

Board of Education Regular Meeting  
Monday, October 14, 2019 7:30 PM  
SALINE COUNTY SCHOOL DISTRICT 76-  
0068  
501 Main Street  
Friend, NE 68359-0067

### **Board of Education Goals**

- **Allocate resources to effectively and efficiently meet the educational needs of the district.**
- **Ensure vertically and horizontally aligned curriculum.**
- **Implement a district instructional program based on current research and best practice.**
- **Provide facilities that maximize student learning opportunities.**

1. Call to Order and Roll Call
2. Notice of Open Meeting Act - Posted
3. Motion to excuse absent board members
4. Pledge of Allegiance
5. Approval of the agenda
6. Consent Agenda
  1. Hold for discussion and for possible action approval of the following items:
    1. Minutes of prior meeting(s)
    2. Treasurer's report
    3. Receipts
    4. Expenditures
    5. Claims for payment
7. Public Forum: Recognition of visitors, delegations, and reading of communications.

## 8. Reports

### 1. Committee:

1. Negotiations

### 2. Administration

1. Principal's Report

2. Superintendent

## 9. Action Items

1. Resignation of Nate Klenke from the Friend Board of Education.
2. Select a representative of the Friend Board of Education at the Nebraska Association of School Board's Delegate Assembly.
3. Consideration and possible action to Review and Update policies: 4019, 4020, 4021, 4022, 4022A, 4023, 4026, 4027, 4100, 4101, 4110, 4111, 4112
4. Approve 2 year (2020-2022) high school football coop with Exeter- Milligan
5. Approve request by FEA to be recognized by the Board of Education as the exclusive bargaining agent for those certificated teachers for the 2021-2022 school year.
6. Approve local substitute certificate for Brielle Schneider
7. Approve 2018-2019 Annual Report

## 10. Discussion Items

1. Filling vacant Board of Education position
2. Board Committee assignments
3. Playground expansion plans.
4. Possible parking lot west of school
5. Strategic Plan update
6. Technology Plan update

7. NSCAS and AQuESST results
8. Tour of School Facility
9. Policy 9300 Board meeting time schedule.
11. Adjournment: Next regularly scheduled Board Meeting is November 11, 2019 at 6:30 P.M.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

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**(Agenda items only)** Public comment time is the time to request to speak to items listed on this agenda. The public forum is available for interested parties that are not part of any formal presentation regarding a specific agenda item. Patrons wishing to address the board need to request to be recognized by the Board President or Chair of the meeting prior to the beginning of the meeting.

**(Non agenda item)** this is the time to request to speak to any nonagenda topic concerning the school district. Since it is not an agenda item, the board cannot discuss or take action at this time. The BOE may choose to place the item on a future agenda for consideration &/or action.

**Time Limit:** The Board President or chair for the meeting shall have the authority to establish reasonable time limits for individual speakers (generally five minutes) and for the duration of public forum sessions.

**Personnel or Student Topic:** Patrons wishing to address the board regarding a personnel or student issue need to understand that Board policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions or comments directed toward or about individual staff members and/or students. Patrons are cautioned that slanderous comments are not protected just because they are made at Board meeting.

**General Rules:** Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

This agenda contains a list of subjects known at the time of its distribution. A copy of the agenda reflecting any changes will be available for public inspection during normal business hours in the office of the Superintendent. Except for the items of an emergency nature, the agenda will not be enlarged later than 24 hours before the scheduled start of the meeting.

**Board of Education Budget Hearing**  
SALINE COUNTY SCHOOL DISTRICT 76-0068  
501 Main Street  
Friend, NE 68359-0067  
Monday, September 9, 2019 7:30 PM

Nate Klenke: Absent  
Paul Segner: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Scott Vyhnalek: Present

1. Call to Order and Roll Call

2. Approval of the agenda

Approve agenda Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

3. Budget Hearing

Mr. Kraus reviewed the LC-2 and Certified Budget Authority for the upcoming school year.

4. Public Forum/Citizen's Requests/Comments Related to Agenda Items

5. Adjournment

Move to adjourn at 7:39pm Passed with a motion by Scott Vyhnalek and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

**Board of Education Regular Meeting**  
SALINE COUNTY SCHOOL DISTRICT 76-0068  
501 Main Street  
Friend, NE 68359-0067  
Monday, September 9, 2019 7:40 PM

Nate Klenke: Absent  
Paul Segner: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Scott Vyhnalek: Present

1. Call to Order and Roll Call

2. Notice of Open Meeting Act - Posted

3. Motion to excuse absent board members

Motion to approve absent board member, Nate Klenke. Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

4. Pledge of Allegiance

5. Approval of the agenda

Motion to approve agenda Passed with a motion by Jamie Tuttle and a second by Scott Vyhnalek.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

6. Consent Agenda

Motion to approve the Consent Agenda, with MMC Contractors invoice removed from claims list. Passed with a motion by Nancy Vossler and a second by Paul Segner.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

6.1. Hold for discussion and for possible action approval of the following items:

6.1.1. Minutes of prior meeting(s)

6.1.2. Treasurer's report

6.1.3. Receipts

6.1.4. Expenditures

#### 6.1.5. Claims for payment

7. Public Forum: Recognition of visitors, delegations, and reading of communications.

### 8. Reports

#### 8.1. Committee:

##### 8.1.1. Transportation, Buildings and Grounds (Facilities)

Transportation, Building and Grounds Committee met on 9-4-19. Discussed purchase of new bus using \$42,000 rebate, and recommend to purchase a bus for not more than \$86,500. Other topics were preschool busing, preschool playground, repairs and replacement of sidewalks on north side of building.

#### 8.2. Administration

##### 8.2.1. Principal's Report

Mrs. Stutzman discussed all the activities underway for the school year.

##### 8.2.2. Superintendent

Mr. Kraus discussed Area Membership meeting the Board recently attended. State Education Conference will be held in November. We have ordered 50 Chromebooks to replace older Chromebooks. The Blue River Cohort held here last week was well attended. We signed the purchase agreement today on 503 S Pine Street property. Feasibility study with Exeter-Milligan will begin this week. Ed Johnson with ALICAP toured our school today to review safety issues; he complimented the condition of the property.

### 9. Action Items

#### 9.1. Approve 2019-2020 property tax resolution

Approve the 2019-2020 property tax resolution as presented, Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

#### 9.2. Approve the 2019-2020 Budget.

Approve the 2019-20 Budget as presented, Passed with a motion by Jamie Tuttle and a second by Paul Segner.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

#### 9.3. Approve the 2019-2020 Tax Levy Request Resolution.

Approve the 2019-2020 Tax Levy Request Resolution, as presented Passed with a motion by Scott Spohn and a second by Scott Vyhnalek.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

9.4. Consideration and possible action to Review and Update policies: 4014, 4015, 4016, 4017, 4018, 4019.

Update BOE Policies 4014, 4015, 4016, 4017, 4018, and 4019, as presented Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

9.5. Consideration and possible action to utilize the NDEE Bus Rebate project grant to purchase a new bus.

Utilize the NDEE Bus Rebate project to purchase a new bus not to exceed \$86,500. Passed with a motion by Paul Segner and a second by Scott Vyhnalek.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

## 10. Discussion Items

### 10.1. Music Trip

Devin Rethman presented on a Band & Choir trip to Denver she would like to plan for May, 2020.

### 10.2. 2 Year Football Coop renewal with Exeter-Milligan

## 11. Closed Session

I move to go into executive session to discuss personnel for the protection of the public interest, not to exceed 20 minutes, beginning at 8:35pm. Passed with a motion by Paul Segner and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

Entered Closed Session at 8:38pm. Motion to leave closed session at 8:58pm Passed with a motion by Scott Spohn and a second by Scott Vyhnalek.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

12. Adjournment- The next regularly scheduled BOE meeting will be held on October 14, 2019 at 7:30 in the Friend Public School library.

Motion to adjourn at 8:58pm Passed with a motion by Jamie Tuttle and a second by Scott Spohn.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek: Yea

Yea: 5, Nay: 0

**Board of Education Tax Request Hearing**  
SALINE COUNTY SCHOOL DISTRICT 76-0068  
501 Main Street  
Friend, NE 68359-0067  
Monday, September 9, 2019 7:35 PM

Nate Klenke: Absent  
Paul Segner: Present  
Scott Spohn: Present  
Jamie Tuttle: Present  
Nancy Vossler: Present  
Scott Vyhnalek: Present

1. Call to Order and Roll Call- By BOE President

2. Approval of Agenda

Approve agenda Passed with a motion by Scott Vyhnalek and a second by Paul Segner.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

3. Review a copy of the 2019/2020 Tax Request Resolution to set the final tax request at the following rates:

3.1. General Fund at \$3,482,557.00

3.2. Bond Fund at \$505,051.00

3.3. Special Building Fund at \$50,505.00

3.4. The Qualified Capital Purpose Undertaking Fund at \$0.00

4. Public Forum/Citizen's Requests/Comments Related to Agenda Items

no comments

5. Adjournment

Move to adjourn at 7:45pm Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Paul Segner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Scott Vyhnalek:  
Yea

Yea: 5, Nay: 0

Nancy J Vossler  
 Friend, Nebraska

Receipts from J		Sep-19 Account #1925	
Date	From	Type	
<b>General Fund</b>			
9/6/2019	State of NE	IDEA Grant	\$2,956.00
9/10/2019	Activity Fund	Reimbursement VISA charges	\$995.93
9/10/2019	Seward County	Taxes	\$86,416.01
9/10/2019	Transfer from Savings		\$3,000.00
9/16/2019	Fillmore County	Taxes	\$4,560.78
9/18/2019	State of NE	IDEA Grant	\$6,942.00
9/26/2019	State of NE	Title Accountability Grant	\$420.00
9/30/2019	Students	Field Trip	\$28.00
9/30/2019	State of NE	State Aid	\$3,537.00
			<u>Total</u> \$108,855.72
<b>Special Building Fund</b>		<b>Account #2065</b>	
9/9/2019	Trans from Savings		\$51,171.25
9/10/2019	Trans from Savings		\$1,250.00
			<u>Total</u> \$52,421.25
<b>General Fund Savings</b>		<b>Account #9889</b>	
9/12/2019	Saline County Treasurer	Taxes	\$641,896.34
9/30/2019	Transfer from Checking		\$14,000.00
9/30/2019	Interest Paid		\$1,187.24
			<u>Total</u> \$657,083.58
<b>Depreciation Fund Savings</b>		<b>Account #9915</b>	
9/30/2019	Interest Paid		275.50
			<u>Total</u> \$275.00
<b>Special Building Fund Savings</b>		<b>Account #9902</b>	
9/10/2019	Seward County	Taxes	\$1,243.78
9/12/2019	Saline County	Taxes	\$9,033.00
9/16/2019	Fillmore County	Taxes	\$66.14
9/30/2019	Interest Paid		\$1,009.08
			<u>Total</u> \$ 11,352.00
<b>Bond Fund Savings</b>		<b>Account #5055</b>	
9/12/2019	Saline County	Taxes	\$100,633.03
9/16/2019	Fillmore County	Taxes	\$ 734.17
9/30/2019	Interest Paid		\$ 359.48
			<u>Total</u> \$ 101,726.68



02-1-05200-000-000	DEPR - OTHER FINANCING SOURCES - Trsf from General Fund	\$0.00	(\$100,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 02 - Depreciation Fund</b>		<b>(\$275.50)</b>	<b>(\$100,900.00)</b>	<b>(\$275.50)</b>	<b>0%</b>
<b>SCHOOL NUTRITION FUND</b>					
06-1-01611-000-000	SN - DAILY SALES - SCHOOL LUNCH PROGRAM	(\$9,844.10)	(\$59,300.00)	(\$9,844.10)	16.60
06-1-01612-000-000	SN - DAILY SALES - SCHOOL BREAKFAST PROGRAM	\$0.00	(\$3,900.00)	\$0.00	0.00
06-1-01620-000-000	SN - DAILY SALES - STAFF	(\$675.10)	(\$2,800.00)	(\$675.10)	24.11
06-1-01990-000-000	SN - VENDING SALES	\$0.00	(\$500.00)	\$0.00	0.00
06-1-03150-000-000	SN - REVENUE FROM STATE REIMBURSEMENT	(\$3,460.16)	(\$32,500.00)	(\$3,460.16)	10.64
06-1-05200-000-000	SN - OTHER FINANCING SOURCES - Support from Gen Fund	\$0.00	(\$45,682.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 06 - Lunch Fund</b>		<b>(\$13,979.36)</b>	<b>(\$144,682.00)</b>	<b>(\$13,979.36)</b>	<b>10%</b>
<b>BOND FUND</b>					
07-1-01100-000-000	BF - LOCAL - RE & PP TAXES LEVIED	(\$101,320.97)	(\$460,000.00)	(\$101,320.97)	22.02
07-1-01115-000-000	BF - LOCAL - CARLINE TAXES	(\$46.23)	\$0.00	(\$46.23)	0.00
07-1-01510-000-000	BF - LOCAL - INVEST INCOME - INTEREST ON INVEST	(\$359.48)	(\$3,000.00)	(\$359.48)	11.98
07-1-03130-000-000	BF - STATE - HOMESTEAD EXEMPTION	\$0.00	(\$4,000.00)	\$0.00	0.00
07-1-03131-000-000	BF - STATE - PROPERTY TAX CREDIT	\$0.00	(\$17,000.00)	\$0.00	0.00
07-1-03134-000-000	BF - STATE - PUBLIC SERVICE CR	\$0.00	(\$15,000.00)	\$0.00	0.00
07-1-03180-000-000	BF - STATE - PRO-RATE MOTOR VEHICLE	\$0.00	(\$1,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 07 - Bond Fund</b>		<b>(\$101,726.68)</b>	<b>(\$500,000.00)</b>	<b>(\$101,726.68)</b>	<b>20%</b>
<b>SPECIAL BUILDING FUND</b>					
08-1-01100-000-000	SB - LOCAL - RE & PP TAXES LEVIED	(\$9,094.97)	(\$50,000.00)	(\$9,094.97)	18.18
08-1-01100-000-001	SB - LOCAL - TAXES LEVIED - SEWARD COUNTY	(\$1,243.78)	\$0.00	(\$1,243.78)	0.00
08-1-01115-000-000	SB - REVENUE FROM LOCAL SOURCES - CARLINE TAXES	(\$4.17)	\$0.00	(\$4.17)	0.00
08-1-01510-000-000	SB - INVESTMENT INCOME - INTEREST ON INVESTMENTS	(\$1,009.08)	(\$10,000.00)	(\$1,009.08)	10.09
08-1-03180-000-000	SB - REVENUE FROM STATE SOURCES - PRO-RATE MOTOR	\$0.00	(\$1,000.00)	\$0.00	0.00
<b>Subtotal of Element: [Fund] 08 - Special Building Fund</b>		<b>(\$11,352.00)</b>	<b>(\$61,000.00)</b>	<b>(\$11,352.00)</b>	<b>19%</b>

# Friend Public School

## Account Summary Report

## EXPENDITURES

Cycle: FY19-20; Begin Date: 09/01/2019; End Date: 09/30/2019; Account Type: Expenditure; Created On: 10/3/2019 10:18:50 AM

Account Code	Description	Actual - SEPT	Budget (YTD)	Actual (YTD)	% of Budget
<b>General Fund</b>					
01-2-01100-111-001-00	REG INST - Salaries - Teachers - Sec	\$47,106.32	\$566,000.00	\$47,106.32	8.32
01-2-01100-111-002-00	REG INST - Salaries - Teachers - Elem	\$33,314.93	\$402,000.00	\$33,314.93	8.28
01-2-01100-112-001-00	REG INST - Salaries - Paras and Assistants - Sec	\$860.98	\$7,800.00	\$860.98	11.03
01-2-01100-112-002-00	REG INST - Salaries - Paras and Assistants - Elem	\$4,759.00	\$51,000.00	\$4,759.00	9.33
01-2-01100-122-002-00	REG INST - Salaries - Substitute Paras - Elem	\$319.06	\$3,000.00	\$319.06	10.63
01-2-01100-123-001-00	REG INST - Salaries - Substitute Teachers - Sec	\$972.99	\$25,000.00	\$972.99	3.89
01-2-01100-123-002-00	REG INST - Salaries - Substitute Teachers - Elem	\$526.76	\$35,000.00	\$526.76	1.50
01-2-01100-151-001-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$7,328.50	\$95,000.00	\$7,328.50	7.71
01-2-01100-151-002-00	REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage -	\$29.50	\$1,000.00	\$29.50	2.95
01-2-01100-152-001-00	REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec	\$0.00	\$16,000.00	\$0.00	0.00
01-2-01100-211-001-00	REG INST - Group Insurance - BCBS - Teachers - Sec	\$30,120.76	\$180,800.00	\$30,120.76	16.65
01-2-01100-211-001-01	REG INST - Group Insurance - LTD - Teachers - Sec	\$249.29	\$3,250.00	\$249.29	7.67
01-2-01100-211-002-00	REG INST - Group Insurance - BCBS - Teachers - Elem	\$20,061.34	\$120,400.00	\$20,061.34	16.66
01-2-01100-211-002-01	REG INST - Group Insurance - LTD - Teachers - Elem	\$164.70	\$2,000.00	\$164.70	8.23
01-2-01100-212-002-01	REG INST - Group Insurance - LTD - Paras - Elem	\$13.80	\$170.00	\$13.80	8.11
01-2-01100-221-001-00	REG INST - Social Security - Teachers - Sec	\$4,069.83	\$48,900.00	\$4,069.83	8.32
01-2-01100-221-002-00	REG INST - Social Security - Teachers - Elem	\$2,451.71	\$29,500.00	\$2,451.71	8.31
01-2-01100-222-001-00	REG INST - Social Security - Paras and Assistants - Sec	\$65.86	\$600.00	\$65.86	10.97
01-2-01100-222-002-00	REG INST - Social Security - Paras and Assistants - Elem	\$381.86	\$3,800.00	\$381.86	10.04
01-2-01100-223-001-00	REG INST - Social Security - Substitute Teachers - Sec	\$74.44	\$1,950.00	\$74.44	3.81
01-2-01100-223-002-00	REG INST - Social Security - Substitute Teachers - Elem	\$29.43	\$2,700.00	\$29.43	1.09
01-2-01100-231-001-00	REG INST - Retirement - Teachers - Sec	\$5,376.95	\$65,000.00	\$5,376.95	8.27
01-2-01100-231-002-00	REG INST - Retirement - Teachers - Elem	\$3,293.69	\$41,000.00	\$3,293.69	8.03
01-2-01100-232-001-00	REG INST - Retirement - Paras and Assistants - Sec	\$85.05	\$1,000.00	\$85.05	8.50
01-2-01100-232-002-00	REG INST - Retirement - Paras and Assistants - Elem	\$477.31	\$5,100.00	\$477.31	9.35
01-2-01100-271-001-00	REG INST - Workers Comp - Teachers - Sec	\$1,942.14	\$1,950.00	\$1,942.14	99.59
01-2-01100-271-002-00	REG INST - Workers Comp - Teachers - Elem	\$1,254.78	\$1,300.00	\$1,254.78	96.52
01-2-01100-272-002-00	REG INST - Workers Comp - Paras and Assistants - Elem	\$195.66	\$200.00	\$195.66	97.83
01-2-01100-281-001-00	REG INST - Health Benefits HSAs-- Teachers - Sec	\$261.18	\$1,150.00	\$261.18	22.71
01-2-01100-281-002-00	REG INST - Health Benefits HSAs-- Teachers - Elem	\$498.42	\$1,150.00	\$498.42	43.34
01-2-01100-291-001-00	REG INST - Other Employee Benefits - Teachers - Sec	\$93.75	\$1,300.00	\$93.75	7.21
01-2-01100-291-002-00	REG INST - Other Employee Benefits - Teachers - Elem	\$93.75	\$1,400.00	\$93.75	6.69
01-2-01100-330-001-00	REG INST - Employee Training - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-330-002-00	REG INST - Employee Training - Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-333-001-00	REG INST - Mileage Paid to Staff - Sec	\$58.00	\$1,500.00	\$58.00	3.86

01-2-01100-340-001-MU	REG INST - Contracted Piano Accompanist - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-382-001-SP	REG INST - Distance Ed - Spanish	\$2,750.00	\$11,000.00	\$2,750.00	25.00
01-2-01100-430-001-MU	REG INST - Repairs to Instruments - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-443-001-00	REG INST - Lease/Usage - Copier - Sec	\$371.72	\$7,500.00	\$371.72	4.95
01-2-01100-443-002-00	REG INST - Lease/Usage - Copier - Elem	\$371.72	\$7,500.00	\$371.72	4.95
01-2-01100-580-001-00	REG INST - Travel - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-580-002-00	REG INST - Travel - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-00	REG INST - Teaching Supplies - Sec	\$206.17	\$103,265.00	\$206.17	0.19
01-2-01100-610-001-AG	REG INST - Supplies - Agri	\$0.00	\$2,500.00	\$0.00	0.00
01-2-01100-610-001-AR	REG INST - Supplies - Art - Sec	\$247.87	\$1,000.00	\$247.87	24.78
01-2-01100-610-001-FC	REG INST - Supplies - FACS	\$19.88	\$2,000.00	\$19.88	0.99
01-2-01100-610-001-LA	REG INST - Supplies - Lang Arts - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-MA	REG INST - Supplies - Math - Sec	\$52.90	\$1,000.00	\$52.90	5.29
01-2-01100-610-001-MU	REG INST - Supplies - Music - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-610-001-PE	REG INST - Supplies - PE/Health - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-001-SC	REG INST - Supplies - Science - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-610-001-SH	REG INST - Supplies - Shop	\$985.64	\$3,000.00	\$985.64	32.85
01-2-01100-610-001-SP	REG INST - Supplies - Spanish	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-001-SS	REG INST - Supplies - Social Studies - Sec	\$309.00	\$500.00	\$309.00	61.80
01-2-01100-610-001-TE	REG INST - Supplies - Tech Classes - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-00	REG INST - Supplies - Elem	\$417.93	\$103,265.00	\$417.93	0.40
01-2-01100-610-002-AR	REG INST - Supplies - Art - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-LA	REG INST - Supplies - Lang Arts - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-610-002-MA	REG INST - Supplies - Math - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-610-002-MU	REG INST - Supplies - Music - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-01100-610-002-PE	REG INST - Supplies - PE/Health - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-610-002-SC	REG INST - Supplies - Science - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-610-002-SS	REG INST - Supplies - Social Studies - Elem	\$0.00	\$200.00	\$0.00	0.00
01-2-01100-611-001-FC	REG INST - Food - FACS	\$55.61	\$0.00	\$55.61	0.00
01-2-01100-640-001-AG	REG INST - Books and Periodicals - Agri	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-001-FC	REG INST - Books and Periodicals - FACS	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-640-001-LA	REG INST - Books and Periodicals - Lang Arts - Sec	\$119.65	\$2,000.00	\$119.65	5.98
01-2-01100-640-001-MA	REG INST - Books and Periodicals - Math - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-640-001-PE	REG INST - Books and Periodicals - PE/Health - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-001-SC	REG INST - Books and Periodicals - Science - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-640-001-SS	REG INST - Books and Periodicals - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-640-002-LA	REG INST - Books and Periodicals - Lang Arts - Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-640-002-MA	REG INST - Books and Periodicals - Math - Elem	\$1,133.58	\$25,000.00	\$1,133.58	4.53
01-2-01100-643-001-00	REG INST - Web/Cloud Based Software - Sec	\$19.00	\$10,000.00	\$19.00	0.19
01-2-01100-643-002-00	REG INST - Web/Cloud Based Software - Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01100-650-001-00	REG INST - Supplies - Tech Related - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-650-001-MU	REG INST - Tech Supplies - Music - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-650-001-SH	REG INST - Tech Supplies - Shop	\$407.00	\$500.00	\$407.00	81.40
01-2-01100-650-001-SS	REG INST - Software/Tech - Social Studies - Sec	\$0.00	\$500.00	\$0.00	0.00

01-2-01100-650-001-TE	REG INST - Tech Supplies - Tech Class - Sec	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-650-002-00	REG INST - Supplies - Tech Related - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-734-001-00	REG INST - Tech-Related Hardware - Sec	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-734-002-00	REG INST - Tech-Related Hardware - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-01100-735-001-00	REG INST - Technology Software - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01100-810-001-00	REG INST - Dues and Fees - Sec Staff	\$200.00	\$3,000.00	\$200.00	6.66
01-2-01100-810-001-01	REG INST - Field Trips Students - Secondary	\$34.00	\$200.00	\$34.00	17.00
01-2-01100-810-001-AG	REG INST - Dues & Fees - Agri	\$0.00	\$500.00	\$0.00	0.00
01-2-01100-810-001-MU	REG INST - Dues & Contest Fees - Music - Sec	\$0.00	\$1,100.00	\$0.00	0.00
01-2-01100-810-001-SS	REG INST - Dues & Fees - Social Studies - Sec	\$90.00	\$250.00	\$90.00	36.00
01-2-01100-810-002-00	REG INST - Dues & Fees - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01100-810-002-01	REG INST - Field Trips Students - Elementary	\$0.00	\$1,500.00	\$0.00	0.00
01-2-01100-810-002-MU	REG INST - Dues & Contest Fees - Music - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01115-565-001-00	SENCAP - Tuition to Postsecondary Schools	\$1,765.00	\$5,000.00	\$1,765.00	35.30
01-2-01190-111-002-00	EARLY - Salaries - Teachers	\$4,882.25	\$58,600.00	\$4,882.25	8.33
01-2-01190-112-002-00	EARLY - Salaries - Paras	\$2,056.52	\$18,500.00	\$2,056.52	11.11
01-2-01190-121-002-00	EARLY - Salaries - Subs - Teachers	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01190-211-002-00	EARLY - Group Insurance - BCBS Teachers	\$2,948.84	\$17,695.00	\$2,948.84	16.66
01-2-01190-211-002-01	EARLY - Group Insurance - LTD - Teachers	\$26.49	\$320.00	\$26.49	8.27
01-2-01190-212-002-01	EARLY - Group Insurance - LTD - Paras	\$5.95	\$75.00	\$5.95	7.93
01-2-01190-221-002-00	EARLY - Social Security - Teachers	\$363.12	\$4,375.00	\$363.12	8.29
01-2-01190-222-002-00	EARLY - Social Security - Paras	\$157.78	\$1,420.00	\$157.78	11.11
01-2-01190-223-002-00	EARLY - Social Security - Subs - Teachers	\$0.00	\$75.00	\$0.00	0.00
01-2-01190-231-002-00	EARLY - Retirement - Teachers	\$482.26	\$5,800.00	\$482.26	8.31
01-2-01190-232-002-00	EARLY - Retirement - Paras	\$203.14	\$1,850.00	\$203.14	10.98
01-2-01190-271-002-00	EARLY - Workers Comp - Teachers	\$183.53	\$185.00	\$183.53	99.20
01-2-01190-272-002-00	EARLY - Workers Comp - Paras	\$55.90	\$60.00	\$55.90	93.16
01-2-01190-281-002-00	EARLY - Health Benefits - HSA Teachers	\$1,070.92	\$3,215.00	\$1,070.92	33.31
01-2-01190-330-002-00	EARLY - Employee Training	\$0.00	\$500.00	\$0.00	0.00
01-2-01190-610-002-00	EARLY - General Supplies	\$551.08	\$2,000.00	\$551.08	27.55
01-2-01300-111-002-00	SUMMER - Salaries - Teachers - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01300-221-002-00	SUMMER - Social Security - Teachers - Elem	\$0.00	\$200.00	\$0.00	0.00
	<b>Regular Education</b>	<b>\$189,076.19</b>	<b>\$2,208,570.00</b>	<b>\$189,076.19</b>	<b>0.09</b>
01-2-01200-111-001-00	SPED SA - Salaries - Teachers - Sec	\$5,648.33	\$67,800.00	\$5,648.33	8.33
01-2-01200-111-002-00	SPED SA - Salaries - Teachers -Elem	\$7,289.13	\$87,500.00	\$7,289.13	8.33
01-2-01200-112-001-00	SPED SA - Salaries - Paras - Sec	\$2,243.88	\$20,200.00	\$2,243.88	11.10
01-2-01200-112-002-00	SPED SA - Salaries - Instructional Aides -Elem	\$1,434.95	\$13,000.00	\$1,434.95	11.03
01-2-01200-122-001-00	SPED SA - Salaries - Subs - Paras - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-122-002-00	SPED SA - Salaries - Subs - Paras -Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-01200-123-001-00	SPED SA - Salaries - Subs - Teachers	\$426.00	\$5,000.00	\$426.00	8.52
01-2-01200-123-002-00	SPED SA - Salaries - Subs - Teachers	\$284.00	\$5,000.00	\$284.00	5.68

