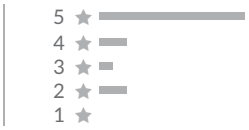
Great Idea for Professional Development I would suggest to provided work time for all teachers. New teachers missed out on very valuable work time as a team and other important trainings.
SES

4.0 ★★★★☆ (15)
Ranked #23 of 147



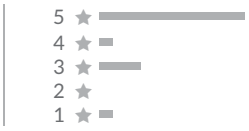
I appreciated how we were not required to be in workshops all day. We could choose the presentations that were meaningful and had time to work in our rooms as well.
SES

4.0 ★★★★☆ (15)
Ranked #24 of 147



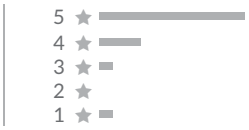
I think instead of paying APL refresher instructors we could go through and review our notes as a pod during PLC. It's good stuff, but we literally went through the notes we all had.
SES

4.0 ★★★★☆ (15)
Ranked #25 of 147



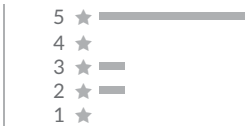
It was nice to meet with our teams and get things accomplished.
Rural

4.0 ★★★★☆ (15)
Ranked #26 of 147



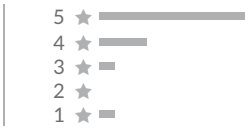
Time to catch up on our classroom work was much appreciated. Teachers have little to no time without students and it's difficult to keep your head above water.
SES

4.0 ★★★★☆ (15)
Ranked #27 of 147



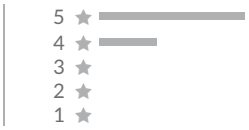
I really enjoyed having tech and other topics. You could pick and choose what you needed to work on.
Rural

4.0 ★★★★☆ (14)
Ranked #28 of 147



You should be able to pick what trainings you want to go to instead of having trainings that a required to be attended. New staff may have required ones- when the week is planned out by your principal you cannot attend may others of interest or areas you need help in
Rural

4.0 ★★★★☆ (7)
Ranked #29 of 147



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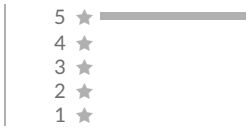
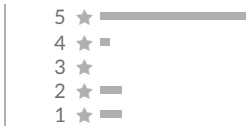
virtual was a good option except for the ones that stood us up The presenter never go on- hope you did not pay them
Rural

4.0 ★★★★☆ (5)
Ranked #30 of 147



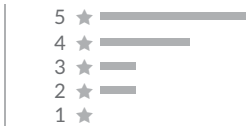
I appreciated doing APL and Capturing Kids Hearts without having to worry about sub plans. I could focus on the presentation.
SMS

3.9 ★★★☆☆ (18)
Ranked #31 of 147



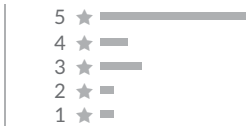
APL presenters needed to wear masks too. Having people take off their mask to talk was concerning. Could have been spread out for social distancing
SES

3.9 ★★★☆☆ (17)
Ranked #32 of 147



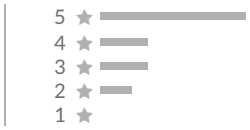
Being able to CHOOSE what I wanted to attend to help me.
SES

3.9 ★★★☆☆ (17)
Ranked #33 of 147



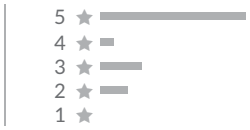
I appreciated the time to have meetings, work and to do our SS videos, however, that was a very long break for our students to be out of school.
SES

3.9 ★★★☆☆ (17)
Ranked #34 of 147



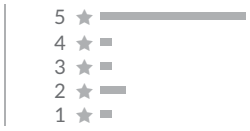
I liked the chance to have some PLC time. It was a nice break from the other sessions and it was a good time to do the Safe Schools training.
SMS

3.9 ★★★☆☆ (16)
Ranked #35 of 147



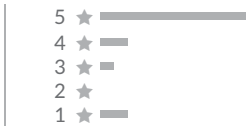
No need for APL refreshers anymore, I think we're good. This can be reviewed in our grade level teams/pods during PLC time.
SES

3.9 ★★★☆☆ (16)
Ranked #36 of 147



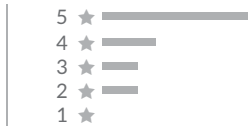
Because of Covid....Was disappointed that we were not spaced apart more (6ft) and did not see any cleaning between groups.
Rural

3.9 ★★★☆☆ (15)
Ranked #37 of 147



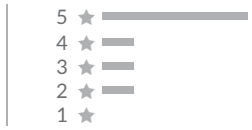
Time to meet in PLCs to plan for the rest of the semester and reflect on first quarter.
SCHS

3.9 ★★★☆☆ (15)
Ranked #38 of 147



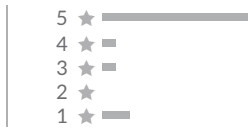
Time to work on Classroom projects. Need time to work in my classroom.
SES

3.9 ★★★☆☆ (15)
Ranked #39 of 147



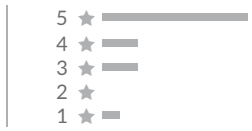
Paula Kment and April Becker's presentation It was a great presentation with a lot of information and helpful hints
SMS

3.9 ★★★☆☆ (14)
Ranked #40 of 147



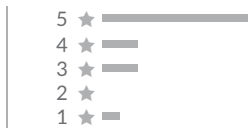
I enjoyed the question and answer session with Kim Powell. I learned new things to use in IC.
Rural

3.9 ★★★☆☆ (13)
Ranked #41 of 147



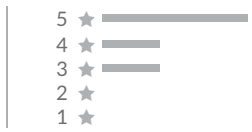
The APL refresher was nice to refocus on the strategies that we may have forgotten.
Rural

3.9 ★★★☆☆ (13)
Ranked #42 of 147



I enjoyed the flexibility of the schedule. Even though there were constant changes, the schedule was very flexible.
SCHS

3.9 ★★★☆☆ (9)
Ranked #43 of 147



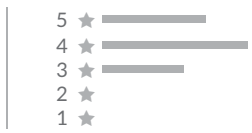
They gave us tools that we can use in our rooms immediately. Easy tools to implement.
SMS

3.8 ★★★☆☆ (19)
Ranked #44 of 147



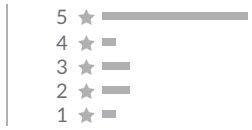
Having all the options to attend different workshops. Answer questions I had on various topics.
SCHS

