

Board of Education Regular Meeting
Monday, April 10, 2023 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

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 Comment
8. Reports

8.1. Committee:

8.1.1. Building and Grounds

8.1.2. Policy

8.1.3. Nutrition

8.2. Administration

8.2.1. Principal's Report

8.2.2. Superintendent

9. Discussion Items

9.1. Action Goals for Strategic Planning

10. Action Items

10.1. Approve Updated Calendar for 2023-24 School Year

10.2. Adopt Strategic Plan from NASB.

10.3. Approve purchase of new wrestling mat.

10.4. Approval of ESports addition to the two year EMF Coop.

10.5. Consideration and Possible Action and Review of policies 1100, 1100A, 1100B, 1100C, 1102, 1110, 1120, 1130, 1200, 1210, 1220, 1230, 1240, 1250

10.6. Approve bids from Egan for both gyms to be refinished

11. Adjournment

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM

(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 of 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 Regular Meeting

Saline County School District 76-0068

501 Main Street

Friend, NE 68359-0067

Monday, March 13, 2023 7:30 PM

Tyler Bartels: Present
Tiffany Shonerd: Present
Scott Spohn: Present
Jamie Tuttle: Present
Nancy Vossler: Present
Megan Weber: Present

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

Motion to approve agenda as presented, Passed with a motion by Tiffany Shonerd and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

6. Consent Agenda

Approve Consent Agenda, as presented, Passed with a motion by Tyler Bartels and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, 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 Comment

Ashley Cruz requested that girls wrestling be added to our sports coop next year with Exeter-Milligan. Kyler Sladek spoke on her experience being the only girl who completed this season on the Friend wrestling team. Trinity Williamson is a member of the Crete girls wrestling team, and spoke on her experiences.

7.1. Chris Nieveen - Tech Update

Chris Nieveen gave an update on the Tech projects undertaken and completed at FPS since 2018. He also detailed some possible future projects.

7.2. FCCLA Presentations

FCCLA members Halona Wootton and Shelby Steyer gave their State Leadership competition speeches.

7.3. ESports Proposal and Presentation

FPS student Vincent Warner presented on his hopes of adding eSports to the EMF sports coop.

8. Reports

8.1. Committee:

8.1.1. Policy Committee

Committee met 2-22-23, and reviewed Community Relations Policies. Also the HAL program BOE policy 5414 was revamped and will be presented tonight for review.

8.1.2. Negotiations Committee

Committee met on March 2, and reviewed the administrator salaries for the 23-24 school year. Met again March 13, and reviewed the Classified Staff salaries and wages. A 5% overall raise is suggested for that classification.

8.2. Administration

8.2.1. Principal's Report

Mrs. Stutzman reviewed activities at the school over the past month.

8.2.2. Superintendent

Mr. Anderson reviewed the information on the upcoming NRCSA conference. He also gave Strategic Plan updates on HAL program, and our grading philosophy. An FPS Foundation

Meeting was held on February 28, and two Teacher Mini Grants were awarded. The new scoreboard project was discussed. Samantha Due was hired by E-M for the 23-24 school year, and we will contract .5FTE of her time as Spanish teacher, through an interlocal agreement. Some facility projects which will take place this summer were discussed.

9. Discussion Items

10. Action Items

10.1. Adopt updated Policy 5414

Move to adopt changes to BOE Policy 5414 - Identified as Gifted, as presented, Passed with a motion by Scott Spohn and a second by Jamie Tuttle.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

10.2. Consideration and Possible Action and Review of policies 1000, 1010, 1020, 1030, 1030A, 1040, 1050, 1050A, 1050B, 1060, 1070, 1080.

Approve review of BOE Policies 1000, 1010, 1020, 1030, 1030A, 1040, 1050, 1050A, 1050B, 1060, 1070 and 1080 as presented, Passed with a motion by Scott Spohn and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

10.3. Approve bid by Pro Track and Tennis for \$134,500 for all work for Base Bid #3 and Option #1.

Approve bid from Pro Track and Tennis for \$134,500 for Base Bid #3 and Option #1 track resurfacing, Passed with a motion by Scott Spohn and a second by Tyler Bartels.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

10.4. Approve of PK-12 Principal Contract

Approve principal contract for 2023-24 school year for Elizabeth Stutzman, total salary \$99,700, as presented. Passed with a motion by Jamie Tuttle and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shoner: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

10.5. Approve of Superintendent Contract

Approve Superintendent Contract for 2023-24 school year for Derek Anderson, total salary \$132,500, as presented. Passed with a motion by Megan Weber and a second by Tiffany Shonerd.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

10.6. Approve the resignation/retirement of Jeff Hill effective Aug. 1, 2023.

Approve resignation of Jeff Hill effective August 1, 2023 Passed with a motion by Scott Spohn and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

10.7. Approve Classified Wages for 2023-24 School Year

Approve Classified Wages for 23-24 school year at 5% wage/salary increase, and kitchen dishwasher and classified subs increased to \$13/hour. Passed with a motion by Scott Spohn and a second by Megan Weber.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

11. Adjournment

Motion to adjourn at 8:50 pm. Next meeting will be Monday, April 10, 2023, at 7:30 pm Passed with a motion by Tyler Bartels and a second by Nancy Vossler.

Tyler Bartels: Yea, Tiffany Shonerd: Yea, Scott Spohn: Yea, Jamie Tuttle: Yea, Nancy Vossler: Yea, Megan Weber: Yea
Yea: 6, Nay: 0

Posted Locations:

- Friend Sentinel
- Post Office - Friend
- Citizens State Bank - Friend
- First Bank Utica - Friend
- Qwik6 Convenience Store

Posted Date: March 1, 2023

Nancy J Vossler
 Friend, Nebraska

Mar-23 Account #1925

| Date | From | | |
|------------------------------|--------------------------|---------------------------------------|---------------------|
| General Fund Checking | | | |
| 3/3/2023 | Activity Fund | Reimburse VISA | \$2,489.09 |
| 3/3/2023 | Seward County | Disbursement | \$3,874.92 |
| 3/8/2023 | State of Nebraska | NDE Equipment Grant/Trsf to Nutrition | \$10,902.43 |
| 3/14/2023 | Trsf Sav to Ckg | | \$64,000.00 |
| 3/21/2023 | SPED reimbursement 21/22 | | \$25,528.00 |
| 3/23/2023 | Trsf Funs for March PR | Reverse Transaction | \$265,485.71 |
| 3/31/2023 | Activity Fund | Reimburse VISA | \$3,518.83 |
| 3/31/2023 | State of Nebraska | State Aid | \$4,037.00 |
| 3/31/2023 | Interest Paid | | \$15.68 |
| Total | | | <u>\$379,851.66</u> |

| Special Building Fund Checking | | Account #2065 | |
|---------------------------------------|-----------------------|---------------|--------------------|
| 3/15/2023 | Trsf Funds Sav to Ckg | | \$27,425.00 |
| 3/31/2023 | Interest Paid | | \$9.47 |
| Total | | | <u>\$27,434.47</u> |
| | | | \$3.00 |

| General Fund Savings | | Account #9889 CSB | |
|-----------------------------|------------------------|---------------------|---------------------|
| 3/1/2023 | Trsf Ckg to Sav | | \$27.87 |
| 3/15/2023 | Saline County | | \$150,198.99 |
| 3/21/2023 | Trsf Ckg to Sav | | \$27,000.00 |
| 3/23/2023 | Trsf Funs for March PR | Reverse Transaction | \$265,485.71 |
| 3/31/2023 | Interest Paid | | \$1,995.57 |
| Total | | | <u>\$444,708.14</u> |

| Depreciation Fund Savings | | Account #9915 | |
|----------------------------------|---------------|---------------|-------------------|
| 3/31/2023 | Interest Paid | | 1,215.17 |
| Total | | | <u>\$1,215.17</u> |

| Special Building Fund Savings | | Account #9902 CSB | |
|--------------------------------------|---------------|-------------------|--------------------|
| 3/3/2023 | Seward County | Disbursement | \$77.67 |
| 3/15/2023 | Saline County | Disbursement | \$3,632.99 |
| 3/31/2023 | Interest Paid | | \$1,621.83 |
| Total | | | <u>\$ 5,332.49</u> |

| Bond Fund Savings | | Account #5055 CSB | |
|--------------------------|---------------|-------------------|---------------------|
| 3/3/2023 | Seward County | Disbursement | \$420.79 |
| 3/15/2023 | Saline County | Disbursement | \$ 19,691.30 |
| 3/31/2023 | Interest Paid | | \$ 133.24 |
| Total | | | <u>\$ 20,245.33</u> |

Friend Public School

Account Summary Report

REVENUES

Cycle: FY22-23; Begin Date: 03/01/2023; End Date: 03/31/2023; Account Type: Revenue; Created On: 4/4/2023 1:06:34 PM

