Schuyler Community Schools
District Leadership/SAA Meeting
Thursday, May 26, 2022 1:00 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:

I. Discussion Items

Communication
Effort Respect Responsibility Belief

One Good Thing!

District Leadership Meeting
1. **Priority School Presentation:** Dr. Lefdal and his team will present to the State Board on Thursday and Friday next week. They have to submit the presentation today so that the state board committee has time to review it and prepare questions for next week.
2. **2021 STRAT Plan Final update for Website:** On the district website, we need to make any final changes to the 2021 report and dashboard. Dr. Gibbons will create the 2022 website once amendments are approved by the board in April.
3. **Review Strategic Plan Board Member Amendments:** We need to meet one more time with the District Leadership team next week. Rich Brabec will attend our final leadership meeting to discuss any changes to the 2022 strategic plan.

Academic Programs: Dave Gibbons
School Activities Programs: Travis Steinhoff
Technology Programs: Jeff Droge
Transportation: Dan Hoesing
Buildings and Grounds: Dan Hoesing
Support Programs: Jesse Zavadil
School Governance: Dan Hoesing
School Climate: Joey Lefdal

4. **District Website/Communication/Branding:** Discussion on ideas to decentralize our website and communication tools and who is in the best position to take on these responsibilities in your buildings. We will schedule training for the leadership team and staff members that will be involved in this process. This

is one area that has not been set on the updated support staff salary schedule. I need names of people in your buildings interested/talented/responsible to do this work.

5. **Return to Learn Public Input:** We have to seek public input on our 2022-23 Return-To-Learn Plan. Kady and I had a zoom meeting with ThoughtExchange yesterday to discuss the use of ThoughtExchange for this required input along with ways to target and improve the credibility and trust level of responses in other exchanges.

SAA Items for Discussion

1. **2022-23 Teacher/Program Openings:** Update on open positions:
SCHS: Social Studies
SES: Regular Classroom Teacher
Rural: Music Teacher
2. **2022-23 Requisitions:** 2022-23 Requisitions are completed. Items should show up at your buildings over the next few weeks.
3. **Extra-Duty Assignments:** Extra-Duty assignments will be on the June 13th board agenda.
4. **Board Policy Updates:** The first installment of 2022-23 policies have been sent to Jim Luebbe, NASB Policy Director, for review and codification. Please consider these in your handbook updates.
5. **2022-23 Handbook Changes**: Handbook changes must be ready for board approval in June. Any changes to your handbook to coincide with changes from this legislative session or new policy adoption will need to happen in June.
6. **Support Staff and Extra-Duty Contracts:** Please collect the support staff and extra-duty contracts from your buildings and submit them to Shelley.
7. **2020-21 Extended Contracts:** Penny sent out the extended contract forms and calendars for you and your staff. Please make sure you submit your extended contract calendars and the extended contract calendars for staff in your building to Penny.
8. **Administrator Evaluations:** All administrators need to go into their evaluations and update their progress. These need to be completed by June 1st.
9. **Summer School Staffing and Program Review:** Dr. Gibbons has been working on summer school programs and staffing. Dr. Gibbons will provide an update at the meeting.
10. **Summer School Contracts:** We also offer contracts for the June summer school sessions in May. We will need to finalize the list of recommended summer employees and get the contracts handed out this week.
11. **Student Fees Report:** Please review and submit changes to Sally for the District Leadership team to consider next week.
12. **Associated Staffing:** I will be getting a quote from Associated Staffing for recruitment of support staff positions for the 2022-23 school year. We will make a decision on whether this is a good option in June.
13. **Interstate Studios:** Discussion on student/staff pictures for 2022-23 school year.

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*

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.**
2022	Action Plan	1. Participate in community planning opportunities to address the early childhood and daycare needs in the community
2022	Action Plan	2. Develop partnerships with program and funding agencies to provide increased services for birth to 3 programs in the c
2022	Action Plan	3. Research funding and program options to provide affordable day care and early childhood programs in the community
2	**K-8**	**Review student achievement and implementation of the Reading/Language Arts curriculum.**
2022	Action Plan	1. Develop an improvement plan to address gaps or low achievement assessment results
2022	Action Plan	2. Continue to provide in-class support and evaluate effectiveness of the reading program to reach our goal of all students
2022	Action Plan	3. Complete curriculum development plan to ensure alignment of curriculum to new language arts standards.
2022	Action Plan	4. Develop and implement a plan to ensure instruction/instructional materials meet the needs of the foundations of reading
2022	Action Plan	5. Evaluate current curriculum materials to identify needs/gaps with current standards and adopt new materials/supplemen
3	**SCS**	**Monitor and evaluate the K-8 Discovery Education Science Program**
2022	Action Plan	1. Continue to collaborate with ESU 2 and Raymond Central on an EIR EMPOWER (E_3) Grant on Science Curriculum ar
2022	Action Plan	2. Provide ongoing support, training, and assessment of the K-8 Discovery Education science program.
4	**SCS**	**Research and implement a K-12 Math differentiation and intervention program**
2022	Action Plan	1. Support and implement the Freckle Math K-12 differentiation and intervention program
5	**SCS**	**Research and Adopt a K-5 Social Studies Program. See Curriculum Cycle**
2022	Action Plan	1. Evaluate student performance at the end of the year to determine additional resources, modifications or professional de
6	**SCS**	**Continue efforts to support the Schuyler Instructional Model through alignment of curriculum, instruction and ass**
2022	Action Plan	1. Expand the orientation program for new teachers and facilitate mentor/coaches to support the success of beginning teac
2022	Action Plan	2. Continue to implement the Marzano Focused Evaluation Model in alignment to state frameworks
2022	Action Plan	3. Continue to offer APL training for new staff and refresher training to returning teachers in the district
2022	Action Plan	4. Identify critical content from the standards through the use of Standards-Based Learning professional development fron implement standards-based learning targets that demonstrate a progression of learning up to and beyond the level of rigor
2022	Action Plan	5. Continue "On to College" ACT Test Prep for 9-11 grade students

7	**SCHS**	**Review academic options for new arrivals, EL, special needs, at risk students, etc… (Alternative Education Program, New**
2022	Action Plan	1. Research program alignment and effectiveness as well as certificated and support staff needs for SPED, EL and Newc
2022	Action Plan	2. Continue to review assessment data to ensure successful transition of SPED and EL students to general education class
2022	Action Plan	3. Research and develop a plan to expand K-12 EL professional development in English language instruction
2022	Action Plan	4. Develop a systematic and systemic process for providing interventions for K-12 SPED and EL students (MTSS, RTI)
2022	Action Plan	5. Review current practices to support the transition of K-12 SPED, EL and newcomer students in the regular classroom
2022	Action Plan	6. Expand "Newcomer" program in math, reading and language arts to provide support for struggling high school student
2022	Action Plan	7. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2022	Action Plan	7. Implement additional credit and credit recovery through online programs designed to keep SPED and EL students on tr
2022	Action Plan	8. Review SPED and EL caseloads and program requirements in the district to determine certificated and support staffing
8	**SCHS**	**Expand early entry and college credit classes to improve academic performance and college and career readiness fo**
2022	Action Plan	1. Continue to offer Algebra I, Spanish I, and other accelerated courses to high performing students in grade 8 at Schuyler
2022	Action Plan	2. Research the pros and cons of advanced or accelerated classes and AP courses vs. college credit options for our high sc
2022	Action Plan	3. Research and develop a plan to expand courses through CCC for college credit and vocational licensure courses
2022	Action Plan	4. Research opportunities to expand college course options in nursing, early childhood, and K-12 education courses
2022	Action Plan	5. Pursue options for approval of teachers to provide dual-credit/college credit courses through Wayne State College
9	**SCS**	**Develop a system-wide process for providing intervention and enrichment activities to meet all students' needs.**
2022	Action Plan	1. Create an overall district system that differentiates for specific building needs (MTSS)
2022	Action Plan	2. Determine screening, progress monitoring and data collection tools (SAT-MTSS)
2022	Action Plan	3. Research intervention and enrichment ideas, resources and programs (MTSS)
2022	Action Plan	4. Ensure programing meets the needs of all students (especially SPED and EL students)
2022	Action Plan	5. Participate in community efforts to expand early childhood programs, service, and facilities in Schuyler

Non-Core Academic Programs

10	**SCS**	**Expand Kindergarten through 2nd Grade health and guidance programs.**
2022	Action Plan	1. Continue to contract with the Flippin Group (Capturing Kids Hearts) to provide training for all new K-12 teachers and
2022	Action Plan	2. Contract with the Flippin Group (Capturing Kids Hearts) to implement Process Champions or Campus TrAction for se
2022	Action Plan	3. Continue the K-2 program to promote healthy relationships and wellness (ECHD and CHI Behavior Health Coalition)
2022	Action Plan	4. Evaluate and promote family engagement and literacy grant program at the elementary level
2022	Action Plan	5. Research the need and staffing to expand social emotional learning (SEL) options for Preschool, Fisher's, Richland and
11	**SCS**	**Coordinate music schedule to promote efficient use of staff, inclusion of all students, and development of visual and**
2022	Action Plan	1. Continue to expand participation in the 7-12 vocal music program (Choir, musical, men's and women's choirs)
2022	Action Plan	2. Research options to expand strings program.
2022	Action Plan	3. Continue support of the visual and performing arts opportunities (drama, speech, musicals, art, graphic arts, broadcastin
2022	Action Plan	7. Continue to improve 5-12 Instrumental Music Program (Marching Band, Pep Band, Concert Band, Jazz Band, and ense
12	**K-5**	**Continue to expand options for the dual language/bilingual education elementary program**
2022	Action Plan	1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language sch
2022	Action Plan	2. Coordinate staffing, curriculum and textbook selection for the 5th grade expansion
2022	Action Plan	3. Promote the dual language program and conduct recruitment and registration of Kindergarten through 5th Grade Stude
2022	Action Plan	4. Participate in ongoing professional development and register NABE 2023 Conference
2022	Action Plan	5. Research pros and cons of expanding dual language to the middle school and high school levels
2022	Action Plan	6. Research K-2 School name for the dual language school at the district office and get approved by the school board.
2022	Action Plan	7. Find ways to involve parents and students of the dual language program within the community.
2022	Action Plan	8. Research the feasibility of implementing new ELA materials that emphasize phonics and EL at the K-2 level.
2022	Action Plan	9. Research the feasibility of having specials at the dual school in the district office building rather than at SES.
13	**7-12**	**Expand 7-12 CTE Programs and improve access college credit and post-secondary program enrollment.**
2022	Action Plan	1. Develop and implement FCS curricula to promote careers in culinary arts, foods/nutrition, nursing, early childhood, ed
2022	Action Plan	2. Research options to expand 7-12 career exploration and college credit through CCC to promote CTE careers.
2022	Action Plan	3. Continue to expand options for implementing career pathways to ensure students have certification options.
2022	Action Plan	4. Research, plan, update and implement increased CTE opportunities for middle school students
14	**7-12**	**Expand the K-8 Afterschool Program to include options for 9-12 students (Period 9)**
2022	Action Plan	1. Conduct a study to determine feasibility and interest in a high school afterschool program
2022	Action Plan	2. Develop a schedule, recruit and hire staff interested in providing programs, classes, or clubs, and enroll students interes
15	**7-12**	**Develop and implement a plan to improve students' ability to communicate, demonstrate leadership and act respo**
2022	Action Plan	1. Offer leadership classes at the middle and high school levels utilizing "Leadworthy: The Course" from the Flippen Grou