3.8 ★★★☆☆ (16)
Ranked #45 of 147



I appreciated the options for in person versus virtual that were offered.
SES

3.8 ★★★☆☆ (16)
Ranked #46 of 147



Time to meet with PLCs was able to meet with the people in our PLC and work through a few things that we haven't had time to do.
SCHS

3.8 ★★★☆☆ (16)
Ranked #47 of 147



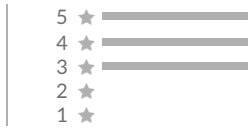
I felt it was an excellent opportunity for people to rejuvenate, catch their breath and reflect on where we have been since school started, adjust an d plan for where we are headed as we get into flu season and the holidays.
SES

3.8 ★★★☆☆ (15)
Ranked #48 of 147



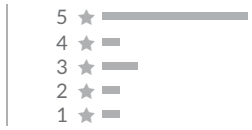
The highlight for PD week for me is always attending trainings led by my teaching colleagues. I prefer these because teachers put on good trainings when they personally use & endorse the application or strategy they're showing us.
SCHS

3.8 ★★★☆☆ (15)
Ranked #49 of 147



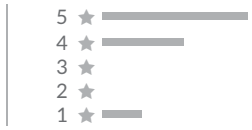
I was able to learn new things that I will add to my classroom.
Rural

3.8 ★★★☆☆ (13)
Ranked #50 of 147



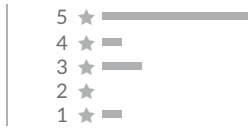
It was nice to finally be able to meet with my fellow special teachers and discuss current issues and concerns in our classroom. PLC time is usually not set aside for us. It's nice to collaborate together that doesn't require a thousand email exchanges.
Rural

3.8 ★★★☆☆ (13)
Ranked #51 of 147



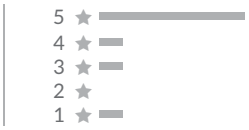
Sex trafficking talk. It was extremely informative.
Rural

3.8 ★★★☆☆ (11)
Ranked #52 of 147



I really liked the APL training. It was great to see why the teacher says the things the way she does.
Rural

3.8 ★★★☆☆ (9)
Ranked #53 of 147



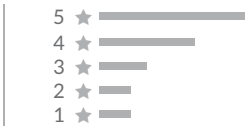
I thought PD week was okay. It was a time for us to get all caught up on videos, trainings, and other meetings that we typically run out of time for.
SMS

3.7 ★★★☆☆ (22)
Ranked #54 of 147



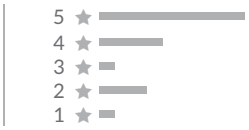
Time vs too much time It was fantastic to have time to get district required items done and to be trained. Perhaps three days is a better time frame.
SMS

3.7 ★★★☆☆ (22)
Ranked #55 of 147



I enjoyed learning different techniques and strategies I can use in my classroom during the APL training. It is crucial to know how to gain a control over my classroom. If I cannot effectively control the behavior of my students, there can be no learning.
SMS

3.7 ★★★☆☆ (18)
Ranked #56 of 147



We were able to work together as a grade level to go over things that needed to be looked at.
SES

3.7 ★★★☆☆ (18)
Ranked #57 of 147



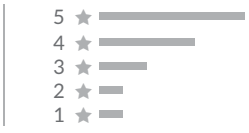
APL refresher was great Keeps it in mind while teaching, sometimes I forget to use the strategies
Rural

3.7 ★★★☆☆ (14)
Ranked #58 of 147



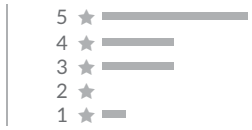
There were lots of different PD to choose from
SES

3.7 ★★★☆☆ (14)
Ranked #59 of 147



Freckle session was great! Because we have been already using it, we had specific issues or questions that were addressed.
Rural

3.7 ★★★☆☆ (13)
Ranked #60 of 147



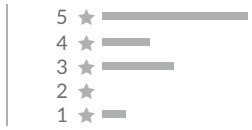
Wished the timing was different so it didn't come after already being out for Fall break. 8 days of no school plus weekends was a lot of time.
Rural

3.7 ★★★☆☆ (13)
Ranked #61 of 147



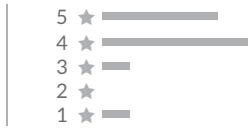
Innovators accessing what information that we wanted to learn based off of how advanced our groups were, rather than just the same speel
Rural

3.7 ★★★☆☆ (12)
Ranked #62 of 147



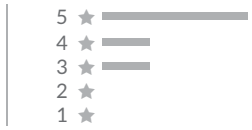
I appreciated the time to complete required safety videos
SMS

3.7 ★★★☆☆ (11)
Ranked #63 of 147



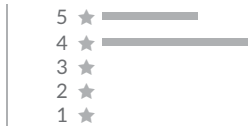
I think that it was nice to go to different sessions hosted by staff. Picked up some good information. However, 5 days was too much. One or 2 days would have been better.
SCHS

3.7 ★★★☆☆ (5)
Ranked #64 of 147



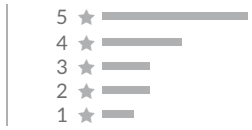
Observing teachers share their successes with their peers! Collaboration. We are all on the same team!
DOB

3.7 ★★★☆☆ (5)
Ranked #65 of 147



More presentations that are not tech based. There are excellent things happening in this district. Not every great thing is happening on an iPad. Everyone has something they could share.
SMS

3.6 ★★★☆☆ (22)
Ranked #66 of 147



Capturing Kids Hearts was a very beneficial training for me to learn how to create relationships with my students, along with how to handle situations Learning cannot take place until relationships have been built. Students need to trust you to be able to learn for you and behave in your classroom.
SMS

3.6 ★★★☆☆ (18)
Ranked #67 of 147



APL Training It gave me strategies to improve my teaching.
SMS

3.6 ★★★☆☆ (17)
Ranked #68 of 147



I thought the sessions were the right length. I learned a lot in that time. There was often enough time to then practice what you learned with the teacher right there to answer questions.
SMS

3.6 ★★★☆☆ (16)
Ranked #69 of 147



I would appreciate a day here or there to catch up on responsibilities vs an entire week at once.
SES

3.6 ★★★☆☆ (16)
Ranked #70 of 147



It was awesome to have dedicated time for PD. I didn't have to feel stressed out or distracted attempting to fulfill all this PD and juggle students' needs at the same time.
SCHS

3.6 ★★★☆☆ (16)
Ranked #71 of 147



Choices were good - many were interesting It was nice to have the flexibility to arrange my daily schedule.
SCHS