| Account Code | Description | Actual - MAR | Budget (YTD) | Actual (YTD) | % of Budget |
|---|---|-----------------------|-------------------------|-------------------------|-------------|
| GENERAL FUND | | | | | |
| 01-1-01100-000-000 | LOCAL - RE & PP TAXES LEVIED | (\$16,328.17) | (\$3,436,584.00) | (\$1,765,160.66) | 51.36 |
| 01-1-01115-000-000 | LOCAL - CARLINE TAXES | \$0.00 | (\$2,200.00) | (\$288.82) | 13.12 |
| 01-1-01125-000-000 | LOCAL - MOTOR VEHICLE TAXES | (\$14,826.35) | (\$185,000.00) | (\$122,318.14) | 66.11 |
| 01-1-01140-000-000 | LOCAL - PENALTIES & INTEREST ON TAXES LEVIED BY DISTRICT | (\$248.77) | (\$2,982.00) | (\$2,634.54) | 88.34 |
| 01-1-01510-000-000 | LOCAL - INTEREST ON INVESTMENTS | (\$2,040.42) | (\$7,000.00) | (\$11,749.89) | 167.85 |
| 01-1-01911-000-000 | LOCAL - LOCAL LICENSE FEES | \$0.00 | \$0.00 | (\$1,430.00) | 0.00 |
| 01-1-02110-000-000 | INTERMEDIATE - COUNTY FINES AND LICENSE FEES | (\$1,080.06) | (\$10,000.00) | (\$7,743.52) | 77.43 |
| 01-1-02210-000-000 | INTERMEDIATE - ESU RECEIPTS | \$0.00 | (\$1,000.00) | (\$761.25) | 76.12 |
| 01-1-03110-000-000 | STATE - STATE AID | (\$4,037.00) | (\$40,367.00) | (\$28,259.00) | 70.00 |
| 01-1-03120-000-000 | STATE - SPED (SCHOOL AGE) | (\$25,528.00) | (\$205,000.00) | (\$85,850.00) | 41.87 |
| 01-1-03130-000-000 | STATE - HOMESTEAD EXEMPTION | (\$4,946.31) | \$0.00 | (\$4,946.31) | 0.00 |
| 01-1-03131-000-000 | STATE - PROPERTY TAX CREDIT | (\$116,644.25) | \$0.00 | (\$137,927.67) | 0.00 |
| 01-1-03180-000-000 | STATE - PRO-RATE MOTOR VEHICLE | \$0.00 | (\$9,000.00) | (\$2,244.74) | 24.94 |
| 01-1-03400-000-000 | STATE - STATE APPORTIONMENT | \$0.00 | (\$30,000.00) | (\$43,308.54) | 144.36 |
| 01-1-03535-000-000 | STATE - PAYMENTS FOR HIGH ABILITY LEARNERS | \$0.00 | (\$3,500.00) | (\$3,165.00) | 90.42 |
| 01-1-03599-000-000 | STATE - Categorical Grants | \$0.00 | \$0.00 | (\$2,966.96) | 0.00 |
| 01-1-04310-000-000 | FEDERAL - REAP | \$0.00 | (\$25,000.00) | (\$11,802.00) | 47.20 |
| 01-1-04422-000-000 | FEDERAL - IDEA ARP BEP Ages 3-5 | \$0.00 | (\$70,000.00) | \$0.00 | 0.00 |
| 01-1-04505-000-000 | FEDERAL - TITLE I, PART A ESSA | \$0.00 | (\$40,000.00) | \$0.00 | 0.00 |
| 01-1-04518-000-000 | FEDERAL - IDEA BASE - EP | \$0.00 | \$0.00 | (\$1,409.00) | 0.00 |
| 01-1-04530-000-000 | FEDERAL - OTHER FEDERAL CATAGORICAL RECEIPTS | \$0.00 | \$0.00 | (\$7,949.52) | 0.00 |
| 01-1-04708-000-000 | FEDERAL - MEDICAID IN PUBLIC SCHOOLS (MIPS) | \$0.00 | (\$5,000.00) | (\$2,978.39) | 59.56 |
| 01-1-04709-000-000 | FEDERAL - MEDICAID ADMIN ACTIVITIES (MAAPS) | \$0.00 | (\$3,000.00) | (\$1,372.90) | 45.76 |
| 01-1-04997-000-000 | FEDERAL - ESSER II | \$0.00 | (\$5,000.00) | (\$3,389.00) | 67.78 |
| 01-1-05300-000-000 | OTHER FINANCING - PROCEEDS- DISPOSAL OF REAL OR PP | \$0.00 | (\$200.00) | \$0.00 | 0.00 |
| 01-1-05690-000-000 | OTHER FINANCING - OTHER NON-REVENUE RECEIPTS | \$0.00 | (\$1,000.00) | (\$22.00) | 2.20 |
| 01-1-09005-903-000 | NON-PROGRAM RECEIPTS - Interfund Loan from Nutrition Fund | (\$7,500.68) | \$0.00 | (\$17,456.59) | 0.00 |
| 01-1-09006-902-000 | NON-PROGRAM RECEIPTS - Interfund Loan from Activity Fund | (\$6,565.00) | \$0.00 | (\$13,755.96) | 0.00 |
| Subtotal of Element: [Fund] 01 - GENERAL FUND | | (\$199,745.01) | (\$4,081,833.00) | (\$2,280,890.40) | 56% |
| DEPRECIATION FUND | | | | | |
| 02-1-01510-000-000 | DEPR - INVESTMENT INCOME - Interest on Investments | (\$1,215.17) | (\$1,500.00) | (\$7,072.64) | 471.50 |
| 02-1-05200-000-000 | DEPR - OTHER FINANCING SOURCES - Trsf from General Fund | \$0.00 | (\$150,000.00) | \$0.00 | 0.00 |
| Subtotal of Element: [Fund] 02 - Depreciation Fund | | (\$1,215.17) | (\$151,500.00) | (\$7,072.64) | 5% |
| EMPLOYEE BENEFIT FUND | | | | | |
| 03-1-05690-000-000 | EBF - Employee Reimbursement | \$0.00 | \$0.00 | (\$416.67) | 0.00 |

| | | | | | |
|---|---|----------------------|-----------------------|-----------------------|----------------|
| Subtotal of Element: [Fund] 03 - Employee Benefit Fund | | \$0.00 | \$0.00 | (\$416.67) | #DIV/0! |
| ACTIVITY FUND | | | | | |
| 05-1-01790-000-000 | ACT - LOCAL - MISC LOCAL REVENUE | \$0.00 | (\$160,000.00) | \$0.00 | 0.00 |
| 05-1-05200-000-000 | ACT - OTHER FINANCING SOURCES - Support from Gen Fund | \$0.00 | (\$48,000.00) | \$0.00 | 0.00 |
| Subtotal of Element: [Fund] 05 - Activity Fund | | \$0.00 | (\$208,000.00) | \$0.00 | 0% |
| SCHOOL NUTRITION FUND | | | | | |
| 06-1-01510-000-000 | SN - Interest | (\$24.74) | (\$5.00) | (\$107.86) | 2,157.20 |
| 06-1-01611-000-000 | SN - DAILY SALES - SCHOOL LUNCH PROGRAM | (\$6,966.05) | (\$62,125.00) | (\$66,785.05) | 107.50 |
| 06-1-01613-000-000 | SN - DAILY SALES - SPECIAL MILK PROGRAM | \$0.00 | (\$375.00) | \$0.00 | 0.00 |
| 06-1-01620-000-000 | SN - DAILY SALES - STAFF | (\$109.75) | (\$2,500.00) | (\$1,584.55) | 63.38 |
| 06-1-03150-000-000 | SN - REVENUE FROM STATE REIMBURSEMENT | \$0.00 | \$0.00 | (\$28,129.75) | 0.00 |
| 06-1-04210-000-000 | SN - Federal Reimbursement | (\$13,435.80) | (\$60,000.00) | (\$35,414.16) | 59.02 |
| 06-1-04530-000-000 | SN - Federal Equip Grant | (\$10,902.43) | \$0.00 | (\$10,902.43) | 0.00 |
| 06-1-05200-000-000 | SN - OTHER FINANCING SOURCES - Support from Gen Fund | \$0.00 | (\$50,000.00) | \$0.00 | 0.00 |
| Subtotal of Element: [Fund] 06 - Lunch Fund | | (\$31,438.77) | (\$175,005.00) | (\$142,923.80) | 82% |
| BOND FUND | | | | | |
| 07-1-01100-000-000 | BF - LOCAL - RE & PP TAXES LEVIED | (\$2,384.34) | (\$500,000.00) | (\$260,043.37) | 52.00 |
| 07-1-01115-000-000 | BF - LOCAL - CARLINE TAXES | \$0.00 | (\$320.00) | (\$43.11) | 13.47 |
| 07-1-01140-000-000 | BF - LOCAL - Penalties & Interest on Taxes | (\$37.07) | \$0.00 | (\$393.14) | 0.00 |
| 07-1-01510-000-000 | BF - LOCAL - INTEREST ON INVESTMENTS | (\$133.24) | (\$1,500.00) | (\$1,503.37) | 100.22 |
| 07-1-03130-000-000 | BF - STATE - HOMESTEAD EXEMPTION | (\$719.65) | \$0.00 | (\$719.65) | 0.00 |
| 07-1-03131-000-000 | BF - STATE - PROPERTY TAX CREDIT | (\$16,971.03) | \$0.00 | (\$20,067.65) | 0.00 |
| 07-1-03133-000-000 | BF - STATE - NAMEPLATE CAPACITY | \$0.00 | (\$5,000.00) | \$0.00 | 0.00 |
| 07-1-03180-000-000 | BF - STATE - PRO-RATE MOTOR VEHICLE | \$0.00 | (\$1,380.00) | (\$335.03) | 24.27 |
| Subtotal of Element: [Fund] 07 - Bond Fund | | (\$20,245.33) | (\$508,200.00) | (\$283,105.32) | 56% |
| SPECIAL BUILDING FUND | | | | | |
| 08-1-01100-000-000 | SB - LOCAL - RE & PP TAXES LEVIED | (\$438.37) | (\$92,300.00) | (\$47,474.77) | 51.43 |
| 08-1-01115-000-000 | SB - LOCAL - CARLINE TAXES | \$0.00 | (\$50.00) | (\$7.78) | 15.56 |
| 08-1-01140-000-000 | SB - LOCAL - Penalties & Interest on Taxes | (\$6.55) | (\$100.00) | (\$70.76) | 70.76 |
| 08-1-01510-000-000 | SB - LOCAL - Interest Income | (\$1,631.30) | (\$3,700.00) | (\$8,252.57) | 223.04 |
| 08-1-03130-000-000 | SB - STATE - HOMESTEAD EXEMPTION | (\$132.86) | \$0.00 | (\$132.86) | 0.00 |
| 08-1-03131-000-000 | SB - STATE - PROPERTY TAX CREDIT | (\$3,132.88) | \$0.00 | (\$3,704.52) | 0.00 |
| 08-1-03180-000-000 | SB - STATE - PRO-RATE MOTOR VEHICLE | \$0.00 | (\$150.00) | (\$60.47) | 40.31 |
| 08-1-04997-000-000 | SB - FEDERAL - ESSER II | \$0.00 | \$0.00 | (\$72,356.00) | 0.00 |
| 08-1-04998-000-000 | SB - ESSER III - GRANT | \$0.00 | (\$200,000.00) | \$0.00 | 0.00 |
| Subtotal of Element: [Fund] 08 - Special Building Fund | | (\$5,341.96) | (\$296,300.00) | (\$132,059.73) | 45% |
| STUDENT FEE FUND | | | | | |
| 12-1-01741-000-000 | FEE - Extracurricular Activity Fees | \$0.00 | (\$3,000.00) | \$0.00 | 0.00 |
| Subtotal of Element: [Fund] 12 - Student Fee Fund | | \$0.00 | (\$3,000.00) | \$0.00 | 0% |