01-2-01200-211-001-00	SPED SA - Group Insurance - BCBS - Teachers - Sec	\$3,702.70	\$22,225.00	\$3,702.70	16.66
01-2-01200-211-001-01	SPED SA - Group Insurance LTD Teachers - Sec	\$24.37	\$300.00	\$24.37	8.12
01-2-01200-211-002-00	SPED SA - Group Insurance - BCBS - Teachers -Elem	\$636.52	\$3,825.00	\$636.52	16.64
01-2-01200-211-002-01	SPED SA - Group Insurance LTD Teachers Elem	\$41.14	\$500.00	\$41.14	8.22
01-2-01200-212-001-00	SPED SA - Group Insurance LTD Paras - Sec	\$7.02	\$85.00	\$7.02	8.25
01-2-01200-212-002-00	SPED SA - Group Insurance LTD Paras -Elem	\$7.02	\$85.00	\$7.02	8.25
01-2-01200-221-001-00	SPED SA - Social Security - Teachers - Sec	\$428.36	\$5,150.00	\$428.36	8.31
01-2-01200-221-002-00	SPED SA - Social Security - Teachers -Elem	\$544.83	\$6,550.00	\$544.83	8.31
01-2-01200-222-001-00	SPED SA - Social Security - Aides - Sec	\$172.20	\$1,550.00	\$172.20	11.10
01-2-01200-222-002-00	SPED SA - Social Security - Aides -Elem	\$110.31	\$1,000.00	\$110.31	11.03
01-2-01200-223-001-00	SPED SA - Social Security - Subs - Sec	\$32.59	\$390.00	\$32.59	8.35
01-2-01200-223-002-00	SPED SA - Social Security - Subs -Elem	\$21.73	\$390.00	\$21.73	5.57
01-2-01200-231-001-00	SPED SA - Retirement - Teachers - Sec	\$557.93	\$6,700.00	\$557.93	8.32
01-2-01200-231-002-00	SPED SA - Retirement - Teachers -Elem	\$720.01	\$8,700.00	\$720.01	8.27
01-2-01200-232-001-00	SPED SA - Retirement - Aides - Sec	\$221.65	\$2,000.00	\$221.65	11.08
01-2-01200-232-002-00	SPED SA - Retirement - Aides -Elem	\$141.74	\$1,300.00	\$141.74	10.90
01-2-01200-271-001-00	SPED SA - Workers Comp- Teachers - Sec	\$246.46	\$250.00	\$246.46	98.58
01-2-01200-271-002-00	SPED SA - Workers Comp- Teachers -Elem	\$279.73	\$280.00	\$279.73	99.90
01-2-01200-272-001-00	SPED SA - Workers Comp - Aides - Sec	\$65.96	\$75.00	\$65.96	87.94
01-2-01200-272-002-00	SPED SA - Workers Comp - Aides -Elem	\$131.92	\$135.00	\$131.92	97.71
01-2-01200-317-002-00	SPED SA - Contracted Legal Services -Elem	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-330-001-00	SPED SA - Employee Training - Sec	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-330-002-00	SPED SA - Employee Training -Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-580-001-00	SPED SA - Travel - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-591-002-00	SPED SA - SRS fees Purch thru ESU6	\$0.00	\$2,000.00	\$0.00	0.00
01-2-01200-610-001-00	SPED SA - General Supplies - Sec	\$18.95	\$108,630.00	\$18.95	0.01
01-2-01200-610-002-00	SPED SA - General Supplies -Elem	\$0.00	\$108,630.00	\$0.00	0.00
01-2-01200-643-001-00	SPED SA - Web/Cloud Based Software - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-643-002-00	SPED SA - Web/Cloud Based Software -Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-650-001-00	SPED SA - Supplies - Technology Related - Sec	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-650-002-00	SPED SA - Supplies - Technology Related -Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-01200-734-001-00	SPED SA - Technology-Related Hardware - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-01200-810-001-00	SPED SA - Dues and Fees - Sec	\$0.00	\$1,000.00	\$0.00	0.00
01-2-01200-810-002-00	SPED SA - Dues and Fees -Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02141-591-001-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec	\$0.00	\$20,000.00	\$0.00	0.00
01-2-02141-591-001-01	PSYCH - LMHP Services Purch from ESU6 - SA - Sec	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02141-591-002-00	PSYCH - Psych Eval Services Purch from ESU6 - SA - Elem	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02141-591-002-02	PSYCH - Consultant Svs Purch from ESU6 - SA - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02142-591-002-00	PSYCH - Psych Eval Svcs Purch from ESU6 - Ages 3-4	\$0.00	\$15,000.00	\$0.00	0.00
01-2-02151-591-001-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Sec	\$0.00	\$35,000.00	\$0.00	0.00
01-2-02151-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - SA - Elem	\$0.00	\$100,000.00	\$0.00	0.00
01-2-02151-591-002-01	SPEECH - Deaf/HOH Therapy Purch From ESU6 - SA - Elem	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02151-591-002-02	SPEECH - Extended SY Purch From ESU6 - SA - Elem	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02151-610-002-00	SPEECH - General Supplies - SA - Elem	\$0.00	\$64,000.00	\$0.00	0.00

01-2-02152-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 3-5	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02152-591-002-01	SPEECH - Extended SY Purch From ESU6 - Age 3-5	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02152-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 3-5	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02153-591-002-00	SPEECH - Speech Therapy Purch From ESU6 - Age 0-2	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02153-591-002-02	SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02161-591-001-00	OT - Occupational Therapy Purch from ESU6 - SA - Sec	\$0.00	\$20,000.00	\$0.00	0.00
01-2-02161-591-002-00	OT - Occupational Therapy Purch from ESU6 - SA - Elem	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02162-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 3-5	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02163-591-002-00	OT - Occupational Therapy Purch from ESU6 - Age 0-2	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02171-591-001-00	PT - Physical Therapy Purch From ESU6- SA - Sec	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02171-591-002-00	PT - Physical Therapy Purch From ESU6- SA - Elem	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02181-340-001-00	VISION - Prof Services - Vision Therapy - Sec	\$51.56	\$0.00	\$51.56	0.00
01-2-02181-340-002-00	VISION - Prof Services - Vision Therapy - Elem	\$31.60	\$5,000.00	\$31.60	0.63
	<b>Special Education</b>	<b>\$25,522.59</b>	<b>\$900,000.00</b>	<b>\$25,522.59</b>	<b>0.03</b>
01-2-02120-111-001-00	GUIDANCE - Salaries - Counselor - Secondary	\$2,899.42	\$34,800.00	\$2,899.42	8.33
01-2-02120-111-002-00	GUIDANCE - Salaries - Counselor - Elem	\$2,899.42	\$34,800.00	\$2,899.42	8.33
01-2-02120-211-001-00	GUIDANCE - Group Insurance - BCBS - Counselor- Secondary	\$1,152.96	\$6,950.00	\$1,152.96	16.58
01-2-02120-211-001-01	GUIDANCE - Group Insurance LTD - Counselor- Secondary	\$27.93	\$350.00	\$27.93	7.98
01-2-02120-211-002-00	GUIDANCE - Group Insurance - BCBS - Counselor- Elem	\$1,152.96	\$6,950.00	\$1,152.96	16.58
01-2-02120-221-001-00	GUIDANCE - Social Security - Counselor- Secondary	\$220.04	\$2,650.00	\$220.04	8.30
01-2-02120-221-002-00	GUIDANCE - Social Security - Counselor- Elem	\$217.93	\$2,650.00	\$217.93	8.22
01-2-02120-231-001-00	GUIDANCE - Retirement - Counselor- Secondary	\$286.40	\$3,450.00	\$286.40	8.30
01-2-02120-231-002-00	GUIDANCE - Retirement - Counselor- Elem	\$286.40	\$3,450.00	\$286.40	8.30
01-2-02120-271-001-00	GUIDANCE - Workers Comp - Counselor- Secondary	\$109.55	\$220.00	\$109.55	49.79
01-2-02120-271-002-00	GUIDANCE - Workers Comp - Counselor- Elem	\$109.55	\$0.00	\$109.55	0.00
01-2-02120-320-001-00	GUIDANCE - Student Workshops- Secondary	\$850.00	\$4,000.00	\$850.00	21.25
01-2-02120-320-002-00	GUIDANCE - Student Workshops- Elem	\$380.00	\$1,000.00	\$380.00	38.00
01-2-02120-330-001-00	GUIDANCE - Employee Training - Secondary	\$0.00	\$750.00	\$0.00	0.00
01-2-02120-330-002-00	GUIDANCE - Employee Training - Elem	\$0.00	\$750.00	\$0.00	0.00
01-2-02120-580-001-00	GUIDANCE - Travel- Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02120-610-001-00	GUIDANCE - General Supplies- Secondary	\$45.92	\$2,000.00	\$45.92	2.29
01-2-02120-610-002-00	GUIDANCE - General Supplies- Elem	\$18.48	\$2,050.00	\$18.48	0.90
01-2-02120-810-001-00	GUIDANCE - Dues and Fees- Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02120-810-002-00	GUIDANCE - Dues and Fees- Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02130-116-001-00	NURSE - Salaries - Nurse - Secondary	\$737.50	\$8,850.00	\$737.50	8.33
01-2-02130-116-002-00	NURSE - Salaries - Nurse - Elem	\$2,212.50	\$26,550.00	\$2,212.50	8.33
01-2-02130-216-001-00	NURSE - Group Insurance BCBS- Secondary	\$871.08	\$5,225.00	\$871.08	16.67
01-2-02130-216-001-01	NURSE - Group Insurance LTD- Secondary	\$4.69	\$60.00	\$4.69	7.81
01-2-02130-216-002-00	NURSE - Group Insurance BCBS- Elem	\$2,613.22	\$15,680.00	\$2,613.22	16.66
01-2-02130-216-002-01	NURSE - Group Insurance LTD- Elem	\$14.08	\$170.00	\$14.08	8.28
01-2-02130-226-001-00	NURSE - Social Security - Nurse- Secondary	\$55.76	\$670.00	\$55.76	8.32

01-2-02130-226-002-00	NURSE - Social Security - Nurse- Elem	\$167.28	\$2,010.00	\$167.28	8.32
01-2-02130-236-001-00	NURSE - Retirement - Nurse- Secondary	\$0.00	\$875.00	\$0.00	0.00
01-2-02130-236-002-00	NURSE - Retirement - Nurse- Elem	\$0.00	\$2,625.00	\$0.00	0.00
01-2-02130-276-001-00	NURSE - Workers Comp - Nurse- Secondary	\$27.72	\$30.00	\$27.72	92.40
01-2-02130-276-002-00	NURSE - Workers Comp - Nurse- Elem	\$83.17	\$85.00	\$83.17	97.84
01-2-02130-580-002-00	NURSE - Travel- Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02130-610-001-00	NURSE - General Supplies- Secondary	\$128.00	\$1,000.00	\$128.00	12.80
01-2-02130-610-002-00	NURSE - General Supplies- Elem	\$309.75	\$2,000.00	\$309.75	15.48
01-2-02130-810-001-00	NURSE - Dues and Fees- Secondary	\$0.00	\$100.00	\$0.00	0.00
	<b>Support - Pupils</b>	<b>\$17,881.71</b>	<b>\$175,000.00</b>	<b>\$17,881.71</b>	<b>0.10</b>
01-2-02211-580-000-00	SCHOOL IMPROV - Travel	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02211-810-000-00	SCHOOL IMPROV - Dues and Fees	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-111-001-00	LIB MEDIA - Salaries - Teachers - Secondary	\$737.50	\$8,850.00	\$737.50	8.33
01-2-02220-111-002-00	LIB MEDIA - Salaries - Teachers - Elem	\$737.50	\$8,850.00	\$737.50	8.33
01-2-02220-112-001-00	LIB MEDIA - Salaries - Regular - Paras - Secondary	\$2,443.83	\$22,000.00	\$2,443.83	11.10
01-2-02220-211-001-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary	\$652.42	\$3,915.00	\$652.42	16.66
01-2-02220-211-001-01	LIB MEDIA - Group Insurance - LTD - Teachers - Secondary	\$16.47	\$200.00	\$16.47	8.23
01-2-02220-211-002-00	LIB MEDIA - Group Insurance - BCBS - Teachers - Elem	\$652.42	\$3,915.00	\$652.42	16.66
01-2-02220-212-001-01	LIB MEDIA - Group Insurance - LTD - Paras - Secondary	\$7.25	\$100.00	\$7.25	7.25
01-2-02220-221-001-00	LIB MEDIA - Social Security - Teachers - Secondary	\$56.03	\$675.00	\$56.03	8.30
01-2-02220-221-002-00	LIB MEDIA - Social Security - Teachers - Elem	\$54.81	\$675.00	\$54.81	8.12
01-2-02220-222-001-00	LIB MEDIA - Social Security - Aides - Secondary	\$187.51	\$1,700.00	\$187.51	11.03
01-2-02220-231-001-00	LIB MEDIA - Retirement - Teachers - Secondary	\$72.85	\$875.00	\$72.85	8.32
01-2-02220-231-002-00	LIB MEDIA - Retirement - Teachers - Elem	\$72.85	\$875.00	\$72.85	8.32
01-2-02220-232-001-00	LIB MEDIA - Retirement - Paras - Secondary	\$241.40	\$2,200.00	\$241.40	10.97
01-2-02220-271-001-00	LIB MEDIA - Workers Comp - Teachers - Secondary	\$130.86	\$150.00	\$130.86	87.24
01-2-02220-272-001-00	LIB MEDIA - Workers Comp - Aides - Secondary	\$68.18	\$75.00	\$68.18	90.90
01-2-02220-330-001-00	LIB MEDIA - Employee Training - Secondary	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-330-002-00	LIB MEDIA - Employee Training - Elem	\$0.00	\$250.00	\$0.00	0.00
01-2-02220-443-001-00	LIB MEDIA - Lease - Copier - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-443-002-00	LIB MEDIA - Lease - Copier - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-610-001-00	LIB MEDIA - General Supplies - Secondary	\$67.39	\$3,000.00	\$67.39	2.24
01-2-02220-610-002-00	LIB MEDIA - General Supplies - Elem	\$67.39	\$3,000.00	\$67.39	2.24
01-2-02220-640-001-00	LIB MEDIA - Books and Periodicals - Secondary	\$623.23	\$5,000.00	\$623.23	12.46
01-2-02220-640-002-00	LIB MEDIA - Books and Periodicals - Elem	\$491.22	\$5,000.00	\$491.22	9.82
01-2-02220-641-001-00	LIB MEDIA - E-Books - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-641-002-00	LIB MEDIA - E-Books - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02220-643-001-00	LIB MEDIA - Web/Cloud Based Software - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02220-643-002-00	LIB MEDIA - Web/Cloud Based Software - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02220-650-002-00	LIB MEDIA - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$0.00	0.00

01-2-02230-432-000-00	TECH - Technology-Related Repairs and Maintenance	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02230-530-000-00	TECH - Communications	\$783.32	\$20,000.00	\$783.32	3.91
01-2-02230-591-000-00	TECH - Tech Support - On Site - Purch From ESU6	\$1,743.75	\$30,000.00	\$1,743.75	5.81
01-2-02230-591-000-01	TECH - Tech - Hosted Services - Purch From ESU6	\$534.39	\$10,000.00	\$534.39	5.34
01-2-02230-643-000-00	TECH - Web/Cloud Based Software	\$0.00	\$15,000.00	\$0.00	0.00
01-2-02230-650-000-00	TECH - Supplies - Technology Related	\$430.42	\$5,945.00	\$430.42	7.24
01-2-02230-734-000-00	TECH - Technology-Related Hardware	\$0.00	\$25,000.00	\$0.00	0.00
01-2-02230-735-000-00	TECH - Technology Software	\$0.00	\$5,000.00	\$0.00	0.00
	<b>Support - Staff</b>	<b>\$10,872.99</b>	<b>\$195,000.00</b>	<b>\$10,872.99</b>	<b>0.06</b>
01-2-02310-310-000-00	BOE - Official/Administrative Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02310-317-000-00	BOE - Contracted Legal Services	\$150.00	\$10,000.00	\$150.00	1.50
01-2-02310-340-000-00	BOE - Other Professional Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02310-520-000-00	BOE - Insurance	\$5,809.00	\$6,000.00	\$5,809.00	96.81
01-2-02310-540-000-00	BOE - Advertising	\$0.00	\$2,100.00	\$0.00	0.00
01-2-02310-580-000-00	BOE - Travel	\$0.00	\$3,500.00	\$0.00	0.00
01-2-02310-610-000-00	BOE - General Supplies	\$0.00	\$1,400.00	\$0.00	0.00
01-2-02310-643-000-00	BOE - Web/Cloud Based Software	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02310-810-000-00	BOE - Dues and Fees	\$432.00	\$8,000.00	\$432.00	5.40
	<b>Board of Education</b>	<b>\$6,391.00</b>	<b>\$40,000.00</b>	<b>\$6,391.00</b>	<b>0.16</b>
01-2-02320-105-000-00	SUPER - Salaries - Superintendent	\$10,729.17	\$128,750.00	\$10,729.17	8.33
01-2-02320-110-000-00	SUPER - Salaries - Regular - Admin Asst	\$2,887.08	\$34,645.00	\$2,887.08	8.33
01-2-02320-210-000-00	SUPER - Group Insurance - BCBS Admin Asst	\$3,484.30	\$20,910.00	\$3,484.30	16.66
01-2-02320-210-000-01	SUPER - Group Insurance - LTD Admin Asst	\$17.96	\$250.00	\$17.96	7.18
01-2-02320-215-000-00	SUPER - Group Insurance - BCBS - Superintendents	\$3,589.70	\$21,550.00	\$3,589.70	16.65
01-2-02320-215-000-01	SUPER - Group Insurance - LTD - Superintendents	\$51.16	\$620.00	\$51.16	8.25
01-2-02320-220-000-00	SUPER - Social Security - Admin Asst	\$216.24	\$2,600.00	\$216.24	8.31
01-2-02320-225-000-00	SUPER - Social Security - Superintendents	\$815.13	\$9,800.00	\$815.13	8.31
01-2-02320-230-000-00	SUPER - Retirement - Admin Asst	\$285.18	\$3,500.00	\$285.18	8.14
01-2-02320-235-000-00	SUPER - Retirement - Superintendents	\$1,059.81	\$12,750.00	\$1,059.81	8.31
01-2-02320-270-000-00	SUPER - Workers Comp - Admin Asst	\$103.28	\$105.00	\$103.28	98.36
01-2-02320-275-000-00	SUPER - Workers Comp - Superintendent	\$413.31	\$415.00	\$413.31	99.59
01-2-02320-310-000-00	SUPER - Contracted Services	\$30.00	\$0.00	\$30.00	0.00
01-2-02320-530-000-00	SUPER - Cell Phone Reimb	\$50.00	\$600.00	\$50.00	8.33
01-2-02320-580-000-00	SUPER - Travel	\$375.55	\$1,500.00	\$375.55	25.03
01-2-02320-610-000-00	SUPER - General Supplies	\$852.00	\$700.00	\$852.00	121.71
01-2-02320-643-000-00	SUPER - Web/Cloud Based Software	\$0.00	\$1,500.00	\$0.00	0.00
01-2-02320-650-000-00	SUPER - Supplies - Technology Related	\$208.16	\$2,000.00	\$208.16	10.40
01-2-02320-810-000-00	SUPER - Dues and Fees	\$72.00	\$2,805.00	\$72.00	2.56

	<b>Superintendent</b>	<b>\$25,240.03</b>	<b>\$245,000.00</b>	<b>\$25,240.03</b>	<b>0.10</b>
01-2-02410-110-001-00	PRIN - Salaries - Admin Asst - Secondary	\$2,600.18	\$26,000.00	\$2,600.18	10.00
01-2-02410-111-001-00	PRIN - Salaries - Principal - Secondary	\$3,854.17	\$46,250.00	\$3,854.17	8.33
01-2-02410-111-002-00	PRIN - Salaries - Principal - Elementary	\$3,854.17	\$46,250.00	\$3,854.17	8.33
01-2-02410-130-001-00	PRIN - Salaries - Overtime -Admin Asst- Secondary	\$0.00	\$50.00	\$0.00	0.00
01-2-02410-210-001-01	PRIN - Group Insurance - LTD - Admin Asst- Secondary	\$7.64	\$90.00	\$7.64	8.48
01-2-02410-211-001-00	PRIN - Group Insurance -BCBS - Principal - Secondary	\$1,527.12	\$9,165.00	\$1,527.12	16.66
01-2-02410-211-001-01	PRIN - Group Insurance LTD - Principal - Secondary	\$38.01	\$460.00	\$38.01	8.26
01-2-02410-211-002-00	PRIN - Group Insurance - BCBS - Principal - Elementary	\$1,527.12	\$9,165.00	\$1,527.12	16.66
01-2-02410-220-001-00	PRIN - Social Security - Admin Asst- Secondary	\$198.12	\$2,000.00	\$198.12	9.90
01-2-02410-221-001-00	PRIN - Social Security - Principal - Secondary	\$287.46	\$3,450.00	\$287.46	8.33
01-2-02410-221-002-00	PRIN - Social Security - Principal - Elementary	\$284.64	\$3,450.00	\$284.64	8.25
01-2-02410-230-001-00	PRIN - Retirement - Admin Asst- Secondary	\$256.84	\$2,500.00	\$256.84	10.27
01-2-02410-231-001-00	PRIN - Retirement - Principal - Secondary	\$380.70	\$4,570.00	\$380.70	8.33
01-2-02410-231-002-00	PRIN - Retirement - Principal - Elementary	\$380.71	\$4,570.00	\$380.71	8.33
01-2-02410-270-001-00	PRIN - Workers Comp - Admin Asst - Secondary	\$71.82	\$75.00	\$71.82	95.76
01-2-02410-271-001-00	PRIN - Workers Comp - Principal - Secondary	\$144.89	\$145.00	\$144.89	99.92
01-2-02410-271-002-00	PRIN - Workers Comp - Principal - Elementary	\$144.88	\$145.00	\$144.88	99.91
01-2-02410-281-001-00	PRIN - Health Benefits - Principal - Secondary	\$538.09	\$1,605.00	\$538.09	33.52
01-2-02410-281-002-00	PRIN - Health Benefits - Principal - Elementary	\$532.83	\$1,605.00	\$532.83	33.19
01-2-02410-330-001-00	PRIN - Employee Training - Principal - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02410-580-001-00	PRIN - Travel - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-580-002-00	PRIN - Travel - Elementary	\$80.52	\$1,000.00	\$80.52	8.05
01-2-02410-610-001-00	PRIN - General Supplies - Secondary	\$5.69	\$15,000.00	\$5.69	0.03
01-2-02410-610-002-00	PRIN - General Supplies - Elementary	\$392.91	\$19,355.00	\$392.91	2.03
01-2-02410-640-001-00	PRIN - Books and Periodicals - Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02410-643-001-00	PRIN - Web/Cloud Based Software - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-643-002-00	PRIN - Web/Cloud Based Software - Elementary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02410-650-002-00	PRIN - Supplies - Technology Related - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02410-810-001-00	PRIN - Dues and Fees - Secondary	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02410-810-002-00	PRIN - Dues and Fees - Elementary	\$0.00	\$2,000.00	\$0.00	0.00
	<b>Principal</b>	<b>\$17,108.51</b>	<b>\$205,000.00</b>	<b>\$17,108.51</b>	<b>0.08</b>
01-2-02510-116-000-00	FISCAL SVCS - Salaries - Business	\$4,571.67	\$54,860.00	\$4,571.67	8.33
01-2-02510-216-000-00	FISCAL SVCS - Group Insurance -BCBS - Business	\$3,484.30	\$20,905.00	\$3,484.30	16.66
01-2-02510-216-000-01	FISCAL SVCS - Group Insurance - LTD - Business	\$25.25	\$300.00	\$25.25	8.41
01-2-02510-226-000-00	FISCAL SVCS - Social Security - Business	\$330.92	\$3,980.00	\$330.92	8.31
01-2-02510-236-000-00	FISCAL SVCS - Retirement - Business	\$451.58	\$5,450.00	\$451.58	8.28
01-2-02510-276-000-00	FISCAL SVCS - Workers Comp -Business	\$171.86	\$175.00	\$171.86	98.20
01-2-02510-315-000-00	FISCAL SVCS - Accounting/Auditing Services	\$0.00	\$7,000.00	\$0.00	0.00
01-2-02510-330-000-00	FISCAL SVCS - Employee Training	\$0.00	\$100.00	\$0.00	0.00
01-2-02510-443-000-00	FISCAL SVCS - Lease - Copier	\$0.00	\$200.00	\$0.00	0.00

01-2-02510-530-000-00	FISCAL SVCS - Communications	\$409.49	\$5,000.00	\$409.49	8.18
01-2-02510-531-000-00	FISCAL SVCS - Postage	\$957.30	\$5,000.00	\$957.30	19.14
01-2-02510-580-000-00	FISCAL SVCS - Travel	\$0.00	\$500.00	\$0.00	0.00
01-2-02510-610-000-00	FISCAL SVCS - General Supplies	\$9.99	\$1,530.00	\$9.99	0.65
01-2-02510-643-000-00	FISCAL SVCS - Web/Cloud Based Software	\$64.26	\$14,000.00	\$64.26	0.45
01-2-02510-650-000-00	FISCAL SVCS - Supplies - Technology Related	\$0.00	\$100.00	\$0.00	0.00
01-2-02510-810-000-00	FISCAL SVCS - Dues and Fees	\$0.00	\$900.00	\$0.00	0.00
	<b>Fiscal Services</b>	<b>\$10,476.62</b>	<b>\$120,000.00</b>	<b>\$10,476.62</b>	<b>0.09</b>
01-2-02610-110-000-00	OPERATIONS - Salaries - Maint & Custodial	\$11,134.66	\$133,000.00	\$11,134.66	8.37
01-2-02610-110-000-01	OPERATIONS - Salaries - Summer Custodial	\$0.00	\$4,000.00	\$0.00	0.00
01-2-02610-130-000-00	OPERATIONS - Salaries - Overtime	\$0.00	\$200.00	\$0.00	0.00
01-2-02610-210-000-00	OPERATIONS - Group Insurance - BCBS	\$8,399.92	\$50,400.00	\$8,399.92	16.66
01-2-02610-210-000-01	OPERATIONS - Group Ins - LTD	\$57.81	\$700.00	\$57.81	8.25
01-2-02610-220-000-00	OPERATIONS - Social Security	\$836.75	\$10,050.00	\$836.75	8.32
01-2-02610-230-000-00	OPERATIONS - Retirement	\$1,044.04	\$12,500.00	\$1,044.04	8.35
01-2-02610-270-000-00	OPERATIONS - Workers Comp	\$3,697.47	\$3,700.00	\$3,697.47	99.93
01-2-02610-410-000-00	OPERATIONS - Utility Services - Water & Sewage	\$1,347.90	\$15,000.00	\$1,347.90	8.98
01-2-02610-410-000-01	OPERATIONS - Utility Services - Culligan	\$151.00	\$1,500.00	\$151.00	10.06
01-2-02610-420-000-00	OPERATIONS - Cleaning Services - Garbage	\$874.33	\$13,000.00	\$874.33	6.72
01-2-02610-430-000-00	OPERATIONS - Repairs and Maintenance Services	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02610-490-000-00	OPERATIONS - Other Purchased Property Services	\$996.18	\$10,000.00	\$996.18	9.96
01-2-02610-520-000-00	OPERATIONS - Insurance - Property	\$27,107.00	\$27,200.00	\$27,107.00	99.65
01-2-02610-580-000-00	OPERATIONS - Travel	\$0.00	\$500.00	\$0.00	0.00
01-2-02610-610-000-00	OPERATIONS - General Supplies	\$2,615.38	\$16,750.00	\$2,615.38	15.61
01-2-02610-610-000-01	OPERATIONS - Janitorial Supplies	\$558.05	\$20,000.00	\$558.05	2.79
01-2-02610-621-000-00	OPERATIONS - Natural Gas	\$154.70	\$26,000.00	\$154.70	0.59
01-2-02610-622-000-00	OPERATIONS - Electricity	\$2,542.90	\$27,000.00	\$2,542.90	9.41
01-2-02620-430-000-00	MAINT BLDG - Repairs and Maintenance Services	\$561.49	\$20,000.00	\$561.49	2.80
01-2-02620-442-000-00	MAINT BLDG - Rentals of Equipment	\$0.00	\$2,500.00	\$0.00	0.00
01-2-02620-490-000-00	MAINT BLDG - Other Purchased Property Services	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02620-610-000-00	MAINT BLDG - General Supplies	\$62.00	\$15,000.00	\$62.00	0.41
01-2-02630-420-000-00	GROUNDS - Mowing - Contracted	\$800.00	\$5,000.00	\$800.00	16.00
01-2-02630-420-000-01	GROUNDS - Snow Removal - Contracted	\$0.00	\$5,000.00	\$0.00	0.00
01-2-02630-420-000-02	GROUNDS - Lawn Care - Contracted	\$0.00	\$10,000.00	\$0.00	0.00
01-2-02630-430-000-00	GROUNDS - Repairs and Maintenance Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02630-490-000-00	GROUNDS - Other Purchased Property Services	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02630-610-000-00	GROUNDS - General Supplies	\$49.10	\$3,000.00	\$49.10	1.63
01-2-02650-430-001-00	STAFF VEH - Repairs and Maintenance Services	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02650-626-001-00	STAFF VEH - Gasoline	\$103.16	\$1,000.00	\$103.16	10.31
01-2-02650-732-001-00	STAFF VEH - Vehicles	\$0.00	\$83,000.00	\$0.00	0.00
01-2-02660-330-000-00	SAFETY - Employee Training	\$0.00	\$1,000.00	\$0.00	0.00