3.6 ★★★☆☆ (15)
Ranked #72 of 147



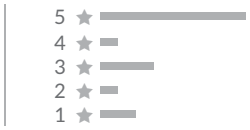
I liked the fact that we could have the scheduled individualized. For the most part, we could pick and choose what we wanted to go to.
SMS

3.6 ★★★☆☆ (15)
Ranked #73 of 147



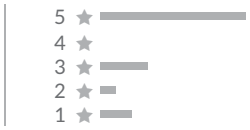
The helpfulness and questions that were answered was very helpful to organize and feel more relaxed.
Rural

3.6 ★★★☆☆ (15)
Ranked #74 of 147



Too Long This isn't a highlight. I felt 5 days in a row was just too much and I felt our kids lost anything that they gained to start the quarter.
SES

3.6 ★★★☆☆ (15)
Ranked #75 of 147



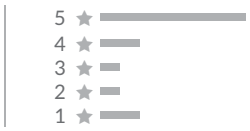
Brining in the ESU and other special speakers I love learning from experienced people, esp. when more experienced than me
Rural

3.6 ★★★☆☆ (14)
Ranked #76 of 147



It was hard going from building to building I feel like I spent more time driving than I did in session
Rural

3.6 ★★★☆☆ (13)
Ranked #77 of 147



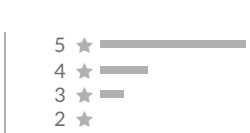
The PLC times and session times overlapped This made it hard to be at a PLC at 10, when the session didn't end until 10:15 (one example)
Rural

3.6 ★★★☆☆ (13)
Ranked #78 of 147



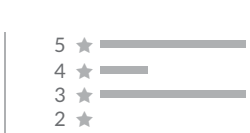
Capturing Kids Hearts Champions was a great training. Having a group to bounce things off of to remind staff of the importance of it.
Rural

3.6 ★★★☆☆ (11)
Ranked #79 of 147



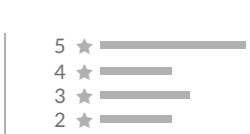
Writing across the curriculum is a great way to help our students. I also enjoy reading their comments
SCHS

3.6 ★★★☆☆ (7)
Ranked #80 of 147



Communication with my peers. Find out what's working and what's not.
SMS

3.5 ★★★☆☆ (22)
Ranked #81 of 147



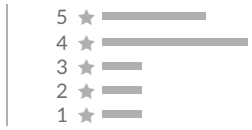
Although it was good in some aspects, some of our time was filled with trainings/ meetings that were just time fillers and not truly meaningful.
SMS

3.5 (21)
Ranked #82 of 147



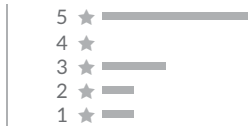
There were a lot of informative sessions. It's not so good when there is not enough useful content.
SMS

3.5 (18)
Ranked #83 of 147



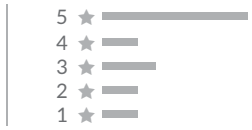
A full 5 day week was way too long. 1 day or 2 days at the most would have been sufficient. Students ended up having 8 total school days off in a row going back to the week of P/T conf.
SES

3.5 (17)
Ranked #84 of 147



I liked the format. When it works well it makes it easy to accept.
SMS

3.5 (17)
Ranked #85 of 147



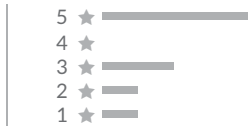
It was nice to be able to see how some programs (Google Classroom, Apple Classroom, Show Me, etc.) are used in our own classroom with our students.
SMS

3.5 (17)
Ranked #86 of 147



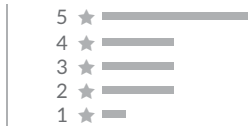
Google classroom It was nice to have someone show us how to get started a little. Would like a full day to get into making our google classrooms with support available
SES

3.5 (16)
Ranked #87 of 147



I wish our own Tech team would do the presentations on working with the iPad rather than having others outside the District present them. Some of our Tech team make more than the Principals. Why can't they show us why they deserve that much? Why pay them that much if they can't present
SMS

3.5 (16)
Ranked #88 of 147



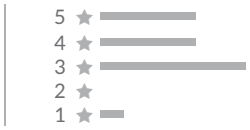
Please wear masks Staff are great at wearing masks around the students, but with no students in school the mask use went down.
SES

3.5 ★★★☆☆ (15)
Ranked #89 of 147



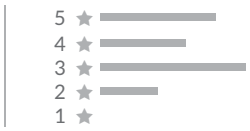
Thank you Dr. Gibbons, tech crew, and others for making this week possible!
SES

3.5 ★★★☆☆ (15)
Ranked #90 of 147



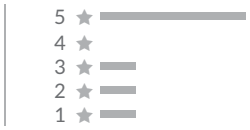
It was focused on preparing us for going remote or having students in and out of class due to quarantine, unless you were a first year teacher. It is important because even thought we are still in school it is a daily possibility.
SCHS

3.5 ★★★☆☆ (14)
Ranked #91 of 147



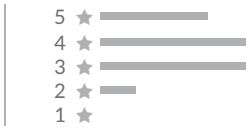
The Freckle zoom was really good - she did a great job!
SES

3.5 ★★★☆☆ (14)
Ranked #92 of 147



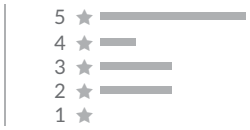
Capturing Kids' Hearts It was nice learning the affect our attitudes can have on our students. If we start to give up then they will too.
SES

3.5 ★★★☆☆ (12)
Ranked #93 of 147



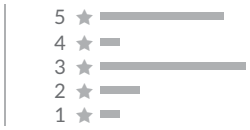
I thought the presentations were good, but I wish we would have focused a little bit on what it would look like if we go remote.
SCHS

3.5 ★★★☆☆ (9)
Ranked #94 of 147



The various options for technology It was helpful to explore a variety of technology tools.
SES

3.4 ★★★☆☆ (17)
Ranked #95 of 147



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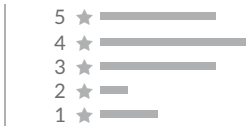
iPad pro training by staff who have used it It was nice to hear tricks/tips from coworkers that are relevant to our own classrooms and will be immediately helpful.
SMS

3.4 ★★★☆☆ (17)
Ranked #96 of 147



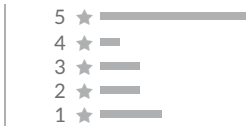
I got some work time, not much but some is better than none.
SCHS