Friend Public School

Account Summary Report

EXPENDITURES

Cycle: FY22-23; Begin Date: 03/01/2023; End Date: 03/31/2023; Account Type: Expenditure; Created On: 4/4/2023 1:12:32 PM

| Account Code | Description | Actual -MAR | Budget (YTD) | Actual (YTD) | % of Budget |
|-----------------------|--|-------------|--------------|--------------|-------------|
| General Fund | | | | | |
| 01-2-01100-111-001-00 | REG INST - Salaries - Teachers - Sec | \$50,450.39 | \$605,400.00 | \$352,652.37 | 58.25 |
| 01-2-01100-111-002-00 | REG INST - Salaries - Teachers - Elem | \$37,760.93 | \$460,900.00 | \$264,352.28 | 57.35 |
| 01-2-01100-112-001-00 | REG INST - Salaries - Paras and Assistants - Sec | \$615.35 | \$12,000.00 | \$5,154.56 | 42.95 |
| 01-2-01100-112-002-00 | REG INST - Salaries - Paras and Assistants - Elem | \$5,022.95 | \$57,000.00 | \$38,564.86 | 67.65 |
| 01-2-01100-122-001-00 | REG INST - Salaries - Substitute Paras - Sec | \$0.00 | \$500.00 | \$202.41 | 40.48 |
| 01-2-01100-122-002-00 | REG INST - Salaries - Substitute Paras - Elem | \$157.95 | \$5,000.00 | \$5,584.98 | 111.69 |
| 01-2-01100-123-001-00 | REG INST - Salaries - Substitute Teachers - Sec | \$2,320.19 | \$20,000.00 | \$14,091.40 | 70.45 |
| 01-2-01100-123-002-00 | REG INST - Salaries - Substitute Teachers - Elem | \$1,298.45 | \$25,000.00 | \$19,015.44 | 76.06 |
| 01-2-01100-151-001-00 | REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage - | \$9,329.76 | \$101,960.00 | \$64,448.32 | 63.20 |
| 01-2-01100-151-002-00 | REG INST - Addl Comp - Teachers - Extra Duty, Class Coverage - | \$40.00 | \$1,500.00 | \$280.00 | 18.66 |
| 01-2-01100-152-001-00 | REG INST - Addl Comp - NonCert Coaches - Extra Duty Pay - Sec | \$1,117.67 | \$13,040.00 | \$10,803.67 | 82.85 |
| 01-2-01100-211-001-00 | REG INST - Group Insurance - BCBS - Teachers - Sec | \$14,410.76 | \$172,929.00 | \$115,286.08 | 66.66 |
| 01-2-01100-211-001-01 | REG INST - Group Insurance - LTD - Teachers - Sec | \$248.77 | \$2,985.00 | \$1,741.39 | 58.33 |
| 01-2-01100-211-002-00 | REG INST - Group Insurance - BCBS - Teachers - Elem | \$11,073.79 | \$132,885.00 | \$88,590.32 | 66.66 |
| 01-2-01100-211-002-01 | REG INST - Group Insurance - LTD - Teachers - Elem | \$201.16 | \$2,414.00 | \$1,408.12 | 58.33 |
| 01-2-01100-212-001-01 | REG INST - Group Insurance - LTD - Paras - Sec | \$7.56 | \$91.00 | \$52.92 | 58.15 |
| 01-2-01100-212-002-01 | REG INST - Group Insurance - LTD - Paras - Elem | \$21.78 | \$171.00 | \$78.74 | 46.04 |
| 01-2-01100-221-001-00 | REG INST - Social Security - Teachers - Sec | \$4,486.89 | \$46,313.00 | \$31,395.09 | 67.78 |
| 01-2-01100-221-002-00 | REG INST - Social Security - Teachers - Elem | \$2,780.44 | \$35,259.00 | \$19,596.86 | 55.57 |
| 01-2-01100-222-001-00 | REG INST - Social Security - Paras and Assistants - Sec | \$127.60 | \$918.00 | \$1,201.41 | 130.87 |
| 01-2-01100-222-002-00 | REG INST - Social Security - Paras and Assistants - Elem | \$385.79 | \$4,361.00 | \$3,303.74 | 75.75 |
| 01-2-01100-223-001-00 | REG INST - Social Security - Substitute Teachers - Sec | \$177.50 | \$1,530.00 | \$1,077.99 | 70.45 |
| 01-2-01100-223-002-00 | REG INST - Social Security - Substitute Teachers - Elem | \$98.56 | \$1,913.00 | \$1,453.96 | 76.00 |
| 01-2-01100-231-001-00 | REG INST - Retirement - Teachers - Sec | \$4,437.79 | \$59,800.00 | \$31,018.75 | 51.87 |
| 01-2-01100-231-002-00 | REG INST - Retirement - Teachers - Elem | \$2,806.14 | \$45,527.00 | \$19,644.88 | 43.14 |
| 01-2-01100-232-001-00 | REG INST - Retirement - Paras and Assistants - Sec | \$45.68 | \$1,185.00 | \$382.64 | 32.29 |
| 01-2-01100-232-002-00 | REG INST - Retirement - Paras and Assistants - Elem | \$372.88 | \$5,630.00 | \$2,860.79 | 50.81 |
| 01-2-01100-233-002-00 | REG INST - Retirement - Substitute Teachers - Elem | \$14.22 | \$0.00 | \$101.13 | 0.00 |
| 01-2-01100-237-001-00 | REG INST - Retirement Increase - Sec | \$1,482.27 | \$0.00 | \$10,381.63 | 0.00 |
| 01-2-01100-237-002-00 | REG INST - Retirement Increase - Elem | \$1,055.77 | \$0.00 | \$7,474.25 | 0.00 |
| 01-2-01100-271-001-00 | REG INST - Workers Comp - Teachers - Sec | \$0.00 | \$1,992.00 | \$1,992.00 | 100.00 |
| 01-2-01100-271-002-00 | REG INST - Workers Comp - Teachers - Elem | \$0.00 | \$1,437.00 | \$1,437.00 | 100.00 |
| 01-2-01100-272-002-00 | REG INST - Workers Comp - Paras and Assistants - Elem | \$0.00 | \$208.00 | \$208.00 | 100.00 |
| 01-2-01100-281-001-00 | REG INST - Health Benefits HSAs-- Teachers - Sec | \$0.00 | \$9,009.00 | \$9,715.14 | 107.83 |

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| 01-2-01100-281-002-00 | REG INST - Health Benefits HSAs-- Teachers - Elem | \$0.00 | \$14,480.00 | \$14,224.82 | 98.23 |
| 01-2-01100-291-001-00 | REG INST - Other Employee Benefits - Teachers - Sec | \$52.50 | \$696.00 | \$436.50 | 62.71 |
| 01-2-01100-291-002-00 | REG INST - Other Employee Benefits - Teachers - Elem | \$80.00 | \$960.00 | \$640.00 | 66.66 |
| 01-2-01100-320-001-00 | REG INST - Prof Educ Services - Sec | \$0.00 | \$0.00 | \$170.00 | 0.00 |
| 01-2-01100-320-002-00 | REG INST - Prof Educ Services - Elem | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |
| 01-2-01100-330-001-00 | REG INST - Employee Training - Sec | \$276.04 | \$2,000.00 | \$1,655.41 | 82.77 |
| 01-2-01100-330-002-00 | REG INST - Employee Training - Elem | \$340.13 | \$2,000.00 | \$1,217.28 | 60.86 |
| 01-2-01100-382-001-SP | REG INST - Distance Ed - Spanish | \$0.00 | \$10,800.00 | \$10,800.00 | 100.00 |
| 01-2-01100-430-001-MU | DNU REG INST - Repairs to Instruments - Sec | \$0.00 | \$1,000.00 | \$292.50 | 29.25 |
| 01-2-01100-431-001-MU | REG INST - Repairs to Musical Instruments | \$0.00 | \$0.00 | \$225.00 | 0.00 |
| 01-2-01100-443-001-00 | REG INST - Lease/Usage - Copier - Sec | \$53.22 | \$5,500.00 | \$2,731.55 | 49.66 |
| 01-2-01100-443-002-00 | REG INST - Lease/Usage - Copier - Elem | \$1,000.47 | \$8,500.00 | \$5,662.58 | 66.61 |
| 01-2-01100-580-001-00 | REG INST - Travel - Sec | \$0.00 | \$1,500.00 | \$28.75 | 1.91 |
| 01-2-01100-580-002-00 | REG INST - Travel - Elem | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01100-610-001-00 | REG INST - Teaching Supplies - Sec | \$0.00 | \$150,726.00 | \$461.41 | 0.30 |
| 01-2-01100-610-001-AG | REG INST - Supplies - Agri | \$4.28 | \$1,200.00 | \$2,364.45 | 197.03 |
| 01-2-01100-610-001-AR | REG INST - Supplies - Art - Sec | \$0.00 | \$1,500.00 | \$385.85 | 25.72 |
| 01-2-01100-610-001-FC | REG INST - Supplies - FACS | \$202.00 | \$2,000.00 | \$1,341.40 | 67.07 |
| 01-2-01100-610-001-LA | REG INST - Supplies - Lang Arts - Sec | \$0.00 | \$800.00 | \$0.00 | 0.00 |
| 01-2-01100-610-001-MA | REG INST - Supplies - Math - Sec | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01100-610-001-MU | REG INST - Supplies - Music - Sec | \$0.00 | \$2,775.00 | \$652.95 | 23.52 |
| 01-2-01100-610-001-PE | REG INST - Supplies - PE/Health - Sec | \$0.00 | \$500.00 | \$29.98 | 5.99 |
| 01-2-01100-610-001-SC | REG INST - Supplies - Science - Sec | \$0.00 | \$2,000.00 | \$1,256.95 | 62.84 |
| 01-2-01100-610-001-SH | REG INST - Supplies - Shop | \$131.21 | \$5,000.00 | \$4,109.92 | 82.19 |
| 01-2-01100-610-001-SP | REG INST - Supplies - Spanish | \$0.00 | \$500.00 | \$463.24 | 92.64 |
| 01-2-01100-610-001-SS | REG INST - Supplies - Social Studies - Sec | \$0.00 | \$500.00 | \$59.34 | 11.86 |
| 01-2-01100-610-001-TE | REG INST - Supplies - Tech Classes - Sec | \$0.00 | \$500.00 | \$200.46 | 40.09 |
| 01-2-01100-610-002-00 | REG INST - Supplies - Elem | \$23.00 | \$157,000.00 | \$1,039.67 | 0.66 |
| 01-2-01100-610-002-AR | REG INST - Supplies - Art - Elem | \$43.67 | \$500.00 | \$343.26 | 68.65 |
| 01-2-01100-610-002-LA | REG INST - Supplies - Lang Arts - Elem | \$0.00 | \$3,000.00 | \$1,049.53 | 34.98 |
| 01-2-01100-610-002-MA | REG INST - Supplies - Math - Elem | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01100-610-002-MU | REG INST - Supplies - Music - Elem | \$0.00 | \$500.00 | \$29.99 | 5.99 |
| 01-2-01100-610-002-PE | REG INST - Supplies - PE/Health - Elem | \$0.00 | \$500.00 | \$119.98 | 23.99 |
| 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 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01100-640-001-AG | REG INST - Books and Periodicals - Agri | \$0.00 | \$400.00 | \$0.00 | 0.00 |
| 01-2-01100-640-001-FC | REG INST - Books and Periodicals - FACS | \$0.00 | \$400.00 | \$0.00 | 0.00 |
| 01-2-01100-640-001-LA | REG INST - Books and Periodicals - Lang Arts - Sec | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01100-640-001-MA | REG INST - Books and Periodicals - Math - Sec | \$0.00 | \$100.00 | \$0.00 | 0.00 |
| 01-2-01100-640-001-SC | REG INST - Books and Periodicals - Science - Sec | \$0.00 | \$1,000.00 | \$979.04 | 97.90 |
| 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 | \$4,000.00 | \$639.36 | 15.98 |
| 01-2-01100-640-002-MA | REG INST - Books and Periodicals - Math - Elem | \$0.00 | \$1,500.00 | \$686.75 | 45.78 |
| 01-2-01100-640-002-MU | REG INST - Books and Periodicals - Music - Elem | \$0.00 | \$200.00 | \$415.80 | 207.90 |