Action Plans

1. 2022
2. 2022
3. 2022
4. 2021 Evaluated the implementation of reading programs.
5. 2021 Continued EIR Grant Partnership for Science/STEM
6. 2021 Provided training to elementary staff for Discovery Ed Science
7. 2021 Implemented Freckle Math K-12 and provided training.
8. 2021 Adopted Studies Weekly for Social Studies; Will provide training in the fall.
9. 2021 Developed a district MtSS team and attended training over the summer.
10. 2021 (7-1) Reorganized Newcomer and EL programming through teacher movement and new hires.
11. 2021 (7-2) Revamped the master schedule to allow for common plans in content areas.
12. 2021 (7-2) Identifying concerns with EL students through the use of MAP, Renaissance, and ELPA data.
13. 2021 (7-2) Met with EL students individually, to set goals and explain ELPA data.
14. 2021 (7-6) Piloting Ellevation math program and professional development for 9-12 teachers.
15. 2021 (7-7) Utilized APEX online programming for students who need to gain additional credit or are in need of credit recovery.
16. 2021 2021 (8-3) Started working with CCC on licensure requirements for additional English and Ag course offerings.
17. 2021 (8-4) Added Mechatronics program under the guidance of CCC.
18. 2021 (8-5) Added General Biology as a dual credit option through Wayne State College.
19. 2021 (11-3) Presented our spring musical for school and community.
20. 2021 (13-4) Added Mechatronics program under the guidance of CCC.
21. 2021 (3-1) STEM Leadership core post training check-ins and monitored implementation at SMS
22. 2021 (6-1) New teacher orientation program re-written and expanded at SMS
23. 2021 (6-3) Re-work SMS Schedule to allow for PLC meetings at both Grade Level and Subject area PLC"s to provide for greater collaboration
24. 2021 (9-1) Implement a shared intervention/enrichment program at SMS for all grade levels based upon STAR Data
25. 2021 (10-2) Implementation of CKH process champions to present at all Staff meeting
26. 2021 (1-1) Meetings have been held with community members about feasibility of daycare.
27. 2021 (1-2) Hosted collaboration meetings with Headstart, Kim Parsons, and CWB.
28. 2021 (1.3) Grant was written and submitted, but not awarded in this round for the 3-year old room.
29. 2021 (2-1) Began full Accelerated Reading (AR) implementation at SES
30. 2021 (2-2) Developed a universal instructional planning guide for K-5 focused on standard-based instruction
31. 2021 (3-1) Continuing with training with ESU 2 and Raymond Central on the EIR EMPOWERGrant and Science Curriculum
32. 2021 (3-2) Continuing to meet with Innovator Coaches for classroom teachers and Administrator Coaching with Albert DuPont
33. 2021 (10-3) Purchased and installed water station fillers at SES.
34. 2021 - Rural schools have created a Process Champion leadership team and are doing monthly activities with staff and students.
35. 2021 – DO DL – We held parent meetings for the 2 new K classes at the district office. All classes are full.
36. 2021 – DL staff attend the virtual NABE conference in the spring.
37. 2021 – All curriculum has been ordered for the 4th grade DL class.
38. 2021 – Rural – Have created an Innovators Leadership Team for Discovery Ed. Staff and Administrator are attending monthly coaching sessions.
39. 2020 Adopted a Discovery Education Social Studies Techbook for EL Social Studies Classes that can be translated into Spanish.
40. 2020 Developed family literacy program so that families would have the ability to help young children in school.
41. 2020 Continued to evaluate the effectiveness of the Wonders Program (no state testing data to help with that this year).
42. 2020 Wrote implementation guidelines and provided four sessions of professional development around the implementation of Accelerated Reader.
43. 2020 Aligned curriculum to new Science Standards. Completed adoption of and held PD on DE Techbook.
44. 2020 EIR Grant: K-8 STEM Innovator team created.
45. 2020 Adopted and trained staff in the use of Freckle Math Intervention through Renaissance
46. 2020 Held meeting in the Spring of 2020 with all K-12 curriculum groups to vertically align curriculum, update, and publish curriculum information.
47. 2020 Re-scheduled SPED and ELL teachers to better allow support for in classroom instruction
48. 2020 Opened the Newcomer Academy in the district office building for HS students working in language acquisition levels 1 and 2.
49. 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.
50. 2020 In the 2019-20 school year, 90 students completed dual enrollment classes.
51. 2020 New teachers attended a virtual workshop on the Marzano Framework at the beginning of the year.
52. 2020 New teachers attended a Schuyler Instructional Model workshop at the beginning of the year.
53. 2020 APL for new teachers and APL refresher for veteran staff held October 2020.
54. 2020 Capturing Kids Hearts and Process champions workshops held October 2020
55. 2020 Continue work to modify 7-12 band/vocal schedule to incorporate new facilities and programs
56. 2020 Received a grant to hire a part-time community liaison to help grow community partnerships with the afterschool program
57. 2020 Applied for a grant from Beyond School Bells to help offset the increased cost of running the afterschool program due to COVID-19.
58. 2020 All dual language teachers attended NABE 2020 in February.

59. 2020 Dual Language uses Imagine Learning.
60. 2020 Fisher's uses OSMO, Bees, and Dash Robots.
61. 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.
62. 2020 Richland - Created a PTO team with teachers & parents to help with financing a new playground.
63. 2020 Rural schools had two successful family nights.
64. 2020 Rural school teachers revised proficiency scales.
65. 2020 Continue to host informational meetings for the Dual Language Program
66. 2020 Continue to purchase curriculum materials for the Dual Language Program
67. 2020 Spanish I offered at SMS and aligned to high school Spanish I course.
68. 2020 Revision grant approved in Fall of 2020.
69. 2020 Developed 4-year plan to improve CTE program.
70. 2020 Remodel kitchen for Culinary Arts program.
71. 2020 Hired certified teacher that is bilingual for EL newcomers 9-12.
72. 2020 Hired 3 new para-educators for Newcomer program.
73. 2020 Newcomer program started at district building with the use of the curriculum "Get Ready" aimed specifically at high school newcomer students.
74. 2020 Implemented APL and Capturing Kids' Hearts strategies in all EL classrooms.
75. 2020 Met as an EL department weekly to identify at-risk students.
76. 2020 Began offering APEX courses to students who are behind on credit due to limited or interrupted education.
77. 2020 Sent staff to National Association of Bilingual Education (NABE) Conference February 2020.
78. 2020 Offer Spanish I simultaneous with newcomer English classes to enhance the development of both languages (proven effective per presentations at NABE).
79. 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.
80. 2020 Develop and implement a dual language, bilingual education school at Richland Elementary.
81. 2020 Action Plan 1. Host informational meeting/spring registration for kindergarten parents to learn more about bilingual/dual language schooling.
82. 2020 Action Plan 2. Coordinate curriculum, textbook selection, program coordination for the 3rd 4th grade expansion.
83. 2020 Action Plan 3. Registration of Kindergarten through 3rd 4th Grade Students.
84. 2020 Action Plan 4. Register NABE 2020 Conference participants and secure travel, lodging.
85. 2019 College Credit: Increased from 33 students enrolled in 43 classes in 2018 to 61 students enrolled in 77 classes in 2019.
86. 2019 Received an EIR Grant to support expanded use of Discovery Education at SES and SMS.
87. 2019 SMS: Continue to offer high school credits (Algebra I, Spanish I, Physical Science)
88. 2019 Implemented spotlight elements in the teacher evaluation (Marzano Focus Model) to promote improvement in instruction.
89. 2019 New teachers participated in the ESU 7 Marzano Workshop.
90. 2019 Hosted workday for staff to work on alignment of standards and scales in the core subject areas.
91. 2019 SES: Conducted several workshops associated with the new reading series.
92. 2019 SMS: Implemented academic enrichment time on Friday's focus supports based STAR 360 data.
93. 2019 SCHS: High school art teacher recognized as Nebraska Art Teacher of the year.
94. 2019 SCHS: State and National Silver and Gold Key Art recipients.
95. 2019 Developed and implemented a common lesson plan format at SCHS.
96. 2019 Professional development on effective English Learner (EL) strategies and programs (Elevation, Language Acquisition)
97. 2019 Nine (9) non-traditional students returned to graduate from SCHS during the 2018-19 school year.
98. 2019 Participated in "On to College" ACT Test Prep for 9-11 grade students.
99. 2019 After school program staff attended training in Kearney for programing.
100. 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.
101. 2019 Dual Language teachers have visited DL schools in Omaha, Fremont, and Lexington to see good practices in action.
102. 2019 Team attended the 2019 NABE Conference to prepare for expansion of bilingual program.
103. 2019 Expanded one more grade in the bilingual education program (K-2)
104. 2019 Hired an additional Spanish teacher to the K-2 bilingual education program.
105. 2019 Remodeled Richland Building to accommodate expansion in bilingual program.
106. 2019 Added and additional part-time (.5 FTE) music teacher for the Rural Schools.
107. 2018 Participated in community planning opportunities to address the early childhood and daycare needs in the community.
108. 2018 Developed partnerships with program and funding agencies to provide services for birth to 5 programs in the community.
109. 2018 Hosted meetings with parents interested in sending preschool children to Richland Preschool Program. (No interest)
110. 2018 Host informational meetings with parents interested in sending kindergarten children to Richland Kindergarten Program.
111. 2018 Selected a core group of teachers to visit schools presently using reading programs under consideration for adoption.
112. 2018 Piloted selected reading program to provide evidence of effectiveness.