3.4 ★★★☆☆ (16)
Ranked #97 of 147



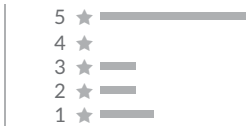
I enjoyed the Freckle Math zoom training.
SES

3.4 ★★★☆☆ (15)
Ranked #98 of 147



It was a little too long (5 days in a row) is too long for PD.
SCHS

3.4 ★★★☆☆ (15)
Ranked #99 of 147



There was a lot of great info for core classes, not so much for electives.
SCHS

3.4 ★★★☆☆ (15)
Ranked #100 of 147



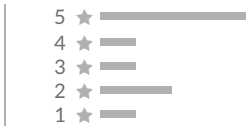
APL Training APL Training was very informative, wish we could have been trained sooner so it would have been implemented from the start.
SMS

3.4 ★★★☆☆ (14)
Ranked #101 of 147



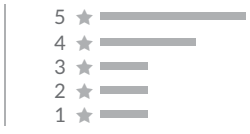
Caught up on a few things.
SES

3.4 ★★★☆☆ (9)
Ranked #102 of 147



Enjoyed relaxed PLC time with our department. It was nice to talk about what we've been doing this year in our classrooms: what's working, what we've tried.
SCHS

3.4 ★★★☆☆ (8)
Ranked #103 of 147



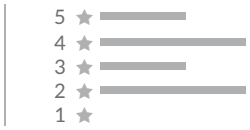
CKH Process Champions was outstanding! This training offered a refresher and some very immediate ways to continue to grow as a CKH school district.
SMS

3.3 ★★★☆☆ (19)
Ranked #104 of 147



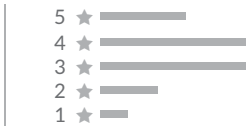
Getting to teach other my topic of Ed Puzzle and Discovery ed. Showing new and different teaching tools.
SCHS

3.3 ★★★☆☆ (16)
Ranked #105 of 147



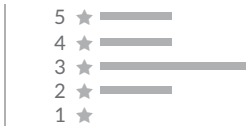
I enjoyed sharing my ideas and activities with others.
SCHS

3.3 ★★★☆☆ (16)
Ranked #106 of 147



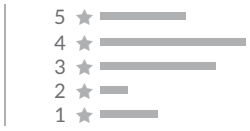
I went to the human trafficking talk. Do we have a policy involving human trafficking?
SES

3.3 ★★★☆☆ (15)
Ranked #107 of 147



Time to learn new technology apps and have time to explore it. Need to keep up with the new and available technology choices.
SES

3.3 ★★★☆☆ (15)
Ranked #108 of 147



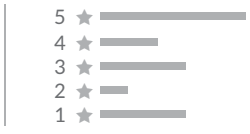
Virtual was great! Happy that many at different schools became virtual. Parking can be a huge problem at SMS and the weather was bad,
SCHS

3.3 ★★★☆☆ (15)
Ranked #109 of 147



New Staff Training was Long The trainings we received were great, but we had no time to work on anything else. A lot of information all at once. APL and CHK did not always align.
SMS

3.3 ★★★☆☆ (14)
Ranked #110 of 147



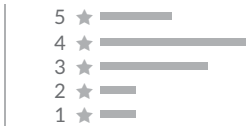
Classlink It is an awesome platform that helps students log-in easier websites that are frequently used.
Rural

3.3 ★★★☆☆ (13)
Ranked #111 of 147



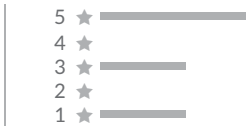
APL Being able to learn how to build relationships with students but also learning how to have classroom expectations.
SES

3.3 ★★★☆☆ (11)
Ranked #112 of 147



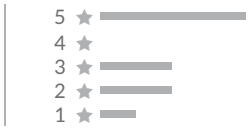
Grateful to all of the teachers and IT staff who presented. Learned a lot. Wish a school district our size could afford a Tech Integration Specialist. Such a person could keep us up to date on all of the latest tech.
SMS

3.3 ★★★☆☆ (11)
Ranked #113 of 147



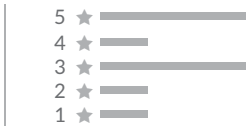
I liked being able to see, talk and share with people that I don't get to converse with on a regular basis. It's important to see and touch base with members of our whole team from time to time so we can remind each other we are all in this together.
SES

3.3 ★★★☆☆ (9)
Ranked #114 of 147



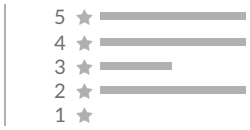
Teaching with Zoom. Great information on how to have class in person and on-line.
Rural

3.3 ★★★☆☆ (9)
Ranked #115 of 147



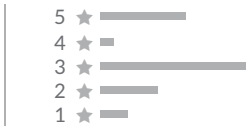
We had time to work in our classrooms but also gain more knowledge about the technology and programs we are using in the classroom.
SES

3.3 ★★★☆☆ (7)
Ranked #116 of 147



I would love to see more of my colleagues present. You are all doing great things in your classroom. It would be great to see what you are most proud of.
SMS

3.2 ★★★☆☆ (23)
Ranked #117 of 147



This is not a highlight - Too Long I thought it was too long to have five days in a row for PD, especially as a new teacher with five full days.
SES

3.2 ★★★☆☆ (18)
Ranked #118 of 147



Like the APL refresher
SCHS

3.2 ★★★☆☆ (16)
Ranked #119 of 147



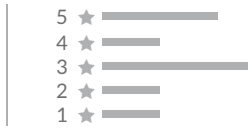
I really appreciated the social-emotional workshops.
SES

3.2 ★★★☆☆ (15)
Ranked #120 of 147



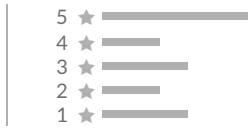
The APL training was very powerful. I enjoyed how all of the processes were modeled. I have been using the APL strategies that I learned and I have seen a huge increase in engagement.
SCHS

3.2 ★★★☆☆ (15)
Ranked #121 of 147



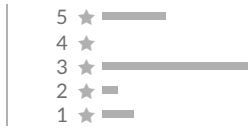
The CKH Process Champions training was great. The refresher was much needed, and I am excited for the middle school to keep implementing this and building a positive culture.
SMS

3.2 ★★★☆☆ (15)
Ranked #122 of 147



Social Distancing I saw a couple rooms in my building where people were sitting shoulder to shoulder for several hours. At some points masks were removed.
SES