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| 01-2-01100-640-002-SC | REG INST - Books and Periodicals - Science - Elem | \$0.00 | \$250.00 | \$0.00 | 0.00 |
| 01-2-01100-643-001-00 | REG INST - Web/Cloud Based Software - Sec | \$0.00 | \$5,000.00 | \$1,637.52 | 32.75 |
| 01-2-01100-643-002-00 | REG INST - Web/Cloud Based Software - Elem | \$0.00 | \$7,500.00 | \$1,540.00 | 20.53 |
| 01-2-01100-650-001-00 | REG INST - Supplies - Tech Related - Sec | \$0.00 | \$1,000.00 | \$903.63 | 90.36 |
| 01-2-01100-650-001-SC | REG INST - Tech Supplies - Science - Sec | \$0.00 | \$500.00 | \$82.99 | 16.59 |
| 01-2-01100-650-001-TE | REG INST - Tech Supplies - Tech Class - Sec | \$0.00 | \$0.00 | \$995.00 | 0.00 |
| 01-2-01100-650-002-00 | REG INST - Supplies - Tech Related - Elem | \$0.00 | \$1,000.00 | \$874.76 | 87.47 |
| 01-2-01100-733-001-00 | REG INST - Furniture and Fixtures - Sec | \$0.00 | \$20,000.00 | \$0.00 | 0.00 |
| 01-2-01100-733-002-00 | REG INST - Furniture and Fixtures - Elem | \$0.00 | \$20,000.00 | \$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 |
| 01-2-01100-735-001-00 | REG INST - Technology Software - Sec | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-01100-810-001-00 | REG INST - Dues and Fees - Sec Staff | \$50.00 | \$500.00 | \$438.00 | 87.60 |
| 01-2-01100-810-001-01 | REG INST - Field Trips Students - Secondary | \$0.00 | \$0.00 | \$75.00 | 0.00 |
| 01-2-01100-810-001-AG | REG INST - Dues & Fees - Agri | \$0.00 | \$500.00 | \$105.00 | 21.00 |
| 01-2-01100-810-001-MU | REG INST - Dues & Contest Fees - Music - Sec | \$0.00 | \$1,000.00 | \$288.00 | 28.80 |
| 01-2-01100-810-001-SS | REG INST - Dues & Fees - Social Studies - Sec | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01100-810-002-00 | REG INST - Dues & Fees - Elem | \$0.00 | \$1,000.00 | \$262.00 | 26.20 |
| 01-2-01100-810-002-01 | REG INST - Field Trips Students - Elementary | \$0.00 | \$1,500.00 | \$144.00 | 9.60 |
| 01-2-01100-810-002-MU | REG INST - Dues & Contest Fees - Music - Elem | \$0.00 | \$500.00 | \$50.00 | 10.00 |
| 01-2-01115-565-001-00 | SENCAP - Tuition to Postsecondary Schools | \$0.00 | \$10,000.00 | \$702.00 | 7.02 |
| 01-2-01150-122-001-00 | ELL - Para professional - temp | \$0.00 | \$20,000.00 | \$7,770.99 | 38.85 |
| 01-2-01150-222-001-00 | ELL - Social Security | \$0.00 | \$1,530.00 | \$594.47 | 38.85 |
| 01-2-01150-610-001-00 | ELL - Supplies - Sec | \$0.00 | \$0.00 | \$7.50 | 0.00 |
| 01-2-01150-610-002-00 | ELL - Supplies - elem | \$0.00 | \$0.00 | \$17.97 | 0.00 |
| 01-2-01190-111-002-00 | EARLY - Salaries - Teachers | \$4,875.07 | \$58,501.00 | \$34,165.49 | 58.40 |
| 01-2-01190-112-002-00 | EARLY - Salaries - Paras | \$1,971.38 | \$23,164.00 | \$15,970.63 | 68.94 |
| 01-2-01190-121-002-00 | EARLY - Salaries - Subs - Teachers | \$0.00 | \$745.00 | \$0.00 | 0.00 |
| 01-2-01190-122-002-00 | EARLY - Salaries - Subs - Paras | \$0.00 | \$0.00 | \$69.24 | 0.00 |
| 01-2-01190-211-002-00 | EARLY - Group Insurance - BCBS Teachers | \$1,548.81 | \$18,586.00 | \$12,390.48 | 66.66 |
| 01-2-01190-211-002-01 | EARLY - Group Insurance - LTD - Teachers | \$28.77 | \$345.00 | \$201.39 | 58.37 |
| 01-2-01190-212-002-01 | EARLY - Group Insurance - LTD - Paras | \$7.34 | \$88.00 | \$51.38 | 58.38 |
| 01-2-01190-221-002-00 | EARLY - Social Security - Teachers | \$349.76 | \$4,475.00 | \$2,452.90 | 54.81 |
| 01-2-01190-222-002-00 | EARLY - Social Security - Paras | \$151.37 | \$1,772.00 | \$1,231.00 | 69.46 |
| 01-2-01190-223-002-00 | EARLY - Social Security - Subs - Teachers | \$0.00 | \$57.00 | \$0.00 | 0.00 |
| 01-2-01190-231-002-00 | EARLY - Retirement - Teachers | \$361.90 | \$5,779.00 | \$2,536.28 | 43.88 |
| 01-2-01190-232-002-00 | EARLY - Retirement - Paras | \$146.35 | \$2,288.00 | \$1,185.59 | 51.81 |
| 01-2-01190-237-002-00 | EARLY - Retirement Increase | \$168.03 | \$0.00 | \$1,230.49 | 0.00 |
| 01-2-01190-271-002-00 | EARLY - Workers Comp - Teachers | \$0.00 | \$206.00 | \$206.00 | 100.00 |
| 01-2-01190-272-002-00 | EARLY - Workers Comp - Paras | \$0.00 | \$71.00 | \$71.00 | 100.00 |
| 01-2-01190-281-002-00 | EARLY - Health Benefits - HSA Teachers | \$0.00 | \$3,026.00 | \$2,967.01 | 98.05 |
| 01-2-01190-330-002-00 | EARLY - Employee Training | \$0.00 | \$150.00 | \$0.00 | 0.00 |
| 01-2-01190-610-002-00 | EARLY - General Supplies | \$0.00 | \$4,648.00 | \$390.90 | 8.41 |
| 01-2-01190-643-002-00 | EARLY - Web/Cloud Based Software | \$0.00 | \$400.00 | \$344.40 | 86.10 |
| 01-2-01300-111-002-00 | SUMMER - Salaries - Teachers - Elem | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |

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| 01-2-01300-112-002-00 | SUMMER - Salaries - Paras - Elem | \$0.00 | \$1,000.00 | \$0.00 | 0.00 |
| 01-2-01300-221-002-00 | SUMMER - Social Security - Teachers - Elem | \$0.00 | \$150.00 | \$0.00 | 0.00 |
| 01-2-01300-222-002-00 | SUMMER - Social Security - Paras - Elem | \$0.00 | \$75.00 | \$0.00 | 0.00 |
| 01-2-01300-231-002-00 | SUMMER - Retirement - Teachers - Elem | \$0.00 | \$200.00 | \$0.00 | 0.00 |
| 01-2-01300-232-002-00 | SUMMER - Retirement - Paras - Elem | \$0.00 | \$100.00 | \$0.00 | 0.00 |
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| | Regular Education | \$164,214.29 | \$2,454,000.00 | \$1,272,219.85 | 0.52 |
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| 01-2-01200-111-001-00 | SPED SA - Salaries - Teachers - Sec | \$6,147.19 | \$77,366.00 | \$39,437.27 | 50.97 |
| 01-2-01200-111-002-00 | SPED SA - Salaries - Teachers -Elem | \$7,675.04 | \$92,100.00 | \$49,832.21 | 54.10 |
| 01-2-01200-112-002-00 | SPED SA - Salaries - Paras -Elem | \$0.00 | \$0.00 | \$87.75 | 0.00 |
| 01-2-01200-123-001-00 | SPED SA - Salaries - Subs - Teachers | \$149.00 | \$20,000.00 | \$6,313.83 | 31.56 |
| 01-2-01200-123-002-00 | SPED SA - Salaries - Subs - Teachers | \$0.00 | \$5,000.00 | \$5,526.30 | 110.52 |
| 01-2-01200-211-001-00 | SPED SA - Group Insurance - BCBS - Teachers - Sec | \$1,514.40 | \$18,173.00 | \$12,115.20 | 66.66 |
| 01-2-01200-211-001-01 | SPED SA - Group Insurance LTD Teachers - Sec | \$34.70 | \$416.00 | \$242.90 | 58.38 |
| 01-2-01200-211-002-01 | SPED SA - Group Insurance LTD Teachers Elem | \$29.64 | \$356.00 | \$207.48 | 58.28 |
| 01-2-01200-220-001-00 | SPED SA - Social Security - Non Instru | \$34.19 | \$0.00 | \$34.19 | 0.00 |
| 01-2-01200-221-001-00 | SPED SA - Social Security - Teachers - Sec | \$454.87 | \$5,919.00 | \$2,909.04 | 49.14 |
| 01-2-01200-221-002-00 | SPED SA - Social Security - Teachers -Elem | \$565.47 | \$7,046.00 | \$3,660.24 | 51.94 |
| 01-2-01200-222-002-00 | SPED SA - Social Security - Aides -Elem | \$0.00 | \$0.00 | \$6.71 | 0.00 |
| 01-2-01200-223-001-00 | SPED SA - Social Security - Subs - Sec | \$11.40 | \$1,530.00 | \$454.95 | 29.73 |
| 01-2-01200-223-002-00 | SPED SA - Social Security - Subs -Elem | \$0.00 | \$400.00 | \$394.69 | 98.67 |
| 01-2-01200-231-001-00 | SPED SA - Retirement - Teachers - Sec | \$456.33 | \$7,642.00 | \$2,927.59 | 38.30 |
| 01-2-01200-231-002-00 | SPED SA - Retirement - Teachers -Elem | \$569.75 | \$9,598.00 | \$3,699.30 | 38.54 |
| 01-2-01200-233-001-00 | SPED SA - Retirement - Subs - Sec | \$0.00 | \$0.00 | \$342.30 | 0.00 |
| 01-2-01200-233-002-00 | SPED SA - Retirement - Subs - Elem | \$0.00 | \$0.00 | \$342.29 | 0.00 |
| 01-2-01200-237-001-00 | SPED SA - Retirement Increase - Sec | \$150.88 | \$0.00 | \$1,081.11 | 0.00 |
| 01-2-01200-237-002-00 | SPED SA - Retirement Increase - Elem | \$188.37 | \$0.00 | \$1,336.24 | 0.00 |
| 01-2-01200-271-001-00 | SPED SA - Workers Comp- Teachers - Sec | \$0.00 | \$262.00 | \$262.00 | 100.00 |
| 01-2-01200-271-002-00 | SPED SA - Workers Comp- Teachers -Elem | \$0.00 | \$288.00 | \$288.00 | 100.00 |
| 01-2-01200-272-001-00 | SPED SA - Workers Comp - Aides - Sec | \$0.00 | \$73.00 | \$73.00 | 100.00 |
| 01-2-01200-281-001-00 | SPED SA - Health Benefits -HSA Teachers Sec | \$0.00 | \$3,351.00 | \$2,970.02 | 88.63 |
| 01-2-01200-317-001-00 | SPED SA - Contracted Legal Services - Sec | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-01200-330-001-00 | SPED SA - Employee Training - Sec | \$60.00 | \$2,000.00 | \$183.67 | 9.18 |
| 01-2-01200-330-002-00 | SPED SA - Employee Training -Elem | \$51.51 | \$2,000.00 | \$300.19 | 15.00 |
| 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 | \$119.88 | \$116,240.00 | \$907.58 | 0.78 |
| 01-2-01200-610-002-00 | SPED SA - General Supplies -Elem | \$223.59 | \$116,240.00 | \$223.59 | 0.19 |
| 01-2-01200-643-001-00 | SPED SA - Web/Cloud Based Software - Sec | \$0.00 | \$10,000.00 | \$7.45 | 0.07 |
| 01-2-01200-643-002-00 | SPED SA - Web/Cloud Based Software -Elem | \$0.00 | \$10,000.00 | \$50.99 | 0.50 |
| 01-2-01200-650-001-00 | SPED SA - Supplies - Technology Related - Sec | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-01200-650-002-00 | SPED SA - Supplies - Technology Related -Elem | \$0.00 | \$5,000.00 | \$16.99 | 0.33 |
| 01-2-01200-730-001-00 | SPED SA - Equipment - Sec | \$447.00 | \$0.00 | \$447.00 | 0.00 |

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| 01-2-01200-810-001-00 | SPED SA - Dues and Fees - Sec | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-01200-810-002-00 | SPED SA - Dues and Fees -Elem | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02141-340-001-00 | PSYCH - Prof Services - Psychologist - SA - Sec | \$0.00 | \$25,000.00 | \$0.00 | 0.00 |
| 01-2-02141-340-002-00 | PSYCH - Prof Services - Psychologist - SA - Elem | \$0.00 | \$35,000.00 | \$0.00 | 0.00 |
| 01-2-02141-591-001-00 | PSYCH - Psych Eval Services Purch from ESU6 - SA - Sec | \$0.00 | \$0.00 | \$5,644.26 | 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 | \$0.00 | \$5,644.26 | 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 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-02151-340-001-00 | SPEECH - Prof Services - Speech Therapy - SA - Sec | \$2,926.18 | \$0.00 | \$15,401.71 | 0.00 |
| 01-2-02151-340-002-00 | SPEECH - Prof Services - Speech Therapy- SA - Elem | \$3,901.54 | \$0.00 | \$20,535.58 | 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 |
| 01-2-02151-591-001-01 | SPEECH - Deaf/HOH Therapy Purch from ESU6 - Sec | \$0.00 | \$3,000.00 | \$3,197.39 | 106.57 |
| 01-2-02151-591-002-00 | SPEECH - Speech Therapy Purch From ESU6 - SA - Elem | \$0.00 | \$68,500.00 | \$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 |
| 01-2-02151-591-002-03 | SPEECH - Homebased Purch from ESU6 SA | \$0.00 | \$15,000.00 | \$2,630.87 | 17.53 |
| 01-2-02151-610-002-00 | SPEECH - General Supplies - SA - Elem | \$0.00 | \$29,500.00 | \$57.50 | 0.19 |
| 01-2-02152-340-002-00 | SPEECH - Prof Services - Speech Therapy- Age 3-5 | \$2,926.18 | \$0.00 | \$15,401.71 | 0.00 |
| 01-2-02152-591-002-00 | SPEECH - Speech Therapy Purch From ESU6 - Age 3-5 | \$0.00 | \$18,000.00 | \$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 |
| 01-2-02152-610-002-00 | SPEECH - Supplies - Age 3-5 | \$0.00 | \$1,000.00 | \$0.00 | 0.00 |
| 01-2-02153-340-002-00 | SPEECH - Prof Services - Speech Therapy- Age 0-2 | \$0.00 | \$8,000.00 | \$0.00 | 0.00 |
| 01-2-02153-591-002-01 | SPEECH - Extended SY Purch From ESU6 - Age 0-2 | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02153-591-002-02 | SPEECH - Homebased Therapy Purch From ESU6 - Age 0-2 | \$0.00 | \$5,000.00 | \$3,051.81 | 61.03 |
| 01-2-02161-591-001-00 | OT - Occupational Therapy Purch from ESU6 - SA - Sec | \$0.00 | \$15,000.00 | \$2,730.02 | 18.20 |
| 01-2-02161-591-002-00 | OT - Occupational Therapy Purch from ESU6 - SA - Elem | \$0.00 | \$35,000.00 | \$8,190.06 | 23.40 |
| 01-2-02162-591-002-00 | OT - Occupational Therapy Purch from ESU6 - Age 3-5 | \$0.00 | \$7,000.00 | \$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 |
| 01-2-02171-340-001-00 | PT - Prof Services - Physical Therapy - SA - Sec | \$690.65 | \$5,000.00 | \$2,020.17 | 40.40 |
| 01-2-02171-340-002-00 | PT - Prof Services - Physical Therapy - SA - Elem | \$0.00 | \$10,000.00 | \$1,747.88 | 17.47 |
| 01-2-02172-340-002-00 | PT - Prof Services - Physical Therapy - Age 3-5 | \$101.55 | \$5,000.00 | \$563.05 | 11.26 |
| 01-2-02173-340-002-00 | PT - Prof Services - Physical Therapy Age 0-2 | \$57.75 | \$2,000.00 | \$388.00 | 19.40 |
| 01-2-02181-340-001-00 | VISION - Prof Services - Vision Therapy - Sec | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-02181-340-002-00 | VISION - Prof Services - Vision Therapy - Elem | \$206.72 | \$8,000.00 | \$2,419.12 | 30.23 |
| 01-2-02182-340-002-00 | VISION - Prof Services - Vision Therapy - 3-5 | \$36.92 | \$1,000.00 | \$291.42 | 29.14 |
| 01-2-02183-340-002-00 | VISION - Prof Services - Vision Therapy - 0-2 | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| | Special Education | \$29,730.70 | \$925,000.00 | \$226,596.88 | 0.24 |
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| 01-2-02120-111-001-00 | GUIDANCE - Salaries - Counselor - Secondary | \$3,090.93 | \$36,850.00 | \$21,496.51 | 58.33 |
| 01-2-02120-111-002-00 | GUIDANCE - Salaries - Counselor - Elem | \$3,050.93 | \$36,615.00 | \$21,356.51 | 58.32 |
| 01-2-02120-211-001-00 | GUIDANCE - Group Insurance - BCBS - Counselor- Secondary | \$364.20 | \$7,935.00 | \$4,101.60 | 51.68 |