113. 2018 Adopted selected program for implementation in the fall of 2018-19. (Adopted Wonders Reading Program)
114. 2018 Provided initial and ongoing professional development in support of the new reading program.
115. 2018 Provided in-class support and evaluate effectiveness of the new reading program.
116. 2018 Developed and implemented a plan to orient new staff and substitute teachers in support of instruction and technology.
117. 2018 Contracted Marzano Research Labs to review and re-write scales as necessary. (Purchased scales for all core areas)
118. 2018 Adopted the Focused Evaluation Model and Schuyler Instructional Model to align with NE state frameworks.
119. 2018 Adopted the "ACT Quality Core" and align curriculum and improve student performance on the ACT Test.
120. 2018 Hosted APL training for new staff and refresher training to returning teachers in the district. (October)
121. 2018 Provided training for district leadership and all certified staff for the Marzano "Focused Evaluation Model".
122. 2018 Developed a plan that involves building staff to closely examine staffing needs in each building across the district.
123. 2018 Research and implemented the Elevation Program and E-Workshops through the NE Priority School Team.
124. 2018 Researched and developed a plan/programs and strategies to address highest risk student needs at SCHS.
125. 2018 Review, adopt and implement research-based practices to support the successful transition of newcomer/ ELL students.
126. 2018 Utilize NWEA MAP Benchmark and MAP skills training to provide interventions for students.
127. 2018 Researched historical perspective to evaluate priority school designation response.
128. 2018 Implement Alternative Education Program for SCHS students off track and in need of intensive assistance.
129. 2018 Implemented UNL High School classes for at-risk students.
130. 2018 "Marilyn Friends Workshop" Co-teaching model to support inclusive classroom for students with special needs.
131. 2018 Develop and implement co-teaching model at SES to expand service to students with special needs in the regular classroom.
132. 2018 Developed a plan to increase career academy, college credit and licensure courses for SCHS students.
133. 2018 Improve scheduling to support high student achievement and address student needs in all core academic areas.
134. 2018 Researched and expanded CTE options for STEM Lab for students at SMS.
135. 2018 Hosted informational meeting with teachers interested in pursuing the art grant project through ESU 2.
136. 2018 Recruited and enrolled teachers to participate in the art grant program.
137. 2018 Hired an Art Teacher for SES and implemented an elementary art program.
138. 2018 Contracted the Flippin Group (Capturing Kids Hearts) and Process Champions for selected K-8 teacher leaders.
139. 2018 Coordinated a K-2 program to promote healthy relationships and wellness. (CHI Behavior Health Coalition)
140. 2018 Developed and implemented a K-12 vocal and instrumental music schedule and realignment of music staff.
141. 2018 Host informational meeting with selected teachers/administrators/parents to attend the 2018 NABE Conference.
142. 2018 Registered and secured travel, lodging, etc… for 2018 NABE Conf. (4 staff members, 2 community members).
143. 2018 Hosted informational meeting for parents to learn more about bilingual/dual language school option.
144. 2028 Coordinated curriculum, textbook selection, program coordination, staffing, etc…
145. 2018 Hired a bilingual teacher for the dual language program.
146. 2018 Registered Kindergarten and 1st grade students interested in enrolling in the dual language program.
147. 2018 Offered Spanish I at the 8th grade level for high school credit.
148. 2017 Implemented Bilingual Test for Jrs./Srs. enrolled in our Spanish IV class (10)
149. 2017 Increased the number of certification opportunities (Welding, OSHA, Bi-lingual)
150. 2017 Expanded classes offered through CCC in the career pathway program, from none to 5.
151. 2017 Expanded dual credit offerings through WSU and CCC, (3WSU and 9 CCC)
152. 2017 Expanded ELL core academic transition classes from 5 to 12.
153. 2017 Coordinated training for the adoption of new NDE Science Standards
154. 2017 Researched 6-8 ELA program that meets the expectations of the Nebraska ELA standards.
155. 2017 Expanded SMS Curriculum: Coding I and II, Broadcasting I and II, and Advanced Art available for 7th/8th graders at SMS.
156. 2017 Expanded the SMS Curriculum to include Algebra and Physical Science for high school credit
157. 2017 Proficiency Scale Training for SCS Certified Staff Members conducted by ESU 7, Marzano Learning Sciences, and Marzano Research Labs
158. 2017 Conducted Cognitive Coaching on a volunteer basis at SMS and SCHS. (administrators and teachers this year)
159. 2017 Continued to promote/compensate teachers attending State CTE conf. in Kearney. (4 teachers attended in 2017)
160. 2017 Conducted Proficiency Scale Training for SES Certified Staff Members conducted by ESU7.
161. 2017 Hosted APL refresher for all SCS teaching staff.
162. 2017 Added Health Class to Specials Rotation at Rural schools and SES.
163. 2017 Richland certified staff was given the training TEAMS which is dedicated to elementary-integrated STEM.
164. 2017 Coordinate meetings with local daycares and community to look at effectiveness of early childhood education.
165. 2017 SCS: Selected special education teachers received MANDT training to learn strategies to deescalate behaviors.
166. 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".
167. 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.
168. 2017 SCHS: Team teaching (core teachers and SPED teachers) in the core subject classrooms.

169. 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!
170. 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.
171. 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.
172. 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.
173. 2017 Richland and Fisher's #24: Both schools have their own SPED teachers on staff to assist students.
174. 2017 Preschool, SES and SCHS: Hired highly qualified SPED teachers who have really empowered students.
175. 2017 SCHS: Purchased and implementing a new life skills curriculum.
176. 2017 SCHS: An 8th hour as been built into the schedule to support struggling students.
177. 2017 SES and SMS: All of the teachers have been through the Capturing Kids Hearts training. Huge impact on Culture!
178. 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.
179. 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.
180. 2016 Began alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
181. 2016 Contract with John Baylor on ACT Test Prep Program. NASB
182. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
183. 2016 Develop and implement an achievement center program to support student achievement.
184. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
185. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
186. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
187. 2016 Host APL Training (4 Days) for all teachers and administrators.
188. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
189. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
190. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
191. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
192. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
193. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
194. 2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
195. 2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
196. 2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
197. 2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
198. 2015 Established a 21st Century K-8 Afterschool Program.
199. 2015 Expanded 21st Century Summer School Camps: June and July Sessions.
200. 2015 January Professional Development Focus: David Weber and VJ Smith.
201. 2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
202. 2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
203. 2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
204. 2014 Contracted with CTAC to promote and guide SIG process at SMS.
205. 2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
206. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
207. 2014 Changed elementary schedule to expand physical education, music education, and recess time.
208. 2014 Submitted and Awarded a school improvement grant for SMS.
209. 2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
210. 2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
211. 2014 SES Organized PTA, Community Cafe (Parent Involvement).
212. 2014 Professional Development Focus: District-wide 3-Day Marzano Training.

2. School Activities Program: *Athletics, Fine Arts, Vocational and Social Clubs*

Goal: All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

Target Areas:

Extra-Curricular Activities

16	**K-6**	**Increase student/parent/community participation in youth athletic and activities programs.**
2022	Action Plan	1. Continue coordination of K-6 physical education priority standards to promote skill development and interest in particip
2022	Action Plan	2. Continue storage and acquisition of equipment/uniforms for youth sports programs.
2020	Action Plan	3. Continue to waive the participation fee if the parent volunteers to coach.
2022	Action Plan	4. Continue to provide youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
2022	Action Plan	5. SMS/SCHS coaches host appreciation and recognition for the efforts of youth program volunteer coaches.
2022	Action Plan	6. Host parent sign ups and meetings prior to the sport to inform parents of expectations of the program and volunteer to h
2022	Action Plan	7. Promote and provide any updates with any in-season program changes with the use of social media and parent text mess
17	**7-12**	**Expand participation and improve performance in competitive athletic, performing arts, and visual arts programs.**
2022	Action Plan	1. Continue efforts to coordinate 7-12 physical education programs to promote skill development and game fundamentals.
2022	Action Plan	2. Review and update the plan to improve coordination and implementation of 7-12 strength and conditioning programs.
2022	Action Plan	3. Continue to increase student participation in school activities and improve competitiveness and gender balance for Title
2022	Action Plan	4. Improve coordination and participation of 7-8 and 9-12 athletic summer camps, conditioning, and summer school progr
2020	Action Plan	5. Improve communication through a K-12 system of Social Media, Television, News Releases, Chamber Updates, Schuy
2022	Action Plan	6. Develop a list of activities, schedule, and sponsors to promote student participation in intramural activities at the high sc
2020	Action Plan	7. Continue observation and evaluation of coaches at SMS/SCHS and review process for improving competitiveness in all
2022	Action Plan	9. Continue to communicate and seek input from coaches, sponsors, and directors when hiring or assigning extra-duty pos
2022	Action Plan	10. Increase performing arts exposure within our School and Community by inviting outside groups to perform (look at wa
2022	Action Plan	11. Research strength and conditioning opportunities for middle school students and the cost and benefit of adding weight
2022	Action Plan	12. Investigate and send out a survey to student-athletes to identify barriers to getting students into the weight room during
2022	Action Plan	13. Explore different opportunities to get the youth programs involved at the SMS and SCHS level
2022	Action Plan	14. Research ways to make the weight room more available to student-athletes throughout the school day.
2022	Action Plan	15. Increase recognition of athletes and fine arts participants.
2022	Action Plan	16. Develop and create a social media account that shares information about SCS activities and athletics.
2022	Action Plan	17. Reinstate middle school attendance at high school performances and summer camps (band, speech, play production, et

Action Plans:

1. 2022
2. 2022
3. 2022
4. 2021 (15-1) Coordinated a session during October PD week for coaches and PE teachers to align priority standards and to promote skill development in the PE classroom
5. 2021 (15-2) Hosted a Youth Sports booth during Open House and Parent-Teacher Conferences in order to promote parent volunteer coaches (2)
6. 2021 (15-3) A live Youth Sports Calendar is posted on the Youth Sports page that outlines sports season, sign-up windows, and practices
7. 2021 (15-4) Continued to hire Head Coaches to recruit other coaches to develop the Youth Sports program
8. 2021 (15-5) Coaches continue to focus on fundamentals appropriate for the age level
9. 2021 (15-6) Youth Sports will begin to use the Activity Building for storage purposes starting October 2021
10. 2021 (15-7) Participation fee is waived for parents who volunteer to coach
11. 2021 (15-8) Continue to provide volunteer coaches with an Activity Pass to use the field house and attend SMS/SCHS activities.
12. 2021 (15-9) The Youth Sports Director coordinated with SCHS AD and coaches a Youth Sport appreciation event at the last home games for their respected sport
13. 2021 (16-5) Utilized Thrillshare to post updates at sporting events to all school social media accounts.
14. 2021 15-9 - Having Youth and Middle School Recognitions at SCHS sporting events for each season.
15. 2021 16-3 - Increased the number of athletes out for school activities 366 involved in athletics last school year and already at 153 in one season this year.
16. 2021 16-4 - SMS students involved in Volleyball, Basketball, and Football camps this past summer.
17. 2021 16-5 - Share information out on Thrillshare, Twitter, sign, and via TV's at SCHS, SMS, and Cargill.
18. 2021 16-7 - Gathered sources from other schools to revise and update our evaluation process of coaches.
19. 2020 Added three 9th grade games to the football schedule for the 2020 season.
20. 2020 Added two 9th grade football coaches.
21. 2020 Hired an additional physical education teacher/coach for the high school female classes/activities.
22. 2020 Petitioned NSAA to play in C1 division for Varsity FB for the 2020 and 2021 seasons.
23. 2020 Added additional gym, two locker rooms, wrestling room, PE/health classroom, athletic training room
24. 2020 Received a $50,000 donation to renovate the high school weight room.
25. 2020 Renovated the east gym to create the high school Performing Arts Auditorium.
26. 2020 Renovated FB/SOC concessions, field entrance, and north stadium fence.
27. 2020 Improved high school facilities (gyms, auditorium, Concessions) to allow us to host more Conference and District Events
28. 2020 Created a more detailed set of benchmarks to evaluate improvement in individual sports
29. 2020 Developed and implemented a junior high strength and conditioning program.
30. 2020 After-School Program coordination with Youth Sports to support the youth athletic program.
31. 2019 Continued to recruit community sponsors to promote attendance at student activities and athletic events.
32. 2019 Expanded high school marching band numbers to include 9-12 grade students. (Received "1" at Pierce Marching Contest)
33. 2019 Hired new varsity football coach.
34. 2018 Developed a schedule/calendar improve coordination with school/community youth and after school programs.
35. 2018 SMS/SCHS off-season coaches provided training/coaching for the after-school programs.
36. 2018 SMS/SCHS off-season coaches provided training/coaching for the school/community youth programs.
37. 2018 Provided youth sports coaches with an activity pass to use the field house and attend SMS/SCHS activities.
38. 2018 Hosted youth programs recognition/activity nights at SMS/SCHS activities.
39. 2018 Increased participation in high school activities. (Title IX Compliance Review Completed in September).
40. 2018 Developed and implemented a statistic report card for each actvity to measure performance and improvement.
41. 2018 SMS 7th and 8th Grade teams play within their grade levels (ie...8A, 8B, 8C, 7A, 7B, 7C).
42. 2018 Developed and implemented an incentive/recognition program for SCHS activities coaches and sponsors.
43. 2018 Reviewed and updated coaches' evaluation instrument at SMS/SCHS.
44. 2018 Improved coordination of K-12 physical education programs (K-5 to 6-8, and 6-8 to 7-12).
45. 2017 Recipient of the Nebraskans for the Arts State Award.
46. 2017 2016-17 Class A State One-Act Play Runner Up, Class A Tech. Team Award. Outstanding Performer Award.
47. 2017 Began mandatory weight training for all sports a minimum of two times a week.
48. 2017 In April we provided APL training for all coaches and sponsors.
49. 2017 Continue monthly coaches' meetings with Jr./Sr. High coaches.
50. 2017 All head coaches developed 1-3 year action plans to increase participation and success.
51. 2017 We went from 4 out of 14 head coaches living in our district to 7 out of 14 living in our district.
52. 2017 Each sport completes at least one community service project during their season to connect with the community.

