

Board of Education Regular Meeting

Monday, October 11, 2021 7:00 PM

Blair Public Library
2233 Civic Drive
Blair, NE 68008

Agenda

1. Call to Order

Information concerning the Open Meeting Law, Chapter 84, Article 14 of Nebraska State Statutes, is posted in the meeting room at a location accessible to members of the public and attached to the online agenda.

Mrs. Kari Loseke, Board President, will call the Board of Education Regular meeting to order.

2. Roll Call

The Board Secretary will conduct roll call attendance.

3. Approval of Absent Board Members

4. Pledge of Allegiance

Dr. Gilson will lead the Board in the Pledge of Allegiance.

5. Approval of Emergency Additions to the Agenda

6. Call for Removal of Consent Agenda Items

7. Approval of the Consent Agenda

7.1. Waiver of reading minutes from previous meeting

7.2. Acceptance of minutes of the previous meeting as published

- September 17, 2021, Board of Education Special Meeting Minutes and Regular Board Meeting Minutes
- September 27, 2021, Board of Education Special Meeting Minutes

7.3. Receipt of Communications

7.4. Treasurer's Report

- General Fund
- Building Fund and Savings & Depreciation

7.5. Audit of Claims

- Activity Fund
- General Fund

8. Business

8.1. Items removed from Consent Agenda

8.2. Recognitions

8.3. Acceptance of Gifts

8.4. Consideration of Communications

8.5. Comments From The Public

This is the portion of the meeting when members of the public may address the board about matters of public concern.

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:

1. Getting started: When you have been recognized, please stand and state your name and address.
2. Time Limit: The board has the discretion to limit the amount of time set aside for public participation and unless stated otherwise, will employ a time limit of 5 minutes or less.
3. Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require you to follow the district's complaint procedure before addressing the board. Board members will generally not respond to any questions or comments you make about individual staff members or students. Please remember that slanderous comments will not be tolerated.
4. General Rules: This is a public meeting for the conduct of business. Comments from within the audience while others are speaking will not be tolerated. Offensive language, personal attacks, and hostile conduct will not be tolerated.
5. No action by the Board: The Board will not act on any matter unless it is on the published agenda.

8.6. Board of Education and Superintendent Goals

The Board Committees discussed Board and Superintendent Goals at their September & October meetings. A Board Retreat was held August 21, 2021, to review the 2021 School Board Self-Evaluation findings and work to create short-term and long-term goals.

Topics identified as priorities during the retreat were:

1. To develop Short-term Goals for Strategic Long-term Planning for Growth and Facilities, *and*
2. Long-range Goals for Anticipated Student Enrollment Growth, Future Facility, and Staff Needs Related to Growth.

Dr. Gilson presented Objectives and Key Results (OKR) to the committees. This is a goal management framework structure used to set challenging, ambitious goals with measurable results. The OKR structure can assist in tracking progress, create alignment, and encourage measurable goals. Each staff member will set their own individual goal.

The **Objective** is the "what" or long-term goal. Figure out what you would like to achieve in the future.

The **Key** is the "how" or short-term goals and are completed every quarter. They are the results you need to achieve to get to your Objective and to measure the progress towards it.

Census of the committees is to have individual staff objectives set by the November Board meeting and to incorporate this into regular monthly meetings for progress reports and discussion.

Dr. Gilson share his individual Board Goals using the OKR structure:

Objective #1. Establish a system that assists Blair students and staff to set incremental goals to monitor their learning and supports them to significantly outperform their peers in math, literacy, science and social studies.

- **Key Result #1A.** As measured by 84% of K-10 students performing at the 40th percentile and 64% reaching the 60 percentile or higher on the Spring MAPS math assessment.
- **Key Result #1B.** As measured by 80% of K-10 students performing at the 40th percentile and 57% reaching the 60th percentile or higher on the Spring MAPS reading assessment.
- **Key Result #1C.** As measured by Blair Juniors averaging a 21 or higher composite on the ACT.

Objective #2. Develop a five-year plan for the most effective use of educational programming, personnel, and facilities to support current and projected increases in student enrollment.

- **Key Result #2A.** As measured by the successful installation of a turf field completed by August 1 for a cost not to exceed \$1 million.
- **Key Result #2B.** As measured by a report indicating the facility and personnel needs during the next five years based on increases in student enrollment by 50 intervals. The report will use a Building Condition Evaluation instrument to determine the cost necessary for each building to be renovated or expanded to meet projected enrollment trends using an Analogy method to evaluate potential enrollment growth. The report will evaluate all grade configuration possibilities and welcome recommendations from an Ad Hoc committee based on education research, best practices, and local interests.

- **Key Result #2C.** As measured by a report outlining the facility, personnel costs, training and all steps necessary to begin new educational programs like (automotive, electricity, health care, agriculture, high abilities, Level 3 Program to support special behavior, social and emotional needs, and English Language Learner programming.

8.7. Committee Reports

8.7.1. Americanism and Policy Committee

The Policy Committee met on Thursday, October 7, 2021. Meeting minutes are attached.

[203.09-Standing Committee on American Civics](#)

[204.12-Public Participation at Board Meetings](#)

8.7.2. BG&T Committee

The Buildings, Grounds, and Transportation Committee met on Monday, September 27, 2021. Meeting minutes are attached.

8.7.3. Finance Committee

The Finance Committee met on Tuesday, October 5, 2021. Meeting minutes are attached.

8.8. Automotive Lab

Discuss, consider and take all necessary action with regard to selecting the construction manager at risk method of construction delivery for the proposed automotive lab expansion and greenhouse addition project.

8.9. K-12 Robotics Program

Last month's meeting, the Finance Committee minutes reflected discussion on a request to expand the district's Robotic Program into a K-12 platform. The committee was supportive of the recommendation and felt it aligned with the district goals.

At the time of the meeting, the quote to purchase the equipment to support the expansion was \$77,492.60. Dr. Gilson asked the Board to pause the request for one (1) month to examine the amount requested and to possibly scale down the cost.

A new quote has been received from VEX Robotics in the amount of \$55,083.69. This amount would both support the competition and classroom needs. The Blair Community Schools Foundation has approved to donate \$15,000 towards the program. The total amount being requested for Board approval is \$40,083.69.

8.10. Nebraska's College and Career Ready Standards for English Language Arts

The revised Nebraska's College and Career Ready Standards for English Language Arts (ELA) were adopted by the State Board of Education on September 2, 2021. As per state

statute, these standards must also be approved by the local Board of Education. The revision process began in the spring of 2020 and continued throughout 2020 and 2021. Draft #1 of proposed revisions was released on June 16, 2021, and Draft #3 was released on August 1, 2021.

[Revision Process](#)
[ELA Standards](#)

The ELA standards challenge students to develop the essential literacy skills needed to succeed in college, career, and life. They cover a broad array of core knowledge and proficiencies in areas such as reading, writing, and listening and speaking.

8.11. Approval of New Teachers

8.12. Acceptance of Resignations

8.13. Superintendent Report

8.14. Informational Items

Monthly Board Reports

- Activities
- Blair High School
- Otte Middle School
- Arbor Park Intermediate
- K-2 Primary Schools

9. Adjournment