3.1 ★★★☆☆ (16)
Ranked #123 of 147



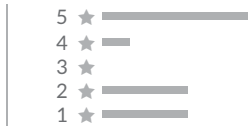
The APL training reminded of very strong strategies. It helped in the classroom
SCHS

3.1 ★★★☆☆ (16)
Ranked #124 of 147



Too much Having a week straight of PD was too much. It is nice to have PD sprinkled in throughout the year.
SCHS

3.1 ★★★☆☆ (12)
Ranked #125 of 147



Classroom Expectations It is nice to know how to implement these in the classroom and what is expected.
SES

3.1 ★★★☆☆ (11)
Ranked #126 of 147



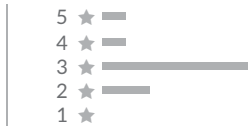
I liked it, it was a little long and I'm not sure the timing made sense. I did learn things though.
SES

3.1 ★★★☆☆ (10)
Ranked #127 of 147



There were some good presentations. It was nice that staff were able to present on things that they are using in their classroom and having been working well.
SCHS

3.1 ★★★☆☆ (10)
Ranked #128 of 147



Apex learning Learning how to do this should we go to online learning.
SCHS

3.1 ★★★☆☆ (8)
Ranked #129 of 147



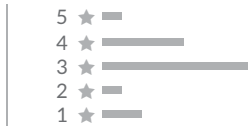
The teacher led sessions were full of good information. Especially learned about Google Classroom and ways to go remote by recording my teaching for students.
SCHS

3.1 ★★★☆☆ (7)
Ranked #130 of 147



I was in Capturing Kids Hearts It was difficult to relate it to school because of my position, but useful in my personal life
SES

3.0 ★★★☆☆ (15)
Ranked #131 of 147



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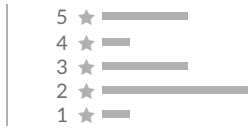
good tips
SES

3.0 ★★★☆☆ (13)
Ranked #132 of 147



The donuts were a nice touch, there could have been more little things to make the week more pleasurable. It's nice to encourage positive interactions and make people feel comfortable.
SMS

3.0 ★★★☆☆ (8)
Ranked #133 of 147



Thank you for the time to work on Safe Schools training.
SCHS

3.0 ★★★☆☆ (7)
Ranked #134 of 147



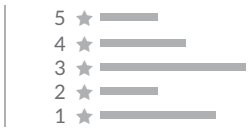
A lot of good information was shared. The EL program was really interesting to hear about.
SCHS

3.0 ★★★☆☆ (5)
Ranked #135 of 147



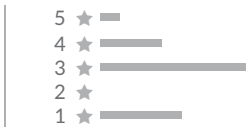
Unfortunate the human trafficking session was only available on 1 day.
SES

2.9 ★★☆☆☆ (16)
Ranked #136 of 147



I enjoyed listening to teachers who have switched to the IPad pro already.
SCHS

2.9 ★★☆☆☆ (15)
Ranked #137 of 147



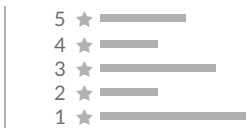
I really enjoyed the CKH champion session. It was a great review.
SES

2.9 ★★☆☆☆ (15)
Ranked #138 of 147



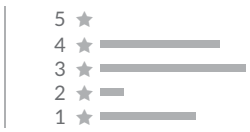
APL
SES

2.8 ★★☆☆☆ (16)
Ranked #139 of 147



Apple training I was unaware of the power of Apple.
SCHS

2.8 ★★☆☆☆ (16)
Ranked #140 of 147



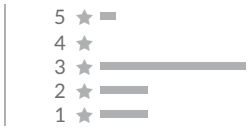
I learned about the Community Learning Center in the Schuyler area. It helps families in need and you refer the family by talking to your counselor it is a confidential process.
Rural

2.8 ★★☆☆☆ (9)
Ranked #141 of 147



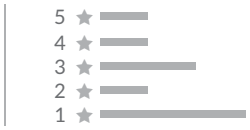
APL I like listening to Dave
SES

2.7 ★★☆☆☆ (16)
Ranked #142 of 147



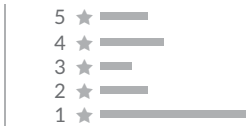
I think EdPuzzle is great!
SCHS

2.7 ★★☆☆☆ (8)
Ranked #143 of 147



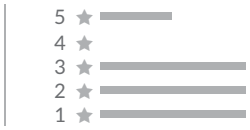
Being able to connect firsthand with some vendors. (Freckle, Apple) To help explain how to use the products. (Training)
SMS

2.6 ★★☆☆☆ (21)
Ranked #144 of 147



The lunches and the staff that served them were great!
SES

2.6 ★★☆☆☆ (14)
Ranked #145 of 147



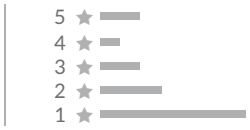
I thought the apl training was interesting even if not exactly useful to paras Great way to reinforce interaction
SMS

2.6 ★★☆☆☆ (7)
Ranked #146 of 147



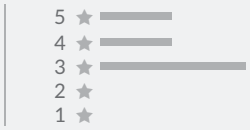
Capturing Kids Hearts training was really beneficial.
SCHS

2.4 ★★☆☆☆ (15)
Ranked #147 of 147



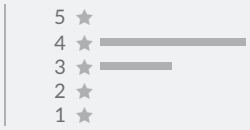
A good variety of trainings to choose from.
SES

3.3 ★★★☆☆ (4)
Not enough ratings to rank



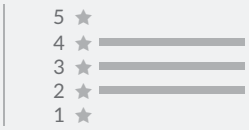
New teacher training was very beneficial and informative. It was nice not having to have a sub for trainings.
SES

3.3 ★★★☆☆ (3)
Not enough ratings to rank



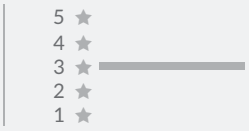
Apple trainings were beneficial.
SES

3.0 (3)
Not enough ratings to rank



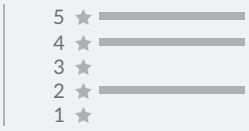
Lots of choices--covered a lot of different areas Something for just about everyone
SCHS

3.0 (1)
Not enough ratings to rank



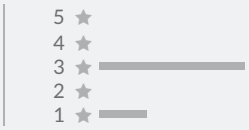
Opportunities to work in our classroom.
SES

3.3 (3)
Not enough ratings to rank



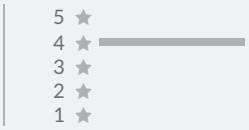
Too long... Should've been saved for when we saw cases going up within staff like now when we are extremely short on subs.
SCHS