53. 2017 Incorporated end of season athlete survey for all HS sports to gain input on program.
54. 2017 Develop "Athletic Report Card" to measure the leadership of our AD office from yr. to yr. (Share with public/Board Report)
55. 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.
56. 2017 Head SMS boys basketball coach and AD worked with parent coaches to help coordinate continued YMCA teams.
57. 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.
58. 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.
59. 2017 SMS and SCHS ADs hold monthly meetings with coaching staffs to improve communication and program outcomes
60. 2017 End of season meetings with MS Head Coaches have been implemented.
61. 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.
62. 2017 Added Youth Volleyball Program 3-6.
63. 2017 Worked with new community program to continue 3-6 tackle football.
64. 2017 Increased student participation numbers for all youth activities.
65. 2017 Warrior Academy wrestling and soccer programs have been added to offering of MS after school clubs.
66. 2016 Class B One-Act Play Champion, Outstanding Performer Award.
67. 2016 Hired 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
68. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
69. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
70. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
71. 2016 Expand marching band program to include 8th grade students.
72. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
73. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
74. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
75. 2015 Promoted business sponsorships of home football games to increase attendance.
76. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
77. 2015 Hire a K-8 youth programs director for school/community activities.
78. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
79. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
80. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
81. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
82. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
83. 2014 Conducted parent focus groups to improve parent involvement.
84. 2014 Host annual meetings with parent core group to develop PTA at SES.
85. 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*

Goal: State-of-the-art technology program to improve learning for students and promote an effective learning environment.

Target Areas

Technology

18	**SCS**	**Continue Staff technology replacement schedule – laptop/iPad Pro bundle; Flat screen TV & Apple TV**
2022	Action Plan	1. Continue offering technology options to staff of MBP or iPad Pro bundle for primary device.
2022	Action Plan	2. Continue schedule to replace promethean/smart boards/projectors with Flat screen TV's & Apple TV for wireless conne
2022	Action Plan	3. Continue to support staff & students on how to use teacher and/or student iPads with TV's for interactive lessons
2022	Action Plan	4. Research options for secondary teaching device as budget won't allow for two primary teaching devices
19	**K-5**	**Encourage, train, and support teachers on how to use Apple Classroom to assist with classroom management**
2022	Action Plan	1. Promote the use of the Apple Classroom app to assist teachers with monitoring, managing, and guiding student iPads in
20	**SCS**	**Research and identify families in district with limited or no access to Internet and/or only have smart phone(s)**
2022	Action Plan	1. Consider low cost solutions for families with no access to high speed Internet in their homes. i.e. Verizon Jetpack
21	**K-8**	**Research, adopt, and implement a STEM/STEAM Program K-8**
2020	Action Plan	1. Update Skills & Technical Science utilizing resources: Discovery Education, STEM Connect, and Lego Robotics Curricula, Cr
22	**SCS**	**Host 2022 Technology Fair for Schuyler and Area Schools.**
2022	Action Plan	1. Develop the schedule and agenda for the 2022 Schuyler Tech Fair….1/2 day (9-12) students.
2022	Action Plan	2. Advertise and recruit students and staff from area schools to attend the 2022 Schuyler Tech Fair and fall professional de
2022	Action Plan	3. Recruit more local and area businesses to participate at the tech fair to expand the career aspect of the workshop.
2022	Action Plan	4. Secure contracts with selected speaker/presenters for the 2022 Schuyler Tech Fair.
23	**SCS**	**Adopt, train, and implement system-wide technology solutions**
2022	Action Plan	1. Continue to grow and improve our Apptegy website templates & mobile app.
2022	Action Plan	2. Continue using ThoughtExchange to build trust, open communication and engage staff, students, parents, community pa
2022	Action Plan	3. Expand and update the district report card on a regular basis using the ECRA Group Dashboard (ECRISS) to inform sta
2022	Action Plan	4. Continue using Schoolzilla to align data and communication, define school quality, and evaluate school improvement pr
2022	Action Plan	5. Offer training and support to building staff who are responsible for entering building specific events in building website
24	**SCS**	**Marketing plan to partner with local businesses & organizations**
2022	Action Plan	1. Continue to update the SCS websites & school app to promote our school and improve internal and external communica
2022	Action Plan	2. Use our resources (DOB digital sign, websites, mass notification system, mobile app, social media) to promote area eve
2022	Action Plan	3. Contact sponsors/local businesses to sell advertising on our Scorevision displays in West Gym at SCHS.

Action Plans

1. 2022
2. 2022
3. 2022
4. 2021 Provided content to SectorNow, media player & touch TV vendor, to update all touch screen displays in district
5. 2021 Replaced/upgraded computers on two media player TV's in commons areas at SCHS
6. 2021 Installed TV's in weight room at SCHS
7. 2021 Installed three STRIV wall mount permanent cameras in West gym at SCHS
8. 2021 Installed a STRIV camera behind each of the two main basketball backboards in West gym at SCHS
9. 2021 Installed one STRIV wall mount camera in East gym at SCHS
10. 2021 Purchased STRIV multi-camera controller, video instant replay box, video switcher, & 24" monitor
11. 2021 Renewed district GimKit licenses
12. 2021 Subscribed to SCHED to organize October staff professional development
13. 2021 IT and curriculum staff recruited presenters for October staff PD
14. 2021 IT staff presented several sessions at October staff PD days
15. 2021 Replaced old NVR at Bus Barn with new Ubiquity NVR
16. 2021 Thoughtexchanges for district and individual buildings
17. 2021 Refreshed incoming 6th and 9th grade iPads with 8 Gen iPads
18. 2021 20-1 Developed program to send I-pads home for all students at SM
19. 2021 KG-12th grade 1:1 – purchased iPads for incoming 3rd & 4th grades with 8 Gen iPads.
20. 2021 KG-12th grade 1:1 - repurposed 8th and 12th grade ipads for KG, 1st, 2nd, & 5th grade elementary students at SES, Fishers, & Richland
21. 2021 KG-12th grade 1:1 – setup iPad charging carts for KG-2nd grade classrooms at SES
22. 2021 KG-12th grade 1:1 – setup iPad counter top charging stations for 3-5 grade classrooms at SES, Richland, and Fishers
23. 2021 Upgraded the memory in the AutoCad lab at high school
24. 2021 Provided sets of wired iPad keyboards to all buildings to be available for checkout
25. 2021 Infinite Campus Edfi live syncing to NDE servers of our mandatory state reported data
26. 2021 SmartFind sub programming and training of new hires
27. 2021 Replaced 50 promethean boards/projectors with 70" LED 4K TV's
28. 2021 Installed Apple TV's with each new 70" TV
29. 2021 Replaced 25 Teacher laptops with iPad Pro 12.9" bundle (Apple Pencil, Apple Folio keyboard, & adapter)
30. 2021 Replaced 25 Teacher laptops with new MacBook Pro laptop
31. 2021 Repurposed 40 four year old teacher laptops in various locations in the district
32. 2021 Upgraded Adobe software for broadcasting students at SCHS & SMS
33. 2021 Purchased Adobe Creative Suite licenses for all certified staff across the district
34. 2021 Developed the schedule, agenda, and secured vendors for the Schuyler Tech Fair.
35. 2021 Advertised and recruited 30 local businesses, vendors, and college/military reps to attend the student Tech Fair
36. 2021 Secured and contracted Brad Waid as the featured keynote speaker for Schuyler Tech Fair.
37. 2021 Replaced at least one copier at SMS, SES, Richland, Preschool, and District Office Building
38. 2020 Refreshed incoming 6 th and 9 th grade iPads with 7 Gen ipads
39. 2020 Repurposed 8 th and 12 th grade ipads to shared carts at KG-5 buildings
40. 2020 Replaced one or more copiers at SMS, SES, & Fishers
41. 2020 Replaced 25 promethean boards/projectors with 70" LED 4k TV's
42. 2020 Installed new Apple TV's for every TV installed – allows wireless mirroring of all Apple devices
43. 2020 Refreshed 35 staff laptops with new laptops or iPad Pro 12.9"
44. 2020 Repurposed the 4 year old laptops for remote learning, etc..
45. 2020 Deployed new Apptegy websites for district and buildings
46. 2020 Deployed new SCS Mobile App (Apptegy)
47. 2020 Deployed new mass notification system (Apptegy)
48. 2020 Used apptegy/thrillshare to get mass notifications out to the community involving COVID and alerts from CHI
49. 2020 Programmed the new IR cameras for every building and provided training to paras, admin assistants, & administrators
50. 2020 Integrated Infinite Campus gradebook with Google Classroom
51. 2020 Installed network connectivity in new constructon at SCHS – Kitchen, Commons, & gym
52. 2020 Scorevision – training and programming of new video display boards installed in new gym
53. 2020 Installed two new high def projectors in new gym for graduation and other similar events
54. 2020 Installed new Point of Sale touch screen terminals at SCHS new cafeteria
55. 2020 Installed and programmed new 2D barcode scanners at SCHS and SMS
56. 2020 Installed and programmed new digital sign at District Office Building
57. 2020 Received training on new sound system in new gym at SCHS
58. 2020 Installed new large screen and projector at DOB training room (chapel)
59. 2020 Installed new touch screen TV in east commons area and also in new west commons area at SCHS

60. 2020 Programmed both touch screen TV's at SCHS to display digital Class composite pictures of all classes dating back many years to present
61. 2020 Installed new media player TV's in new commons area, new health classroom, new wrestling practice room, and weight room
62. 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
63. 2020 Installed touch screen kiosk at SES
64. 2020 IT Department staff collaborated with Curriculum Dept. staff to implement PD Week (Oct. 19-23)
65. 2020 Implemented SCHED to organize and track PD Week sessions
66. 2020 IT Department staff presented several sessions at PD Week
67. 2020 Implemented the new SpeakUp for Safety program
68. 2020 Installed fiber network connectivity to District Office Building, Fishers, and Richland
69. 2020 Increased bandwidth from 400Mb to 1Gb (2.5 x more bandwidth)
70. 2020 Provided training for remote learning (Zoom and Google Meet)
71. 2020 Piloting Infinite Campus Work Flow attendance – Students are considered absent in IC until their barcode is scanned in each of their classes
72. 2020 Per Colfax County Deputy Emergency Manager's requests we sent numerous COVID safety reminders via mass notification system
73. 2020 Infinite Campus Edfi live syncing to NDE servers of our mandatory state reported data
74. 2020 SmartFind sub programming and training of new hires
75. 2020 Thoughtexchanges for district and individual buildings
76. 2019 Replaced SCHS copiers
77. 2019 Replaced 30 projectors
78. 2019 500 tech-its from January 2019 - October 2019
79. 2019 Respond to non-submitted tech-it issues at all schools - projector issues, computers, iPads, gradebooks, attendance, etc
80. 2019 Hosted tech student & staff fair - Mike Smith-keynote, hosted approx. 50 students from other schools, 26college reps, breakout sessions, Apple, DE, MyOn, etc…
81. 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)
82. 2019 Refreshed incoming 6th and 9th grade iPads
83. 2019 Repurposed old 8th and 12th grade ipads to SES/Rural Carts
84. 2019 Refreshed 40 teacher laptops & repurposed 40 old laptops to student carts
85. 2019 Refreshed SCHS Business Cart & repurposed old ones
86. 2019 Refreshed SCHS Business PC Lab & repurposed old ones
87. 2019 Addressed/coordinated Apple recall of 40 laptops
88. 2019 Moved/converted fixed physical servers to virtual servers
89. 2019 Live/sync IC with the NDE, fixing errors, producing numerous reports - Advisor (replaces NSSRS state reporting)
90. 2019 Daily attention to IC enrollment/user accounts & troubleshooting teacher gradebooks
91. 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
92. 2019 SES Stem Lab
93. 2019 Provided tech support for bond issue
94. 2019 Work with thoughtexchange, high school students, staff exchanges
95. 2019 Added projectors and computers/ipads to Richland and Fishers
96. 2019 Fixed and setup sound/microphone system at Richland and Fishers
97. 2019 Websites- new sports section for coaching, youth sports pages, handbooks, documents updated, central conference sites, updated staff accounts, images,
98. 2019 monitoring and investigating of social media accounts and malicious anonymous accounts
99. 2019 Created 250+Infinite Campus (IC) parent portal accounts
100. 2019 Added IT person at SES to monitor iPad & laptop carts, troubleshoot IT techits, etc…
101. 2019 Added battery backups to each mini wiring closet (20+)
102. 2019 Moved Infinite Campus to Cloud server and install a new point of service on all touch screens and IC lunch laptops.
103. 2019 Installed extended in town Internet to 4R building for cameras and future classrooms
104. 2019 Added Apple updates caching servers to SCHS, SMS, and SES/Fishers/Richland
105. 2019 Moved and updated ipad and laptop carts to SMS for summer school classes
106. 2018 Updated all the flat screen media players to the "cloud" system.
107. 2018 Installed Internet access at the bus barn.
108. 2018 Installed fiber backbone at SCHS and replaced wiring to the west gym, press box, and activity building.
109. 2018 Installed wireless access points at SCHS, Richland, Fisher's 24, SES, SMS, and Preschool.
110. 2018 Replaced computer hardware (iPads, projectors, teacher laptops, SES iMac Labs)
111. 2018 Added 220 iPads to SES portable labs and purchased 10 additional carts.