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| 01-2-02120-211-001-01 | GUIDANCE - Group Insurance LTD - Counselor- Secondary | \$28.21 | \$340.00 | \$197.47 | 58.07 |
| 01-2-02120-211-002-00 | GUIDANCE - Group Insurance - BCBS - Counselor- Elem | \$364.20 | \$7,950.00 | \$4,101.60 | 51.59 |
| 01-2-02120-221-001-00 | GUIDANCE - Social Security - Counselor- Secondary | \$235.99 | \$2,825.00 | \$1,638.40 | 57.99 |
| 01-2-02120-221-002-00 | GUIDANCE - Social Security - Counselor- Elem | \$230.83 | \$2,800.00 | \$1,612.92 | 57.60 |
| 01-2-02120-231-001-00 | GUIDANCE - Retirement - Counselor- Secondary | \$229.46 | \$3,650.00 | \$1,595.80 | 43.72 |
| 01-2-02120-231-002-00 | GUIDANCE - Retirement - Counselor- Elem | \$226.49 | \$3,625.00 | \$1,585.42 | 43.73 |
| 01-2-02120-237-001-00 | GUIDANCE - Retirement Increase - Sec | \$75.86 | \$0.00 | \$527.59 | 0.00 |
| 01-2-02120-237-002-00 | GUIDANCE - Retirement Increase - Elem | \$74.88 | \$0.00 | \$524.16 | 0.00 |
| 01-2-02120-271-001-00 | GUIDANCE - Workers Comp - Counselor- Secondary | \$0.00 | \$113.00 | \$112.50 | 99.55 |
| 01-2-02120-271-002-00 | GUIDANCE - Workers Comp - Counselor- Elem | \$0.00 | \$113.00 | \$112.50 | 99.55 |
| 01-2-02120-320-001-00 | GUIDANCE - Student Workshops- Secondary | \$3,413.62 | \$3,000.00 | \$3,763.63 | 125.45 |
| 01-2-02120-320-002-00 | GUIDANCE - Student Workshops- Elem | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |
| 01-2-02120-330-001-00 | GUIDANCE - Employee Training - Secondary | \$0.00 | \$500.00 | \$172.45 | 34.49 |
| 01-2-02120-330-002-00 | GUIDANCE - Employee Training - Elem | \$17.17 | \$500.00 | \$162.17 | 32.43 |
| 01-2-02120-580-001-00 | GUIDANCE - Travel- Secondary | \$0.00 | \$500.00 | \$128.00 | 25.60 |
| 01-2-02120-610-001-00 | GUIDANCE - General Supplies- Secondary | \$31.98 | \$42,190.00 | \$121.92 | 0.28 |
| 01-2-02120-610-002-00 | GUIDANCE - General Supplies- Elem | \$0.00 | \$43,134.00 | \$598.86 | 1.38 |
| 01-2-02120-640-001-00 | GUIDANCE - Books and Periodicals- Secondary | \$0.00 | \$0.00 | \$25.48 | 0.00 |
| 01-2-02120-643-002-00 | GUIDANCE - Web/Cloud Based Software- Elem | \$0.00 | \$0.00 | \$31.08 | 0.00 |
| 01-2-02120-810-001-00 | GUIDANCE - Dues and Fees- Secondary | \$0.00 | \$2,000.00 | \$100.00 | 5.00 |
| 01-2-02120-810-002-00 | GUIDANCE - Dues and Fees- Elem | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |
| 01-2-02130-116-001-00 | NURSE - Salaries - Nurse - Secondary | \$736.55 | \$9,425.00 | \$5,723.05 | 60.72 |
| 01-2-02130-116-002-00 | NURSE - Salaries - Nurse - Elem | \$2,209.63 | \$28,225.00 | \$17,169.03 | 60.82 |
| 01-2-02130-126-002-00 | NURSE - Salaries - Nurse Subs- Elem | \$0.00 | \$750.00 | \$0.00 | 0.00 |
| 01-2-02130-216-001-00 | NURSE - Group Insurance BCBS- Secondary | \$0.00 | \$375.00 | \$374.27 | 99.80 |
| 01-2-02130-216-001-01 | NURSE - Group Insurance LTD- Secondary | \$2.56 | \$0.00 | \$17.94 | 0.00 |
| 01-2-02130-216-002-00 | NURSE - Group Insurance BCBS- Elem | \$0.00 | \$1,125.00 | \$1,122.83 | 99.80 |
| 01-2-02130-216-002-01 | NURSE - Group Insurance LTD- Elem | \$7.70 | \$340.00 | \$53.88 | 15.84 |
| 01-2-02130-226-001-00 | NURSE - Social Security - Nurse- Secondary | \$56.54 | \$720.00 | \$439.19 | 60.99 |
| 01-2-02130-226-002-00 | NURSE - Social Security - Nurse- Elem | \$169.63 | \$2,220.00 | \$1,317.56 | 59.34 |
| 01-2-02130-236-001-00 | NURSE - Retirement - Nurse- Secondary | \$54.68 | \$930.00 | \$424.86 | 45.68 |
| 01-2-02130-236-002-00 | NURSE - Retirement - Nurse- Elem | \$164.03 | \$2,785.00 | \$1,274.54 | 45.76 |
| 01-2-02130-237-001-00 | NURSE - Retirement Increase - Sec | \$18.08 | \$0.00 | \$140.48 | 0.00 |
| 01-2-02130-237-002-00 | NURSE - Retirement Increase - Elem | \$54.23 | \$0.00 | \$421.37 | 0.00 |
| 01-2-02130-276-002-00 | NURSE - Workers Comp - Nurse- Elem | \$0.00 | \$115.00 | \$115.00 | 100.00 |
| 01-2-02130-330-002-00 | NURSE - Employee Training - Elem | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 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 | \$0.00 | \$1,000.00 | \$0.00 | 0.00 |
| 01-2-02130-610-002-00 | NURSE - General Supplies- Elem | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |
| 01-2-02130-810-001-00 | NURSE - Dues and Fees- Secondary | \$0.00 | \$100.00 | \$25.00 | 25.00 |
| 01-2-02130-810-002-00 | NURSE - Dues and Fees- Elem | \$0.00 | \$500.00 | \$25.00 | 5.00 |
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| | Support - Pupils | \$14,908.38 | \$250,000.00 | \$92,710.57 | 0.37 |
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| 01-2-02211-320-000-00 | SCHOOL IMPROV - Professional Educational Services | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02211-610-000-00 | SCHOOL IMPROV - General Supplies | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02211-810-000-00 | SCHOOL IMPROV - Dues and Fees | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02220-111-001-00 | LIB MEDIA - Salaries - Teachers - Secondary | \$1,048.04 | \$12,577.00 | \$7,336.28 | 58.33 |
| 01-2-02220-111-002-00 | LIB MEDIA - Salaries - Teachers - Elem | \$1,048.04 | \$12,577.00 | \$7,336.28 | 58.33 |
| 01-2-02220-112-001-00 | LIB MEDIA - Salaries - Regular - Paras - Secondary | \$2,114.24 | \$23,874.00 | \$16,283.37 | 68.20 |
| 01-2-02220-211-001-00 | LIB MEDIA - Group Insurance - BCBS - Teachers - Secondary | \$362.09 | \$4,345.00 | \$2,896.72 | 66.66 |
| 01-2-02220-211-001-01 | LIB MEDIA - Group Insurance - LTD - Teachers - Secondary | \$32.52 | \$390.00 | \$227.64 | 58.36 |
| 01-2-02220-211-002-00 | LIB MEDIA - Group Insurance - BCBS - Teachers - Elem | \$362.09 | \$4,345.00 | \$2,896.72 | 66.66 |
| 01-2-02220-212-001-01 | LIB MEDIA - Group Insurance - LTD - Paras - Secondary | \$7.56 | \$91.00 | \$52.92 | 58.15 |
| 01-2-02220-221-001-00 | LIB MEDIA - Social Security - Teachers - Secondary | \$78.64 | \$962.00 | \$550.47 | 57.22 |
| 01-2-02220-221-002-00 | LIB MEDIA - Social Security - Teachers - Elem | \$76.26 | \$962.00 | \$533.83 | 55.49 |
| 01-2-02220-222-001-00 | LIB MEDIA - Social Security - Aides - Secondary | \$162.32 | \$1,826.00 | \$1,249.73 | 68.44 |
| 01-2-02220-231-001-00 | LIB MEDIA - Retirement - Teachers - Secondary | \$77.80 | \$1,242.00 | \$544.60 | 43.84 |
| 01-2-02220-231-002-00 | LIB MEDIA - Retirement - Teachers - Elem | \$77.80 | \$1,242.00 | \$544.60 | 43.84 |
| 01-2-02220-232-001-00 | LIB MEDIA - Retirement - Paras - Secondary | \$156.95 | \$2,358.00 | \$1,208.79 | 51.26 |
| 01-2-02220-237-001-00 | LIB MEDIA - Retirement Increase - Sec | \$77.61 | \$0.00 | \$579.69 | 0.00 |
| 01-2-02220-237-002-00 | LIB MEDIA - Retirement Increase - Elem | \$25.72 | \$0.00 | \$180.04 | 0.00 |
| 01-2-02220-271-001-00 | LIB MEDIA - Workers Comp - Teachers - Secondary | \$0.00 | \$117.00 | \$117.00 | 100.00 |
| 01-2-02220-271-002-00 | LIB MEDIA - Workers Comp - Teachers - Elem | \$0.00 | \$117.00 | \$117.00 | 100.00 |
| 01-2-02220-272-001-00 | LIB MEDIA - Workers Comp - Aides - Secondary | \$0.00 | \$73.00 | \$73.00 | 100.00 |
| 01-2-02220-330-001-00 | LIB MEDIA - Employee Training - Secondary | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02220-443-001-00 | LIB MEDIA - Lease - Copier - Secondary | \$70.18 | \$1,000.00 | \$496.15 | 49.61 |
| 01-2-02220-443-002-00 | LIB MEDIA - Lease - Copier - Elem | \$70.18 | \$1,000.00 | \$496.16 | 49.61 |
| 01-2-02220-610-001-00 | LIB MEDIA - General Supplies - Secondary | \$0.00 | \$2,000.00 | \$23.67 | 1.18 |
| 01-2-02220-610-002-00 | LIB MEDIA - General Supplies - Elem | \$0.00 | \$2,820.00 | \$20.28 | 0.71 |
| 01-2-02220-640-001-00 | LIB MEDIA - Books and Periodicals - Secondary | \$34.00 | \$5,000.00 | \$2,180.14 | 43.60 |
| 01-2-02220-640-002-00 | LIB MEDIA - Books and Periodicals - Elem | \$0.00 | \$6,000.00 | \$2,456.53 | 40.94 |
| 01-2-02220-641-001-00 | LIB MEDIA - E-Books - Secondary | \$0.00 | \$250.00 | \$250.00 | 100.00 |
| 01-2-02220-641-002-00 | LIB MEDIA - E-Books - Elem | \$0.00 | \$250.00 | \$250.00 | 100.00 |
| 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 | \$2,000.00 | \$660.00 | 33.00 |
| 01-2-02220-650-001-00 | LIB MEDIA - Supplies - Technology Related - Secondary | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02220-810-001-00 | LIB MEDIA - Dues and Fees - Secondary | \$0.00 | \$180.00 | \$260.00 | 144.44 |
| 01-2-02230-432-000-00 | TECH - Technology-Related Repairs and Maintenance | \$0.00 | \$3,000.00 | \$224.00 | 7.46 |
| 01-2-02230-530-000-00 | TECH - Communications | \$1,856.53 | \$20,000.00 | \$4,803.74 | 24.01 |
| 01-2-02230-591-000-00 | TECH - Tech Support - On Site - Purch From ESU6 | \$4,320.00 | \$38,000.00 | \$28,920.00 | 76.10 |
| 01-2-02230-591-000-01 | TECH - Tech - Hosted Services - Purch From ESU6 | \$413.86 | \$27,000.00 | \$4,552.26 | 16.86 |
| 01-2-02230-643-000-00 | TECH - Web/Cloud Based Software | \$1.99 | \$6,000.00 | \$12,281.38 | 204.68 |
| 01-2-02230-650-000-00 | TECH - Supplies - Technology Related | \$12.79 | \$20,000.00 | \$873.71 | 4.36 |
| 01-2-02230-734-000-00 | TECH - Technology-Related Hardware | \$0.00 | \$39,902.00 | \$0.00 | 0.00 |
| 01-2-02230-735-000-00 | TECH - Technology Software | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
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| | Support - Staff | \$12,487.21 | \$250,000.00 | \$101,476.70 | 0.41 |
| 01-2-02310-310-000-00 | BOE - Official/Administrative Services | \$0.00 | \$1,500.00 | \$100.00 | 6.66 |
| 01-2-02310-340-000-00 | BOE - Other Professional Services | \$711.46 | \$3,000.00 | \$2,742.11 | 91.40 |
| 01-2-02310-520-000-00 | BOE - Insurance | \$0.00 | \$11,000.00 | \$11,030.00 | 100.27 |
| 01-2-02310-540-000-00 | BOE - Advertising | \$88.04 | \$4,000.00 | \$1,080.08 | 27.00 |
| 01-2-02310-580-000-00 | BOE - Travel | \$0.00 | \$4,000.00 | \$1,691.90 | 42.29 |
| 01-2-02310-610-000-00 | BOE - General Supplies | \$0.00 | \$22,000.00 | \$225.54 | 1.02 |
| 01-2-02310-643-000-00 | BOE - Web/Cloud Based Software | \$0.00 | \$500.00 | \$3,936.03 | 787.20 |
| 01-2-02310-735-000-00 | BOE - Technology Software | \$0.00 | \$2,500.00 | \$0.00 | 0.00 |
| 01-2-02310-810-000-00 | BOE - Dues and Fees | \$4,649.00 | \$1,500.00 | \$8,572.00 | 571.46 |
| | Board of Education | \$5,448.50 | \$50,000.00 | \$29,377.66 | 0.59 |
| 01-2-02320-105-000-00 | SUPER - Salaries - Superintendent | \$10,708.33 | \$128,500.00 | \$74,958.31 | 58.33 |
| 01-2-02320-110-000-00 | SUPER - Salaries - Regular - Admin Asst | \$2,278.52 | \$36,150.00 | \$18,286.37 | 50.58 |
| 01-2-02320-210-000-00 | SUPER - Group Insurance - BCBS Admin Asst | \$1,497.10 | \$17,965.00 | \$11,976.80 | 66.66 |
| 01-2-02320-210-000-01 | SUPER - Group Insurance - LTD Admin Asst | \$17.14 | \$206.00 | \$119.98 | 58.24 |
| 01-2-02320-215-000-00 | SUPER - Group Insurance - BCBS - Superintendents | \$1,774.65 | \$21,296.00 | \$14,197.20 | 66.66 |
| 01-2-02320-215-000-01 | SUPER - Group Insurance - LTD - Superintendents | \$48.50 | \$582.00 | \$339.50 | 58.33 |
| 01-2-02320-220-000-00 | SUPER - Social Security - Admin Asst | \$171.80 | \$2,765.00 | \$1,381.12 | 49.95 |
| 01-2-02320-225-000-00 | SUPER - Social Security - Superintendents | \$821.52 | \$9,830.00 | \$5,750.66 | 58.50 |
| 01-2-02320-230-000-00 | SUPER - Retirement - Admin Asst | \$169.14 | \$3,571.00 | \$1,357.48 | 38.01 |
| 01-2-02320-235-000-00 | SUPER - Retirement - Superintendents | \$794.93 | \$12,693.00 | \$5,564.51 | 43.83 |
| 01-2-02320-237-000-00 | SUPER - Retirement Increase | \$318.74 | \$0.00 | \$2,288.50 | 0.00 |
| 01-2-02320-270-000-00 | SUPER - Workers Comp - Admin Asst | \$0.00 | \$110.00 | \$110.00 | 100.00 |
| 01-2-02320-275-000-00 | SUPER - Workers Comp - Superintendent | \$0.00 | \$395.00 | \$395.00 | 100.00 |
| 01-2-02320-281-000-00 | Executive Administration-Health Benefits Paid for | \$0.00 | \$0.00 | \$2,233.68 | 0.00 |
| 01-2-02320-285-000-00 | SUPER - Health Benefits - Superintendents | \$0.00 | \$3,351.00 | \$1,116.84 | 33.32 |
| 01-2-02320-310-000-00 | SUPER - Contracted Services | \$0.00 | \$3,000.00 | \$0.00 | 0.00 |
| 01-2-02320-330-000-00 | SUPER - Employee Training | \$17.17 | \$500.00 | \$99.62 | 19.92 |
| 01-2-02320-333-000-00 | SUPER - Mileage Paid to Staff | \$0.00 | \$200.00 | \$0.00 | 0.00 |
| 01-2-02320-530-000-00 | SUPER - Cell Phone Reimb | \$50.00 | \$600.00 | \$350.00 | 58.33 |
| 01-2-02320-580-000-00 | SUPER - Travel | \$10.42 | \$3,000.00 | \$489.42 | 16.31 |
| 01-2-02320-610-000-00 | SUPER - General Supplies | \$0.00 | \$19,286.00 | \$274.03 | 1.42 |
| 01-2-02320-643-000-00 | SUPER - Web/Cloud Based Software | \$95.76 | \$6,000.00 | \$2,667.83 | 44.46 |
| 01-2-02320-650-000-00 | SUPER - Supplies - Technology Related | \$0.00 | \$3,000.00 | \$0.00 | 0.00 |
| 01-2-02320-810-000-00 | SUPER - Dues and Fees | \$210.00 | \$2,000.00 | \$1,552.00 | 77.60 |
| | Superintendent | \$18,983.72 | \$275,000.00 | \$145,508.85 | 0.53 |
| 01-2-02330-317-000-00 | LEGAL - Contracted Legal Fees | \$345.60 | \$8,500.00 | \$1,901.60 | 22.37 |
| | District Legal | \$345.60 | \$8,500.00 | \$1,901.60 | 0.22 |