01-2-02660-340-000-00	SAFETY - Safety Audits	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02660-490-000-00	SAFETY - Other Purch Property Svcs	\$0.00	\$2,000.00	\$0.00	0.00
01-2-02660-610-000-00	SAFETY - Supplies	\$0.00	\$10,000.00	\$0.00	0.00
	<b>Operations, Maint &amp; Grounds</b>	<b>\$63,093.84</b>	<b>\$550,000.00</b>	<b>\$63,093.84</b>	<b>0.11</b>
01-2-02710-110-001-00	BUSING - Salaries - Secondary	\$619.04	\$10,000.00	\$619.04	6.19
01-2-02710-110-002-00	BUSING - Salaries - Elem	\$4,173.27	\$37,000.00	\$4,173.27	11.27
01-2-02710-120-001-00	BUSING - Salaries - Subs - Secondary	\$112.20	\$1,000.00	\$112.20	11.22
01-2-02710-220-001-00	BUSING - Social Security - Secondary	\$55.83	\$750.00	\$55.83	7.44
01-2-02710-220-002-00	BUSING - Social Security - Elem	\$318.93	\$2,850.00	\$318.93	11.19
01-2-02710-230-001-00	BUSING - Retirement - Secondary	\$25.69	\$0.00	\$25.69	0.00
01-2-02710-230-002-00	BUSING - Retirement - Elem	\$25.15	\$100.00	\$25.15	25.15
01-2-02710-270-002-00	BUSING - Workers Comp - Elem	\$1,889.00	\$1,890.00	\$1,889.00	99.94
01-2-02710-290-001-00	BUSING - Reimb drivers licensing costs - Secondary	\$0.00	\$500.00	\$0.00	0.00
01-2-02710-290-002-00	BUSING - Reimb drivers licensing costs - Elem	\$0.00	\$500.00	\$0.00	0.00
01-2-02710-340-001-00	BUSING - Physicals - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02710-340-001-01	BUSING - Drug Testing - Secondary	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02710-340-002-00	BUSING - Physicals - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02710-340-002-01	BUSING - Drug Testing - Elem	\$0.00	\$1,000.00	\$0.00	0.00
01-2-02710-519-002-00	BUSING - Contracted Busing - Elem	\$0.00	\$3,000.00	\$0.00	0.00
01-2-02710-520-001-00	BUSING - Insurance - Buses and Vans - Secondary	\$2,904.00	\$3,000.00	\$2,904.00	96.80
01-2-02710-520-002-00	BUSING - Insurance - Buses and Vans - Elem	\$2,904.00	\$3,000.00	\$2,904.00	96.80
01-2-02710-610-001-00	BUSING - General Supplies - Secondary	\$0.00	\$100.00	\$0.00	0.00
01-2-02710-610-002-00	BUSING - General Supplies - Elem	\$2.12	\$49,560.00	\$2.12	0.00
01-2-02710-626-001-00	BUSING - Gasoline - Secondary	\$140.21	\$4,000.00	\$140.21	3.50
01-2-02710-626-002-00	BUSING - Gasoline - Elem	\$673.74	\$18,000.00	\$673.74	3.74
01-2-02710-810-001-00	BUSING - Dues & Fees	\$0.00	\$250.00	\$0.00	0.00
01-2-02730-430-000-00	BUSING - Repairs and Maintenance Services	\$1,380.00	\$30,000.00	\$1,380.00	4.60
01-2-02730-610-000-00	BUSING - General Supplies	\$6.99	\$500.00	\$6.99	1.39
	<b>Pupil Transportation</b>	<b>\$15,230.17</b>	<b>\$170,000.00</b>	<b>\$15,230.17</b>	<b>0.09</b>
01-2760-140-1-88	SPED TRANSP - SALARY	\$0.00	\$0.00	\$0.00	0.00
01-2760-210-1-88	SPED TRANSP - FICA	\$0.00	\$0.00	\$0.00	0.00
01-2760-220-1-88	SPED TRANSP - RETIREMENT	\$0.00	\$0.00	\$0.00	0.00
01-2760-334-1-88	SPED TRANSP - Reimb Mileage to Parent	\$0.00	\$0.00	\$0.00	0.00
	<b>SPED Transportation</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>\$0.00</b>	<b>#DIV/0!</b>
01-2-03535-650-002-00	HAL - Supplies - Technology- Elem	\$0.00	\$4,000.00	\$0.00	0.00

01-2-03535-810-001-00	HAL - Dues and Fees- Secondary	\$200.00	\$0.00	\$200.00	0.00
01-2-06200-111-002-00	TITLE - Salaries - Teachers	\$3,633.75	\$43,605.00	\$3,633.75	8.33
01-2-06200-211-002-00	TITLE - Group Insurance - BCBS - Teachers	\$0.00	\$10,450.00	\$0.00	0.00
01-2-06200-211-002-01	TITLE - Group Insur - LTD - Teacher	\$17.94	\$215.00	\$17.94	8.34
01-2-06200-221-002-00	TITLE - Social Security - Teachers	\$241.73	\$2,900.00	\$241.73	8.33
01-2-06200-231-002-00	TITLE - Retirement - Teachers	\$358.93	\$4,310.00	\$358.93	8.32
01-2-06200-271-002-00	TITLE - Workers Comp - Teachers	\$135.85	\$135.00	\$135.85	100.62
01-2-06200-610-002-00	TITLE - General Supplies	\$79.95	\$28,803.00	\$79.95	0.27
01-2-06406-591-002-00	IDEA PS - Speech Cont Svc Purch - ESU6	\$0.00	\$5,000.00	\$0.00	0.00
01-2-06406-610-002-00	IDEA PS - General Supplies	\$476.95	\$0.00	\$476.95	0.00
01-2-06408-111-002-00	IDEA BASE-EP - Salaries - Teachers	\$0.00	\$12,000.00	\$0.00	0.00
01-2-06408-112-002-00	IDEA BASE-EP - Salaries - Paras	\$4,670.66	\$42,035.00	\$4,670.66	11.11
01-2-06408-212-002-00	IDEA BASE-EP - Group Insurance - LTD - Paras	\$14.04	\$125.00	\$14.04	11.23
01-2-06408-221-002-00	IDEA BASE-EP - Social Security - Teachers	\$0.00	\$3,000.00	\$0.00	0.00
01-2-06408-222-002-00	IDEA BASE-EP - Social Security - Paras	\$320.22	\$2,885.00	\$320.22	11.09
01-2-06408-231-002-00	IDEA BASE-EP - Retirement - Teachers	\$0.00	\$3,500.00	\$0.00	0.00
01-2-06408-232-002-00	IDEA BASE-EP - Retirement - Paras	\$461.36	\$4,155.00	\$461.36	11.10
01-2-06408-591-002-00	IDEA BASE-EP - Speech Svcs Purch from ESU6	\$0.00	\$3,000.00	\$0.00	0.00
01-2-06408-610-002-00	IDEA BASE-EP - General Supplies	\$0.00	\$6,000.00	\$0.00	0.00
01-2-06992-734-001-00	REAP - Technology-Related Hardware- Secondary	\$0.00	\$15,000.00	\$0.00	0.00
01-2-06992-734-002-00	REAP - Technology-Related Hardware- Elem	\$0.00	\$15,200.00	\$0.00	0.00
	<b>Federal &amp; State Programs</b>	<b>\$10,611.38</b>	<b>\$206,318.00</b>	<b>\$10,611.38</b>	<b>0.05</b>
01-2-08000-912-000-00	Fund Transfers to School Nutrition Fund	\$0.00	\$45,682.00	\$0.00	0.00
01-2-08000-913-000-00	Fund Transfers to Activities Fund	\$5,000.00	\$30,000.00	\$5,000.00	16.66
	<b>IntraFund Support</b>	<b>\$5,000.00</b>	<b>\$75,682.00</b>	<b>\$5,000.00</b>	<b>0.07</b>
	<b>SEPTEMBER TOTALS</b>	<b>\$396,505.03</b>	<b>\$5,090,570.00</b>	<b>\$396,505.03</b>	<b>0.08</b>
	<b>Intrafund Transfers</b>				
01-2-09005-000-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund	\$9,635.45	\$0.00	\$9,635.45	0.00
01-2-09005-220-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA	\$596.78	\$0.00	\$596.78	0.00
01-2-09005-230-000-00	NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET	\$663.90	\$0.00	\$663.90	0.00
01-2-09006-000-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund	\$1,170.93	\$0.00	\$1,170.93	0.00
01-2-09006-220-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA	\$12.35	\$0.00	\$12.35	0.00
01-2-09006-230-000-00	NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET	\$17.29	\$0.00	\$17.29	0.00
	<b>TOTAL GENERAL FUND EXPENDITURES</b>	<b>\$408,601.73</b>	<b>\$5,090,570.00</b>	<b>\$408,601.73</b>	<b>0.08</b>

## Depreciation Fund

02-2-02900-610-001-00	DEPR - General Supplies	\$3,527.32	\$0.00	\$3,527.32	0.00
02-2-02900-732-001-00	DEPR - Vehicles	\$0.00	\$40,000.00	\$0.00	0.00
02-2-02900-732-002-00	DEPR - Vehicles	\$0.00	\$40,000.00	\$0.00	0.00
02-2-02900-734-001-00	DEPR - Technology-Related Hardware	\$0.00	\$100,000.00	\$0.00	0.00
02-2-02900-734-002-00	DEPR - Technology-Related Hardware	\$0.00	\$100,000.00	\$0.00	0.00
02-2-02900-739-001-00	DEPR - Equipment	\$0.00	\$10,000.00	\$0.00	0.00
02-2-02900-739-002-00	DEPR - Equipment	\$0.00	\$11,438.00	\$0.00	0.00
<b>TOTAL DEPRECIATION FUND</b>		<b>\$3,527.32</b>	<b>\$301,438.00</b>	<b>\$3,527.32</b>	<b>0.01</b>

## School Nutrition Fund

06-2-03100-110-001-00	SN - Salaries - Regular - Kitchen	\$7,780.97	\$65,000.00	\$7,780.97	11.97
06-2-03100-210-001-01	SN - Group Ins - LTD - Kitchen	\$19.95	\$200.00	\$19.95	9.97
06-2-03100-220-001-00	SN - Soc Sec - Kitchen	\$596.78	\$4,700.00	\$596.78	12.69
06-2-03100-230-001-00	SN - Retirement - Kitchen	\$663.90	\$5,200.00	\$663.90	12.76
06-2-03100-270-001-00	SN - Workers Comp - Kitchen	\$0.00	\$1,900.00	\$0.00	0.00
06-2-03100-610-001-00	SN - General Supplies	\$266.62	\$5,000.00	\$266.62	5.33
06-2-03100-630-001-00	SN - Food	\$7,241.91	\$57,000.00	\$7,241.91	12.70
06-2-03100-630-001-01	SN - Commodities	\$0.00	\$8,000.00	\$0.00	0.00
<b>TOTAL HOT LUNCH FUND</b>		<b>\$16,570.13</b>	<b>\$147,000.00</b>	<b>\$16,570.13</b>	<b>0.11</b>

## Bond Fund

07-2-05000-831-000-00	BF - Redemption of Principal	\$0.00	\$400,000.00	\$0.00	0.00
07-2-05000-832-000-00	BF - Interest on Long-Term Debt	\$0.00	\$132,225.00	\$0.00	0.00
07-2-05000-890-000-00	BF - Fees	\$0.00	\$331,275.00	\$0.00	0.00
					0.00
<b>TOTAL BOND FUND</b>		<b>\$0.00</b>	<b>\$863,500.00</b>	<b>\$0.00</b>	<b>0.00</b>

## Special Building Fund

08-2-02515-450-001-00	SB - Construction Services - Sec	\$1,250.00	\$0.00	\$1,250.00	0.00
08-2-02515-710-001-00	SB - Land and Improvements	\$25,585.63	\$125,000.00	\$25,585.63	20.46
08-2-02515-710-002-00	SB - Land and Improvements	\$25,585.62	\$125,000.00	\$25,585.62	20.46
08-2-02515-720-001-00	SB - Buildings	\$0.00	\$364,161.00	\$0.00	0.00
08-2-02515-720-002-00	SB - Buildings	\$0.00	\$364,161.00	\$0.00	0.00
<b>TOTAL SPECIAL BUILDING FUND</b>		<b>\$52,421.25</b>	<b>\$978,322.00</b>	<b>\$52,421.25</b>	<b>0.05</b>

# FRIEND PUBLIC SCHOOLS

Board of Education - Payments to be Approved  
10/14/2019

## Manual Checks/Funds Transfers done in September:

### GENERAL FUND

Payroll Fund	September payroll	\$	306,328.92
City Slickers	staff lunch - portion to be reimbursed	\$	600.00
Ne English Language Arts Council	quiz bowl regist - HAL	\$	100.00
Nebr Games & Parks	sophomore field trip	\$	34.00
		\$	<u>307,062.92</u>

### SPECIAL BUILDING FUND

Underwood Realty & Auction	purchase of 503 S Pine	\$	51,171.25	<i>approved at September BOE meeting</i>
		\$	<u>51,171.25</u>	

## October Presentations

### DEPRECIATION FUND

CDG-W	chromebook carts (qty 3)	\$	2,600.40
		\$	<u>2,600.40</u>

### SPECIAL BUILDING FUND

MMC Contractors	work on RTU's	\$	10,726.08
		\$	<u>10,726.08</u>

### GENERAL FUND

Activity Fund	October support	\$	2,000.00	
Beaver Hardware	supplies	\$	53.93	
Black Hills Energy	natural gas	\$	70.39	
Blick	art supplies	\$	1,072.00	
Cash-Wa Dist	preschool snacks	\$	250.37	
CDW-G	Chromebooks (qty 50) + licensing	\$	14,580.50	<i>REAP grant</i>
City of Friend	utilities	\$	4,028.12	
Complete Rural Medicine	DOT physical	\$	100.00	
Constellation	natural gas	\$	89.76	
Culligan	water softener	\$	167.75	
DAS State Acctg - State of Nebr	internet service - Aug & Sept	\$	458.64	
Decker Equipment	maint supplies	\$	425.99	
Dietze Music	supplies	\$	36.32	
Diversified Drug Testing	random drug testing	\$	390.00	
Eakes	copier supplies	\$	178.00	
Electronic Contracting Co	quarterly monitoring	\$	81.00	
ESU 4	DVLG annual dues	\$	7,000.00	
ESU 5	PowerSchool Consortium fee	\$	7,500.00	
ESU 6	tech, workshop	\$	4,735.10	
Farmers Union - Carquest	supplies	\$	32.97	
Five Star Truck Center	bus wash	\$	43.99	
Fleet	paint for FB field	\$	736.84	
Friend Comm Healthcare System	DOT physical	\$	100.00	
Hometown Leasing	copier lease	\$	743.44	

Hot Lunch Fund	October support	\$	7,000.00	
Hottovy, Amy	reimb mileage	\$	104.40	
IXL	SPED license -curriculum	\$	719.00	
J W Pepper	music	\$	345.98	
Jay or Krista Hitchcock	mow FB field - Aug & Sept	\$	1,600.00	
Jenn Nantkes	vision therapy	\$	371.56	
Jostens	state dance champ banner	\$	506.54	
Kirchhoff, Randy	reimburse bus wash	\$	36.00	
Kraus, David	reimb cell phone	\$	50.00	
Mark's	plumbing supplies	\$	58.05	
Menards - South	shop supplies	\$	108.48	
Nebr Labor Law Poster	publication	\$	79.50	
Nebraska Air Filter	RTU filters	\$	812.68	
Nebraska Council of School Admin	dues - Stutzman	\$	570.00	
Nebraska Safety Center	bus training video	\$	250.00	
Niemeier, Mary	reimb mileage	\$	127.60	
NWEA	MAP reading fluency tests	\$	756.00	
O'Keefe Elevator	monthly maint fee	\$	216.49	
Potter Repair	inspections, repairs	\$	4,720.70	
Presto-X	exterminator	\$	140.00	
Pyramid School Products	supplies	\$	44.35	coop
Quill	supplies	\$	112.05	
Qwik 6	fuel	\$	1,689.77	
Seward County Independent	publish legals, forms	\$	566.93	
Shred-it	garbage service	\$	110.39	
Time Management Systems	monthly admin fee	\$	64.26	
Unite Private Networks	WAN lease	\$	554.00	
Univ of Nebraska Lincoln	College Access Day registration	\$	75.00	
USBank VISA	activity purchases	\$	191.36	
USBank VISA	Qwik 6 - supplies	\$	91.16	
USBank VISA	Amazon - supplies	\$	428.64	
USBank VISA	Discount School Supply - refund sales tax	\$	(24.95)	
USBank VISA	Nebr School Counselor Assoc - regist	\$	180.00	
USBank VISA	Tobii Dynavox - SPED software	\$	99.00	
USBank VISA	iTunes - purchase apps	\$	5.98	
USBank VISA	Qwik6, Shell - gas for school vans	\$	86.46	
USBank VISA	Meals - Kraus, Pfeiffer - conf meetings	\$	21.69	
USBank VISA	Lego - HAL supplies	\$	387.38	HAL grant
USBank VISA	Dollar General - supplies	\$	59.80	
WageWorks	monthly admin fee	\$	187.50	
Waste Connections	garbage service	\$	874.33	
William V MacGill	nursing supplies	\$	178.88	
Windstream	telephone	\$	422.22	
York Elementary	workshop regist	\$	120.00	
		\$	<u>69,974.29</u>	
<b>Late Presentations:</b>				
Eakes	quarterly copier use	\$	2,095.02	
Dept of Labor - State of Nebraska	unemployment benefit	\$	37.51	
Edgerton Explorit Center	6th grade field trip - entry fees	\$	153.00	
		\$	<u>72,259.82</u>	

Personnel - All EmployeesFair Labor Standards Act (Minimum Wage & Overtime)

Work week: The work week for overtime purposes shall be 12:00 a.m. Sunday until 11:59 Saturday. The administration may establish a different 7-day period workweek from time to time for specified employees or employee groups.

Overtime: Overtime will be paid to non-exempt employees as required by law. Compensatory pay in-lieu of overtime pay may be implemented in accordance with law. A non-exempt employee shall not work overtime without the express approval of the employee's supervisor.

Salaried Basis: The District's policy is to not permit improper deductions from the salary of exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. (Teaching professionals are not subject to the "salaried basis" test). An employee who feels an improper deduction affecting exemption status has occurred may submit a complaint to the Superintendent or the Superintendent's designee, who shall promptly investigate the complaint. Reimbursement shall be made and a good faith commitment to comply in the future will be given in the event it is determined that an improper deduction affecting overtime exemption has been made.

The District's policy is to authorize unpaid disciplinary suspensions of a full day or more for infractions of workplace conduct rules and to apply such policy uniformly to all similarly situated employees, including exempt employees who are required to meet a "salaried basis" test for the exemption to be applicable. Unpaid disciplinary suspensions of a partial day or of a full day or more may be implemented for infractions of safety rules of major significance. Deductions of pay of a partial day or of a full day or more may be made for FMLA leaves and in the first and last weeks of employment. In addition, based on principles of public accountancy, deductions from pay of a partial day or of a full day or more will be made for absences for illness, injury or personal reasons when accrued leave is not used or not available, and for absences due to any budget-required furlough.

Legal Source:

Fair Labor Standards Act, 29 U.S.C. § 201 et seq.;  
29 CFR §§ 541.303; 541.602; 541.603; 541.710; 553.20-.28; and 771.105

Adopted: April 16, 2007

Board Review December 2011

Personnel - All EmployeesShredding Consumer Reports

It is the policy of Friend Public Schools to take reasonable measures to protect against unauthorized access to consumer information from consumer reports.<sup>1</sup> A consumer report includes criminal background checks performed on applicants or employees by a third party. It does not include criminal checks performed by school staff.

Reasonable measures to protect against unauthorized access to or use of consumer information in connection with its disposal include the following examples. These examples are illustrative only and are not exclusive or exhaustive methods for complying with this directive.

- (1) Shredding of papers containing consumer information so that the information cannot practicably be read or reconstructed. Burning or pulverising such papers are also options where appropriate.
- (2) Destruction or erasure of electronic media containing consumer information so that the information cannot practicably be read or reconstructed.
- (3) After due diligence,<sup>2</sup> entering into and monitoring compliance with a contract with another party engaged in the business of record destruction to dispose of material in a manner consistent with this directive.

This policy does not require that the consumer reports information be disposed of; rather, it specifies the action to be taken whenever such disposal occurs. Questions regarding the disposal of consumer reports information should be directed to the Superintendent or the Superintendent's designee.

Legal Reference:       FTC Rule on Disposal of Consumer Report Information and Records, 16 CFR Part 682

Date of Adoption: April 16, 2007

Board Review December 2011

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<sup>1</sup> "The term 'consumer report' means any written, oral, or other communication of any information by a consumer reporting agency bearing on a consumer's credit worthiness, credit standing, credit capacity, character, general reputation, personal characteristics, or mode of living which is used or expected to be used or collected in whole or in part for the purpose of serving as a factor in establishing the consumer's eligibility for . . . (B) employment purposes." Fair Credit Reporting Act, 15 U.S.C. § 1681a(3).

<sup>2</sup> The FTC rule states: "In this context, due diligence could include reviewing an independent audit of the disposal company's operations and/or its compliance with this rule, obtaining information about the disposal company from several references or other reliable sources, requiring that the disposal company be certified by a recognized trade association or similar third party, reviewing and evaluating the disposal company's information security policies or procedures, or taking other appropriate measures to determine the competency and integrity of the potential disposal company."

Personnel - All EmployeesSocial Security Numbers

Employee social security numbers shall be kept confidential to the extent required by law. Use of more than the last four digits of an employee's social security number shall be made by the District only for:

1. Legal Mandates. Compliance with state or federal laws, rules, or regulations.
2. Internal Administration. Internal administrative purposes, including provision of employee social security numbers to third parties for such purposes as administration of personnel benefits and employment screening and staffing. However, the internal administrative uses shall not permit use of employee social security numbers:
  - a. As an identification number for occupational licensing.
  - b. As an identification number for drug-testing purposes except when required by state or federal law.
  - c. As an identification number for District meetings.
  - d. In files with unrestricted access within the District.
  - e. In files accessible by any temporary employee unless the temporary employee is bonded or insured under a blanket corporate surety bond or equivalent commercial insurance.
  - f. For posting any type of District information.
3. Voluntary Transactions. Commercial transactions freely and voluntarily entered into by the employee with the District for the purchase of goods or services.

The District will not use or require an employee to use more than the last four digits of an employee's social security number District for:

1. Public Posting or Display. Any public posting or display available to the general public or to an employee's co-workers.
2. Internet Transmission. Transmission over the Internet unless the connection is secure or the information is encrypted.
3. Internet Access. To access an Internet web site unless a password, unique personal identification number, or other authentication device is also required to access the Internet web site.
4. Identifier. As an employee number for any type of employment-related activity.

Full implementation of this Policy shall occur by September 1, 2008.

Legal Reference:       Laws 2007, LB 674  
                              5 USCS § 552a (note) (Privacy Act of 1974)

Date of Adoption: April 14, 2008  
Board Review December 2011

Personnel - All EmployeesMilitary and Family Military Leave

Military leave and family military leave will be granted to the extent required by state and federal law.

Employees must notify the Superintendent as soon as they receive notification of activation.

Employees will attach a copy of their orders to a district leave request form when they prepare the request for military leave.

Employees requesting to take family military leave must notify the Superintendent at least 14 days in advance of taking such a leave if the leave will be for 5 or more consecutive days, consult with their supervisor to schedule the leave so as to not unduly disrupt operations of the school, and for leaves of less than 5 days, notify the Superintendent of the leave request as soon as practicable.

**Legal Reference:** Neb. Rev. Stat. §§ 455-160 to 55-166 and LB 497  
38 USC Sections 4301 to 4333

Date of Adoption: April 14, 2008  
Board Review December 2011

**APPLICATION FOR LEAVE UNDER THE FAMILY MILITARY LEAVE ACT**

**EMPLOYEE** \_\_\_\_\_ **POSITION** \_\_\_\_\_

**LEAVE REQUESTED:** I request to take a family military leave.  
Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_

**SPOUSE OR CHILD DEPLOYED:** \_\_\_\_\_ [Insert Full Name]  
is: \_\_\_ My Spouse \_\_\_ My Child (*Check One*) and has been called to military service lasting 179 days or longer with the state or United States pursuant to the orders of the \_\_\_ Governor or the \_\_\_ President of the United States. The dates the deployment orders are in effect are: \_\_\_\_\_ (Start Date) \_\_\_\_\_ (End Date).

**CERTIFICATION:** I certify that the above information is correct. I understand that the family military leave is unpaid. I understand that my benefits will be continued. I will be responsible for my share of health or other insurance premiums. I will on request submit certification from the proper military authority to verify eligibility for the family medical leave.

**DATED** this \_\_\_ day of \_\_\_\_\_, 20\_\_\_.

SIGNED BY: \_\_\_\_\_  
Employee

**ACTION ON FAMILY MILITARY LEAVE REQUEST**

Your leave request is:

- \_\_\_\_\_  Granted
- \_\_\_\_\_  Pending. Will be acted on after you submit certification from the proper military authority to verify the deployment orders.
- \_\_\_\_\_  Denied for the reason(s) that:
  - \_\_\_\_\_  You failed to give the required advance notice.
  - \_\_\_\_\_  The requested leave schedule would unduly disrupt operations of the school. Please contact me to consult about alternative scheduling.
  - \_\_\_\_\_  You are not eligible for family military leave.

Comments: \_\_\_\_\_.

**DATED** this \_\_\_ day of \_\_\_\_\_, 20\_\_\_.

**BY:** \_\_\_\_\_  
Superintendent

Personnel - All EmployeesNotification of Arrest, Criminal Charges, and Certificate, License or Child Abuse Complaints

Employees must notify the Superintendent by the next working day after:

1. Arrest or Criminal Charges. The employee is arrested, ticketed, or issued a criminal charge where:
  - a. The maximum penalty for the crime equals or exceeds six months incarceration;
  - b. The crime relates to abuse, neglect or endangerment of a minor, a minor was allegedly a victim or a witness, or the crime involves alleged sexual misconduct;
  - c. Conviction would impact performance of employee's job responsibilities, including offenses that:
    - i. Would impact the responsibility to be a role model for students;
    - ii. Would impact the employee's ability to operate a motor vehicle if the employee at times needs to travel during duty time or the employee at times drives our students, including on extracurricular activities; or
    - iii. Would impact the employee's Commercial Drivers License if the employee's job requires that the employee have a CDL.
  - d. The arrest or the alleged criminal activity occurred while the employee was on duty, on school property or in a school owned or utilized vehicle, or at a school-supervised activity or school-sponsored function.
  - e. Employees must also promptly report to the Superintendent whenever the employee has been sentenced to be incarcerated for any period of time, even if the offense was not otherwise reportable.
2. Certificate or License. The employee becomes aware that a complaint has been filed against the employee that could affect a certificate or license required for the employee's position. This includes proceedings of the Nebraska Department of Education related to an alleged violation of the NDE Standards of Conduct and Ethics, Chapter 27, and proceedings of the Health and Human Services related to an alleged violation of the professional standards of conduct for the employee's position.
3. Child Abuse. The employee becomes aware that a report of child abuse or neglect has been made against the employee under the Child Protection Act.

Further, employees must give full disclosure of any Child Protection Act investigation that resulted in an "inconclusive" determination that occurred at any time. Current employees must give such disclosure within ten days following adoption of this Policy. As a condition of employment, applicants for employment must give such disclosure

prior to commencement of employment. Any hiring made without such disclosure shall be subject being immediately revoked in the event the required disclosure was not given.

Employees must give full disclosure of the existence and nature of the above proceedings and must also promptly notify the Superintendent of the disposition of the proceedings.

Legal documents relating to the proceedings shall be treated and maintained as part of the employee's confidential criminal background file.

Failure to notify as required under this policy may subject the employee to disciplinary action, up to and including termination.

Date of Adoption: April 14, 2008  
Board Review December 2011

Personnel - All Employees

Prohibition on Aiding and Abetting Sexual Abuse

A school employee, contractor, or agent of the school district is prohibited from assisting another school employee, contractor or agent in obtaining a new job if the individual knows or has probable cause to believe, that such other employee, contractor, or agent engaged in sexual misconduct with a minor or student in violation of the law.

“Assisting” does not include the routine transmission of administrative and personnel files.

Exceptions to giving such assistance may only be made where the exception is authorized by the Every Student Succeeds Act (for example, where the matter has been investigated by law enforcement and the person has been exonerated and approved by the Superintendent or designee.)

Legal Reference: ESSA sec. 8038, § 8546

Date of Adoption: July 2016

Personnel - All EmployeesWorkplace Privacy Policy

1. The District will abide by the Nebraska Workplace Privacy Act and will not:
  - a. Require or request that an employee or applicant provide or disclose any user name or password or any other related account information in order to gain access to the employee's or applicant's personal Internet account by way of an electronic communication device;
  - b. Require or request that an employee or applicant log into a personal Internet account by way of an electronic communication device in the presence of the District in a manner that enables the District to observe the contents of the employee's or applicant's personal Internet account or provides the District access to the employee's or applicant's personal Internet account;
  - c. Require an employee or applicant to add anyone, including the District, to the list of contacts associated with the employee's or applicant's personal Internet account or require or otherwise coerce an employee or applicant to change the settings on the employee's or applicant's personal Internet account which affects the ability of others to view the content of such account;
  - d. Take adverse action against, fail to hire, or otherwise penalize an employee or applicant for failure to provide or disclose any of the information or to take any of the actions prohibited by the Workplace Privacy Act.
  - e. Require an employee or applicant to waive or limit any protection granted under the Workplace Privacy Act as a condition of continued employment or of applying for or receiving an offer of employment.

Notwithstanding anything to the contrary, all employees must abide by the District's technology policies, procedures and guidelines, including the District's Internet Use policy and/or practice. Pursuant to the Workplace Privacy Act, the District may also:

- a. Monitor, review, access, or block electronic data stored on an electronic communication device supplied by or paid for in whole or in part by the District or stored on the District's network, to the extent permissible under applicable laws;
- b. Access information about an employee or applicant that is in the public domain or is otherwise obtained in compliance with the Workplace Privacy Act;
- c. Conduct an investigation or require an employee to cooperate in an investigation if the District has specific information about potentially wrongful activity taking place on the employee's personal Internet account, for the purpose of ensuring compliance with applicable laws, regulatory requirements, or prohibitions against work-related employee misconduct;
- d. Any other reason permitted by the Workplace Privacy Act.

Legal Reference:       Laws 2016, LB 821

Date of Adoption:     July 2016

Personnel - Certificated Employees

Qualifications for Appointment as Teacher

To be eligible for appointment as a teacher, an applicant must have a minimum of a Bachelor's Degree from an accredited or approved college or university and have a current teaching certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: 79-801 et. seq.