112. 2018 Secured funding and installed a broadcasting studio at SCHS.
113. 2018 Developed and adopted a broadcasting program at SCHS.
114. 2018 Coordinate weekly transition time for teachers between SMS and SCHS staff working in the program.
115. 2018 Developed the schedule, agenda, and secured vendors for the 2018 Schuyler Tech Fair.
116. 2018 Advertised and recruited students and staff from area schools to attend the 2018 Schuyler Tech Fair.
117. 2018 Secured contracts with selected speaker/presenters for the 2018 Schuyler Tech Fair.
118. 2018 Hosted a Z-Space workshop with virtual reality as option for SMS science and technology program.
119. 2018 Researched Maker Space programs for K-5 students to promote student engagement and problem-solving skills.
120. 2018 Hosted a pilot from Studies Weekly to expand social studies elementary and afterschool program options.
121. 2017 Hosted the Fall Technology Fair – Four C's theme. (communication, critical thinking, creativity, & collaboration)
122. 2017 SMS coding students participated at the 2017 NASB State Convention Student Showcase.
123. 2017 Contracted with Blackboard to create new district/building web sites, SCS mobile app, & mass notification system.
124. 2017 Replacement schedule - 50 teacher laptops, classroom projectors, both SMS business labs, SES lab, SCHS CAD lab, & copiers at Fishers, SMS, and SES.
125. 2017 Continued replacement cycle for student iPads – purchased new iPads for all incoming 6th & 9th graders.
126. 2017 Added two more carts of iPads to SES fleet giving them a total of six carts of iPads. (approx. 150 ipads)
127. 2017 Added foodservice "pay online" feature to Infinite Campus portal for parents.
128. 2017 Segmented (vlan) district network & assigned each building it's own unique IP scheme to improve network performance.
129. 2017 SMS gym projector, large screen, sound system, and speakers. New SCHS classrooms – classroom projectors & wifi.
130. 2017 SMS replaced the intercom/paging system.
131. 2017 Installed camera/microphone system in new SCHS music room to broadcast board meetings live.
132. 2017 Launch new App to connect parents/community to school.
133. 2017 Increase use of social media through new SCS website and app.
134. 2017 SMS has implemented a school wide peer technology team and self-sustaining professional development program to compliment district initiatives.
135. 2016 Host the fall technology conference. (contract speakers, secure vendors, develop schedule, etc…)
136. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels,
137. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
138. 2016 Contract with Gaggle to provide communication management and student safety (Grades 6-12).
139. 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
140. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
141. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
142. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
143. 2015 Participated in planning sessions for Schuyler Media Network.
144. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
145. 2015 Replaced 40 teacher laptops across the district.
146. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
147. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
148. 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.
149. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS/SMS students.
150. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
151. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.
152. 2015 SCHS: Class of 2019 received new iPad Air 2's. (130 iPads)
153. 2015 Develop a replacement cycle for technology hardware and software programs.
154. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
155. 2015 Develop a plan and submit an RFP to upgrade building networks (e-rate funded).
156. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
157. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
158. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
159. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
160. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
161. 2014 Support staff professional development program using the portal and EMC videos.
162. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
163. 2014 Relocated technology department to SMS east wing to improve coordination of services
164. 2014 Expanded tech team from a 2-person department to a 5-person department.
165. 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*

Goal: Safe and efficient transportation system.
Target Areas:

Transportation

25	**SCS**	**Maintain current vehicle and equipment replacement and maintenance programs.**
2022	Action Plan	1. Continue to adjust and maintain the vehicle replacement plan to ensure a quality transportation fleet to meet the deman
2022	Action Plan	2. Continue to adjust and maintain an equipment replacement plan to manage budget impact and replacement schedule
26	**SCS**	**Conduct a study of transportation costs and reimbursements to determine the most efficient**
2022	Action Plan	1. Conduct a feasibility study to determine costs, budget impact and benefit of building vs. renting bus garage.
2022	Action Plan	2. Research activity, SPED, and route transportation revenue and expenditures to inform budget recommendations for the
27	**SCS**	**Develop a plan to recruit and expand drivers needed to operate bus routes and support activity trips.**
2022	Action Plan	1. Continue to recruit drivers and conduct a study with area schools to review pay and benefit packages.
2022	Action Plan	2. Review SES neighborhood school bus service and Richland morning and afternoon bus service programs.
2022	Action Plan	3. Research feasibility and need to provide morning and afternoon bus service to students attending the Fishers.
2022	Action Plan	4. Research feasibility of contracting a coach bus service for large group activity trips to reduce the number of buses and
2022	Action Plan	5. Continue to review benefits and recommended fees for morning and afternoon bus service to Lonnie's Trailer Park for

Action Plans

1. 2022
2. 2022
3. 2022 (25.1) Purchased a used 2015 Ford Pickup for the grounds/maintenance department
4. 2021 (24.1) Purchased a new 2021 Lunch Van (received $35,000.00 grant - vehicle replacement plan)
5. 2021 (24.2) Purchased a new air compressor for the buildings and grounds department (equipment replacement plan)
6. 2021 (24.2) Purchased a new Hiniker 8' snow plow for the buildings and grounds department (equipment replacement plan)
7. 2021 (24.2) Purchased a new push mower for the buildings and grounds department (equipment replacement plan)
8. 2021 (24.2) Purchased a new snow blower for the buildings and grounds department (equipment replacement plan)
9. 2021 (24.2) Purchased a new leaf blower for the buildings and grounds department (equipment replacement plan)
10. 2021 (24.2) Purchased a new fertilizer tow spreader for the buildings and grounds department (equipment replacement plan)
11. 2021 – Richland – busing program continues to bus students to and from Richland School.
12. 2021 – District Office DL – started busing students before and after school at the new building.
13. 2020 Reviewed area school bus driver/route pay. (conducted study of support staff salary comparison for 2020-21)
14. 2020 Replaced the transportation department's 64 passenger bus.
15. 2020 Purchased 2020 Bluebird 71 passenger bus (received $42,000 grant)
16. 2020 Purchased a new mower and sweeper for the buildings and grounds department (equipment replacement plan)
17. 2020 Purchased a new Echo weed eater for the buildings and grounds department (equipment replacement plan)
18. 2020 Purchased a new wet and dry vacuum for housekeeping department (equipment replacement plan)
19. 2020 Purchased a new Advance rider scrubber for housekeeping department (equipment replacement plan)
20. 2020 Purchased a new flatbed trailer for our scissor lift for the maintenance dept (equipment replacement plan)
21. 2019 Replaced Maintenance Van – (SMS)
22. 2019 Purchased a SUV Ford Edge (2017)
23. 2019 Purchased (new) 2016 handicap accessible van (SES) to transport students with special transportation needs.
24. 2019 Purchased (new) 2019 handicap accessible van (SMS) to transport students with special transportation needs.
25. 2019 Purchased a new tractor and loader for the buildings and grounds department (equipment replacement plan)
26. 2019 Relocated elementary bus pickup/drop off zone at the middle school (St. Mary's parking lot)
27. 2019 Expanded transportation program for dual language program relocated to Richland Elementary.
28. 2019 Expanded morning and afternoon bus service to include service from Lonnie's Trailer Court.
29. 2018 Coordinated and updated the vehicle replacement plan.
30. 2018 Developed and implemented an equipment replacement plan.
31. 2018 Developed and implemented a plan to address student management on the morning and after school routes.
32. 2018 Developed and implemented a plan at SMS to improve safety and traffic flow. (Changed K-5 pickup/drop-off area)
33. 2018 Reviewed area school bus driver/route pay. (Conducted study of support staff salary comparison for 2018-19)
34. 2018 Purchased 71 passenger bus (2015)
35. 2018 Replaced the maintenance department's SES 2013 pickup.
36. 2018 Replaced the maintenance department's gator
37. 2017 Purchased a 2017 Grasshopper Mower (60" 725DT-6).
38. 2017 Developed a large equipment database with a replacement schedule.
39. 2017 Before and after school busing to Richland Elementary.
40. 2017 Lease a new bus barn (8 buses)
41. 2017 Cleaned our old bus barn and held an auction.
42. 2017 Purchased a scissors lift to improve safety/efficiency for maintenance staff.
43. 2017 Purchased 2013 International Bus (71 Passenger #71A)
44. 2017 Purchased 2016 Ford Taurus (Silver 51)
45. 2017 Purchased a 2010 Maintenance Pickup (Black 47)
46. 2017 A parking map was created for SMS and mailed home to parents
47. 2017 Signage was purchased for SMS parking lots.
48. 2017 Sidewalk added for safe route to SES.
49. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
50. 2016 Purchased a 2016 Ford Taurus. (Car 49)
51. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
52. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Completed).
53. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
54. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
55. 2015 Purchased a 2016 Blue Bird Bus. (77A)
56. 2015 Develop transportation management and request system on the portal.
57. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
58. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
59. 2014 Purchased a 2014 Ford Taurus. (Car 17)
60. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)

61. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
62. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
63. 2014 City of Schuyler provided crossing guard at SMS.
64. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
65. 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*

Goal: Secure, quality, modern educational facilities.