2.8 (4)
Not enough ratings to rank



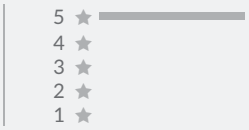
Variety of PD
SMS

3.2 (1)
Not enough ratings to rank



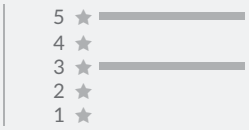
It was good to have some time to get the Safe Schools done.
Rural

3.8 (3)
Not enough ratings to rank



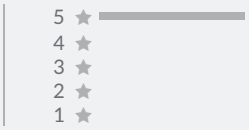
Some trainings felt forced Though there were good things through the week, many of the sessions felt like they were doing them because they were told to.
Rural

3.3 (2)
Not enough ratings to rank



CKH was a very good experience!
Rural

3.8 (3)
Not enough ratings to rank



Wish para's could of attended the sex trafficking class.
Rural

3.3 (1)
Not enough ratings to rank

Mental Health presentation given by Paula Kment and April Becker was terrific! Feel I gained a lot of knowledge from these two ladies.
Rural

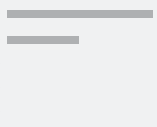
3.6 (2)
Not enough ratings to rank

5 steps to teach a behavior Brainstorm the behavior, model it, practice, positively reinforce, and re-teach if needed (on their time).
Rural

3.2 (1)
Not enough ratings to rank

Teaching a behavior (6 guidelines to use) Great guidelines with helping to never attack the kid-alway attack the behavior!
Rural

3.6 (3)
Not enough ratings to rank



It was nice not to worry about preparing sub plans and worrying about how things were going in my class. With our lack of subs this would have been impossible to do any other way
DOB

3.3 (1)
Not enough ratings to rank

It was great that most staff had a chance to choose the presentations that meant the most to them. This creates better buy in
DOB

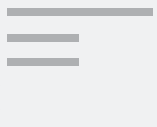
3.3 (1)
Not enough ratings to rank

Havin
DOB

2.7 (1)
Not enough ratings to rank

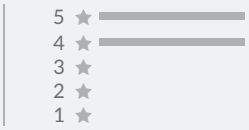
it was a nice opportunity to see what technology is being used by staff across the district
DOB

3.6 (4)
Not enough ratings to rank



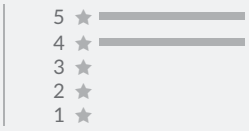
There was time for teachers to do what they wanted to do. Having the time to get done what we need to get done is beneficial.
DOB

3.7 ★★★☆☆ (4)
Not enough ratings to rank



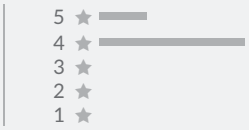
There were many opportunities to be in various training sessions (except for new teachers). Teachers and paras could get information on what they want.
DOB

3.7 ★★★☆☆ (4)
Not enough ratings to rank



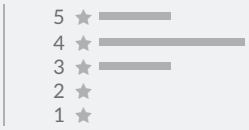
Working on Healthy Schools together Our Grant depends on it and the administrtion is very supportive.
DOB

3.6 ★★★☆☆ (4)
Not enough ratings to rank



I thought offering training to the paraeducators was amazing. Many times, our paras are our first line responders to academic and behavioral concerns. They struggle with knowing how to handle certain situations and this training will help.
DOB

3.4 ★★★☆☆ (4)
Not enough ratings to rank



Schuyler Community Schools

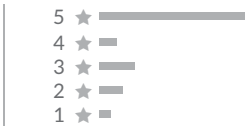
What professional development opportunities would you like to see at our January 2021 two-day retreat?

Q1 What professional development opportunities would you like to see at our January 2021 two-day retreat?

Time to just work in our rooms and complete what is needed for our own classrooms would be huge!

4.0 ★★★★☆ (39)

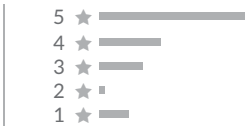
Ranked #1 of 78



Time to meet in our school teams to plan.

3.9 ★★★☆☆ (46)

Ranked #2 of 78



PLC time

3.9 ★★★☆☆ (44)

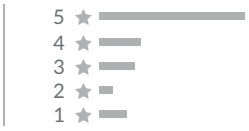
Ranked #3 of 78



Online teaching and what that will look like.

3.9 ★★★☆☆ (37)

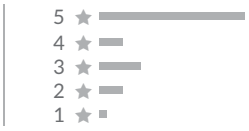
Ranked #4 of 78



Work time in our classrooms for our individual curriculum needs

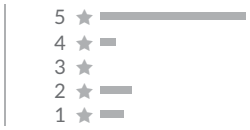
3.9 ★★★☆☆ (29)

Ranked #5 of 78



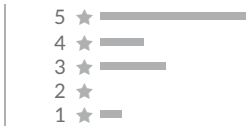
Extended Thanksgiving break on 11/23 & 11/24 for mental health days for students and especially staff! Teachers have been through a lot since the beginning of the school year and of all years this is probably needed and would be appreciated!

3.9 ★★★☆☆ (27)
Ranked #6 of 78



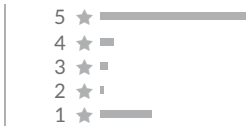
How about Team Building Exercises within our building? Get the moral back! People are so BURNED OUT and grumpy!

3.9 ★★★☆☆ (25)
Ranked #7 of 78



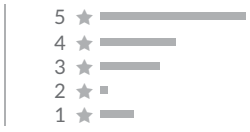
A day off It's already stressful enough, give us a day to relax and be with our families

3.8 ★★★☆☆ (47)
Ranked #8 of 78



Behavior interventions Especially for students who are exhibiting behaviors from added and/or hidden stress/anxiety

3.8 ★★★☆☆ (38)
Ranked #9 of 78



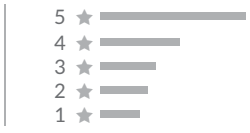
PLC time to review Winter MAP data and look at student growth.

3.7 ★★★☆☆ (44)
Ranked #10 of 78



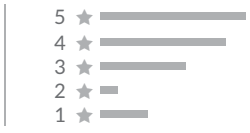
Presentation on what interventions look like, so we can work on closing achievement gap Interventions should be taught not an app

3.6 ★★★☆☆ (46)
Ranked #11 of 78



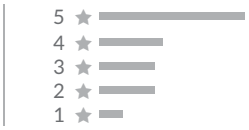
I would like to see opportunities for K-2 online learning so when a student can not attend school in person, they still can be working at home. Many of my students have been quarantined for 2 weeks and are missing important lessons and then have to try and make it up.