Date of Adoption: April 16, 2007  
Board Review April 2013

Personnel - Certificated Employees

Qualifications for Appointment to Administrative and Supervisory Positions

To be eligible for appointment to any administrative or supervisory position, an applicant must have a minimum of a Master's Degree from an accredited institution of higher learning with graduate training in educational supervision and administration from an accredited or approved college or university and have a current Administrative and supervisory certificate from the State of Nebraska, Department of Education (or provide satisfactory evidence that these requirements will be in place prior to commencement of duties), and such other certification or license as may be required by law.

Legal Reference: 79-801 et. seq.

Date of Adoption: April 16, 2007  
Board Review April 2013

Personnel - Certificated EmployeesContract

Certificated employees shall be recommended for hiring by the Superintendent with the final approval by the Board of Education prior to hiring. Final approval must be made by formal motion of the Board of Education. The final approval by the Board of Education should generally follow closely the recommendation of the Superintendent whenever possible, but such approval of recommendation is not mandatory on the Board of Education.

All contracts for employment of a teacher or administrator to be effective must meet the following conditions:

1. The contract must be in writing and contain such provisions as are required by law.
2. The employed person must hold a valid teaching or administrative certificate at all times.
3. The employed person must not be under contract to another district in this state.
4. The contract must be approved by at least four (4) school Board members and signed by a designated member of the Board.

No member of the Board of Education may cast a vote in favor of the election of any teacher when such member of the Board is related to him or her or to the majority of the Board by blood or marriage.

Legal Reference:   Neb. Rev. Stat. § 79-817  
                          Neb. Rev. Stat. § 79-818  
                          Neb. Rev. Stat. § 79-819

Date of Adoption: April 16, 2007  
Board Review April 2013

Personnel - Certificated Employees

Certification

Each certified staff member shall hold at all times a valid Nebraska teaching or administrative certificate.

Legal Reference: 79-802

Date of Adoption: April 16, 2007  
Board Review April 2013

Personnel - Certificated Employees

Release from Contract

Prior to May 1, teachers who wish to be released from their contract shall be released there from upon written request filed with the Board. Release from contract after May 1, and prior to July 1, a teacher will be granted a release only after a satisfactory replacement has been employed. There shall be no penalty for release from a contract.

After July 1, the Board reserves the right to refuse such request by authority granted by Nebraska School Law.

Date of Adoption: July 13, 2013

# **Exeter-Milligan and Friend Public Schools 8-Man Football Cooperative Sponsorship 2020 and 2021**

## **Purpose:**

The philosophy of Exeter-Milligan and Friend Public Schools is to provide an opportunity for students to participate in a variety of activities. Through cooperative sponsorship, the opportunity for student participation is to be maintained or increased. The cooperative agreement may be voided or modified at any time by mutual agreement of both schools and approval by majority vote of the Boards of Education of both school districts. No other cooperative agreement in the same activity may be made with another school during the terms of this cooperative agreement.

## **General Guidelines**

- The cooperative agreement for **High School 8-Man Football** shall be for the **2020-21 and 2021-22 school years (the two year NSAA cycle)**.
- Exeter-Milligan Public School shall be responsible for the following:
  - **Designated the NSAA host school district**
  - Scheduling of contests
  - Contracting of officials
  - Supplying the head coach and up to two (2) assistant coaches
- Friend Public School shall be responsible for the following:
  - Supplying up to two (2) assistant coaches
- Each individual school district will be responsible for the following:
  - Transportation to practice and games for their respective athletes
    - Other arrangements may be made for game day transportation (ride together, etc)
  - Individual coaching salaries and contracts (as described above)
  - Materials, supplies, equipment for their respective student-athletes
  - Insurance costs/coverage
- All receipts shall be shared equally.
- All expenses (besides those listed above) shall be shared equally.
- Home regular season games shall be evenly shared between the two schools. Ex – if there are four (4) home contests, each shall host two (2).
  - The decision of when each school shall host shall be a mutual decision. Factors that will be used in this decision may include traditional rivalries, visiting team travel, etc. If a decision cannot be mutually agreed to, the final decision rests with the Exeter-Milligan administration.
  - If there are an odd number of home regular season contests, then the process of hosting the extra home game will be decided as how the first home playoff game would be decided.
  - JV home contests shall be made on a yearly basis as described above.
- Host site playoff contests shall be determined as such:
  - In even years (2020, 2022, etc) – Exeter-Milligan shall host the first home playoff contest. Each remaining home contest shall alternate.
  - In odd years (2021, 2023, etc) – Friend shall host the first home playoff contest. Each remaining home contest shall alternate.
  - Home site state playoff receipts shall be split evenly between the schools.
  - Playoff receipts for away games shall be split evenly between the schools
- Practice and “home” performance locations will be determined at the beginning of each season
- School Identity –
  - EMF (Exeter-Milligan/Friend)
  - Colors – Black and Silver (as determined by student vote on Friday, Nov 3, 2017)
  - Mascot – Bobcats (as determined by student vote on Friday, Nov 3, 2017)

76-0068, Friend Public School

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Date

30-0001, Exeter-Milligan Public School

\_\_\_\_\_  
Board President

\_\_\_\_\_  
Date

**We are committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning**

**Mission Statement**

Committed to engaging all students, staff and community to ensure a diverse education through a culture of life-long learning.

**Accreditation**

Friend Public School is accredited by the State of Nebraska and will utilize the Nebraska Framework.

**Our District**

Friend Public Schools is a state accredited Class 3 district located in the community of Friend on Highway 6 in the northwest corner of Saline County. The majority of the economic base for the 99 square mile school district is agricultural or ag - related. Adding to the \$464 million district valuation are locally owned industries and businesses.

The five year average (2014-2019) for PreK-12 enrollment is 260 students. Currently, there are 25 certificated teachers on staff, including two administrators. Certificated staff to student ratio, based on the five-year average, is one teacher to every 10 students. The district is using the NWEA MAP online assessments for norm-referenced testing. Students in grades 2-12 are tested two times a year providing a beginning of the year baseline score and an outcome score in the areas of reading, language, math, and science.



Jamie Tuttle, Nancy J. Vossler, Scott Spohn, Scott Vyhnaek, Paul Segner, Nate Klenke

**Board of Education**

Paul Segner	President
Scott Spohn	Vice President
Nancy Vossler	Treasurer
Nate Klenke	Member
Scott Vyhnaek	Member
Jamie Tuttle	Member

**Administration**

David Kraus	Superintendent
Liz Stutzman	K-12 Principal
Amy Hottovy	Counselor
Jim Pfeiffer	Activities Director



**Friend Public Schools**

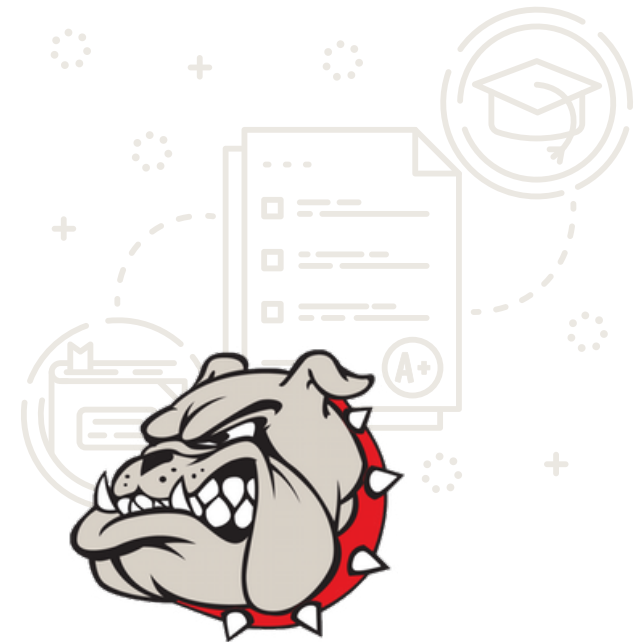
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[www.friendbulldogs.org](http://www.friendbulldogs.org)

| [www.friendbulldogs.org](http://www.friendbulldogs.org)

**Friend Public Schools**



**Annual Report | 2018-19**



## Friend Demographics

### Enrollment: 2018-2019

Grade	Total
PreSchool	28
K-6	122
7-8	37
9-12	65
<b>Total</b>	<b>252</b>

### Attendance

**96%** of the K-12 students were in school every day.

### Student Characteristics

**37%** of our students are eligible for **Free & Reduced Meals.**

**18%** of our students receive **Special Education Services.**

### Transportation



**Friend School District** covers 99 square miles with land in Saline, Seward, and Fillmore counties. There were two bus routes that served our students.

### Testing

#### Junior ACT Results

English Language Arts	<b>16.5</b>
Math	<b>17.2</b>
Science	<b>17.6</b>

#### NSCAS State Assessments

Combines Results for All Grades Tested. Percent Proficient.

English Language Arts	<b>50%</b>
Math	<b>64%</b>
Science	<b>63%</b>



## Financial Information

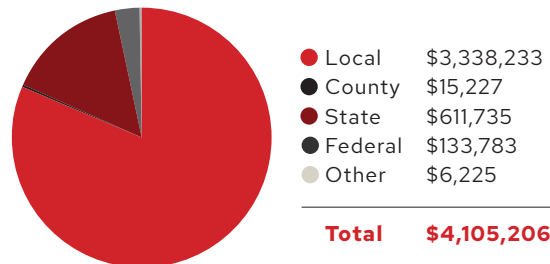
### 2018-19 Valuations

Saline County	\$395,960,836
Seward County	\$65,846,060
Fillmore County	\$2,655,477
<b>Total</b>	<b>\$464,462,373</b>

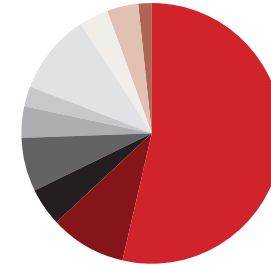
### Tax Rates to Fund Levies

General Fund	\$0.7498
Bond Fund	\$0.1207
Special Building Fund	\$0.0108
<b>Total</b>	<b>\$0.8813</b>

### Receipts



### Expenditures



All Instruction	\$2,175,858
Support Services - Students	\$384,201
Support Services - Staff	\$188,103
General Administration	\$265,561
Principal	\$159,123
Business	\$111,793
Maintenance & Operation	\$394,521
Student Transportation	\$146,635
State Categorial	\$3,281
Federal Programs	\$166,213
Transfers	\$57,000

**Total \$4,052,293**



# Friend Public Schools



## Friend Public Schools Mission

“Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.”

## 2017-2020 Strategic Plan

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David Kraus, Superintendent

Liz Stutzman- Principal

Amy Hottovy- Counselor

## Board of Education

Paul Senger, President

Scott Spohn, Vice President

Nate Klenke

Jamie Tuttle

Nancy Vossler

Scott Vyhnalek

## Introduction

The school district Mission, Beliefs, and Priorities impact the student's development, learning and achievement. The Friend Strategic Plan is intended to assist the board, administrators, and staff in their responsibility to create and sustain a school district in which students are engaged and learning.

Public education is a complex and ever-changing environment in which educators must remain focused and poised to meet the total needs of all students. To ensure the school district is preparing for the future the board and administration must analyze district needs, growth, and stakeholder feedback to make certain the district provides a quality education in a safe learning environment.

In December of 2016, the Friend Board of Education initiated the development of the Strategic Plan to guide the vision and direction of education for Friend Public Schools. The importance of this endeavor will result in an actionable plan that aligns to the mission and beliefs of the school district.

To ensure a comprehensive and collaborative process, the board and superintendent have committed to engaging an extensive group of community stakeholders to contribute to the discussion of Friend Public Schools' needs and its future growth. Stakeholders involved included, but were not limited to students, all staff, parents, community members, and business leaders. In addition, the Strategic Core Committee, provided a diverse representation of internal and external stakeholders working collaboratively with district leadership to identify Friend priorities, goals, and outcomes. Because the process of developing a strategic plan is completed in a manner where broad consensus is reached, this ensures the plan accurately reflects the priorities of the community and will be used to guide administrative decision-making, policy development, and the allocation of district resources.

The collaborative work of the Strategic Core Committee, staff, community, administration, and Board of Education yielded the following direction:

## Friend Public Schools Mission Statement

Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.

## Friend Public Schools Belief Statements

- We believe each individual has value and dignity and is capable of life-long learning.
- We believe in sustaining a progressive learning environment that is physically and emotionally safe for learning.
- We believe education is a collaborative community responsibility.
- We believe every student needs to be invested in all areas of their educational experience.

## Friend Public Schools – Strategic Plan

### **Priorities, Objectives, Strategies, and Performance Indicators**

The Strategic Planning process enabled the district to identify needs and establish Priorities. To have an impact on student learning, however, a strategic plan must include a plan of action for affecting change. In the following Strategic Plan, each Priority is further defined in the form of an Objective. Each Objective states, with specificity, a goal that when achieved, will have a direct impact on FPS' ability to meet its mission. For each Objective, Strategies have been created that define the action necessary to meet the objective. Each Strategy is expressed through manageable and measurable action steps ("Performance Indicators").

### **Implementation of the Strategic Plan**

This strategic plan represents the district's collective resolve to engage and empower all students. The Priorities, Objectives, and Strategies set forth below are the building blocks of the path the district has laid out to achieve its mission. Fulfilling the mission depends on more than just designing a path – the district must dedicate itself, at every level, to the consistent and effective implementation of the specific strategies and measurable action steps (Performance Indicators) and work to integrate the strategic plan into the regular operation of the district.

To ensure the success and implementation of the Friend Strategic Plan, district leadership will:

- A. Assign staff to manage and oversee Measures and Objectives
- B. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- C. Commit resources needed to ensure the progress and success of the plan

- D. Align the plan to the Board's Annual Calendar and Monthly Meeting Agenda to measure progress and success of the plan
- E. Communicate progress of the plan to internal and external stakeholders annually

## Strategic Plan Terms

### Priority

The FPS Priorities highlight the areas the district will build upon to support the mission and vision of the school district.

### Objective

The objective states the area of focus and outcome that FPS will achieve.

### Strategy

The strategy provides detail of how the objective will be met.

### Performance Indicator

The performance indicators identify specific tasks, assignments, or action staff members will follow to realize the stated objective and strategy.

### Program/Building Level

The Program/Building Level identifies the point of impact.

### Responsible

The assigned responsibility is to ensure progress/success of the Indicator.

### Target Date

The Target Date identifies when the indicator is to be assessed for progress and/or a target completion date.

### Funding

The Funding identifies an approximate figure for how the program/service will impact district resources.

### Evidence of Progress

The Evidence of Progress identifies the action that has been taken to meet the Indicator.

## Friend Strategic Plan Framework

### Priority I: Academics

Objective: To refine and continue to put into practice a system of curriculum, instruction, and assessment that enables each student to be engaged in challenging, creative, and rigorous learning experiences throughout the district.



**Strategy 1.1: Implement and follow a common vision of instruction to support student transitions and success.**

**Strategy 1.2: Provide a standards-based curriculum that aligns to the NDE State Standards and best practice for all PK-12 students.**

**Strategy 1.3: Analyze data, including formative and summative assessments to inform staff and students with timely and relevant feedback to improve both instruction and student learning and achievement.**

**Strategy 1.4: Develop Student Learning Objectives to measure the student academic growth and to measure progress of each student.**

**Strategy 1.5 Consider expanded curriculum to enhance the learning environment for all students.**

**Strategy 1.6: Develop learning opportunities to include college/career readiness skills and knowledge to enhance the K-12 learning experience.**

**Strategy 1.7: Develop a Professional Development Plan to guide the value and purpose of staff learning and to support allocation of district resources.**

## Priority II: Student Support Services

Objective: To provide opportunities for students to advance their individual academic knowledge, skills, and abilities.

**Strategy 2.1: Implement expanded learning opportunities for students who may benefit from alternative curriculum to support their abilities and needs.**

**Strategy 2.2: Implement an LLI Reading Program to support struggling readers through small group instruction and support.**

**Strategy 2.3: Implement a Student Assistance Team Program to support successful student learning.**

**Strategy 2.4: Implement the Multi-Tiered Support System model to accelerate academic and behavioral instruction and intervention based upon each student's identified needs.**

**Strategy 2.5: Provide a High-Ability Learning (HAL) Program to challenge identified students to advance their individual academic knowledge, skills, and abilities.**

**Strategy 2.6: Grow and sustain the Food Service Programs to support student nutrition and academic success.**

### Priority III: Human Resources

Objective: To cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support skills, knowledge, and application of instruction.

**Strategy 3.1: Create and implement school-based Professional Learning Communities (PLC's) comprised of school administrators and certified staff to support quality instruction, successful student learning and achievement, student and family engagement, and effectiveness of staff training.**

**Strategy 3.2: Ensure the district cultivates a supportive and conducive environment for learning for all students.**

### Priority IV: Communication

Objective: To develop plans to improve and grow district communications with staff, students, parents, community, and business leaders to ensure engagement that supports student learning and achievement.

**Strategy 4.1: Appoint and organize a Communications Committee made up of administrators, staff members, board members, students, parents, and community members to address what effective, timely, complete information must be included in district communications to improve and grow district communications and how communication will be dispersed.**

**Strategy 4.2: Identify and address opportunities to grow and improve staff engagement.**

**Strategy 4.3 Cultivate a conducive environment for building positive relationships to support the efficiency and quality of education provided by Friend Public Schools.**

## Priority V: Technology

Objective: To build and sustain a district technology framework that supports effective instruction, curriculum, and growth and improved student learning outcomes.

**Strategy 5.1: Develop and sustain a short and long-term plan to grow and improve technology integration in each classroom.**

**Strategy 5.2: Use integrated technology to engage and inspire students to support instruction and growth of learning.**

**Strategy 5.3: Provide professional development to assist staff in integrating technology to enhance instruction and student learning and achievement.**

## Priority VI: Board Policy

Objective: To develop and adopt a methodology to review, update, and define Board Policy to support district protocol and procedures.

**Strategy 6.1: Review the district policy manual to ensure the accuracy and content.**

**Strategy 6.2: Implement a board adopted grading policy to ensure consistency, expectations, and system beliefs.**

## Priority VII: District Resources

Objective: To ensure fiscal accountability and efficiency to support a quality education for the students of Friend Public Schools.

**Strategy 7.1: Develop and align the annual budget to the district mission, vision, and goals.**

**Strategy 7.2: Sustain district facilities to support a quality and safe learning environment.**



PRIORITY		DEVELOPED			
I: Academics		August 2017			
Objective: Progress: To refine and continue to put into practice a system of curriculum, instruction, and assessment that enables each student to be engaged in challenging, creative, and rigorous learning experiences throughout the district.					
Strategy 1.1: Implement and follow a common vision of instruction to support student transitions and success.					
INDICATORS	1.1 (a) Examine and study successful instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (b) Define and adopt the components of a successful instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (c) Engage staff to develop an understanding of why a shared and common vision is critical for student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

INDICATORS	1.1 (d) Develop and implement a professional development plan to support proper training and implementation of the districtwide initiative.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (e) Work with staff to identify focus areas/goals relative to the districtwide instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (f) Conduct walk-throughs to ensure and assess staff is in compliance with building focus areas to compile data to report on compliance.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (g) Monitor and assess the trends of each building to analyze how effectively the instructional framework has been implemented and the overall progress/success of each building in meeting the identified goals/focus areas identified.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (h) Assess the results realized in each to building/district as a result of the instructional framework/best practice and the impact to student engagement and learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.1(i) Evaluate the effectiveness and sustainability of the district instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.2: Provide a standards-based curriculum that aligns to the NDE State Standards and best practice for all PK-12 students.**

<b>INDICATORS</b>	1.2(a) Develop a systematic approach for the review and adoption of all curriculum.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(b) Create PK-12 teams to support the philosophy, beliefs, and curriculum area.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(c) Ensure the curriculum is aligned within and across all content areas and at grade level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(d) Differentiate curriculum to engage all learners including, but not limited to, students with identified special needs.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(e) Evaluate the effectiveness of the Curriculum Review and Alignment process.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.3: Analyze data, including formative and summative assessments to inform staff and students with timely and relevant feedback to improve both instruction and student learning and achievement.**

<b>INDICATORS</b>	1.3(a) Design and adopt a school calendar to ensure staff the time and resources necessary to analyze student data.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(b) Develop and implement formative and summative assessment resources to support data analysis.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(c) Utilizing data analysis, implement instructional practices and best practice methodologies to support the use of data to lead instructional growth that motivates and inspires students to achieve their academic potential.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(d) Develop student targets/benchmarks based upon the data analysis to measure progress and success of instruction and student achievement.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(e) Develop building level goals in response to the analysis of data and the defined student targets.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.3(f) Monitor and assess the progress toward goals and the achievement of student targets to validate the impact of change and growth of student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(g) Evaluate the effectiveness of district data analysis process, schedule, and outcomes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.4: Develop Student Learning Objectives to measure the student academic growth and to measure progress of each student.**

<b>INDICATORS</b>	1.4(a) Define clear Student Learning Objectives to support what a teacher can accomplish with his/her students during the course of a semester.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.4(b) Monitor and assess the progress of Student Learning Objectives to validate progress and that they support challenging and yet realistic learning expectations.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.4(c) Assess student progress according to the identified Student Learning Objectives.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.4(d) Review progress and identify next steps including new Student Learning Objectives or appropriate modifications to support challenging and yet realistic learning expectations.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.4(e) Evaluate and assess the impact of Student Learning Objectives and the outcome as a result of implementing this practice.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.5 Consider expanded curriculum to enhance the learning environment for all students.**

INDICATORS	1.5(a) Increase the opportunities for students to participate in college level coursework at the high school level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.5(b) Identify methods of expanding the coursework and partners to support the initiative.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.5(c) Modify the high school class schedule to support and enable students to participate in the expanded college coursework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.5(d) Evaluate the growth, expansion, and effectiveness of the modifications.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.6: Develop learning opportunities to include college/career readiness skills and knowledge to enhance the K-12 learning experience.**

<b>INDICATORS</b>	1.6(a) Develop a college/career readiness committee (Note: including, but not limited to administrators, staff, board members, community members, and students) to study and assess current district initiatives, curriculum, and programs that meet the criteria for college/career preparation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.6(b) Establish how the district might expand learning opportunities to expose students to the non-traditional employment opportunities that exist within the school district and surrounding areas.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

INDICATORS

1.6(c) Initiate and encourage college visits at the Junior High Level to expose students to the environment and to expand their knowledge of the career options that may be acquired through local post-secondary institutions.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
1.6(d) Invite high school graduates to return and engage Junior High and High School students during the break following their freshmen semester to address the value of scholarships, participating in high level classes at the high school level, academic performance starting at Junior High, study skills, etc.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
1.6(e) Establish and grow job shadowing in area businesses, mentor/internships with local independent business owners, career day for Junior and High School students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.7: Develop a Professional Development Plan to guide the value and purpose of staff learning and to support allocation of district resources.**

<b>INDICATORS</b>	1.7(a) Develop a Professional Development Plan aligned to district initiatives to grow the skills and knowledge of staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.7(b) Identify and allocate district funds to support the Professional Development Plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.7(c) Present the Plan to the Board for adoption.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.7(d) Monitor and assess the effectiveness of the Plan to validate the benefit and outcomes realized through purposeful and planned Professional Development.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
II: Student Support Services		August 2017			
Objective: To provide opportunities for students to advance their individual academic knowledge, skills, and abilities.					
Strategy 2.1: Implement expanded learning opportunities for students who may benefit from alternative curriculum to support their abilities and needs.					
INDICATORS	2.1 (a) Assess and identify the components of a quality Life Skills program and curriculum to support the unique needs of students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.1 (b) Develop a plan to implement the program including funding, curriculum, staff, and facility needs.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.1 (c) Implement, monitor, and assess the quality and effectiveness of the program to ensure it the service meets the identified needs of our students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 2.2: Implement an LLI Reading Program to support struggling readers through small group instruction and support.**

INDICATORS	2.2(a) Assess options for implementing an LLI Reading Program at the Junior/High School level to provide daily interventions for students who struggle with Reading and Writing at grade level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(b) Design district level standards for implementation, train staff, and establish program goals to support a purposeful and effective LLI Reading Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(c) Introduce the LLI Reading Program initially at the Junior High level and collect data to support the impact of the initiative and identify areas of growth.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(d) Monitor and assess the student outcomes realized through his/her participation in the LLI Reading Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(e) Evaluate and assess the LLI Reading Program prior to growing and expanding into the High School level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.3: Implement a Student Assistance Program to support successful student learning.

INDICATORS	2.3(a) Research, study, and consider the development of SAT (Student Assistance Team) to mediate and assess appropriate problem-solving interventions and strategies to support student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(b) Appoint a SAT Coordinator supported by a job description and evaluation tool to assess progress and success of the leadership role and effectiveness of the SAT Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(c) Define protocol and procedures to be followed at each level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(d) Adopt resources to identify students who will benefit from the SAT support.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(e) Evaluate the effectiveness of the SAT Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.4: Implement the Multi-Tiered Support System model to accelerate academic and behavioral instruction and intervention based upon each student's identified needs.

INDICATORS	2.4(a) Provide a structured professional development plan to train staff and administrators on the key components of MTSS, pre-integration, and implementation of the model.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(b) Include training and education through the staff onboarding process to ensure all personnel understand and are equipped to integrate this form of instruction and intervention effectively.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(c) Ensure that effective and purposeful assessment resources are identified and available to staff to support the implementation of the MTSS model.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(d) Provide training and support for teachers to ensure consistent evidence-based interventions are utilized districtwide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	2.4(e) Implement best practice progress-monitoring to ensure interventions are effective and yield the desired outcome.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(f) Engage and provide parents/guardians with the defined criteria of the MTSS model to support discussion of their child's behavior and/or success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(g) Evaluate the effectiveness of the MTSS model.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 2.5: Provide a High-Ability Learning (HAL) Program to challenge identified students to advance their individual academic knowledge, skills, and abilities.**

INDICATORS	2.5(a) Research, study, and assess the structure and program content to support a districtwide HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.5(b) Appoint a HAL Coordinator supported by a job description and evaluation tool to assess progress and success of the leadership role and effectiveness of the HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

2.5(c) Define protocol and procedures to be followed in each learning facility providing the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(d) Identify, engage, and train staff to facilitate the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(e) Adopt assessment resources to identify students who will benefit from advanced differentiation and curriculum content provided by the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(f) Develop differentiated instructional strategies, curriculum content, and pacing guides to support implementation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(g) Provide professional development opportunities to support staff in their work with students in the HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(h) Evaluate the effectiveness of the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.6: Grow and sustain the Food Service Programs to support student nutrition and academic success.

INDICATORS	2.6(a) Identify producers/donors to support the Meat Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(b) Assess the community need and program qualities the district must consider when implementing a Breakfast Program for students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(c) Engage staff in the discussion and study of the funding and staffing needs this program will require if implemented.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(d) Develop and implement a Grab and Go Breakfast to support the nutrition and academic success of students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(e) Implement and evaluate the Meat and Breakfast Programs.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
III: Human Resources		August 2017			
Objective: To cultivate a positive learning culture for staff and administrators through an organized and purposeful Professional Development Plan to support skills, knowledge, and application of instruction.					
Strategy 3.1: Create and implement school-based Professional Learning Communities (PLC's) comprised of school administrators and certified staff to support quality instruction, successful student learning and achievement, student and family engagement, and effectiveness of staff training.					
INDICATORS	3.1 (a) Develop and implement Professional Learning Communities (PLC's) including all administrators, certified staff, and classified staff members as appropriate or possible to analyze and improve classroom instruction and student engagement.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.1 (b) Define clear expectations and protocol to be followed by each PLC Team.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

3.1(c) Assign staff to PLC Teams consisting of a cross-section when appropriate to support collaboration among district staff to focus on student learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
3.1(d) Develop school calendar/staff development plan to support team meetings throughout the school year.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
3.1(e) Align the PLC Team agenda and/or initiatives to the Strategic Plan/Building Goals/Classroom Goals/Personal-Professional goals. Note: Team Goals and Agendas will be in written form and communicated to district administrators.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
3.1(f) Evaluate the effectiveness of the PLC process.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 3.2: Ensure the district cultivates a supportive and conducive environment for learning for all students.

INDICATORS	3.2(a) Identify, adopt, train, and implement a student behavior program to support a positive instructional and learning environment for staff and students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.2(b) Engage administration, staff, students, and parents in the development of a Student Code of Conduct to support a positive learning environment for students and staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.2(c) Create a communication plan for this initiative to educate staff, students, and parents.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.2(d) Ensure the Student Code of Conduct is enforced consistently throughout the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
IV. Communications		August 2017			
Objective: To develop plans to improve and grow district communications with staff, students, parents, community, and business leaders to ensure engagement that supports student learning and achievement.					
Strategy 4.1: Appoint and organize a Communications Committee made up of administrators, staff members, board members, students, parents, and community members to address what effective, timely, complete information must be included in district communications to improve and grow district communications and how communication will be dispersed.					
INDICATOR	4.1 (a) Establish an advisory committee of board members, administrators, students, staff, parents, and community members to review and consider the effectiveness of all current communication outlets.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.1 (b) Create a Communication Plan to guide and direct effective, timely, and appropriate communication with stakeholders.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

4.1 (c) Include student and or staff highlights, celebrations of success, and a district "Did You Know" item in every communication that is distributed from the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
4.1 (d) Establish parameters and expectations of a student-community engagement program to develop civic support and commitment.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
4.1 (e) Evaluate the impact and effectiveness of the communications campaign.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 4.2: Identify and address opportunities to grow and improve staff engagement.