Target Areas:

Buildings and Grounds

28	**SCS**	**Continue efforts to maintain and upgrade current facilities and balance utilization of current district buildings.**
2022	Action Plan	1. Continue efforts to maintain and upgrade current facilities through the maintenance program "fix it".
2022	Action Plan	2. Develop a plan and timeline to improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
2022	Action Plan	3. Review custodial and maintenance staffing to determine adequacy, training needs, and stability of staff at all district bui
29	**SCHS**	**Phase V: High School Facility**
2022	Action Plan	1. Pursue options to complete the high school storage project to replace the chair/table storage lost with the remodel of the
2022	Action Plan	2. Complete ESSER II Project to replace classroom windows 1953 building addition.
2022	Action Plan	3. Continue plan for the remodel of the 1953 building (North wing carpet/paint, lighting, in hallway and classrooms).
2022	Action Plan	4. Review math and science wing classroom needs and develop a plan for the remodel/upgrade of classrooms and adjoinin
2022	Action Plan	5. Continue working with the agriculture/horticulture classes on improving and maintaining landscaping at all building sit
2022	Action Plan	6. Develop a plan with the City on softball complex improvements (fencing, scoreboard, handicap accessibility, restrooms, blea
2022	Action Plan	7. Develop a plan for the intro to construction class to build a maintenance garage adjacent to the old concession stand at
30	**SMS**	**Middle School Facility**
2022	Action Plan	1. Complete ESSER II Project to replace classroom windows on the north side of the 6th grade classroom wing
31	**SCS**	**District Office, Dual Language, Early Childhood Day Care and Preschool**
2022	Action Plan	1. Submit a Sixpence Grant for birth to 3 services.
2022	Action Plan	2. Complete Phase. I ESSER III Renovation Project: Four (Kindergarten and 1st Grade) Classrooms in the east wing.
2022	Action Plan	3. Complete Phase II ESSER III Renovation Project: Two (2ndnd Grade) Classrooms in the north wing.
2022	Action Plan	4. Develop specifications for district-wide telephone and security camera upgrades through ESSER III Program.
32	**K-8**	**Rural School Facilities**
2022	Action Plan	1. Review priorities and timeline for Fishers building maintenance and improvements.
2022	Action Plan	2. Research options for funding to improve rural school playgrounds.
2022	Action Plan	3. Continue to research options for stabilizing Fishers enrollment, programs and facility use.

Action Plans:

1. 2022
2. 2022
3. 2022
4. 2021 SCHS: Renovated Family & Consumer Science classroom into a new SPED Room
5. 2021 SCHS: Replaced lighting in rooms 26, 28 & 30
6. 2021 SCHS: Renovated library hallway
7. 2021 SCHS: Renovated main hallway
8. 2021 SCHS: Concrete sidewalk & landing pad for the overhead doors on South & West side of concession building
9. 2021 SCHS: Replaced windows (1953 addition - Esser Fund Grant)
10. 2021 SCHS: Resurface running track (received grant money for the rubber mulch)
11. 2021 SCHS: Replaced roof on the area of the Green room and Library hallway
12. 2021 SCHS: Replaced Outside cameras
13. 2021 SCHS: Installed steel shelving in Activity Building Storage
14. 2021 SCHS: Installed lights in Activity Building Storage
15. 2021 SCHS: Installed steel shelving (Changing room for One Act)
16. 2021 SCHS: Installed steel shelving for Band Uniforms
17. 2021 SCHS: Replaced Ice Machine (East Gym)
18. 2021 SCHS: Replaced Ice Machine (Activity Building)
19. 2021 SCHS: Replaced toilets North Men's Restroom
20. 2021 SCHS: Updated Navigate 360 for our New Addition (Emergency Plan)
21. 2021 SMS: Replaced Outside door video camera
22. 2021 SMS: Replaced roof valleys
23. 2021 SMS: Replaced North windows (6th grade wing- Esser Fund Grant)
24. 2021 SMS: Replaced lighting (Field House)
25. 2021 SMS: Concrete pad by kitchen
26. 2021 SMS: Replaced 2 roof top units
27. 2021 SES: Installed a water filtering system
28. 2021 SES: Replaced Outside door video security camera
29. 2021 SES: Replaced damage sewer line
30. 2021 SES: Graded and white rock East side of road
31. 2021 FISHERS: Replaced outdated cameras
32. 2021 FISHERS: Added rubber mulch
33. 2021 FISHERS: Replaced North West door
34. 2021 FISHERS: Painted classroom
35. 2021 RICHLAND: Replaced outdated cameras
36. 2021 SCHS: Submitted ESSER'S III for replacement of HVAC in 1953 addition, science/math wing, ITE, and East Gym.
37. 2021 District Office: Installed playground for Dual Language Program
38. 2021 District Office: Hired an architect/engineer/survey to plan for K-2 classroom renovation and main entrance drop-off area.
39. 2021 District Office DL – Construction will begin in the winter creating new classrooms in the District office.
40. 2021 District Office: Installed a roof top unit
41. 2021 District Office: Updated Navigate 360 (Emergency Plan)
42. 2021 District Office: Installed Underground Sprinklers
43. 2020 SES: Installed ceramic tile around sink area in kitchen.
44. 2020 SES: Graded and white rock East side of road.
45. 2020 SES: Painted outside traffic post.
46. 2020 SMS: Sold special education portable building.
47. 2020 SMS: Graded and gravel East parking lot.
48. 2020 SMS: Installed new floor tiles in Science room at the middle school.
49. 2020 SMS: Installed new rooftop unit.
50. 2020 SMS: Installed 2 new hot water heaters.
51. 2020 SCHS: Build a new outside ticket building for activities.
52. 2020 SCHS: Build new concession/storage building in back of activity center.
53. 2020 SCHS: Installed new siding on activity center.
54. 2020 SCHS: East Gym painted walls
55. 2020 SCHS: East gym weight room sheet rocked and painted South wall.
56. 2020 SCHS: East gym weight room puts turf down the middle of floor.
57. 2020 SCHS: East gym sanded and painted floor.
58. 2020 SCHS: Installed new bleachers and door locks
59. 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.

60. 2020 See detailed building and grounds information on the district FM Portal.
61. 2020 Newcomer program hosted in Chapel and Cafeteria of district building
62. 2020 Projector screen and SMART projector placed in Chapel for EL Newcomer program and professional development.
63. 2019 Purchased the Schuyler Nursing Home to be used for program expansion.
64. 2019 Richland: Painted the gym, replaced outside lighting, Moved the library.
65. 2019 Richland: Remodeled 4 classrooms for Dual Language Program.
66. 2019 Fishers: Painted ceiling in the basement.
67. 2019: Fishers: Installed cabinets for the science lab.
68. 2019 Preschool: Water proofed the exterior of the building (Karr Tuckpointing).
69. 2019 Preschool: Replaced roof on the basement attachment.
70. 2019 Preschool: Installed mirrors in restrooms.
71. 2019 SES: Installed ceramic tile and painted floor in the kitchen and dishwasher area.
72. 2019 SES: Installed new ventilation system in the kitchen.
73. 2019 SES: Replaced west entrance concrete.
74. 2019 SES: Repaired floor and painted court lines on gymnasiums.
75. 2019 SES: Purchased and installed scoreboards in both gymnasiums.
76. 2019 SMS: Replaced ceramic tile and vanity in faculty restrooms.
77. 2019 SMS: Constructed a new guidance office.
78. 2019 SCHS: Installed cabinets and painted walls in the agriculture classroom.
79. 2019 SCHS: Replaced carpet in two business classrooms.
80. 2019 SCHS: Replaced lighting in industrial technology lab.
81. 2019 SCHS: Painted science room.
82. 2019 SCHS: Tuckpointed and painted the south side of the Ag shop (Karr Tuckpointing).
83. 2019 SES: Purchased a new high-speed buffer and carpet extractor.
84. 2018 Replaced the well at Fisher's Elementary School.
85. 2018 Continued management program to maintain/upgrade current facilities through the maintenance program "fix it".
86. 2018 Continued efforts to improve educational options within the district, balance class size and building utilization.
87. 2018 Continued efforts to maintain and improve non-hard surface roads, parking lots, landscaping, lawn care, etc…
88. 2018 Conducted interviews with finance institutions in support of SCHS facility upgrades and new construction at SCHS.
89. 2018 Select and hired an architect to design a plan to upgrade east gymnasium and expand stage, lighting, acoustics, etc...
90. 2018 Selected and hired an architect to design a kitchen/cafeteria/restrooms to accommodate increasing student enrollment.
91. 2018 Selected and Hired an architect to design restrooms, locker rooms, gymnasium and wrestling practice facility.
92. 2018 SCHS: Completed the Adam Street parking and sidewalk project.
93. 2018 SCHS: Remodeled the east portion of the Voc Ag lab to accommodate the high school art program needs.
94. 2018 SCHS: Completed new construction of Vocational Agriculture and Industrial Tech. building.
95. 2018 SCHS: Purchased new furniture for commons area, science, and CTE classrooms.
96. 2018 SCHS: Remodeled south hallway restrooms.
97. 2018 SCHS: Remodeled faculty workroom and restrooms.
98. 2018 SCHS: Replaced hallway speakers
99. 2018 SCHS: Updated and replaced equipment in the woods and metal shops.
100. 2018 SMS: Painted and carpeted the technology wing (4 offices and conference room)
101. 2018 SES: Completed the southwest sidewalk on Chicago street.
102. 2018 Preschool: Replaced the roof.
103. 2018 Activity Building: Remodeled restrooms, and locker room shower area.
104. 2018 Fishers: painted exterior windows and rails, interior paint 6th/7th/8th' grade classroom
105. 2018 Richland: Replaced 2nd/3rd. grade classroom carpet
106. 2018 Richland: Painted main hallway
107. 2017 New signs on the rural schools identifying them as a Schuyler Community Schools attendance center.
108. 2017 Hosted community meetings and materials to present and discuss the need to construct 6 classrooms/music room.
109. 2017 Sold and removed portable classroom buildings at SCHS
110. 2017 Hired an architect, engineers, contractors to construct a new southeast classroom wing at SCHS.
111. 2017 Graded and paved a 50-car parking lot at SCHS with a drop-off zone for improved traffic flow and safety.
112. 2017 Completed landscape projects at the preschool and middle school buildings.
113. 2017 Remodeled SCHS southwest wing hallway (walls, tile, lights, water fountain)
114. 2017 Completed SMS trophy cases in the lobby/lunchroom
115. 2017 Completed storage area for the field house/physical education equipment.
116. 2017 Replaced carpet in SCHS business and math rooms.
117. 2017 SES completed the sidewalk south to Denver Street and water fountain in the lunchroom.

118. 2017 SMS completed air conditioning system in the gymnasium
119. 2017 SMS has partnered with the SCHS Horticulture program and SMS Warrior Academy to update the plant beds
120. 2017 SES worked with Mrs. Trotter to improve aesthetics of the main entrance to the building.
121. 2017 Added new drinking fountain, which includes bottle filler at SES and SCHS.
122. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
123. 2016 Improve preschool playground, landscaping and perimeter fence.
124. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
125. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
126. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
127. 2016 Replaced two (2) HVAC units at the middle school site.
128. 2016 Replaced sewer lines in the middle school science and food service areas.
129. 2016 Installed new lights on the south side of the middle school building (street and parking).
130. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
131. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
132. 2016 Installed underground sprinkler system on the east lawn of the high school building.
133. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
134. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
135. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
136. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
137. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
138. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
139. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
140. 2015 Remodeled SCHS West Lobby and Restrooms.
141. 2015 Install new lighting in the middle school gymnasium.
142. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
143. 2015 Install new lighting in the East Gymnasium
144. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
145. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
146. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
147. 2015 Remodel 2nd floor of the Preschool Building.
148. 2014 Upgrade SES playground with donation from PTA.
149. 2014 Install new lighting in the West Gymnasium.
150. 2014 Develop and implement building improvement and remodeling plan.
151. 2014 Develop and implement maintenance request program on the FMP portal.
152. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
153. 2015 Update playground equipment for preschool that meets Rule 11.
154. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
155. 2014 Remodel the 1st floor of the Preschool Building.
156. 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*

Goal: Quality Food Service, Nursing, Para-Educator, Substitute Employees, and Safety/Security

Target Areas:

Support Service Programs

33	**SCS**	**Continue to expand partnerships with local health professionals to improve and provide services to students and st**
2022	Action Plan	1. Pursue partnerships with local and state optometric providers to expand vision services to students in need
2022	Action Plan	2. Continue relationships with local health department, medical clinic, and full-service coordinator to address health conc
34	**SCS**	**Offer educational opportunities for school nurses, students, families, and staff**
2022	Action Plan	Provide ongoing system of support, training, and collaboration within nursing department
2022	Action Plan	Pursue training to add certified CPR instructor to the nursing staff
2022	Action Plan	Provide students and families opportunities to learn about nursing policies and procedures.
2022	Action Plan	Work with Family Literacy Program to promote and educate our community on health topics.
35	**SCS**	**Develop and implement a consistent building/district short-term lesson plan format. (Recruit, retain, improve per**
2022	Action Plan	1. Develop a lesson plan format to be used at the building level for substitute teachers.
2022	Action PLan	2. Continue orientation and training program for substitute teachers at each building.
36	**SCS**	**Develop and implement a plan to improve food service and menu options across the district.**
2022	Action Plan	1. Continue to implement the "Smarter Lunchrooms" monthly scorecard at each SES, Rural, SMS, and SCHS
2022	Action Plan	2. Pursue contracts with outside providers to increase menu options for SCHS students for the 2022-23 school year.
37	**SCS**	**Develop and implement a plan to improve training for Para-Educators across the district.**
2022	Action Plan	1. Develop and implement a professional development program to improve the effectiveness of para-educators in providi
2022	Action Plan	2. Continue monthly meetings to share ideas and provide input on district level considerations. (Calendar, salary/benefit s
2022	Action Plan	3. Continue providing para-pro training and implement APL and Capturing Kids' Hearts trainings for Para-educators.
38	**SCS**	**Expand recruiting and training efforts for substitute teachers**
2022	Action Plan	1. Continue annual Substitute training and welcome program held at the beginning of the school year
2022	Action Plan	2. Research possible expanded relationships with local colleges and Universities to recruit more local substitute teachers.