3.6 ★★★☆☆ (44)
Ranked #12 of 78



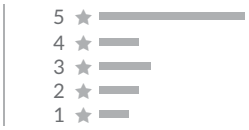
Opportunity for grade level teams or even buildings to discuss best way to remote teach elementary students We are not one to one on technology and students may not have it at home or a parent present to help guide them. May be too late by then to worry .

3.6 ★★★☆☆ (43)
Ranked #13 of 78



Remote Education in case we go remote

3.6 ★★★☆☆ (30)
Ranked #14 of 78



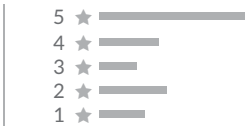
Accountability for remote learners many remote learners seem to be doing nothing

3.6 ★★★☆☆ (29)
Ranked #15 of 78



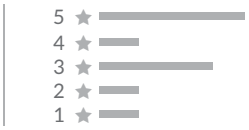
Center for Survivors-sexual assault program The program is super informative. As teachers, we need to know the signs for students who are being sexually abused. 1 in 4 girls and 1 in 5 boys .

3.5 ★★★☆☆ (47)
Ranked #16 of 78



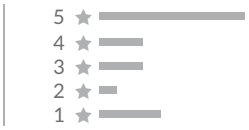
Social Emotional Lessons to Teach I'd like information on easy to implement lessons for Social/Emotional skills for students not all buildings have a counselor to come in

3.5 ★★★☆☆ (37)
Ranked #17 of 78



First and foremost it needs to be safe!!! Everyone masking including presenters and everyone spaced appropriately with no group work involved where p eople are expected to participate when it is not set up carefully to avoid too close of contact. We should also not mix our building staff with others

3.5 ★★★☆☆ (35)
Ranked #18 of 78



Useful information on how to teach elementary kids online.

3.4 ★★★☆☆ (46)
Ranked #19 of 78



Infinite Campus: reports-grade book features There are so many aspects to this portal that can be helpful to teachers.

3.4 ★★★☆☆ (45)

Ranked #20 of 78



I would like to see time to meet with our department level PLC - possibl

3.4 ★★★☆☆ (38)

Ranked #21 of 78



Mental Health First Aid

3.4 ★★★☆☆ (38)

Ranked #22 of 78



I would like ways to keep students calm with the pandemic,

3.3 ★★★☆☆ (49)

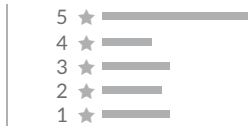
Ranked #23 of 78



Dual language informative talks Not only do the dual language teachers need to have information, but our entire district needs more information on this unique program

3.3 ★★★☆☆ (46)

Ranked #24 of 78



Jo Guzman She is an amazing speaker about ways to provide support to EL learners.

3.3 ★★★☆☆ (46)

Ranked #25 of 78



PLC time to review school improvement goals set in the fall and what does Winter data show.

3.3 ★★★☆☆ (45)

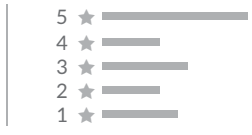
Ranked #26 of 78



A beginners workshop for Google classroom if we would happen to go remote learning for elementary. I don't know much about it.

3.3 ★★★☆☆ (44)

Ranked #27 of 78



K-12 curriculum development time to get better vertical alignment. We need to be sure that all ACT standards are being hit at some point. Some are meant to be done at lower grade levels.

3.3 (41)
Ranked #28 of 78



First Aid We have no nurse on site.

3.3 (37)
Ranked #29 of 78



Capturing Kids Hearts for Paras

3.3 (36)
Ranked #30 of 78



More apple and tech. classes. Many people could not attend those previously offered due to conflicts in their schedule.

3.3 (36)
Ranked #31 of 78



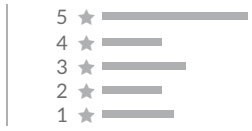
More variety in options....not everything has to be tech based

3.3 (36)
Ranked #32 of 78



CPR / AED We have no nurse on site.

3.3 (35)
Ranked #33 of 78



Capturing Kids Hearts for paras They have not been trained in this, yet, are with students who often need redirected. This needs to happen in a consistent and appropriate way.

3.3 (34)
Ranked #34 of 78



I think we should have a chance to meet with our teams. Each para team could meet together for example the ell team meet together to discuss problems And solutions. Each para team meets separately with their leaders and also a chance for the whole special services to meet together as a school.

3.3 (33)
Ranked #35 of 78



Value and benefits of therapy dogs in schools. Social emotional health is of the upmost importance for our students.

3.3 ★★★☆☆ (33)

Ranked #36 of 78



First Year Teacher Planning I think it would benefit first year teachers to work in their room and plan with their grade level. These teachers missed a lot during the PD week

3.3 ★★★☆☆ (19)

Ranked #37 of 78



Mental Health

3.3 ★★★☆☆ (5)

Ranked #38 of 78



Being safe from COVID-19, I know too many people super sick or in hospital. Making mask mandatory and punishment if not, There were people with their mask down underneath their chin at the last in-service.

3.2 ★★★☆☆ (47)

Ranked #39 of 78



Google Classroom Refreshers Introductory and Power User Presentations

3.2 ★★★☆☆ (46)

Ranked #40 of 78



More teacher-led sessions, fewer priority school related sessions.

3.2 ★★★☆☆ (45)

Ranked #41 of 78



STAR planning feature: Review assigning practice and how to use to effectively for interventions and monitoring progress.

3.2 ★★★☆☆ (44)

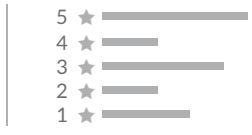
Ranked #42 of 78



More on grade transfer from Google to IC Saves time!

3.2 ★★★☆☆ (42)

Ranked #43 of 78



CPR Training

3.2 ★★★☆☆ (36)
Ranked #44 of 78



More info about services offered in the community that would be beneficial to our families — that many of us don't know about. Community family partnership

3.2 ★★★☆☆ (30)
Ranked #45 of 78



Trauma-informed teaching workshops. It will help our students.

3.2 ★★★☆☆ (13)
Ranked #46 of 78



Wish new teachers took all PD before school even started like other school districts. Perhaps start August 1. As in incentive, pay them in August. Spread their checks over 13 months instead of 12. That way we don't have to worry about missing student days.

3.2 ★★★☆☆ (12)
Ranked #47 of 78



Freckle Math: Using it effectively for interventions.