INDICATORS	4.2(a) Conduct mandatory monthly and purposeful staff meetings to engage district employees in collaborative and problem-solving discussion.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(b) Present the adopted Strategic Plan to the staff for review and discussion.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(c) Engage the certificated staff in each building in the review and identification of building/personal-professional goals to support the progress and/or success of the performance indicators applicable to their roles and responsibilities.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(d) Monitor and assess the progress of building/individual goals to evaluate the progress/success of the identified goals.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(e) Evaluate the effectiveness of the engagement measures identified to grow and improve district culture/climate.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 4.3: Cultivate a conducive environment for building positive relationships to support the efficiency and quality of education provided by Friend Public Schools.**

<b>INDICATORS</b>	4.3(a) Conduct joint meetings with the mayor and city council to build community relations and identify potential opportunities to work cooperatively for the benefit of the district and community.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.3(b) Engage area districts to grow and sustain a positive working-relationship in the best interest of Friend Public Schools.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.3(c) Establish a working plan and vision for the Friend Public Schools Foundation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.3(d) Identify and develop an organized Alumni Association to support the school district and the FPS Foundation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
V. Technology		August 2017			
Objective: To build and sustain a district technology framework that supports effective instruction, curriculum, and growth and improved student learning outcomes.					
Strategy 5.1: Develop and sustain a short and long-term plan to grow and improve technology integration in each classroom.					
INDICATORS	5.1(a) Plan and commit the resources needed to provide a quality technology framework to support integrated technology districtwide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.1(b) Establish a maintenance and replacement plan to support the technology plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.1(c) Establish a comprehensive inventory to account for the investment of district resources.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	5.1(d) Develop a new-staff orientation process that includes proper technology training and instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 5.2: Use integrated technology to engage and inspire students to support instruction and growth of Learning.**

INDICATORS	5.2(a) Develop a curriculum to ensure integration of technology and the vision for how the use of technology will enhance student learning through improved interaction and expanded access to information.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.2(b) Based upon platforms – introduce and train staff/students to encourage innovation and to improve communications and collaboration. Staff will integrate the platform into instruction to support student use and learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.2(c) Evaluate the technology and growth realized through the integration and use of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 5.3: Provide professional development to assist staff in integrating technology to enhance instruction and student learning and achievement.

INDICATORS	5.3(a) Formalize the district's current technology collaboration efforts to ensure staff will be supported in their work towards integrating technology into instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(b) Provide professional development for staff to ensure the effective use of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(c) Staff will use technology to access current research on issues in education to continue growth and understanding of teaching, learning, and management processes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(d) Provide student/parental instruction and development on the effective use of technology and social media by student.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
5.3(e) Empower staff to research and implement learning applications and/or resources to support student learning outcomes and to attain curriculum objectives.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18	
	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18	

	5.3(f) Evaluate professional development provided to support integration of technology.				
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Friend Public Schools



<b>PRIORITY</b>		<b>DEVELOPED</b>			
<b>VI. Board Policy</b>		August 2017			
Objective: To develop and adopt a methodology to review, update, and define Board Policy to support district protocol and procedures.					
Strategy 6.1: Review the district policy manual to ensure the accuracy and content.					
<b>INDICATORS</b>	6.1 (a) Define and adopt a process to formalize the review of the board policy manual.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	6.1 (b) Review and revise handbooks to ensure they align to the updated policy manual.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 6.2: Implement a board adopted grading policy to ensure consistency, expectations, and system beliefs.

INDICATORS	6.2(a) Create a committee representing key stakeholders to study and consider the qualities of a grading policy to assess student success and the evaluation of learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	6.2(b) Present the proposed policy language and grading system to the board of education for consideration and adoption.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	6.2(c) Communicate the content of the policy and rationale to parents and students prior to implementing.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	6.2(d) Monitor the implementation and use of the grading system to ensure the integrity of the policy is being carried out and in a consistent and uniform method building/district wide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	6.2(e) Evaluate the outcome realized as a result of the policy and the impact on student success and the evaluation of learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Friend Public Schools



PRIORITY		DEVELOPED			
VII. District Resources		August 2017			
Objective: To ensure fiscal accountability and efficiency to support a quality education for the students of Friend Public Schools.					
Strategy 7.1: Develop and align the annual budget to the district mission, vision, and goals.					
INDICATORS	7.1 (a) Present a purposeful and efficient budget proposal aligned to the district mission and goals.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	7.1 (b) Review and assess the endorsements of staff members when developing the course curriculum schedule to ensure the district is designing a curriculum and utilizing staff to expand opportunities for learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	7.1 (c) Develop goals to support the design of the budget (e.i., Build Depreciation Fund to support _____. Increase the Building Funds to support _____.)	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 7.2: Sustain district facilities to support a quality and safe learning environment.

INDICATORS	7.2(a) Develop a Facilities Advisory Committee to support the design of a Short-Long Term Facilities Plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
INDICATORS	7.2(b) Assess district facilities for the purpose of creating a comprehensive inventory of identified needs for growth and improvement of buildings and grounds.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

# Friend Public Schools



## Friend Public Schools Mission

“Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.”

## 2017-2020 Strategic Plan

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David Kraus, Superintendent

Alyson Dickinson, Elementary Principal

Ben Dempsey, High School Principal

## Board of Education

Paul Senger, President

Scott Spohn, Vice President

Nate Klenke

Jamie Tuttle

Nancy Vossler

Scott Vyhnalek

## Introduction

The school district Mission, Beliefs, and Priorities impact the student's development, learning and achievement. The Friend Strategic Plan is intended to assist the board, administrators, and staff in their responsibility to create and sustain a school district in which students are engaged and learning.

Public education is a complex and ever-changing environment in which educators must remain focused and poised to meet the total needs of all students. To ensure the school district is preparing for the future the board and administration must analyze district needs, growth, and stakeholder feedback to make certain the district provides a quality education in a safe learning environment.

In December of 2016, the Friend Board of Education initiated the development of the Strategic Plan to guide the vision and direction of education for Friend Public Schools. The importance of this endeavor will result in an actionable plan that aligns to the mission and beliefs of the school district.

To ensure a comprehensive and collaborative process, the board and superintendent have committed to engaging an extensive group of community stakeholders to contribute to the discussion of Friend Public Schools' needs and its future growth. Stakeholders involved included, but were not limited to students, all staff, parents, community members, and business leaders. In addition, the Strategic Core Committee, provided a diverse representation of internal and external stakeholders working collaboratively with district leadership to identify Friend priorities, goals, and outcomes. Because the process of developing a strategic plan is completed in a manner where broad consensus is reached, this ensures the plan accurately reflects the priorities of the community and will be used to guide administrative decision-making, policy development, and the allocation of district resources.

The collaborative work of the Strategic Core Committee, staff, community, administration, and Board of Education yielded the following direction:

## Friend Public Schools Mission Statement

Committed to engaging all students, staff, and community to ensure a diverse education through a culture of life-long learning.

## Friend Public Schools Belief Statements

- We believe each individual has value and dignity and is capable of life-long learning.
- We believe in sustaining a progressive learning environment that is physically and emotionally safe for learning.
- We believe education is a collaborative community responsibility.
- We believe every student needs to be invested in all areas of their educational experience.

## Friend Public Schools – Strategic Plan

### **Priorities, Objectives, Strategies, and Performance Indicators**

The Strategic Planning process enabled the district to identify needs and establish Priorities. To have an impact on student learning, however, a strategic plan must include a plan of action for affecting change. In the following Strategic Plan, each Priority is further defined in the form of an Objective. Each Objective states, with specificity, a goal that when achieved, will have a direct impact on FPS' ability to meet its mission. For each Objective, Strategies have been created that define the action necessary to meet the objective. Each Strategy is expressed through manageable and measurable action steps ("Performance Indicators").

### **Implementation of the Strategic Plan**

This strategic plan represents the district's collective resolve to engage and empower all students. The Priorities, Objectives, and Strategies set forth below are the building blocks of the path the district has laid out to achieve its mission. Fulfilling the mission depends on more than just designing a path – the district must dedicate itself, at every level, to the consistent and effective implementation of the specific strategies and measurable action steps (Performance Indicators) and work to integrate the strategic plan into the regular operation of the district.

To ensure the success and implementation of the Friend Strategic Plan, district leadership will:

- A. Assign staff to manage and oversee Measures and Objectives
- B. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- C. Commit resources needed to ensure the progress and success of the plan

- D. Align the plan to the Board's Annual Calendar and Monthly Meeting Agenda to measure progress and success of the plan
- E. Communicate progress of the plan to internal and external stakeholders annually

## Strategic Plan Terms

### Priority

The FPS Priorities highlight the areas the district will build upon to support the mission and vision of the school district.

### Objective

The objective states the area of focus and outcome that FPS will achieve.

### Strategy

The strategy provides detail of how the objective will be met.

### Performance Indicator

The performance indicators identify specific tasks, assignments, or action staff members will follow to realize the stated objective and strategy.

### Program/Building Level

The Program/Building Level identifies the point of impact.

### Responsible

The assigned responsibility is to ensure progress/success of the Indicator.

### Target Date

The Target Date identifies when the indicator is to be assessed for progress and/or a target completion date.

### Funding

The Funding identifies an approximate figure for how the program/service will impact district resources.

### Evidence of Progress

The Evidence of Progress identifies the action that has been taken to meet the Indicator.

## Friend Strategic Plan Framework

### Priority I: Academics

Objective: To refine and continue to put into practice a system of curriculum, instruction, and assessment that enables each student to be engaged in challenging, creative, and rigorous learning experiences throughout the district.



**Strategy 1.1: Implement and follow a common vision of instruction to support student transitions and success.**

**Strategy 1.2: Provide a standards-based curriculum that aligns to the NDE State Standards and best practice for all PK-12 students.**

**Strategy 1.3: Analyze data, including formative and summative assessments to inform staff and students with timely and relevant feedback to improve both instruction and student learning and achievement.**

**Strategy 1.4: Develop Student Learning Objectives to measure the student academic growth and to measure progress of each student.**

**Strategy 1.5 Consider expanded curriculum to enhance the learning environment for all students.**

**Strategy 1.6: Develop learning opportunities to include college/career readiness skills and knowledge to enhance the K-12 learning experience.**

**Strategy 1.7: Develop a Professional Development Plan to guide the value and purpose of staff learning and to support allocation of district resources.**

## Priority II: Student Support Services

Objective: To provide opportunities for students to advance their individual academic knowledge, skills, and abilities.

**Strategy 2.1: Implement expanded learning opportunities for students who may benefit from alternative curriculum to support their abilities and needs.**

**Strategy 2.2: Implement an LLI Reading Program to support struggling readers through small group instruction and support.**

**Strategy 2.3: Implement a Student Assistance Team Program to support successful student learning.**

**Strategy 2.4: Implement the Multi-Tiered Support System model to accelerate academic and behavioral instruction and intervention based upon each student's identified needs.**

**Strategy 2.5: Provide a High-Ability Learning (HAL) Program to challenge identified students to advance their individual academic knowledge, skills, and abilities.**

**Strategy 2.6: Grow and sustain the Food Service Programs to support student nutrition and academic success.**

### Priority III: Human Resources

Objective: To cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support skills, knowledge, and application of instruction.

**Strategy 3.1: Create and implement school-based Professional Learning Communities (PLC's) comprised of school administrators and certified staff to support quality instruction, successful student learning and achievement, student and family engagement, and effectiveness of staff training.**

**Strategy 3.2: Ensure the district cultivates a supportive and conducive environment for learning for all students.**

### Priority IV: Communication

Objective: To develop plans to improve and grow district communications with staff, students, parents, community, and business leaders to ensure engagement that supports student learning and achievement.

**Strategy 4.1: Appoint and organize a Communications Committee made up of administrators, staff members, board members, students, parents, and community members to address what effective, timely, complete information must be included in district communications to improve and grow district communications and how communication will be dispersed.**

**Strategy 4.2: Identify and address opportunities to grow and improve staff engagement.**

**Strategy 4.3 Cultivate a conducive environment for building positive relationships to support the efficiency and quality of education provided by Friend Public Schools.**

## Priority V: Technology

Objective: To build and sustain a district technology framework that supports effective instruction, curriculum, and growth and improved student learning outcomes.

**Strategy 5.1: Develop and sustain a short and long-term plan to grow and improve technology integration in each classroom.**

**Strategy 5.2: Use integrated technology to engage and inspire students to support instruction and growth of learning.**

**Strategy 5.3: Provide professional development to assist staff in integrating technology to enhance instruction and student learning and achievement.**

## Priority VI: Board Policy

Objective: To develop and adopt a methodology to review, update, and define Board Policy to support district protocol and procedures.

**Strategy 6.1: Review the district policy manual to ensure the accuracy and content.**

**Strategy 6.2: Implement a board adopted grading policy to ensure consistency, expectations, and system beliefs.**

## Priority VII: District Resources

Objective: To ensure fiscal accountability and efficiency to support a quality education for the students of Friend Public Schools.

**Strategy 7.1: Develop and align the annual budget to the district mission, vision, and goals.**

**Strategy 7.2: Sustain district facilities to support a quality and safe learning environment.**



<b>PRIORITY</b>		<b>DEVELOPED</b>			
<b>I: Academics</b>		August 2017			
Objective: Progress: To refine and continue to put into practice a system of curriculum, instruction, and assessment that enables each student to be engaged in challenging, creative, and rigorous learning experiences throughout the district.					
Strategy 1.1: Implement and follow a common vision of instruction to support student transitions and success.					
<b>INDICATORS</b>	1.1 (a) Examine and study successful instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (b) Define and adopt the components of a successful instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (c) Engage staff to develop an understanding of why a shared and common vision is critical for student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.1 (d) Develop and implement a	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
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	professional development plan to support proper training and implementation of the districtwide initiative.				
INDICATORS	1.1 (e) Work with staff to identify focus areas/goals relative to the districtwide instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (f) Conduct walk-throughs to ensure and assess staff is in compliance with building focus areas to compile data to report on compliance.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (g) Monitor and assess the trends of each building to analyze how effectively the instructional framework has been implemented and the overall progress/success of each building in meeting the identified goals/focus areas identified.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.1 (h) Assess the results realized in each to building/district as a result of the instructional framework/best practice and the impact to student engagement and learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.1 (i) Evaluate the effectiveness and sustainability of the district instructional framework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.2: Provide a standards-based curriculum that aligns to the NDE State Standards and best practice for all PK-12 students.**

INDICATORS	1.2(a) Develop a systematic approach for the review and adoption of all curriculum.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(b) Create PK-12 teams to support the philosophy, beliefs, and curriculum area.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(c) Ensure the curriculum is aligned within and across all content areas and at grade level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(d) Differentiate curriculum to engage all learners including, but not limited to, students with identified special needs.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.2(e) Evaluate the effectiveness of the Curriculum Review and Alignment process.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.3: Analyze data, including formative and summative assessments to inform staff and students with timely and relevant feedback to improve both instruction and student learning and achievement.**

<b>INDICATORS</b>	1.3(a) Design and adopt a school calendar to ensure staff the time and resources necessary to analyze student data.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(b) Develop and implement formative and summative assessment resources to support data analysis.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(c) Utilizing data analysis, implement instructional practices and best practice methodologies to support the use of data to lead instructional growth that motivates and inspires students to achieve their academic potential.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(d) Develop student targets/benchmarks based upon the data analysis to measure progress and success of instruction and student achievement.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(e) Develop building level goals in response to the analysis of data and the defined student targets.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.3(f) Monitor and assess the progress toward goals and the achievement of student targets to validate the impact of change and growth of student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.3(g) Evaluate the effectiveness of district data analysis process, schedule, and outcomes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.4: Develop Student Learning Objectives to measure the student academic growth and to measure progress of each student.**

INDICATORS	1.4(a) Define clear Student Learning Objectives to support what a teacher can accomplish with his/her students during the course of a semester.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.4(b) Monitor and assess the progress of Student Learning Objectives to validate progress and that they support challenging and yet realistic learning expectations.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.4(c) Assess student progress according to the identified Student Learning Objectives.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.4(d) Review progress and identify next steps including new Student Learning Objectives or appropriate modifications to support challenging and yet realistic learning expectations.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.4(e) Evaluate and assess the impact of Student Learning Objectives and the outcome as a result of implementing this practice.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 1.5 Consider expanded curriculum to enhance the learning environment for all students.					
INDICATORS	1.5(a) Increase the opportunities for students to participate in college level coursework at the high school level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.5(b) Identify methods of expanding the coursework and partners to support the initiative.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.5(c) Modify the high school class schedule to support and enable students to participate in the expanded college coursework.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	1.5(d) Evaluate the growth, expansion, and effectiveness of the modifications.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 1.6: Develop learning opportunities to include college/career readiness skills and knowledge to enhance the K-12 learning experience.**

<b>INDICATORS</b>	1.6(a) Develop a college/career readiness committee (Note: including, but not limited to administrators, staff, board members, community members, and students) to study and assess current district initiatives, curriculum, and programs that meet the criteria for college/career preparation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.6(b) Establish how the district might expand learning opportunities to expose students to the non-traditional employment opportunities that exist within the school district and surrounding areas.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

INDICATORS	1.6(c) Initiate and encourage college visits at the Junior High Level to expose students to the environment and to expand their knowledge of the career options that may be acquired through local post-secondary institutions.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.6(d) Invite high school graduates to return and engage Junior High and High School students during the break following their freshmen semester to address the value of scholarships, participating in high level classes at the high school level, academic performance starting at Junior High, study skills, etc.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.6(e) Establish and grow job shadowing in area businesses, mentor/internships with local independent business owners, career day for Junior and High School students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 1.7: Develop a Professional Development Plan to guide the value and purpose of staff learning and to support allocation of district resources.

INDICATORS	1.7(a) Develop a Professional Development Plan aligned to district initiatives to grow the skills and knowledge of staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.7(b) Identify and allocate district funds to support the Professional Development Plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.7(c) Present the Plan to the Board for adoption.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	1.7(d) Monitor and assess the effectiveness of the Plan to validate the benefit and outcomes realized through purposeful and planned Professional Development.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY	DEVELOPED
II: Student Support Services	August 2017

Objective: To provide opportunities for students to advance their individual academic knowledge, skills, and abilities.

Strategy 2.1: Implement expanded learning opportunities for students who may benefit from alternative curriculum to support their abilities and needs.

INDICATORS	2.1 (a) Assess and identify the components of a quality Life Skills program and curriculum to support the unique needs of students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.1 (b) Develop a plan to implement the program including funding, curriculum, staff, and facility needs.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.1 (c) Implement, monitor, and assess the quality and effectiveness of the program to ensure it the service meets the identified needs of our students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.2: Implement an LLI Reading Program to support struggling readers through small group instruction and support.

INDICATORS	2.2(a) Assess options for implementing an LLI Reading Program at the Junior/High School level to provide daily interventions for students who struggle with Reading and Writing at grade level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(b) Design district level standards for implementation, train staff, and establish program goals to support a purposeful and effective LLI Reading Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(c) Introduce the LLI Reading Program initially at the Junior High level and collect data to support the impact of the initiative and identify areas of growth.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(d) Monitor and assess the student outcomes realized through his/her participation in the LLI Reading Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.2(e) Evaluate and assess the LLI Reading Program prior to growing and expanding into the High School level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.3: Implement a Student Assistance Program to support successful student learning.

INDICATORS	2.3(a) Research, study, and consider the development of SAT (Student Assistance Team) to mediate and assess appropriate problem-solving interventions and strategies to support student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(b) Appoint a SAT Coordinator supported by a job description and evaluation tool to assess progress and success of the leadership role and effectiveness of the SAT Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(c) Define protocol and procedures to be followed at each level.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(d) Adopt resources to identify students who will benefit from the SAT support.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.3(e) Evaluate the effectiveness of the SAT Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.4: Implement the Multi-Tiered Support System model to accelerate academic and behavioral

instruction and intervention based upon each student's identified needs.

INDICATORS	2.4(a) Provide a structured professional development plan to train staff and administrators on the key components of MTSS, pre-integration, and implementation of the model.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(b) Include training and education through the staff on-boarding process to ensure all personnel understand and are equipped to integrate this form of instruction and intervention effectively.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(c) Ensure that effective and purposeful assessment resources are identified and available to staff to support the implementation of the MTSS model.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(d) Provide training and support for teachers to ensure consistent evidence-based interventions are utilized districtwide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	2.4(e) Implement best practice	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
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INDICATORS	progress-monitoring to ensure interventions are effective and yield the desired outcome.				
	2.4(f) Engage and provide parents/guardians with the defined criteria of the MTSS model to support discussion of their child's behavior and/or success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.4(g) Evaluate the effectiveness of the MTSS model.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.5: Provide a High-Ability Learning (HAL) Program to challenge identified students to advance their individual academic knowledge, skills, and abilities.					
INDICATORS	2.5(a) Research, study, and assess the structure and program content to support a districtwide HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.5(b) Appoint a HAL Coordinator supported by a job description and evaluation tool to assess progress and success of the leadership role and effectiveness of the HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

2.5(c) Define protocol and procedures to be followed in each learning facility providing the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(d) Identify, engage, and train staff to facilitate the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(e) Adopt assessment resources to identify students who will benefit from advanced differentiation and curriculum content provided by the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(f) Develop differentiated instructional strategies, curriculum content, and pacing guides to support implementation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(g) Provide professional development opportunities to support staff in their work with students in the HAL program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
2.5(h) Evaluate the effectiveness of the HAL Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 2.6: Grow and sustain the Food Service Programs to support student nutrition and academic success.

INDICATORS	2.6(a) Identify producers/donors to support the Meat Program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(b) Assess the community need and program qualities the district must consider when implementing a Breakfast Program for students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(c) Engage staff in the discussion and study of the funding and staffing needs this program will require if implemented.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(d) Develop and implement a Grab and Go Breakfast to support the nutrition and academic success of students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	2.6(e) Implement and evaluate the Meat and Breakfast Programs.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY	DEVELOPED
III: Human Resources	August 2017

Objective: To cultivate a positive learning culture for staff and administrators through an organized and purposeful Professional Development Plan to support skills, knowledge, and application of instruction.					
Strategy 3.1: Create and implement school-based Professional Learning Communities (PLC's) comprised of school administrators and certified staff to support quality instruction, successful student learning and achievement, student and family engagement, and effectiveness of staff training.					
INDICATORS	3.1 (a) Develop and implement Professional Learning Communities (PLC's) including all administrators, certified staff, and classified staff members as appropriate or possible to analyze and improve classroom instruction and student engagement.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.1 (b) Define clear expectations and protocol to be followed by each PLC Team.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	3.1 (c) Assign staff to PLC Teams	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
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	<p>consisting of a cross-section when appropriate to support collaboration among district staff to focus on student learning.</p>				
	<p>3.1 (d) Develop school calendar/staff development plan to support team meetings throughout the school year.</p>	<p>Program/Bldg. Level</p>	<p>Responsible</p>	<p>Target Date</p>	<p>Funding/Evidence of Progress 2017-18</p>
	<p>3.1 (e) Align the PLC Team agenda and/or initiatives to the Strategic Plan/Building Goals/Classroom Goals/Personal-Professional goals. Note: Team Goals and Agendas will be in written form and communicated to district administrators.</p>	<p>Program/Bldg. Level</p>	<p>Responsible</p>	<p>Target Date</p>	<p>Funding/Evidence of Progress 2017-18</p>
	<p>3.1 (f) Evaluate the effectiveness of the PLC process.</p>	<p>Program/Bldg. Level</p>	<p>Responsible</p>	<p>Target Date</p>	<p>Funding/Evidence of Progress 2017-18</p>

Strategy 3.2: Ensure the district cultivates a supportive and conducive environment for learning for all students.

INDICATORS	3.2(a) Identify, adopt, train, and implement a student behavior program to support a positive instructional and learning environment for staff and students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.2(b) Engage administration, staff, students, and parents in the development of a Student Code of Conduct to support a positive learning environment for students and staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.2(c) Create a communication plan for this initiative to educate staff, students, and parents.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	3.2(d) Ensure the Student Code of Conduct is enforced consistently throughout the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
IV. Communications		August 2017			
Objective: To develop plans to improve and grow district communications with staff, students, parents, community, and business leaders to ensure engagement that supports student learning and achievement.					
Strategy 4.1: Appoint and organize a Communications Committee made up of administrators, staff members, board members, students, parents, and community members to address what effective, timely, complete information must be included in district communications to improve and grow district communications and how communication will be dispersed.					
INDICATOR	4.1 (a) Establish an advisory committee of board members, administrators, students, staff, parents, and community members to review and consider the effectiveness of all current communication outlets.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.1 (b) Create a Communication Plan to guide and direct effective, timely, and appropriate communication with stakeholders.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

4.1 (c) Include student and or staff highlights, celebrations of success, and a district "Did You Know" item in every communication that is distributed from the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
4.1 (d) Establish parameters and expectations of a student-community engagement program to develop civic support and commitment.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
4.1 (e) Evaluate the impact and effectiveness of the communications campaign.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 4.2: Identify and address opportunities to grow and improve staff engagement.

INDICATORS	4.2(a) Conduct mandatory monthly and purposeful staff meetings to engage district employees in collaborative and problem-solving discussion.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(b) Present the adopted Strategic Plan to the staff for review and discussion.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(c) Engage the certificated staff in each building in the review and identification of building/personal-professional goals to support the progress and/or success of the performance indicators applicable to their roles and responsibilities.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(d) Monitor and assess the progress of building/individual goals to evaluate the progress/success of the identified goals.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.2(e) Evaluate the effectiveness of the engagement measures identified to grow and improve district culture/climate.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 4.3: Cultivate a conducive environment for building positive relationships to support the efficiency and quality of education provided by Friend Public Schools.**

INDICATORS	4.3(a) Conduct joint meetings with the mayor and city council to build community relations and identify potential opportunities to work cooperatively for the benefit of the district and community.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.3(b) Engage area districts to grow and sustain a positive working-relationship in the best interest of Friend Public Schools.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.3(c) Establish a working plan and vision for the Friend Public Schools Foundation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	4.3(d) Identify and develop an organized Alumni Association to support the school district and the FPS Foundation.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
V. Technology		August 2017			
Objective: To build and sustain a district technology framework that supports effective instruction, curriculum, and growth and improved student learning outcomes.					
Strategy 5.1: Develop and sustain a short and long-term plan to grow and improve technology integration in each classroom.					
INDICATORS	5.1 (a) Plan and commit the resources needed to provide a quality technology framework to support integrated technology districtwide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.1 (b) Establish a maintenance and replacement plan to support the technology plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.1 (c) Establish a comprehensive inventory to account for the investment of district resources.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

	5.1(d) Develop a new-staff orientation process that includes proper technology training and instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

**Strategy 5.2: Use integrated technology to engage and inspire students to support instruction and growth of Learning.**

INDICATORS	5.2(a) Develop a curriculum to ensure integration of technology and the vision for how the use of technology will enhance student learning through improved interaction and expanded access to information.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.2(b) Based upon platforms – introduce and train staff/students to encourage innovation and to improve communications and collaboration. Staff will integrate the platform into instruction to support student use and learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.2(c) Evaluate the technology and growth realized through the integration and use of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 5.3: Provide professional development to assist staff in integrating technology to enhance instruction and student learning and achievement.

INDICATORS	5.3(a) Formalize the district's current technology collaboration efforts to ensure staff will be supported in their work towards integrating technology into instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(b) Provide professional development for staff to ensure the effective use of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(c) Staff will use technology to access current research on issues in education to continue growth and understanding of teaching, learning, and management processes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(d) Provide student/parental instruction and development on the effective use of technology and social media by student.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(e) Empower staff to research and implement learning applications and/or resources to support student learning outcomes and to attain curriculum objectives.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	5.3(f) Evaluate professional	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

development provided to support integration of technology.				
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**Friend Public Schools**



PRIORITY		DEVELOPED			
<b>VI. Board Policy</b>		August 2017			
Objective: To develop and adopt a methodology to review, update, and define Board Policy to support district protocol and procedures.					
Strategy 6.1: Review the district policy manual to ensure the accuracy and content.					
<b>INDICATORS</b>	6.1 (a) Define and adopt a process to formalize the review of the board policy manual.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	6.1 (b) Review and revise handbooks to ensure they align to the updated policy manual.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 6.2: Implement a board adopted grading policy to ensure consistency, expectations, and system beliefs.

INDICATORS	6.2(a) Create a committee representing key stakeholders to study and consider the qualities of a grading policy to assess student success and the evaluation of learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
INDICATORS	6.2(b) Present the proposed policy language and grading system to the board of education for consideration and adoption.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
INDICATORS	6.2(c) Communicate the content of the policy and rationale to parents and students prior to implementing.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
INDICATORS	6.2(d) Monitor the implementation and use of the grading system to ensure the integrity of the policy is being carried out and in a consistent and uniform method building/district wide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
INDICATORS	6.2(e) Evaluate the outcome realized as a result of the policy and the impact on student success and the evaluation of learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18



PRIORITY		DEVELOPED			
VII. District Resources		August 2017			
Objective: To ensure fiscal accountability and efficiency to support a quality education for the students of Friend Public Schools.					
Strategy 7.1: Develop and align the annual budget to the district mission, vision, and goals.					
INDICATORS	7.1(a) Present a purposeful and efficient budget proposal aligned to the district mission and goals.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	7.1(b) Review and assess the endorsements of staff members when developing the course curriculum schedule to ensure the district is designing a curriculum and utilizing staff to expand opportunities for learning.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	7.1(c) Develop goals to support the design of the budget (e.i., Build Depreciation Fund to support _____. Increase the Building Funds to support _____.)	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 7.2: Sustain district facilities to support a quality and safe learning environment.