Action Plans:

1. 2022
2. 2022
3. 2022
4. 2021 Conducted “Smarter Lunchroom” evaluations for food service in each building.
5. 2021 Continued agreement with Columbus Community Hospital for the support of a full-time athletic trainer.
6. 2021 Planning a substitute training the week of Professional Development in October that all subs can attend.
7. 2021 SCHS: Nurses purchased, through Healthy schools grant, Hot food Stations, sneeze guards, and connoisseur blender.
8. 2021 SCHS: Offered students “catch up” immunizations through ECDHD.
9. 2021 SCS: Partnered with CHI for flu and COVID vaccinations for employees.
10. 2021 SCS: Purchased 2 CPR Manikins have been purchased for expanded trainings.
11. 2021 SMS: Purchased a Recovery Couch in SMS.
12. 2021 SCS: October PD training for HS students and all staff.
13. 2020 In collaboration with Columbus Community Hospital, hired a full-time athletic trainer.
14. 2020 Moved the athletic trainer into the new training room at the new high school athletic complex.
15. 2020 October PD Week included APL workshops for para educators and numerous workshops for all support staff.
16. 2020 Expanded nursing services in support of COVID-19 protocol in all school buildings.
17. 2020 Purchased and deployed temperature systems in all buildings to ensure all students/employees/visitors meet CDC guidelines.
18. 2020 High School food service moved into the new kitchen and servery in the fall of 2020.
19. 2020 Expanded free food service program for breakfast and lunch for all students for the 2020-21 school year.
20. 2020 Due to School Closure: Expanded summer breakfast and lunch programs from March to September. Served over 5,000 meals per week.
21. 2020 Hosted Professional Development week and training for all certified and support staff employees.
22. 2020 Rural school sent 1 para from each building to the para training in Kearney.
23. 2019 Member of Wayne State College NENTA program for substitute teachers.
24. 2019 Hosted training and workshop for substitute teachers for the 2019-20 school year.
25. 2019 Hired a full-time athletic trainer, funded by Columbus Hospital, to support student health and care of athletic injuries.
26. 2019 Continued evaluation of the food service “smarter lunchrooms” program.
27. 2019 Received a grant to purchase new lunchroom tables for the middle school lunch room.
28. 2019 Expanded breakfast program to the elementary and rural schools and continued with the fresh fruits and vegetable program.
29. 2019 Richland: Purchased kitchen equipment and added more portable lunch tables.
30. 2019 SCHS: Received a grant and purchased new oven for the high school kitchen.
31. 2018 Applied for and received funding in support of the fresh fruits and vegetable programs at SES and SMS.
32. 2018 Updated and adopted job descriptions for all support staff positions in the district.
33. 2018 Applied for and received grants to purchase food warmers for the rural schools.
34. 2018 Applied for and received a grant for a hot-food serving line at SMS
35. 2018 Applied for and received a grant for a new salad bar at SES and SMS.
36. 2018 Conducted quarterly “Smarter Lunchroom” evaluations for food service in each building.
37. 2018 Hosted substitute teacher training prior to the beginning of the 2018-19 school year.
38. 2018 Completed the annual safety review and coordinated response for all buildings in the district.
39. 2018 Hosted a Civil Rights Compliance review for the high school facility.
40. 2017 Increased substitute teacher pay from $128 to $140 per day. (October Payroll)
41. 2017 Created a schedule district wide to provide full-time nursing services at SES, SMS, and SCHS.
42. 2017 SMS, and SES Paraprofessionals have participated in ongoing professional development (State Paraprofessional Conference, Mental Health First Aid, ESU 7 Bi-Monthly Training)
43. 2017 Nesbitt and Associates conducted 2017-18 Safety Review and Audit.
44. 2017 SCHS building addition eliminated the need to unlock exterior doors every hour to access outside classrooms.
45. 2017 Leased new bus bard to secure buses and improve safety for drivers.
46. 2017 SES and SMS: Select group of para-educators attended the para-educators training in Kearney.
47. 2017 SCS: Para-educators received MANDT training to learn strategies to deescalate behaviors.
48. 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.
49. 2017 SCS Para-educators received APL training district-wide.
50. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
51. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
52. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
53. 2016 Finalize Colfax County Crisis Preparedness Manual.
54. 2016 Complete District-wide Crisis and Emergency Response Manual.
55. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
56. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.

57. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
58. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
59. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
60. 2015 Pilot Food Service Program: Offer fruit/salad option to Rural Schools (March/April/May).
61. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
62. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
63. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
64. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
65. 2015 Implement the EMC professional development program for support staff.
66. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
67. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
68. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
69. 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*

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

39	**SCS**	**Continue to expand strategies to improve communication and promote parent/community engagement.**
2022	Action Plan	1. Continue to update the SCS website and school app to promote our school and improve internal and external communi
2022	Action Plan	2. Promote and expand community/business sponsorships to encourage parent and/or community involvement in school a
2022	Action Plan	3. Expand relationships with community groups and service clubs (SCD, Housing, Schuyler Latino Committee', City Cou
2022	Action Plan	4. Explore options to expand communications with all parents and community patrons through the use of electronic platfo
2022	Action Plan	5. Conduct annual review of all safety protocols district-wide and submit the report to the board of education. (Spring 20
2022	Action Plan	6. Continue increasing opportunities for positive promotion through the Schuyler Sun, websites, message boards, Social M
2022	Action Plan	7. Continue to find ways to increase K-12 parent engagement through open houses, parent nights, parent-teacher conferenc
2022	Action Plan	8. Continue to find ways to partner with community programs and businesses.
2022	Action Plan	9. Promote board member development and participation in local and state organizations.
40	**SCS**	**Continue expanding financial resources to promote financial stability and program support.**
2022	Action Plan	1. Continue participation in the K8 EIR EMPOWER (E3) Grant on Science Curriculum and STEM Training. (800,000 fo
2022	Action Plan	2. Continue pursuing funding and resources from legislature and various partners inside and outside of the community foc
2022	Action Plan	3. Promote and expand community/business sponsorships to encourage parent and/or community involvement at school a

Action Plans

1. 2022
2. 2022
3. 2022 (22.4) Adopted the "Rooms" communication system on our District App to promote a safe communication system between staff and students, and improve communication, especially, with our parents with limited English.
4. 2021 Attended the CHI Community Health Needs Assessment Meeting to review data, finalize goals, and action plans for Colfax County.
5. 2021 Conducted an evaluation of district website with Apptegy to review compliance, ease of use, and language translations, etc…
6. 2021 Continued community partnerships with SCD, Housing, Schuyler Latino Committee', and Schuyler Downtown Revitalization, Chamber, etc…
7. 2021 Continue partnership with Schuyler Community Development Leadership Cohort/Classes.
8. 2021 District Leadership Team (20) to include Guidance, Technology, Administration, etc… to updated the 2021-22 Return to Learn Plan.
9. 2021 Attended 3-day NDE Training with City/County Law Enforcement, Emergency Manager, Nesbitt and Associates to update the School Crisis Management Plan.
10. 2021 Completed CARES (ESSER I) Application and implemented funds to support 2020-21 budget.
11. 2021 Completed ESSER II Application (1.9 Million) and received approval for expending funds in the 2021, 2022, and 2023 budgets cycles.
12. 2021 Completed ESSER III Application (4.3 Million) and received approval for expending funds in the 2021, 2022, and 2023 budget cycles.
13. 2021 Updated School Board Policies and posted policy manual on NASB Online Policy Website.
14. 2021 Continued EIR EMPOWER (E3) Grand on Science Curriculum and STEM Training.
15. 2021 ESSER I, II, and III applications to offset the need for property tax increases.
16. 2020 Implemented remote learning program for students electing to continue learning at home in the fall.
17. 2020 Implemented remote learning, learning packets, enrichment packets in the spring of 2020 during the pandemic school closure.
18. 2020 Installed new score board to promote school/community program/businesses and public announcements.
19. 2020 SES hosted food pantry through summer to support families with food insecurity.
20. 2020 Backpack program continued through summer to support families with food insecurity
21. 2020 Use of Extension office personnel to teach and support student learning.
22. 2020 Staff/Program spotlight at monthly school board meetings.
23. 2020 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
24. 2020 Upgraded district website and deployed new school app to improve internal and external communication.
25. 2020 Installed Sign and Communication Board at the district office to promote school and community activities.
26. 2020 Construction class completed their 2019-20 house, signed MOU and began construction on their 2020-21 house. Both houses sold.
27. 2020 Awarded EIR Grant (800,000 per year for 5 years) for K-8 Science Programs with training from Discovery Education Consultants.
28. 2020 City/School partnership to expand city storm sewer at the high school to accommodate new construction ($1,000,000) project.
29. 2020 Rural schools hosted a Veterans Day Program, hosting veterans, along with interactive student participation.
30. 2020 Richland Multicultural Education, hosted by parents, presented experiences to further students' education.
31. 2020 Rural schools provide a monthly newsletter written by staff, along with posting on social media.
32. 2019 Hosted the Nebraska Supreme Court and student /community assembly.
33. 2019 Hosted weekly (January-March) informational meetings to inform the public about the proposed bond referendum.
34. 2019 Worked with the Foundation to prepare and distribute bond information, promotional flyers, mailers, etc…
35. 2019 Reinvented Focus Time at SCHS to include CKH strategies and platform for student engagement.
36. 2019 Hosted several exchanges to engage staff in the school improvement/strategic planning. (Thoughtexchange)
37. 2019 Hosted community leaders meeting and conducted our first community leaders Thoughtexchange experience.
38. 2019 Conducted several thoughtexchanges with high school students.
39. 2019 Conducted parent exchanges at Cargill to engage parents and community stakeholders (2 days).
40. 2019 Staff/Program spotlight at monthly school board meetings.
41. 2018 NASB hosted board/community leaders' workshop and strategic planning session.
42. 2018 Contracted with Thoughtexchange to promote student/staff/parent/community engagement.
43. 2018 Contracted with ECRA to develop and manage district strategic plan dashboard for 2019.
44. 2018 Expanded flat screen media players to promote school and community engagement.
45. 2018 Expanded administrative outreach and support for enhancing school climate (SCHS Student Services Director)
46. 2017 Researched different ways to increase parent involvement. Warrior Showcase (2016—32% and 2017—58%)
47. 2017 SMS Broadcasting students were hired to film and provide commentary for high school level events by News Channel Nebraska