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| 01-2-02410-110-001-00 | PRIN - Salaries - Admin Asst - Secondary | \$2,163.60 | \$25,296.00 | \$16,942.78 | 66.97 |
| 01-2-02410-111-001-00 | PRIN - Salaries - Principal - Secondary | \$4,070.83 | \$48,850.00 | \$28,495.81 | 58.33 |
| 01-2-02410-111-002-00 | PRIN - Salaries - Principal - Elementary | \$4,070.84 | \$48,850.00 | \$28,495.88 | 58.33 |
| 01-2-02410-210-001-01 | PRIN - Group Insurance - LTD - Admin Asst- Secondary | \$8.01 | \$100.00 | \$56.07 | 56.07 |
| 01-2-02410-211-001-00 | PRIN - Group Insurance -BCBS - Principal - Secondary | \$887.32 | \$10,650.00 | \$7,098.56 | 66.65 |
| 01-2-02410-211-001-01 | PRIN - Group Insurance LTD - Principal - Secondary | \$38.86 | \$470.00 | \$272.02 | 57.87 |
| 01-2-02410-211-002-00 | PRIN - Group Insurance - BCBS - Principal - Elementary | \$887.33 | \$10,650.00 | \$7,098.64 | 66.65 |
| 01-2-02410-220-001-00 | PRIN - Social Security - Admin Asst- Secondary | \$164.19 | \$1,935.00 | \$1,286.92 | 66.50 |
| 01-2-02410-221-001-00 | PRIN - Social Security - Principal - Secondary | \$309.88 | \$3,740.00 | \$2,169.20 | 58.00 |
| 01-2-02410-221-002-00 | PRIN - Social Security - Principal - Elementary | \$306.95 | \$3,740.00 | \$2,148.69 | 57.45 |
| 01-2-02410-230-001-00 | PRIN - Retirement - Admin Asst- Secondary | \$160.61 | \$2,500.00 | \$1,257.74 | 50.30 |
| 01-2-02410-231-001-00 | PRIN - Retirement - Principal - Secondary | \$302.20 | \$4,825.00 | \$2,115.40 | 43.84 |
| 01-2-02410-231-002-00 | PRIN - Retirement - Principal - Elementary | \$302.19 | \$4,825.00 | \$2,115.36 | 43.84 |
| 01-2-02410-237-001-00 | PRIN - Retirement Increase - Sec | \$153.01 | \$0.00 | \$1,115.19 | 0.00 |
| 01-2-02410-237-002-00 | PRIN - Retirement Increase - Elem | \$99.91 | \$0.00 | \$699.37 | 0.00 |
| 01-2-02410-270-001-00 | PRIN - Workers Comp - Admin Asst - Secondary | \$0.00 | \$77.00 | \$77.00 | 100.00 |
| 01-2-02410-271-001-00 | PRIN - Workers Comp - Principal - Secondary | \$0.00 | \$150.00 | \$150.00 | 100.00 |
| 01-2-02410-271-002-00 | PRIN - Workers Comp - Principal - Elementary | \$0.00 | \$151.00 | \$151.00 | 100.00 |
| 01-2-02410-281-001-00 | PRIN - Health Benefits - Principal - Secondary | \$0.00 | \$1,672.00 | \$1,675.15 | 100.18 |
| 01-2-02410-281-002-00 | PRIN - Health Benefits - Principal - Elementary | \$0.00 | \$1,679.00 | \$1,666.92 | 99.28 |
| 01-2-02410-330-002-00 | PRIN - Employee Training - Principal - Elementary | \$17.17 | \$500.00 | \$99.62 | 19.92 |
| 01-2-02410-580-001-00 | PRIN - Travel - Secondary | \$0.00 | \$500.00 | \$100.81 | 20.16 |
| 01-2-02410-580-002-00 | PRIN - Travel - Elementary | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02410-610-001-00 | PRIN - General Supplies - Secondary | \$247.75 | \$15,170.00 | \$1,864.62 | 12.29 |
| 01-2-02410-610-002-00 | PRIN - General Supplies - Elementary | \$2,142.26 | \$15,170.00 | \$3,827.44 | 25.23 |
| 01-2-02410-640-002-00 | PRIN - Books and Periodicals - Elementary | \$0.00 | \$0.00 | \$50.00 | 0.00 |
| 01-2-02410-643-001-00 | PRIN - Web/Cloud Based Software - Secondary | \$198.38 | \$1,000.00 | \$1,472.50 | 147.25 |
| 01-2-02410-643-002-00 | PRIN - Web/Cloud Based Software - Elementary | \$102.62 | \$1,000.00 | \$1,376.74 | 137.67 |
| 01-2-02410-650-001-00 | PRIN - Supplies - Technology Related - Secondary | \$0.00 | \$2,500.00 | \$17.98 | 0.71 |
| 01-2-02410-650-002-00 | PRIN - Supplies - Technology Related - Elem | \$0.00 | \$1,500.00 | \$78.88 | 5.25 |
| 01-2-02410-810-001-00 | PRIN - Dues and Fees - Secondary | \$0.00 | \$1,000.00 | \$690.00 | 69.00 |
| 01-2-02410-810-002-00 | PRIN - Dues and Fees - Elementary | \$150.00 | \$1,000.00 | \$1,015.00 | 101.50 |
| | | | | | |
| | Principal | \$16,783.91 | \$210,000.00 | \$115,681.29 | 0.55 |
| | | | | | |
| 01-2-02510-116-000-00 | FISCAL SVCS - Salaries - Business | \$5,044.08 | \$60,530.00 | \$35,308.56 | 58.33 |
| 01-2-02510-216-000-00 | FISCAL SVCS - Group Insurance -BCBS - Business | \$1,497.10 | \$17,965.00 | \$11,976.80 | 66.66 |
| 01-2-02510-216-000-01 | FISCAL SVCS - Group Insurance - LTD - Business | \$24.86 | \$300.00 | \$174.02 | 58.00 |
| 01-2-02510-226-000-00 | FISCAL SVCS - Social Security - Business | \$367.78 | \$4,630.00 | \$2,574.46 | 55.60 |
| 01-2-02510-236-000-00 | FISCAL SVCS - Retirement - Business | \$374.45 | \$5,979.00 | \$2,621.15 | 43.83 |
| 01-2-02510-237-000-00 | FISCAL SVCS - Retirement Increase | \$123.80 | \$0.00 | \$866.60 | 0.00 |
| 01-2-02510-276-000-00 | FISCAL SVCS - Workers Comp -Business | \$0.00 | \$185.00 | \$185.00 | 100.00 |
| 01-2-02510-315-000-00 | FISCAL SVCS - Accounting/Auditing Services | \$0.00 | \$9,000.00 | \$7,595.00 | 84.38 |