INDICATORS	7.2(a) Develop a Facilities Advisory Committee to support the design of a Short-Long Term Facilities Plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	7.2(b) Assess district facilities for the purpose of creating a comprehensive inventory of identified needs for growth and improvement of buildings and grounds.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Description	2016-2017			2017-2018			2018-2019			2019-2020			2020-2021		
	Qty	Cost Per Item	Expense	Qty	Cost Per Item	Budgeted Expense	Qty	Cost Per Item	Budgeted Expense	Qty	Cost Per Item	Budgeted Expense	Qty	Cost Per Item	Budgeted Expense
MSM760 Software Support	1	\$650	\$650	1	\$650	\$650	1	\$650	\$650	0	\$0	\$0	0	\$0	\$0
DVLG Fees	1	\$5,000	\$5,000.00	1	\$5,000	\$5,000	1	\$5,000	\$5,000	1	\$5,000	\$5,000	1	\$5,000	\$5,000
Network Nebraska Fees	12	\$240	\$2,880.00	12	\$240	\$2,880	12	\$240	\$2,880	12	\$240	\$2,880	12	\$240	\$2,880.00
Unite Fiber Connection to WAN Fee(Pre-Rate)	12	\$1,700	\$20,400.00	12	\$1,700	\$20,400	12	\$1,700	\$20,400	1	\$20,400	\$20,400	12	\$1,700	\$20,400.00
ESU6 Server Hosting Fee (DC and File Server)	2	\$2,000	\$4,000.00	2	\$2,000	\$4,000	2	\$2,000	\$4,000	0	\$6,000	\$6,000	0	\$6,000	\$6,000.00
CIPA Filter	1	\$3,000	\$3,000.00	0	\$3,000	\$0	1	\$3,000	\$3,000	0	\$0	\$0	0	\$0	\$0.00
Wireless Access Points (430/460-560)	21	\$680	\$14,280.00	0	\$680	\$0	0	\$680	\$0	0	\$0	\$0	35	\$700	\$24,500
Laptop Software and Licensing (Microsoft Office, AV, etc)	30	\$50	\$1,500.00	30	\$50	\$1,500	30	\$50	\$1,500	30	\$50	\$1,500	30	\$50	\$1,500
Switches	0	\$1,800	\$0.00	0	\$1,800	\$0	10	\$1,800	\$18,000	2	\$3,000	\$6,000	1	\$3,000	\$3,000
Mobile Device Management Server Hosting Per Year	0	\$1,500	\$0.00	1	\$1,500	\$1,500	1	\$1,500	\$1,500	112	\$6	\$672	112	\$6	\$672
New Teacher Laptops	0	\$800	\$0.00	30	\$800	\$24,000	0	\$800	\$0	0	\$0	\$0	25	\$900	\$22,500
Desktops										28	\$900.00	\$25,200	0	\$0.00	\$0.00
New Student Chromebooks										50	\$290.00	\$14,500.00	0	\$0.00	\$0.00
ESU Tech Contract										1		\$22,050.00			\$22,050.00
Classroom Audio/Visual Security Cameras										4	Mimios	\$11,874.00	4	Mimios	\$11,874.00
										0	\$0.00	\$0.00	0	\$0.00	\$0.00
<b>Total:</b>			\$51,710.00			\$59,930			\$56,930			\$116,076			\$120,376

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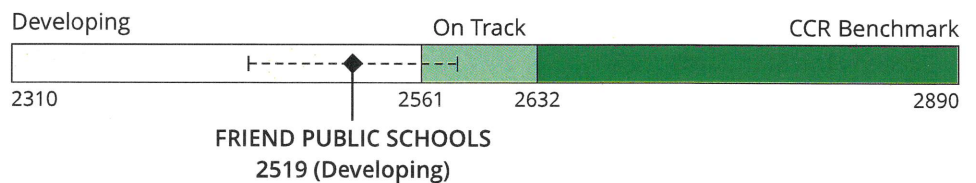
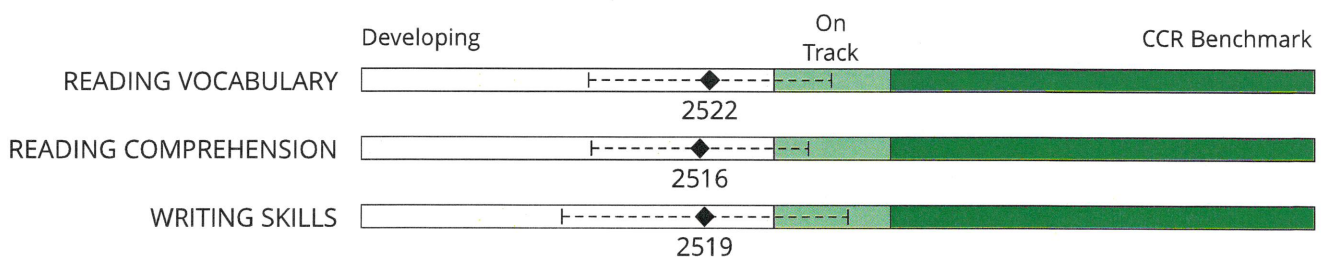
## Overall District Performance - Grade 08

Content Area	District Average	Possible Range	State Average
<b>ENGLISH LANGUAGE ARTS</b>	<b>2519</b>	2310-2890	2557
<b>MATHEMATICS</b>	<b>1252</b>	1050-1550	1267
<b>SCIENCE</b>	<b>87</b>	0-200	97

### ENGLISH LANGUAGE ARTS (ELA) District's Achievement Level = Developing

**Percentage of students in each Achievement Level**

Developing	71%
On Track	29%
CCR Benchmark	0%

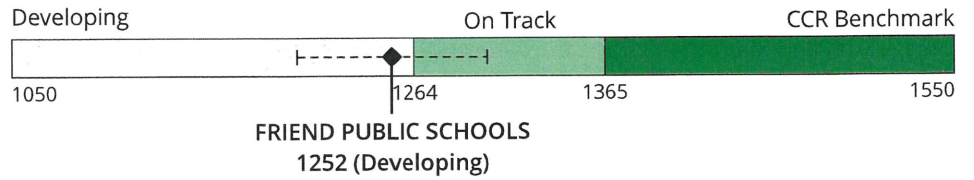
**CURRENT YEAR'S AVERAGE SCALE SCORE**

**CONTENT AREA: REPORTING CATEGORIES**


## MATHEMATICS District's Achievement Level = Developing

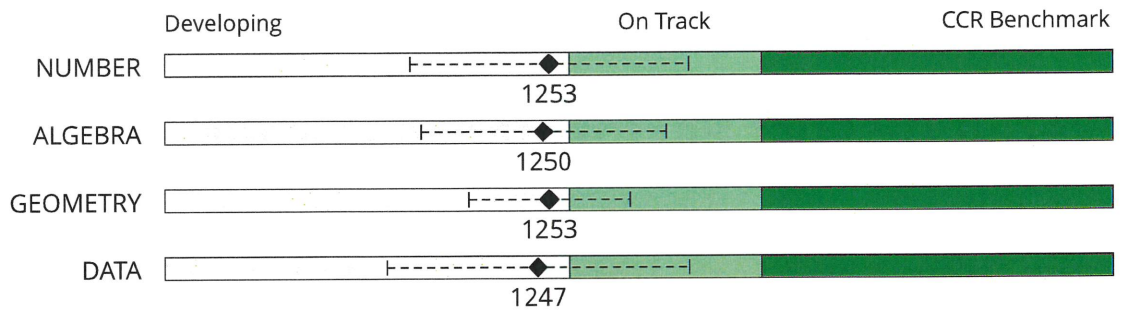
### Percentage of students in each Achievement Level

Developing	59%
On Track	41%
CCR Benchmark	0%

### CURRENT YEAR'S AVERAGE SCALE SCORE



### CONTENT AREA: REPORTING CATEGORIES

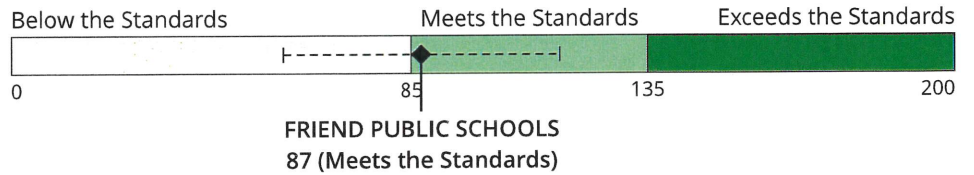


## SCIENCE District's Achievement Level = Meets the Standards

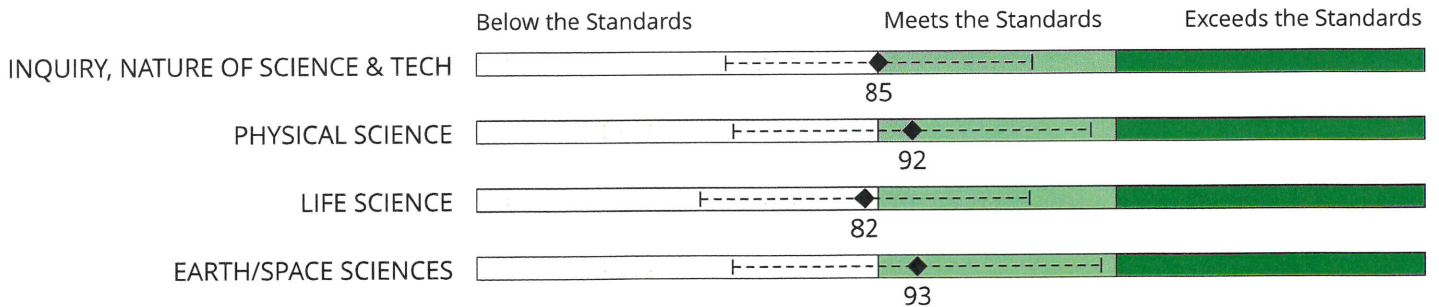
### Percentage of students in each Achievement Level

Below the Standards	47%
Meets the Standards	47%
Exceeds the Standards	6%

### CURRENT YEAR'S AVERAGE SCALE SCORE



### CONTENT AREA: REPORTING CATEGORIES

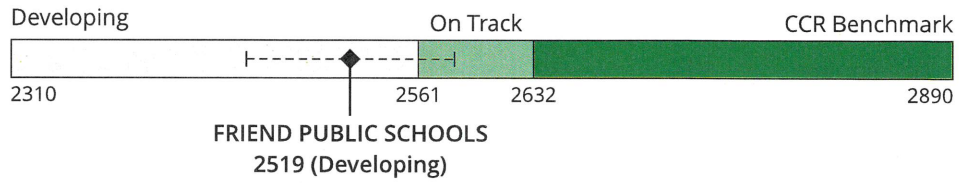


## ENGLISH LANGUAGE ARTS (ELA) District's Achievement Level = Developing

### Percentage of students in each Achievement Level

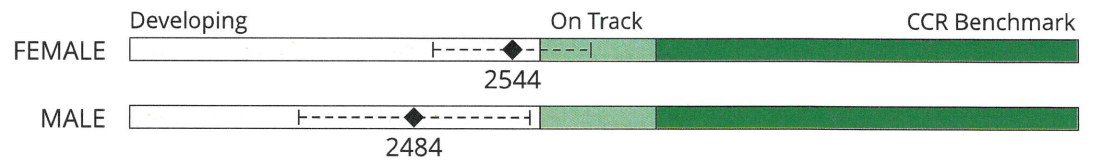
Developing	71%
On Track	29%
CCR Benchmark	0%

### CURRENT YEAR'S AVERAGE SCALE SCORE

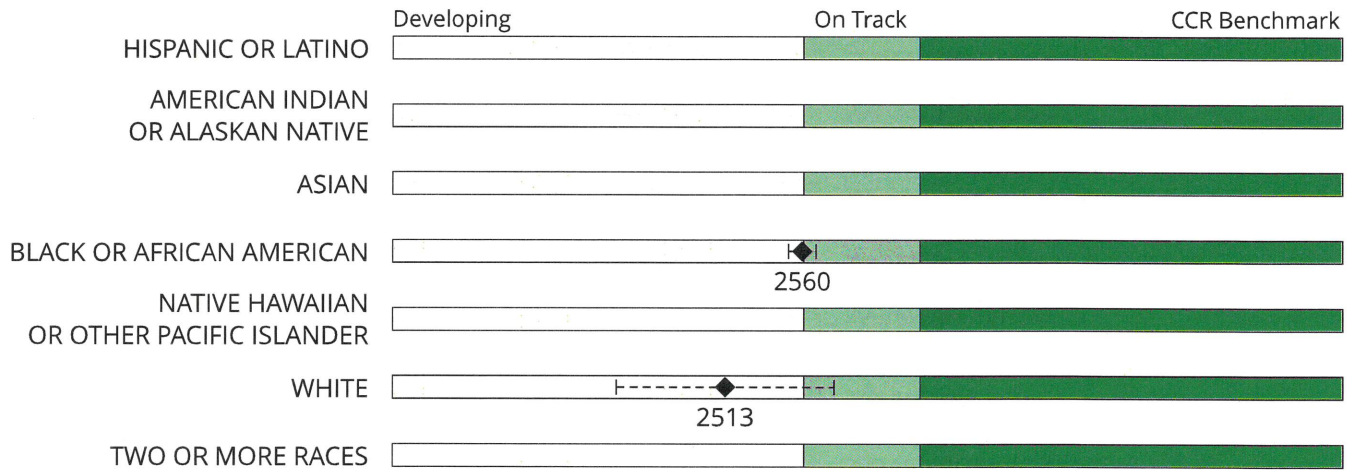


## Grade 08 Achievement Levels by Demographics

### GENDER



### RACE/ETHNICITY



### TARGETED GROUPS

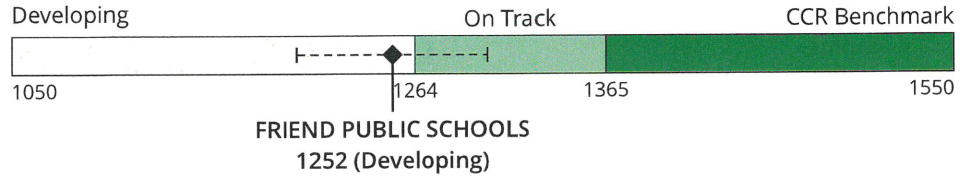


## MATHEMATICS District's Achievement Level = Developing

### Percentage of students in each Achievement Level

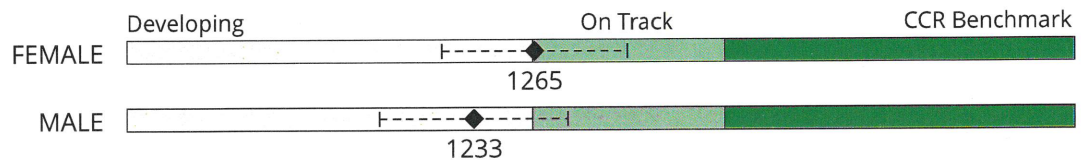
Developing	59%
On Track	41%
CCR Benchmark	0%

### CURRENT YEAR'S AVERAGE SCALE SCORE

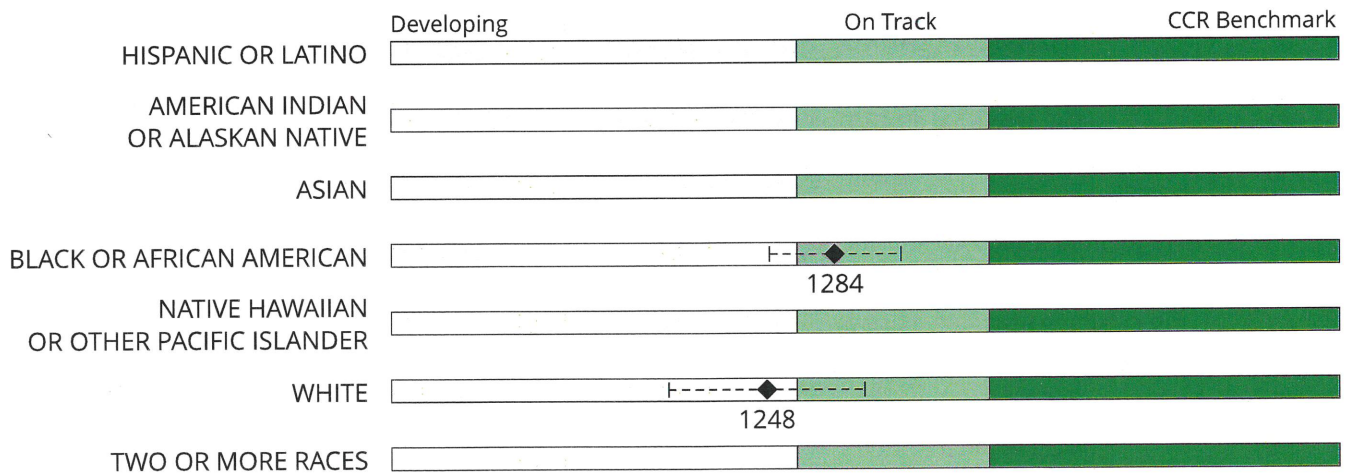


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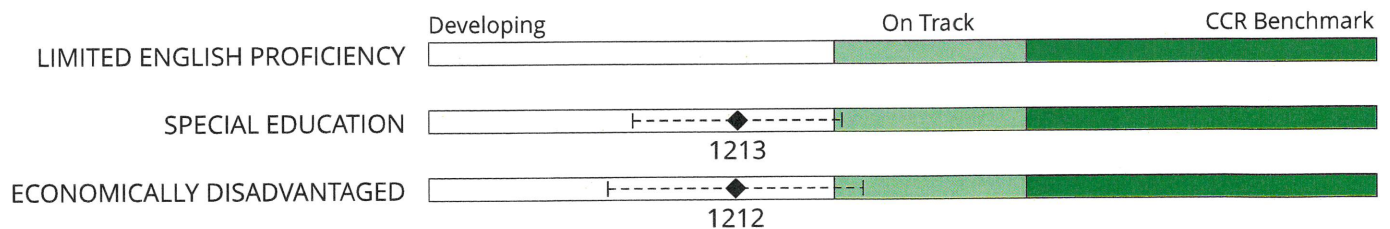
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### TARGETED GROUPS

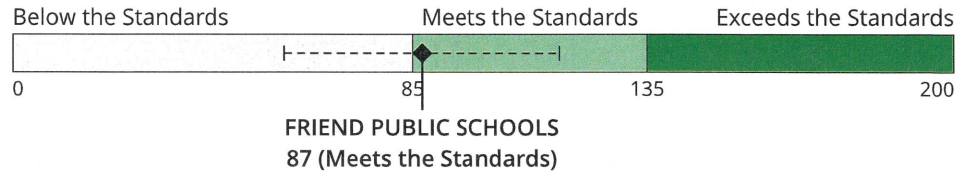


## SCIENCE District's Achievement Level = Meets the Standards

### Percentage of students in each Achievement Level

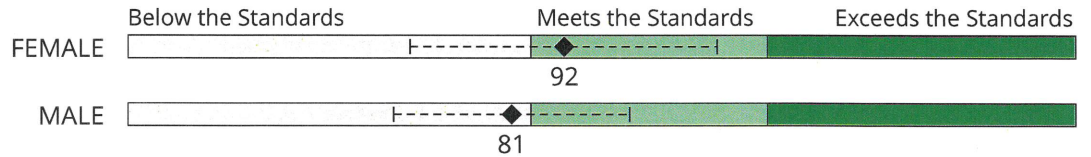
Below the Standards	47%
Meets the Standards	47%
Exceeds the Standards	6%

### CURRENT YEAR'S AVERAGE SCALE SCORE

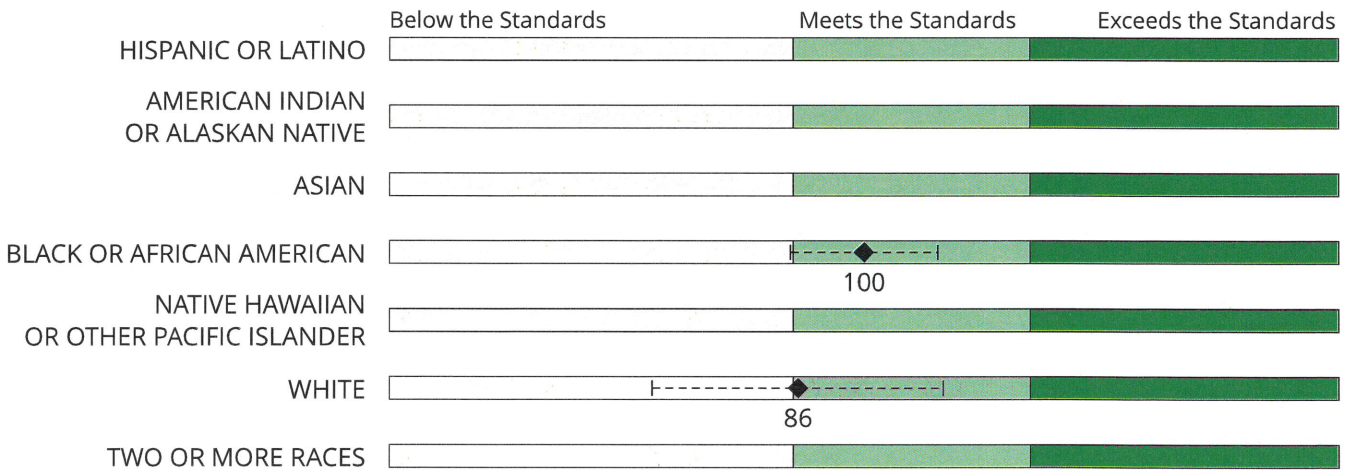


## Grade 08 Achievement Levels by Demographics

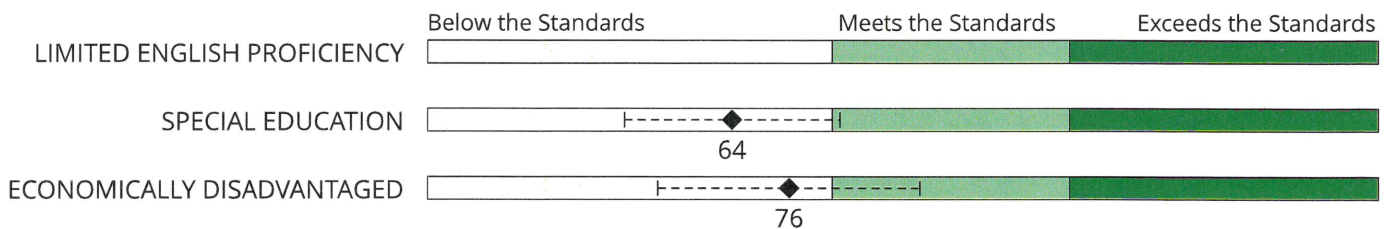
### GENDER



### RACE/ETHNICITY



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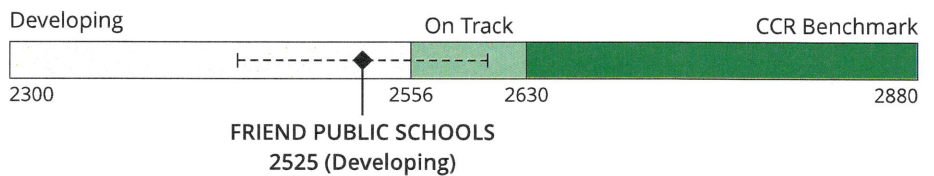
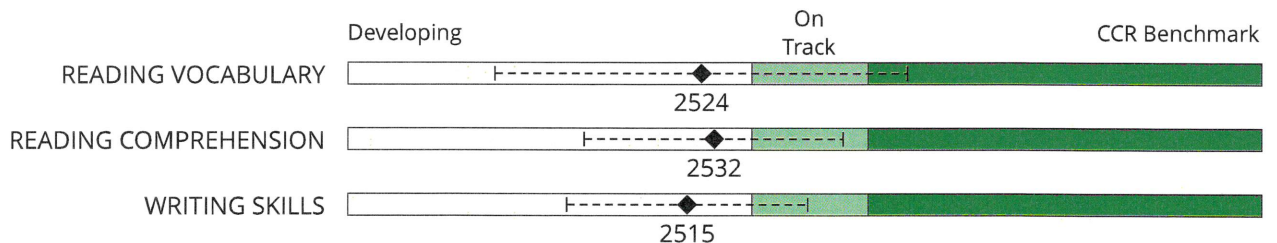
## Overall District Performance - Grade 07

Content Area	District Average	Possible Range	State Average
<b>ENGLISH LANGUAGE ARTS</b>	<b>2525</b>	2300-2880	2544
<b>MATHEMATICS</b>	<b>1239</b>	1040-1540	1251

### ENGLISH LANGUAGE ARTS (ELA) District's Achievement Level = Developing

**Percentage of students in each Achievement Level**

Developing	60%
On Track	35%
CCR Benchmark	5%

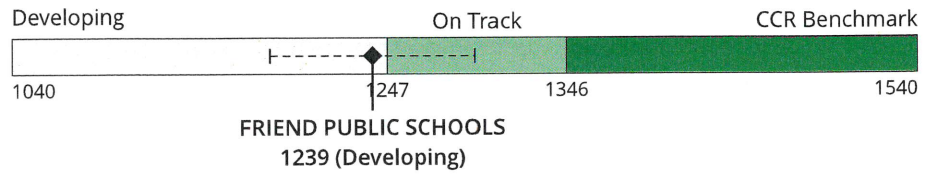
**CURRENT YEAR'S AVERAGE SCALE SCORE**

**CONTENT AREA: REPORTING CATEGORIES**


**MATHEMATICS** District's Achievement Level = Developing

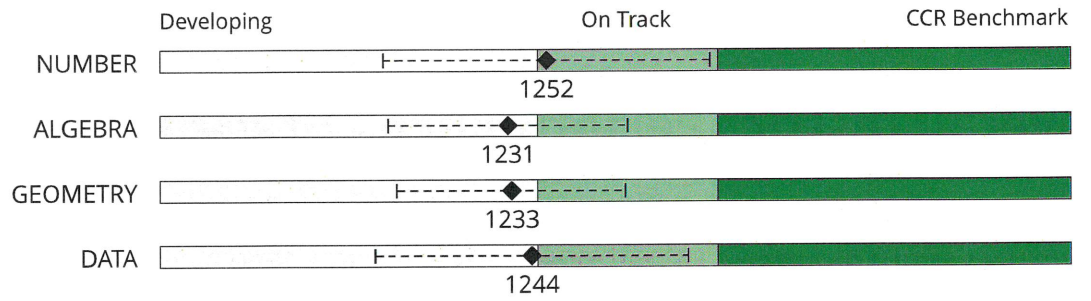
**Percentage of students in each Achievement Level**

Developing	55%
On Track	40%
CCR Benchmark	5%

**CURRENT YEAR'S AVERAGE SCALE SCORE**



**CONTENT AREA: REPORTING CATEGORIES**

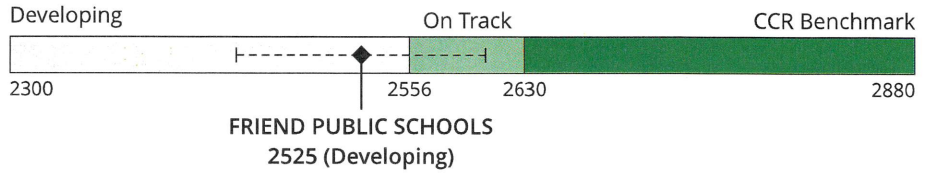


**ENGLISH LANGUAGE ARTS (ELA)** District's Achievement Level = Developing

**Percentage of students in each Achievement Level**

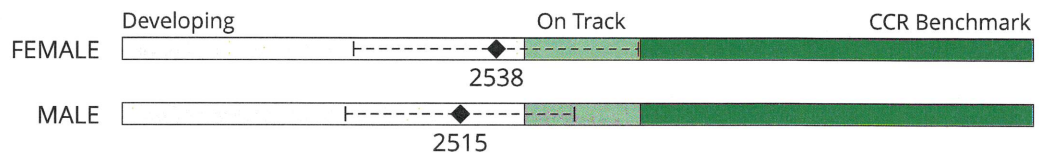
Developing	60%
On Track	35%
CCR Benchmark	5%