48. 2017 SMS created a 6th grade transition night for all incoming SMS 6th graders.
49. 2017 SMS created a new way in conducting PT Conferences (100% contact for all students)
50. 2017 SCS developed and implemented blackboard school App to improve parent communication.
51. 2017 SCS Expanded our incentive plan and improved housing for staff to live in the district. (24 new homes)
52. 2017 SCS Installed communication TV's at the Homestead Center and Cargill to promote school/community news.
53. 2017 SCS School Board meetings streamed live and available throughout the month on the local access channel.
54. 2017 SCS All district meetings posted on the board meeting website to improve communication and promote trust.
55. 2017 Rural Schools hosted parent leadership meetings in spring and fall of 2017.
56. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
57. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
58. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
59. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
60. 2016 Schuyler Home Builder's Association constructs 8 workforce houses with "Rent Guarantee Program".
61. 2016 Schuyler Home Builder's Association constructs 7 duplex rentals (14 units) for senior citizens.
62. 2016 Board of Education adopts workforce housing incentive plan.
63. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
64. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
65. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
66. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
67. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
68. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
69. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
70. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
71. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
72. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
73. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
74. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
75. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
76. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
77. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
78. 2014 Expanded and updated websites to include Facebook and Twitter.
79. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
80. 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*

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

Target Areas:

School Climate and Learning Environment

41	**SCS**	**Expand staff training focused on cultural sensitivity, behavioral mental health, student behavior and classroom management, r**
2022	Action Plan	1. Continue training and implementation of K-12 Capturing Kids Hearts Program to promote social and emotional health. **(Capturing K**
2022	Action Plan	2. Continue providing professional development focused on managing student behavior and developing effective learning environment
2022	Action Plan	3. Continue to expand K-12 counseling services and support to address mental health needs in the district. **(Mental Health Counselors**
2022	Action Plan	4. Continue to pursue assistance for student behavior through SCS behavior mental health psychologist and ESU 7 Certified Behavior S
2022	Action Plan	5. Continue open communication with law enforcement/first responders and create opportunities for including them in school sponsore
2022	Action Plan	6. Research, develop and implement a comprehensive counseling programs for 6-12 for social emotional learning (SEL)
2022	Action Plan	7. Promote and train students in grades 6-12 to use the "Speak for School Safety" throughout the district to report bullying, abuse, vio
42	**SCS**	**Expand employee recognition and incentive programs to promote improvement and reward excellence in performance.**
2022	Action Plan	1. Continue to support incentive programs to promote English and Spanish language training and certification for classroom teachers an
2022	Action Plan	2. Continue school spirit, staff morale, monthly celebrations, etc… to promote an inclusive and safe learning and work environment.
2022	Action Plan	3. Develop an incentive program to promote post-secondary education options for support staff.
2022	Action Plan	4. Expand the Foundation's outstanding employee quarter nominations to include substitute teachers along with support staff, teacher, an
2022	Action Plan	5. Continue the use of ThoughtExchange to promote ongoing, consistent communication and opportunities for staff input.
2022	Action Plan	6. Work with staff to coordinate professional develop, meeting schedules, calendar, etc... in each building to improve internal and exter
2022	Action Plan	7. Research ways to improve teacher effectiveness when building student relationships during R-Time and Focus.
43	**SCS**	**Expand recruitment, development, and retention of a quality workforce, and promote community involvement and residency in**
2022	Action Plan	1. Expand new support staff orientation program at each building and provide ongoing professional development program.
2022	Action Plan	2. Continue to review Strength Finder data to determine areas of priority in the hiring of new staff.
2022	Action Plan	3. Continue to offer increased opportunities for staff input on hiring practices and priorities within each building.
2022	Action Plan	4. Research ways/opportunities to help transition/introduce new staff into the school and community.
44	**SCS**	**Reduce Chronic Absenteeism, Tardies, Out-of-Class Disruptions, etc…**
2022	Action Plan	1. Continue partnership with Colfax County focused connecting with families to improve student attendance, reduce chronic absenteeis
2022	Action Plan	2. Continue tracking system to improve accuracy of student attendance records, reduce unnecessary classroom disruption, and improve

Action Plans:

1. 2022
2. 2022
3. 2022
4. 2021 (38-1) Continued Capturing Kids Hearts, Traction, and Process Champions for new teachers and administrators.
5. 2021 (38-1) Continued 5-Day APL Training for new teachers and administrators.
6. 2021 (39-5) Hosted ThoughtExchanges at the staff, community, student, levels to promote input on various school and community topics.
7. 2021 (39-6) Hosted numerous staff input sessions to determine 2021-22 school calendar.
8. 2021 (38-4) Increased private counseling opportunities through Colfax County and private counseling agencies.
9. 2021(38-2) Reconvened monthly lunch celebrations and social events for staff.
10. 2021(41-1) Piloted a program for incentives for students who face barriers to their attendance.
11. 2021 (41-1) implemented Campus Work Flow at the high school to improve accountability for student attendance.
12. 2021 (41-2) Piloted a summer program for attendance and credit recovery.
13. 2021 (41-2) Developed a daily/weekly report to communicate illness, COVID, student/staff Absence/Attendance.
14. 2021 Rural – Created a dashboard with all important links to websites and/or google documents needed throughout the year.
15. 2021 Rural – Created slideshow for new staff to be able to access information throughout the year.
16. 2020 Formed a partnership with Community Response to aid in free/reduced counseling for students in need.
17. 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.
18. 2020 Created a CKH team at SMS and SCHS.
19. 2020 Established "jeans day" monthly for the high school staff to coordinate with "Feel the Love" Fridays.
20. 2020 Used Thoughtexchange to collect data on the opinions of teachers of FOCUS and other programs at SCHS.
21. 2020 Received Family Literacy grant and implemented the program with 10 families.
22. 2020 Expanded the Sensory Room at SES.
23. 2020 Added Nursing staff to help with COVID-19 health and safety protocols.
24. 2020 Added hours/staff and established COVID-19 protocols for building cleaning and maintenance.
25. 2020 Provided CKH professional development for K-5 staff: Process Champions
26. 2020 Provided APL and Capturing Kids Hearts (CKH) training for all new teachers.
27. 2020 Rural Schools participated in Red Ribbon Week. Students participated and discussed the importance of being drug free.
28. 2019 Expanded Capturing Kids hearts training for new teachers at SES, SMS, Rural, and all teachers at SCHS.
29. 2019 Provided APL training for all new teachers.
30. 2019 Provided APL leadership training for all administration.
31. 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.
32. 2018 Reduced class size at SCHS for at-risk and struggling students (special Education, ELL, Off-track students)
33. 2018 Expanded Capturing Kids hearts training for SES, SMS, Rural, and selected staff from SCHS.
34. 2018 Restructured “Focus” time to include PBL, Discovery Ed, and Capturing Kids Hearts strategies.
35. 2017 Principals involved in the selection of quarterly outstanding employees.
36. 2017 Formed a team of employees and the school foundation for the process of recognizing outstanding employees.
37. 2017 Continue to support the use of APL and Project Based Learning through Discovery Education.
38. 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
39. 2017 A United Way grant was provided to assist SCS in expanding the TeamMates program.
40. 2017 Hosted Capturing Kids Hearts for Preschool, Rural Schools, SES, SMS teachers and administrators.
41. 2017 Hosted APL for Preschool, Rural Schools, SES, SMS, and SCHS teachers and administrators.
42. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
43. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc…
44. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
45. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
46. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
47. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
48. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
49. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
50. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
51. 2015 Developed and implemented a district-wide “new” teacher orientation program.
52. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
53. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
54. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
55. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
56. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.

57. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
58. 2014 Developed and implemented annual SCS teacher incentive program.
59. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.

Below are summary of thoughts from comments receive from board members. Some of these may be worded differently or intertwined with some of the actions plans that are already in place. Please share and discuss with the appropriate teams.

School Climate and Learning Environment

1. Continue to pursue methods of engagement with students that define respect for everyone
2. Continue to address ways to improve schoolwork accountability
3. Continue to address ways to improve make up time for absence and tardiness to be "value added" time
4. Provide for discipline that promotes our goal of educating students to become skilled, knowledgeable and responsible citizen in a global society
5. Continue to evaluate and adapt student interventions to be the most successful

School Safety

1. Investigate potential methods to eliminate vaping/other in bathrooms
2. Expand engaging activities with law enforcement with regularity, promoting relationships
3. Discuss and evaluate potential of resource officer with possible grant funding

Morale of staff

1. Celebrate the positives, recognizing the high performers that manage their classrooms in exemplary fashion
2. Celebrate the those that participate and achieve due to the effort and example they set

School Governance and Public Relations

1. Establish additional board training (retreat) to strengthen understanding of roles and responsibilities, discuss concerns, goals, etc

Building and grounds

1. Develop ideas to upgrade visual appeal to West Gym
2. Evaluate possible project funding by boosters/foundation

Response:

School Climate/Discipline: We currently use Capturing Kids Hearts as our program for addressing student behavior, classroom management, relationship strategies, etc… Our Middle and Elementary schools were just recognized as National Showcase Schools. Our high school uses the same system as the middle school with the benefit of "Our Time" and "Focus" to allow all students in our buildings an opportunity to have an appropriate relationship with a trusted adult in the building. As far as classroom management, we also train and implement APL as a district-wide program to inform instruction, identify intervention strategies and create equity of access to quality instruction and classroom management with a focus on respect, responsibility and effort (work ethic).

School Safety: We currently use a restorative justice approach to dealing with students who struggle both in and outside of school. We have a great relationship with local law enforcement at all of our buildings and encourage their involvement with our schools in positive manner. 1. **Vape detection**: We have two companies that are giving us bids to install vape detection in our restrooms at a cost of around $30,000 with an annual subscription cost. 2. **Cyber/Online Safety:** We currently are CIPA compliant with the use of filters on our networks as well as our devices. We also use **Gaggle** for 24/7 student safety and mental health support. 3. **Surveillance:** We are upgrading our camera and communication systems in all buildings with ESSER III. We also contract with **Navigate 360** and **Nesbitt & Associates** for our monitoring and safety programs. If necessary we can contract with a weapons detection program that provides 24/7 weapons detection **(ZeroEyes).** All of these systems come with a cost????

Staff Morale: Schuyler Community Schools goes above and beyond to support recognition programs for support staff, para educators, and teachers. Each month, administrators pick a program/staff member to spotlight at the board meeting. These are shared with the Chamber and Schuyler Sun. We also recognize staff for longevity every year and have adopted competitive salary and benefit programs for staff at all levels. The district supports one of the most aggressive professional development programs, college tuition support and college debt forgiveness programs of any school in Nebraska.

School Governance and Public Relations: In 2014, the board of education went through a one-year process of identifying Board Member Standards, Character Traits, and Board Committee Responsibilities. These are posted on the district website and referenced when we hire staff as to the professionalism of our board. Until the last election, we never questioned the board's commitment to these standards. See board Website for these documents.

Building and Grounds: Every year we review the building and grounds board committee reviews both the short and long term district plans and prioritizes projects for funding and the revenue needed to complete these projects. The 2022 plan is no different from any of the other years as we ask parents and staff for input on these plans. The west gym repaint is not a high priority on the list as there are other academic classroom priorities on the list for this summer. We will continue to offer an opportunity each year for input on our facilities plan.

As of our adopted 2022 STRAT Plan, we believe our focus came from community/staff identified priorities. The items identified by board members were not high on the priority list, may have been manipulated by a late surge by a special interest group, or may be personal agenda items.