3.1 ★★★☆☆ (44)
Ranked #48 of 78



PLC time for creating recording sheet for student's ratings on Profic. Scales. Time to just review and improve scales.

3.1 ★★★☆☆ (43)
Ranked #49 of 78



How to be a professional Too many teachers using their teaching platform to give opinions. Also how to interact appropriately with students. What's appropriate, what's not.

3.1 ★★★☆☆ (40)
Ranked #50 of 78



Unity in program usage. everyone doing different things and not on one accord.

3.1 ★★★☆☆ (36)
Ranked #51 of 78



How to present proficiency scales to students so they can help monitor their own learning. Students can take ownership of their learning.

3.1 ★★★☆☆ (35)

Ranked #52 of 78



There should be some input from the paras themselves about what they need education on This could be something that paras and their teachers come up with during their small sessions

3.1 ★★★☆☆ (33)

Ranked #53 of 78



Google Classroom

3.1 ★★★☆☆ (26)

Ranked #54 of 78



Annual Health Fair -if possible

3.0 ★★★☆☆ (46)

Ranked #55 of 78



Maybe a refresher course of Capturing Kids Hearts for the paras.

3.0 ★★★☆☆ (40)

Ranked #56 of 78



After seeing the session on Trouble Shooting the iPad issues, I was wondering why it was presented in only about 5 minutes. They then asked for help? Can't IT use the Tech It System to address the most common problems? They could present easily for 30 minutes using that info, can't they?

3.0 ★★★☆☆ (38)

Ranked #57 of 78



Time for high school to align written learning targets to standards and scales. High school teachers worked their tails off to write learning targets so we need to make sure that the targets meet the level of rigor on the standard

3.0 ★★★☆☆ (34)

Ranked #58 of 78



Co-Teaching PD The elementary is doing co-teaching and would like to get some hands on PD to support it

3.0 ★★★☆☆ (33)

Ranked #59 of 78



More Mental Health stuff....haven't we met our hours for the year already when we had a whole week in October devoted to it?

3.0 ★★★☆☆ (23)

Ranked #60 of 78



ESL Differentiation

3.0 ★★★☆☆ (5)

Ranked #61 of 78



ClassCraft for distant learning A free engagement system that works even in remote settings (with internet).

2.9 ★★☆☆☆ (39)

Ranked #62 of 78



Aligning daily learning targets to standards and proficiency scales. We need to make sure all the work we have done coordinates.

2.9 ★★☆☆☆ (35)

Ranked #63 of 78



First thought is I don't want to get the covid19 I want to be safe, not yet sick, hospitalized or die.

2.9 ★★☆☆☆ (8)

Ranked #64 of 78



More on Blackboard if we are going to switch next year. We need to stick with one thing, first ebackpack, then google, now blackboard.

2.8 ★★☆☆☆ (42)

Ranked #65 of 78



There should be more nice, inviting things like snack and beverage tables. More donuts

2.8 ★★☆☆☆ (36)

Ranked #66 of 78



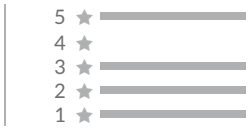
StudySync Refresh Can we set up a time with a Rep to meet to talk about any new improvements or items with the StudySync Program??

2.8 ★★☆☆☆ (33)
Ranked #67 of 78



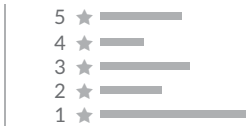
Google Classroom session from Otis, time for his full session. We were only able to have a quick session with him, it would be nice to have a followup.

2.8 ★★☆☆☆ (8)
Ranked #68 of 78



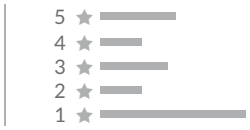
Marzano/Scale Refresher How do Scope/Sequence - Scales - Lesson Plans - Agenda Boards all tie together to meet the needs of our Spotlight Elements?

2.7 ★★☆☆☆ (47)
Ranked #69 of 78



Capturing Kids Hearts Refresher Training The Process Champions can give a training on CKH for those that haven't had training on it for a while.

2.7 ★★☆☆☆ (44)
Ranked #70 of 78



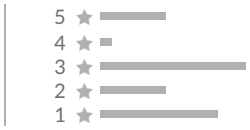
SES training on NGSS and its new teaching style requirement. Laura Plas from ESU 7 is excellent at this. We have new curriculum, but it only works if you understand the paradigm shift for NGSS.

2.7 ★★☆☆☆ (34)
Ranked #71 of 78



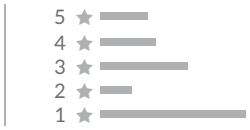
Class link Have an opportunity to explore and learn more about class link a session offered by the tech department

2.7 ★★☆☆☆ (31)
Ranked #72 of 78



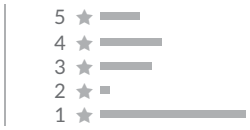
CKH Refresher Could be taught by the people who took Process Champions

2.6 ★★☆☆☆ (46)
Ranked #73 of 78



We should have an opportunity to choose to go to a workshop or not. Paras have all levels of education and someone with a bachelors in psychology Should not have to sit through an entire day of Pavlovian conditioning.

2.6 ★★☆☆☆ (30)
Ranked #74 of 78



Grant writing Where to find them, writing tricks/techniques, etc.

2.5 ★★☆☆☆ (42)

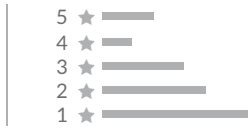
Ranked #75 of 78



I would like time with Amy M from ESU 7 about special education since I had to isolate last time.

2.4 ★★☆☆☆ (40)

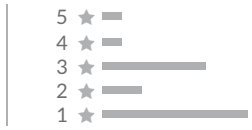
Ranked #76 of 78



Refreshers for APL and CKHearts.

2.4 ★★☆☆☆ (16)

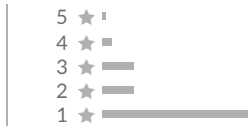
Ranked #77 of 78



Learn the inside and outs of track wrestling. It allows us to match up our kids with kids of equal experience and skills and run tournaments better.

1.8 ★☆☆☆☆ (41)

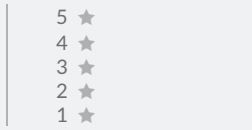
Ranked #78 of 78



Colleague Presentations Learning from our coworkers who work with the same students and in the same school setting is the best way

0.0 ☆☆☆☆☆ (0)

Not enough ratings to rank



TEAM Meetings Essential time to collaborate.

0.0 ☆☆☆☆☆ (0)

Not enough ratings to rank