**CURRENT YEAR'S AVERAGE SCALE SCORE**

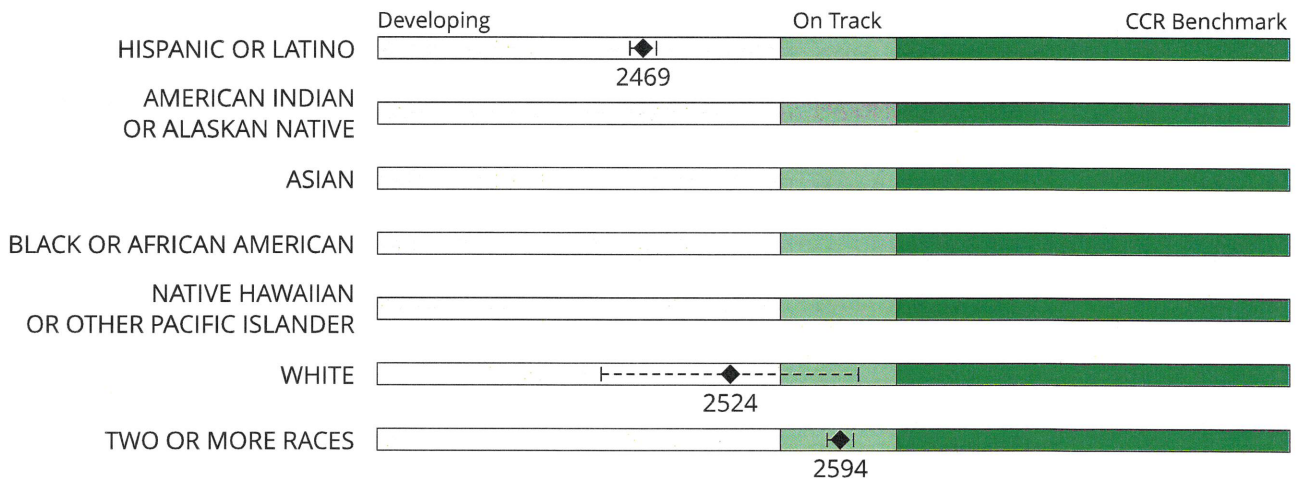


**Grade 07 Achievement Levels by Demographics**

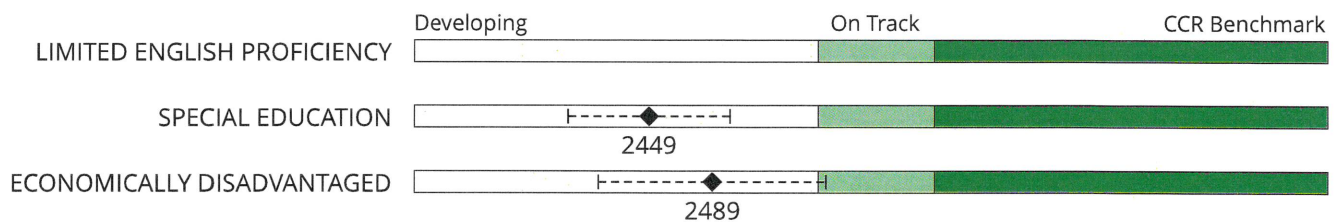
**GENDER**



**RACE/ETHNICITY**



**TARGETED GROUPS**

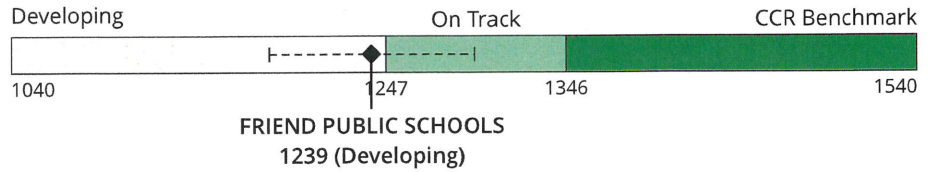


## MATHEMATICS District's Achievement Level = Developing

### Percentage of students in each Achievement Level

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On Track	40%
CCR Benchmark	5%

### CURRENT YEAR'S AVERAGE SCALE SCORE

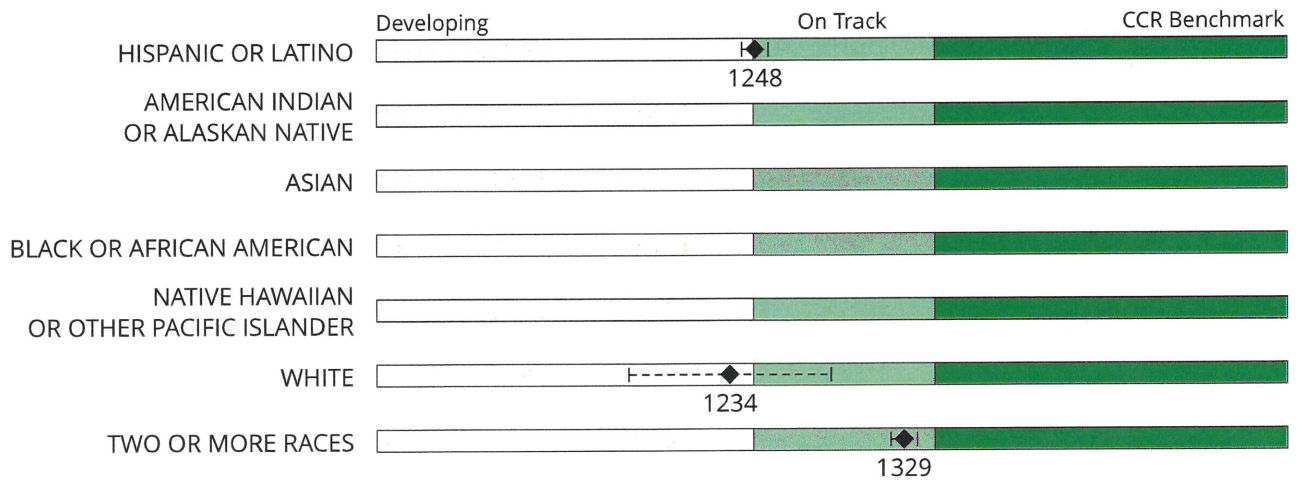


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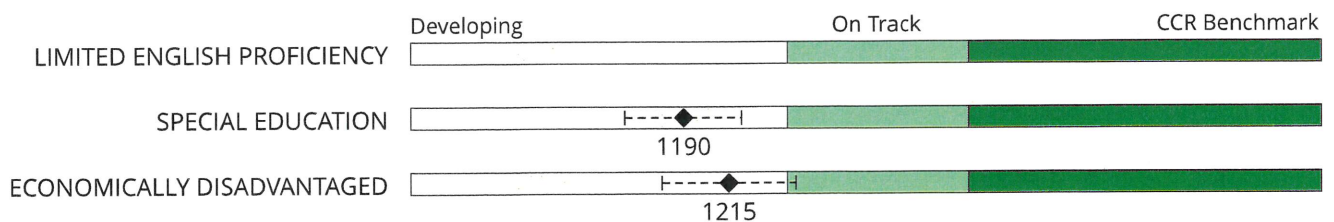
### GENDER



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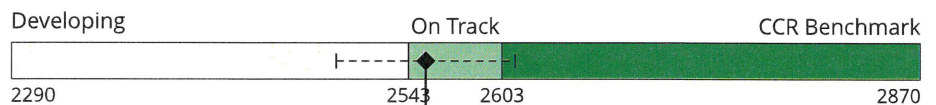
## Overall District Performance - Grade 06

Content Area	District Average	Possible Range	State Average
<b>ENGLISH LANGUAGE ARTS</b>	<b>2554</b>	2290-2870	2538
<b>MATHEMATICS</b>	<b>1283</b>	1030-1530	1252

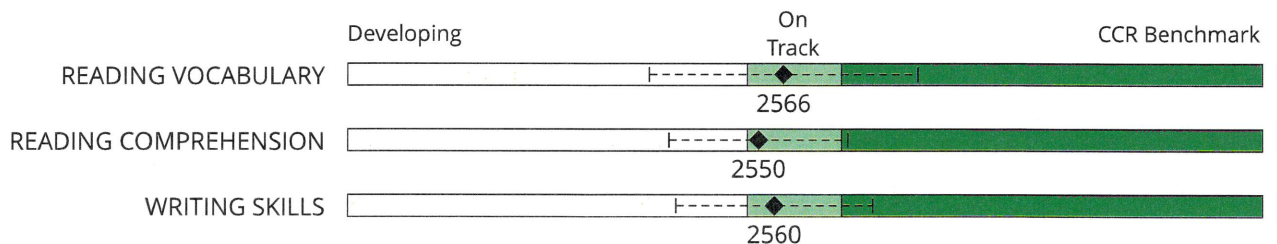
### ENGLISH LANGUAGE ARTS (ELA) District's Achievement Level = On Track

**Percentage of students in each Achievement Level**

Developing	44%
On Track	38%
CCR Benchmark	19%

**CURRENT YEAR'S AVERAGE SCALE SCORE**


**FRIEND PUBLIC SCHOOLS**  
2554 (On Track)

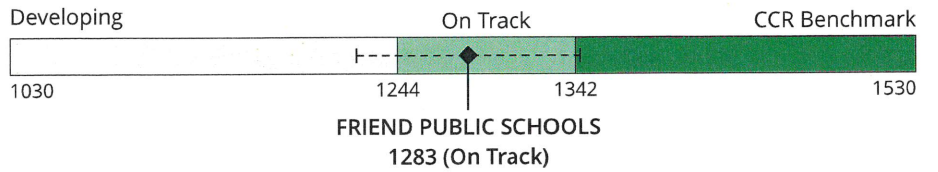
**CONTENT AREA: REPORTING CATEGORIES**


**MATHEMATICS** District's Achievement Level = On Track

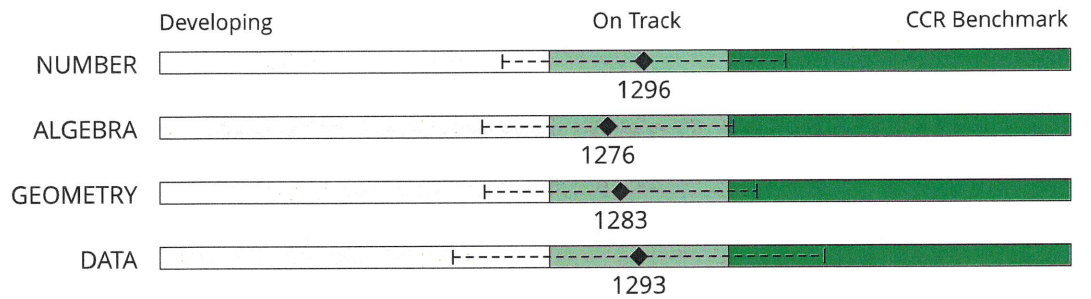
**Percentage of students in each Achievement Level**

Developing	19%
On Track	69%
CCR Benchmark	13%

**CURRENT YEAR'S AVERAGE SCALE SCORE**



**CONTENT AREA: REPORTING CATEGORIES**

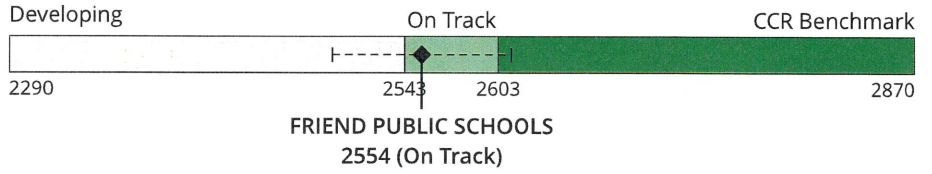


**ENGLISH LANGUAGE ARTS (ELA)** District's Achievement Level = On Track

**Percentage of students in each Achievement Level**

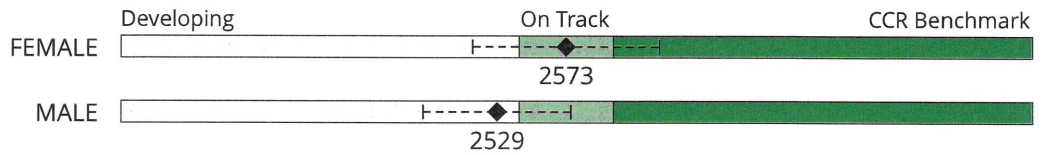
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CCR Benchmark	19%

**CURRENT YEAR'S AVERAGE SCALE SCORE**

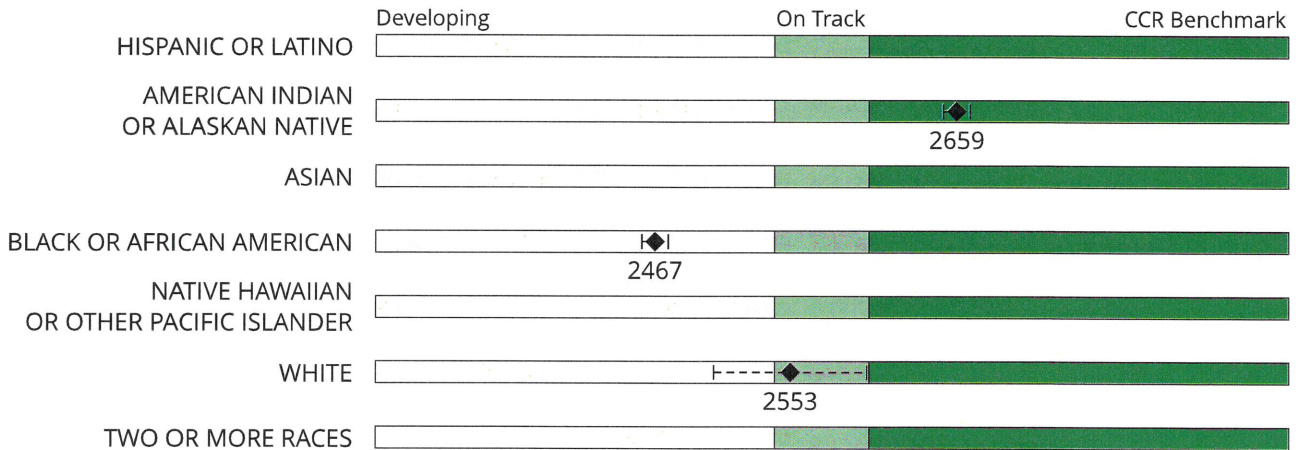


Grade 06 Achievement Levels by Demographics

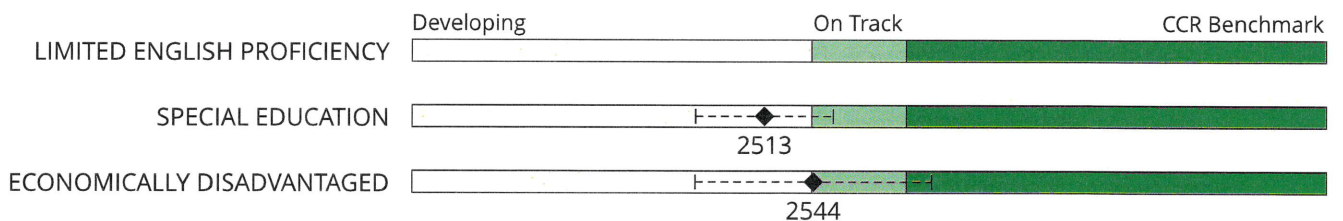
**GENDER**



**RACE/ETHNICITY**



**TARGETED GROUPS**

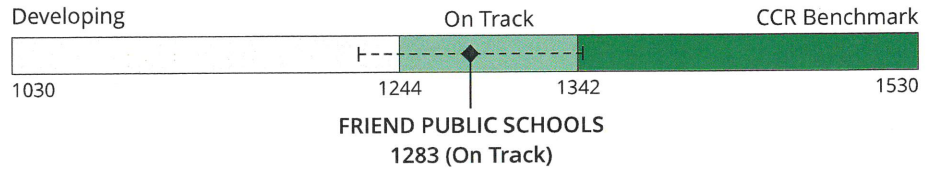


## MATHEMATICS District's Achievement Level = On Track

### Percentage of students in each Achievement Level

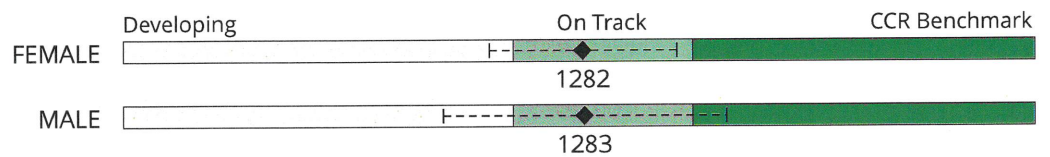
Developing	19%
On Track	69%
CCR Benchmark	13%

### CURRENT YEAR'S AVERAGE SCALE SCORE

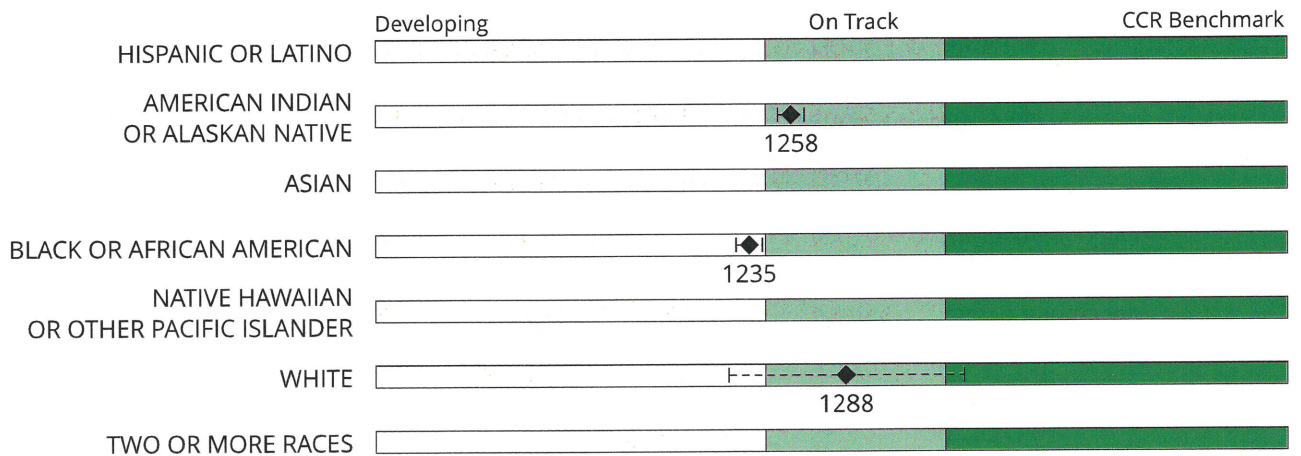


## Grade 06 Achievement Levels by Demographics

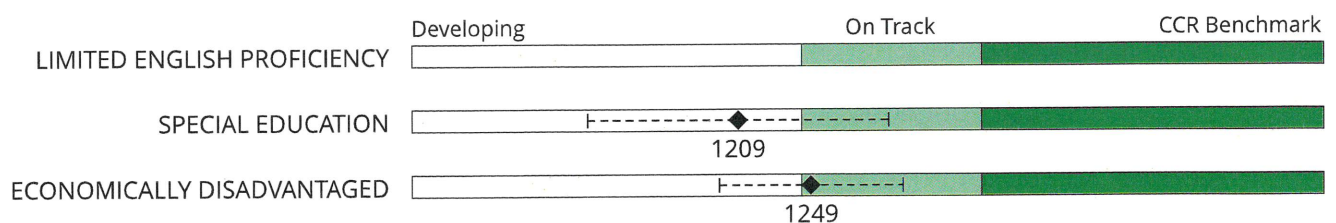
### GENDER



### RACE/ETHNICITY



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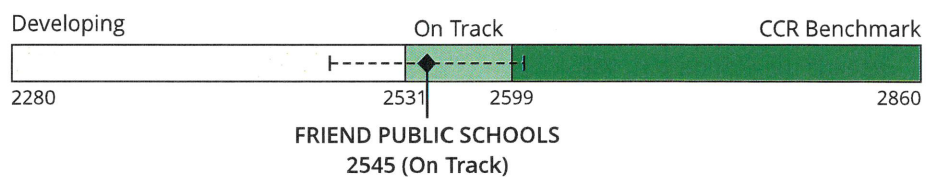
## Overall District Performance - Grade 05

Content Area	District Average	Possible Range	State Average
<b>ENGLISH LANGUAGE ARTS</b>	<b>2545</b>	2280-2860	2525
<b>MATHEMATICS</b>	<b>1280</b>	1020-1510	1244
<b>SCIENCE</b>	<b>105</b>	0-200	102

### ENGLISH LANGUAGE ARTS (ELA) District's Achievement Level = On Track

**Percentage of students in each Achievement Level**

Developing	27%
On Track	53%
CCR Benchmark	20%

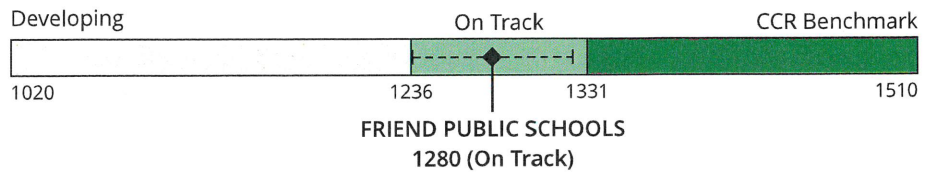
**CURRENT YEAR'S AVERAGE SCALE SCORE**

**CONTENT AREA: REPORTING CATEGORIES**


## MATHEMATICS District's Achievement Level = On Track

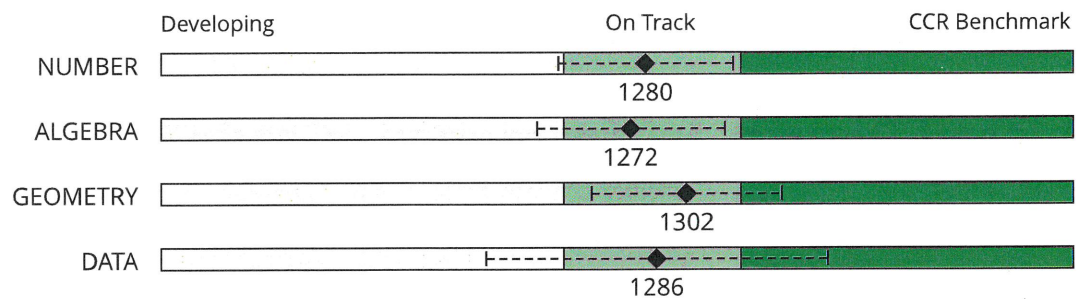
### Percentage of students in each Achievement Level

Developing	20%
On Track	73%
CCR Benchmark	7%

### CURRENT YEAR'S AVERAGE SCALE SCORE



### CONTENT AREA: REPORTING CATEGORIES

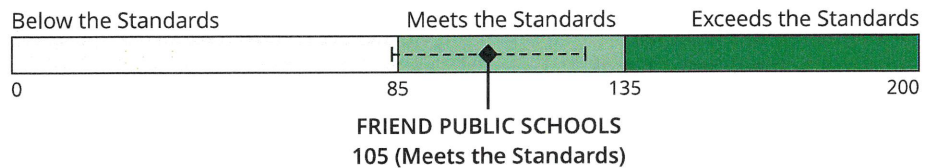


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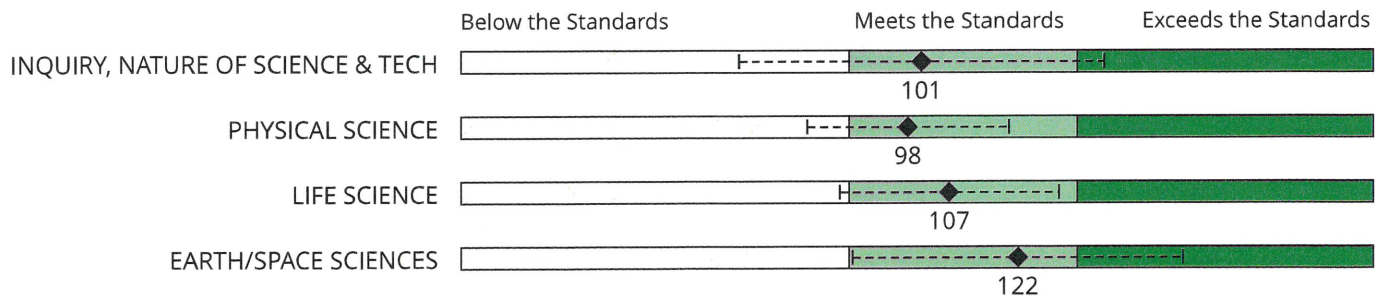
### Percentage of students in each Achievement Level

Below the Standards	27%
Meets the Standards	67%
Exceeds the Standards	7%

### CURRENT YEAR'S AVERAGE SCALE SCORE



### CONTENT AREA: REPORTING CATEGORIES

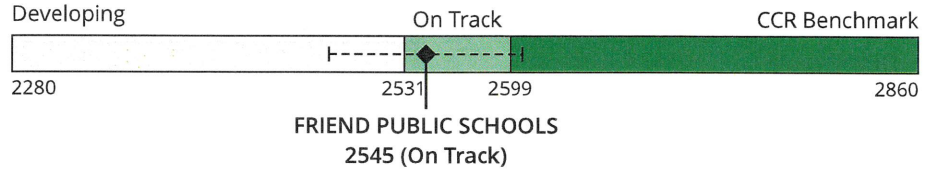


**ENGLISH LANGUAGE ARTS (ELA)** District's Achievement Level = On Track

**Percentage of students in each Achievement Level**

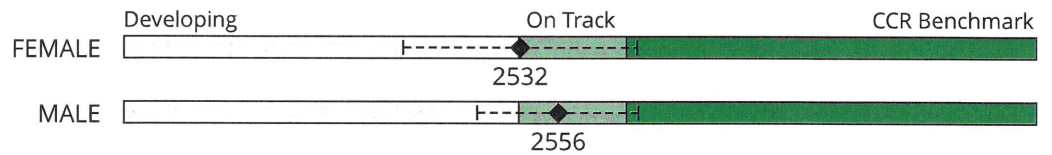
Developing	27%
On Track	53%
CCR Benchmark	20%

**CURRENT YEAR'S AVERAGE SCALE SCORE**

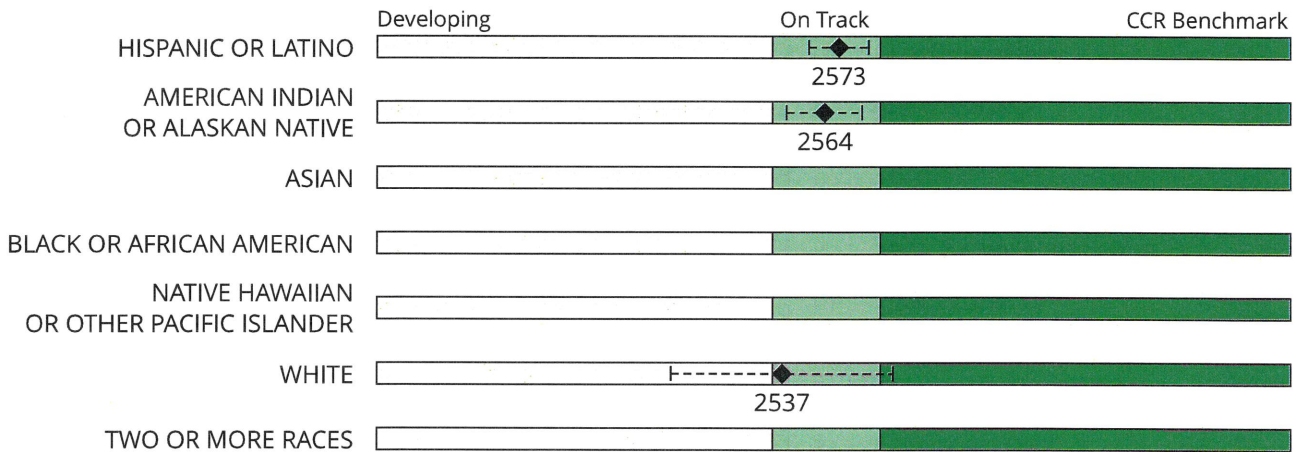


Grade 05 Achievement Levels by Demographics

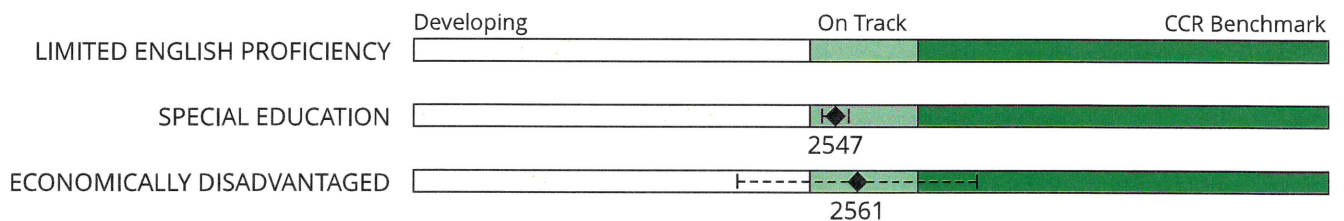
**GENDER**



**RACE/ETHNICITY**



**TARGETED GROUPS**

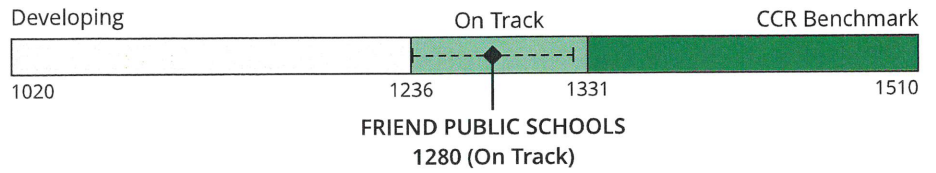


**MATHEMATICS** District's Achievement Level = On Track

**Percentage of students in each Achievement Level**

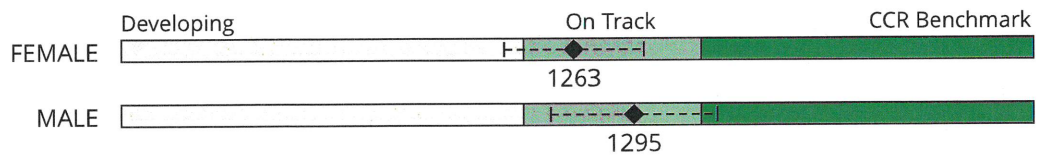
Developing	20%
On Track	73%
CCR Benchmark	7%

**CURRENT YEAR'S AVERAGE SCALE SCORE**

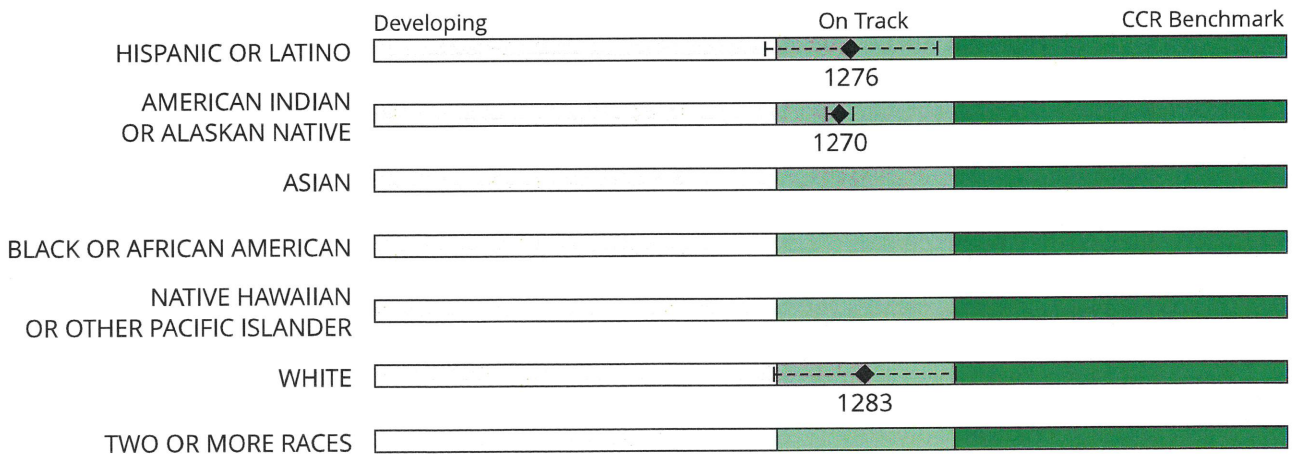


Grade 05 Achievement Levels by Demographics

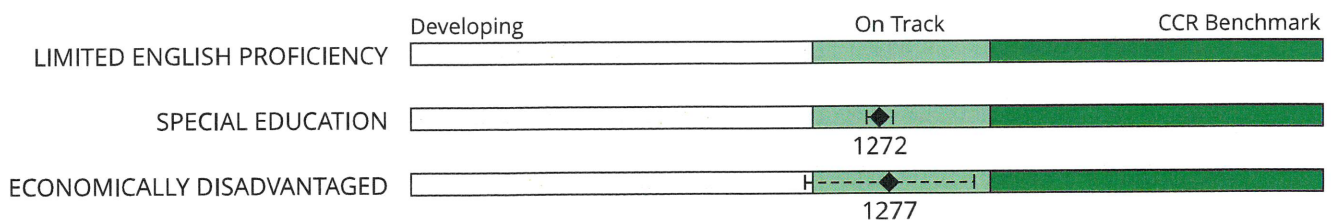
**GENDER**



**RACE/ETHNICITY**



**TARGETED GROUPS**

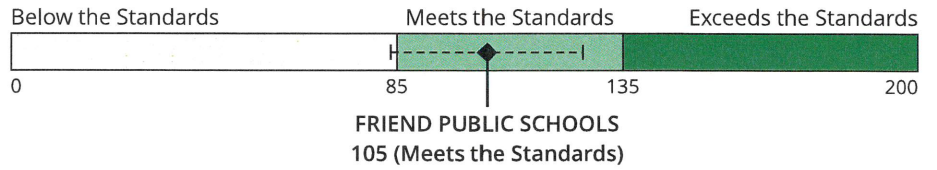


**SCIENCE** District's Achievement Level = Meets the Standards

**Percentage of students in each Achievement Level**

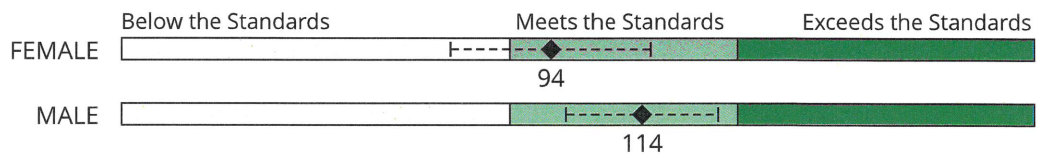
Below the Standards	27%
Meets the Standards	67%
Exceeds the Standards	7%

**CURRENT YEAR'S AVERAGE SCALE SCORE**

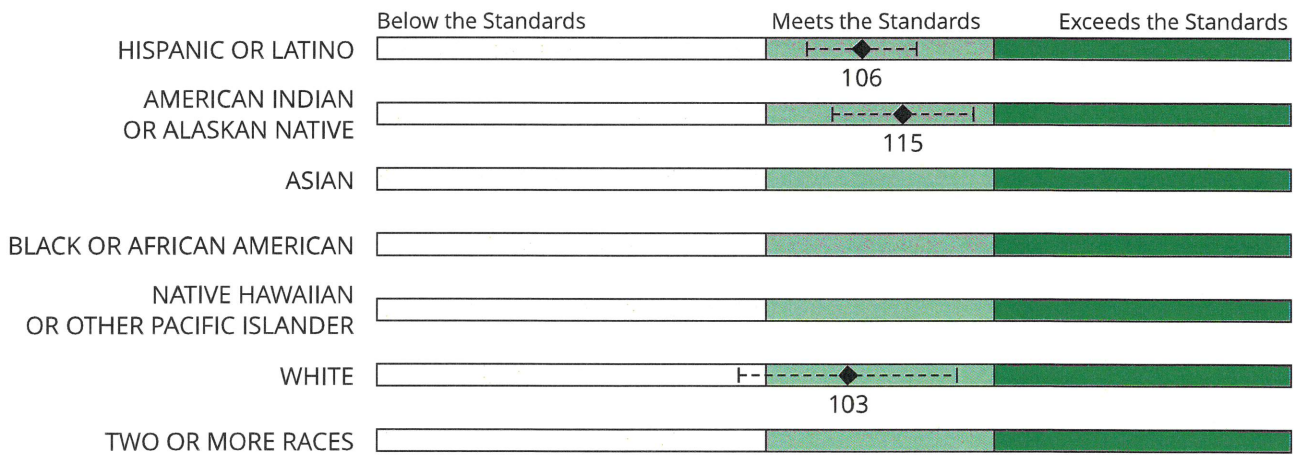


Grade 05 Achievement Levels by Demographics

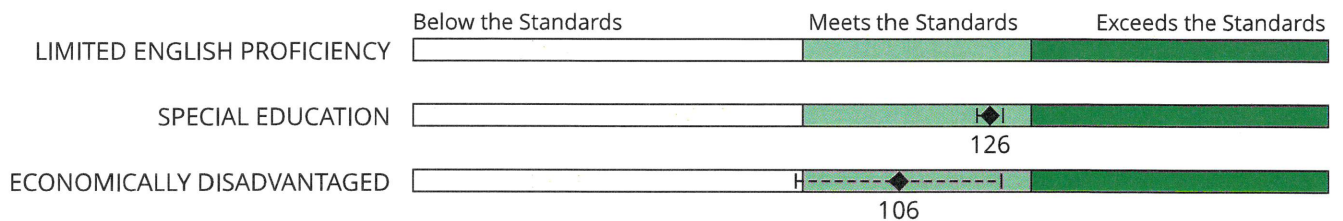
**GENDER**



**RACE/ETHNICITY**



**TARGETED GROUPS**





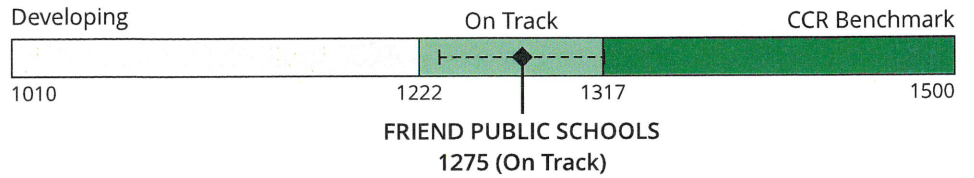


**MATHEMATICS** District's Achievement Level = On Track

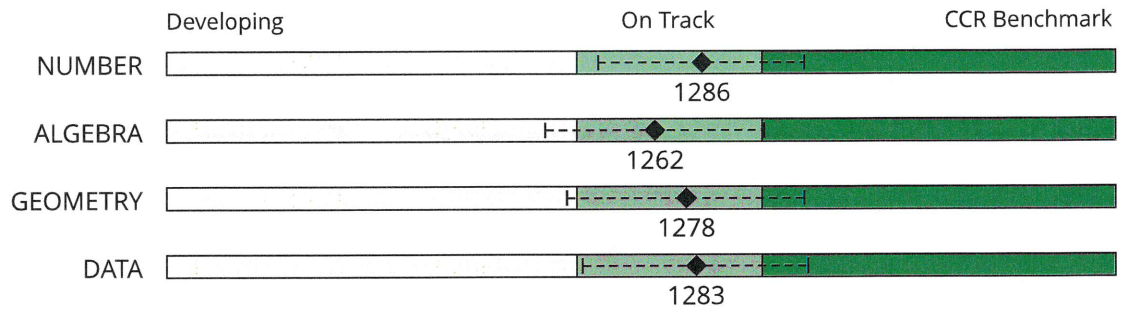
**Percentage of students in each Achievement Level**

Developing	11%
On Track	78%
CCR Benchmark	11%

**CURRENT YEAR'S AVERAGE SCALE SCORE**



**CONTENT AREA: REPORTING CATEGORIES**

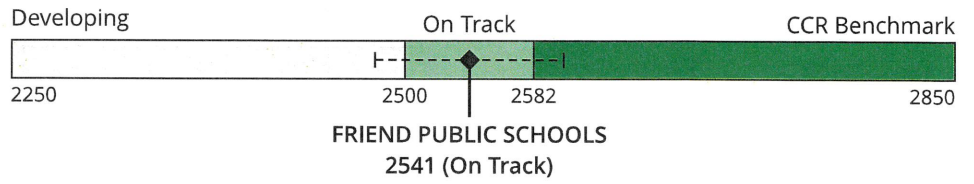


## ENGLISH LANGUAGE ARTS (ELA) District's Achievement Level = On Track

### Percentage of students in each Achievement Level

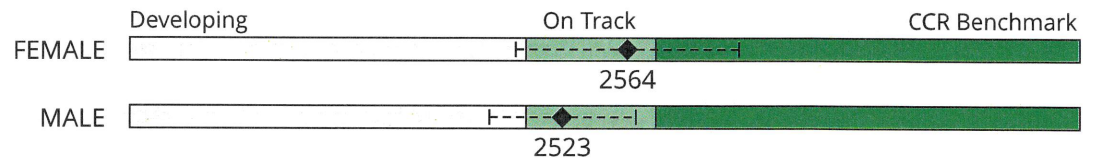
Developing	22%
On Track	56%
CCR Benchmark	22%

### CURRENT YEAR'S AVERAGE SCALE SCORE

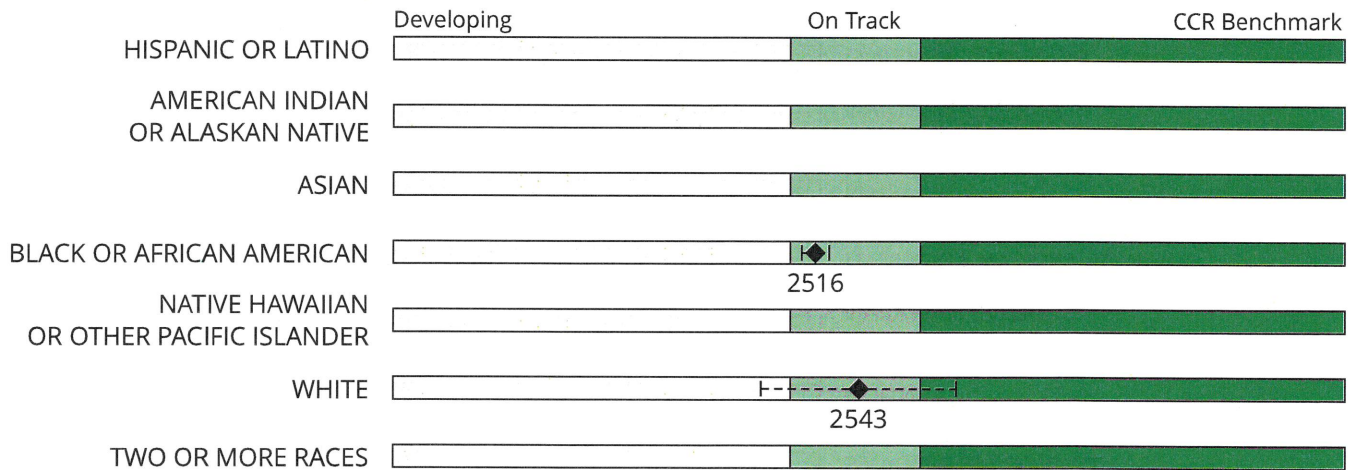


## Grade 04 Achievement Levels by Demographics

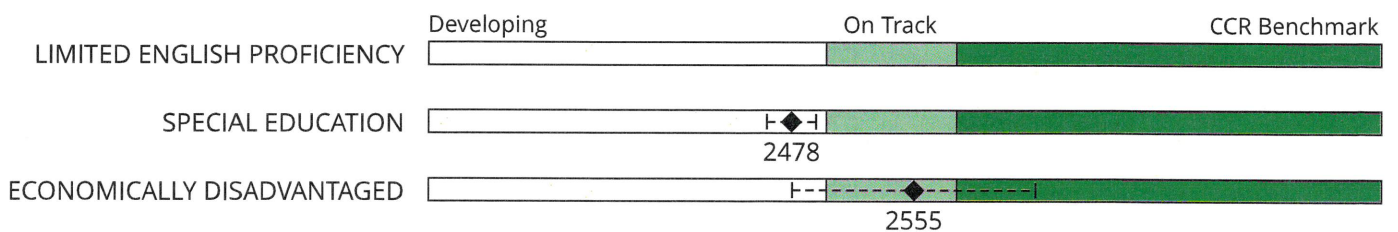
### GENDER



### RACE/ETHNICITY



### TARGETED GROUPS

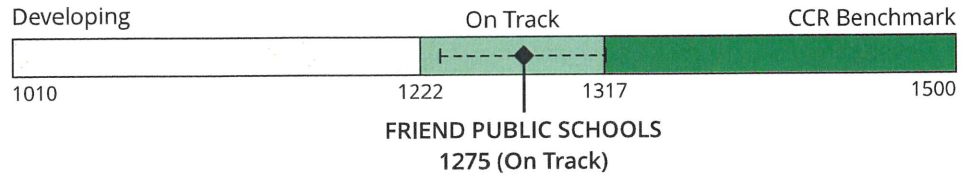


## MATHEMATICS District's Achievement Level = On Track

### Percentage of students in each Achievement Level

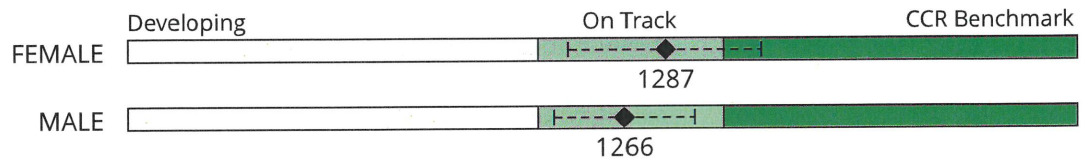
Developing	11%
On Track	78%
CCR Benchmark	11%

### CURRENT YEAR'S AVERAGE SCALE SCORE

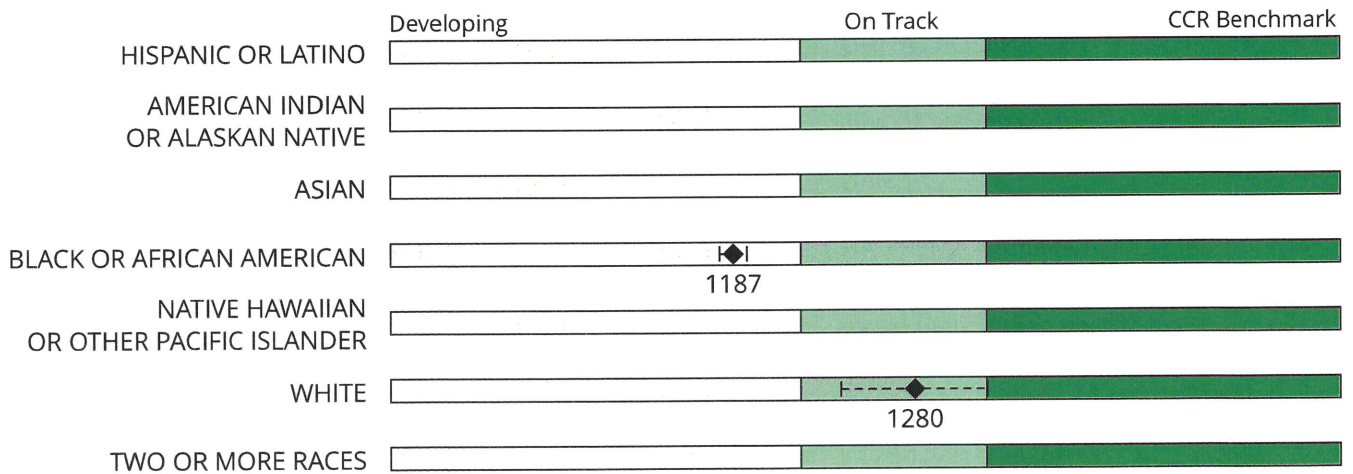


## Grade 04 Achievement Levels by Demographics

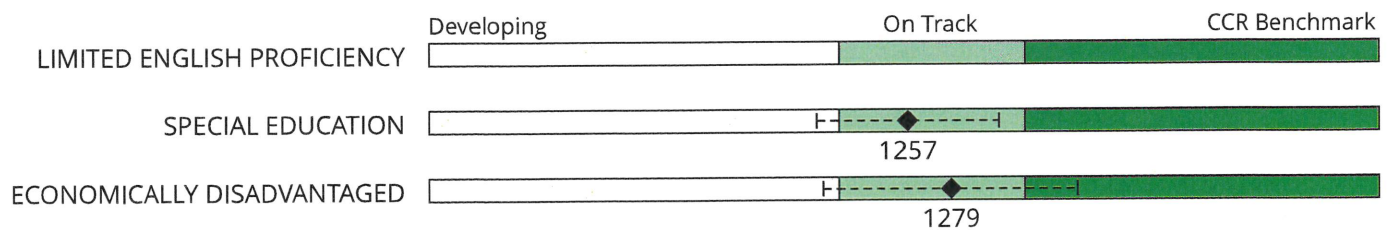
### GENDER



### RACE/ETHNICITY



### TARGETED GROUPS



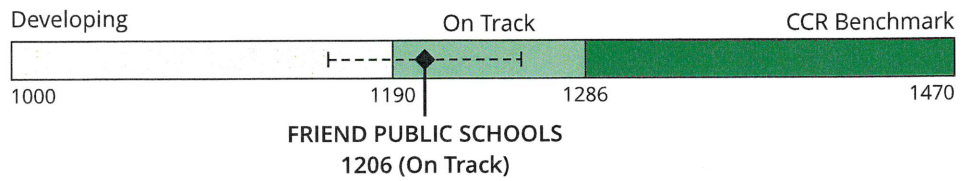


## MATHEMATICS District's Achievement Level = On Track

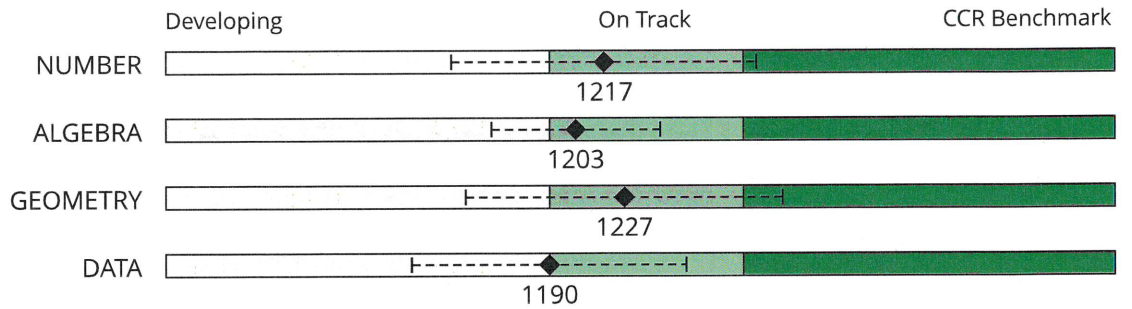
### Percentage of students in each Achievement Level

Developing	37%
On Track	58%
CCR Benchmark	5%

### CURRENT YEAR'S AVERAGE SCALE SCORE



### CONTENT AREA: REPORTING CATEGORIES

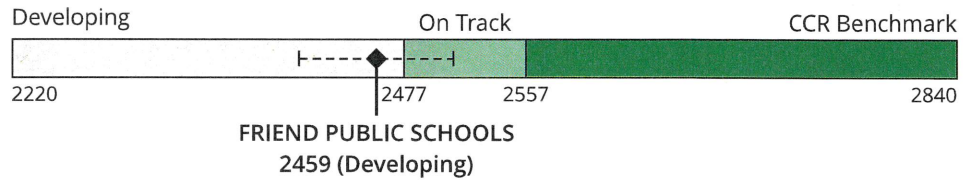


**ENGLISH LANGUAGE ARTS (ELA)** District's Achievement Level = Developing

**Percentage of students in each Achievement Level**

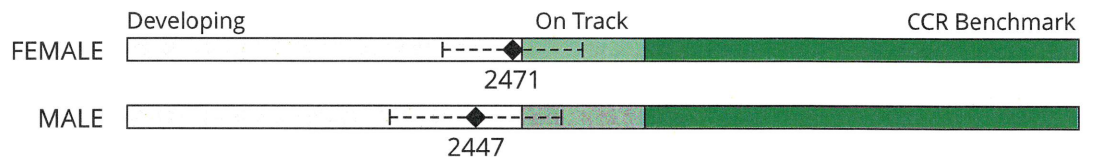
Developing	68%
On Track	32%
CCR Benchmark	0%

**CURRENT YEAR'S AVERAGE SCALE SCORE**

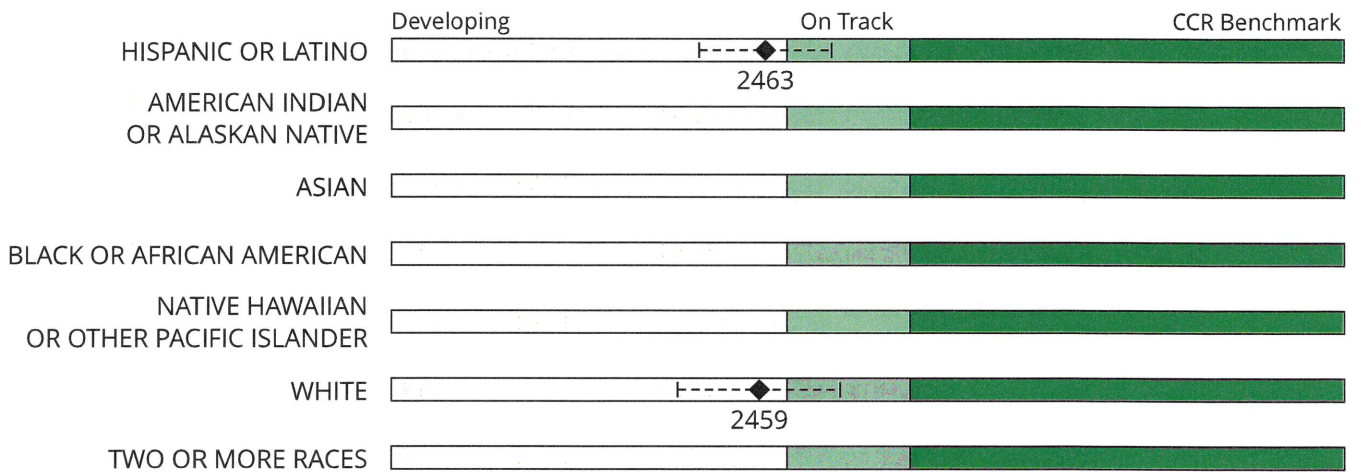


Grade 03 Achievement Levels by Demographics

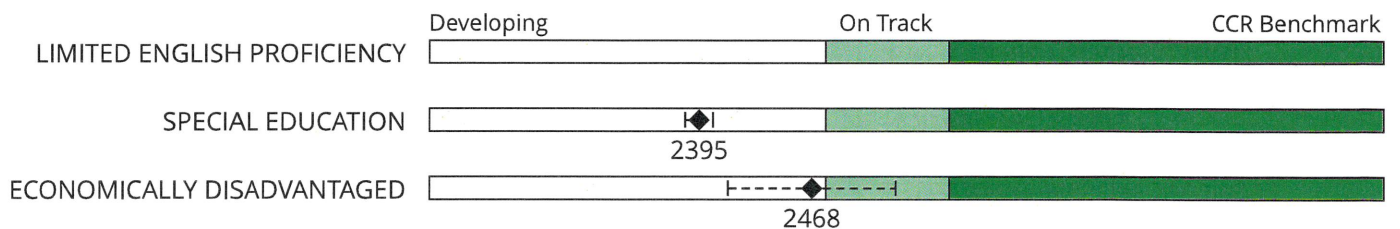
**GENDER**



**RACE/ETHNICITY**



**TARGETED GROUPS**

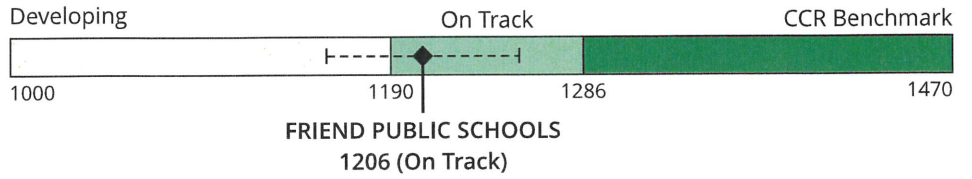


## MATHEMATICS District's Achievement Level = On Track

### Percentage of students in each Achievement Level

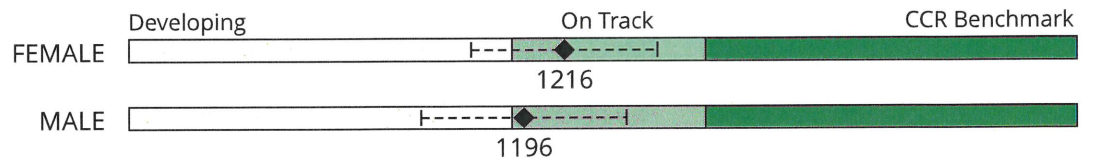
Developing	37%
On Track	58%
CCR Benchmark	5%

### CURRENT YEAR'S AVERAGE SCALE SCORE

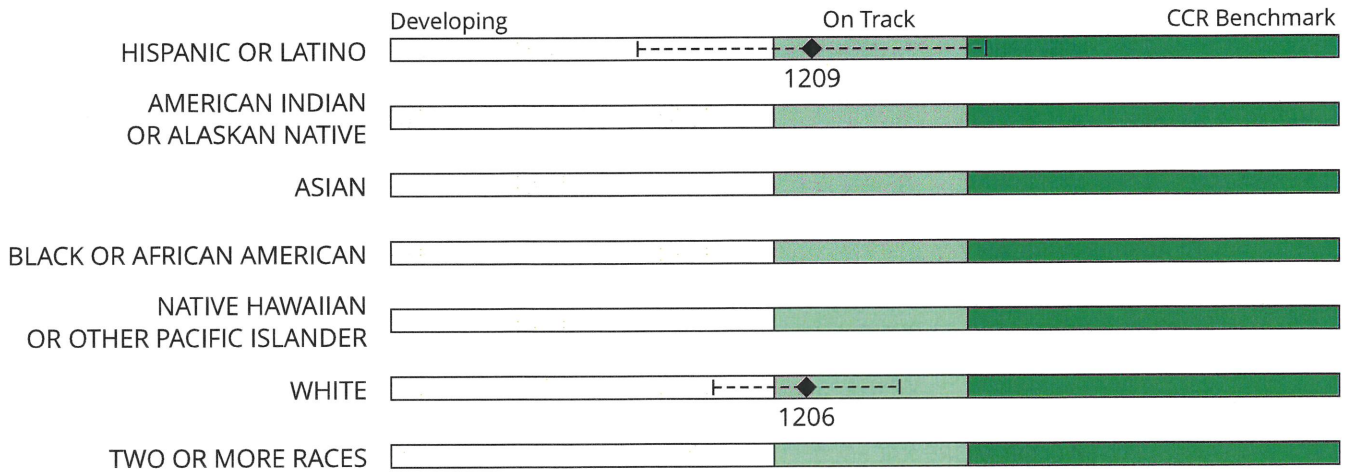


## Grade 03 Achievement Levels by Demographics

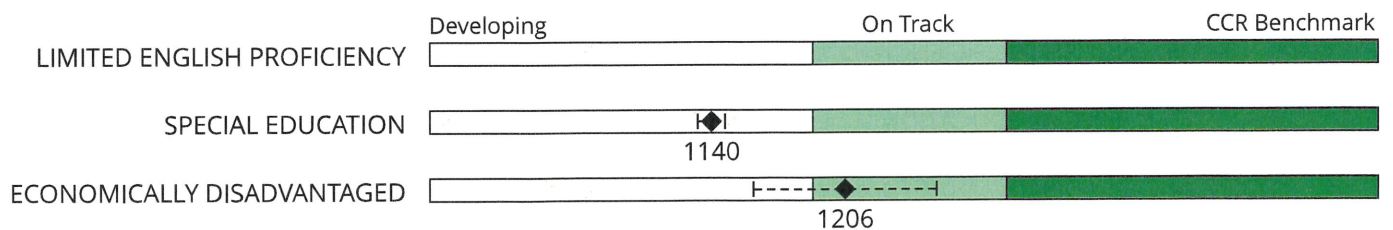
### GENDER



### RACE/ETHNICITY



### TARGETED GROUPS



Bylaws of the Board - Meetings

Regular Meetings

The Board shall meet in regular session on the second Monday of each calendar month, unless otherwise designated by the president with the approval of the Board. Such meetings shall begin at 6:30 p.m. in the months of November through March and 7:30 p.m. in the months of April through October.

All meetings shall be held in the boardroom at the Friend School District Office unless otherwise designated by the president with the approval of the Board.

Legal Reference:     §79-554  
                           §79-555  
                           §84-1401

Date of Adoption: February 12, 2007  
Board Reviewed December 2011