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|-----------------------|--|-------------------|---------------------|--------------------|-------------|
| 01-2-02510-443-000-00 | FISCAL SVCS - Lease - Copier | \$8.29 | \$250.00 | \$182.23 | 72.89 |
| 01-2-02510-530-000-00 | FISCAL SVCS - Communications | \$382.96 | \$6,000.00 | \$2,680.54 | 44.67 |
| 01-2-02510-531-000-00 | FISCAL SVCS - Postage | \$0.00 | \$6,000.00 | \$2,665.04 | 44.41 |
| 01-2-02510-580-000-00 | FISCAL SVCS - Travel | \$0.00 | \$300.00 | \$0.00 | 0.00 |
| 01-2-02510-610-000-00 | FISCAL SVCS - General Supplies | \$0.00 | \$14,061.00 | \$745.46 | 5.30 |
| 01-2-02510-643-000-00 | FISCAL SVCS - Web/Cloud Based Software | \$106.02 | \$12,000.00 | \$9,885.15 | 82.37 |
| 01-2-02510-650-000-00 | FISCAL SVCS - Supplies - Technology Related | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |
| 01-2-02510-810-000-00 | FISCAL SVCS - Dues and Fees | \$0.00 | \$800.00 | \$363.50 | 45.43 |
| | | | | | |
| | Fiscal Services | \$7,929.34 | \$140,000.00 | \$77,823.51 | 0.56 |
| | | | | | |
| 01-2-02610-110-000-00 | OPERATIONS - Salaries - Maint & Custodial | \$13,734.74 | \$172,500.00 | \$99,092.33 | 57.44 |
| 01-2-02610-210-000-00 | OPERATIONS - Group Insurance - BCBS | \$2,076.76 | \$25,450.00 | \$16,810.65 | 66.05 |
| 01-2-02610-210-000-01 | OPERATIONS - Group Ins - LTD | \$56.85 | \$685.00 | \$397.95 | 58.09 |
| 01-2-02610-220-000-00 | OPERATIONS - Social Security | \$1,025.49 | \$13,200.00 | \$7,403.00 | 56.08 |
| 01-2-02610-230-000-00 | OPERATIONS - Retirement | \$929.85 | \$15,050.00 | \$6,750.48 | 44.85 |
| 01-2-02610-237-000-00 | OPERATIONS - Retirement Increase | \$307.42 | \$0.00 | \$2,231.79 | 0.00 |
| 01-2-02610-270-000-00 | OPERATIONS - Workers Comp | \$0.00 | \$4,532.00 | \$4,725.00 | 104.25 |
| 01-2-02610-333-000-00 | OPERATIONS - Mileage Paid to Staff | \$0.00 | \$0.00 | \$47.50 | 0.00 |
| 01-2-02610-410-000-00 | OPERATIONS - Utility Services - Water & Sewage | \$916.45 | \$14,000.00 | \$10,066.98 | 71.90 |
| 01-2-02610-410-000-01 | OPERATIONS - Utility Services - Culligan | \$169.75 | \$2,500.00 | \$981.25 | 39.25 |
| 01-2-02610-420-000-00 | OPERATIONS - Cleaning Services - Garbage | \$482.67 | \$5,000.00 | \$3,526.71 | 70.53 |
| 01-2-02610-441-000-00 | OPERATIONS - Rental of Bus Barn | \$400.00 | \$4,800.00 | \$2,800.00 | 58.33 |
| 01-2-02610-490-000-00 | OPERATIONS - Other Purchased Property Services | \$324.02 | \$12,000.00 | \$1,916.62 | 15.97 |
| 01-2-02610-520-000-00 | OPERATIONS - Insurance - Property | \$0.00 | \$40,230.00 | \$40,227.00 | 99.99 |
| 01-2-02610-580-000-00 | OPERATIONS - Travel | \$0.00 | \$100.00 | \$0.00 | 0.00 |
| 01-2-02610-610-000-00 | OPERATIONS - General Supplies | \$0.00 | \$10,000.00 | \$5,011.99 | 50.11 |
| 01-2-02610-610-000-01 | OPERATIONS - Janitorial Supplies | \$0.00 | \$15,000.00 | \$7,627.04 | 50.84 |
| 01-2-02610-621-000-00 | OPERATIONS - Utility Energy Services | \$11,650.13 | \$58,000.00 | \$56,199.77 | 96.89 |
| 01-2-02610-731-000-00 | OPERATIONS - Machinery & Equip | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-02620-431-000-00 | MAINT BLDG - Repairs & Maint | \$8,069.03 | \$84,053.00 | \$99,756.31 | 118.68 |
| 01-2-02620-442-000-00 | MAINT BLDG - Rentals of Equipment | \$0.00 | \$3,000.00 | \$0.00 | 0.00 |
| 01-2-02620-490-000-00 | MAINT BLDG - Other Purchased Property Services | \$235.43 | \$30,000.00 | \$14,080.01 | 46.93 |
| 01-2-02620-610-000-00 | MAINT BLDG - General Supplies | \$545.25 | \$25,000.00 | \$3,220.55 | 12.88 |
| 01-2-02630-420-000-00 | GROUND - Mowing - Contracted | \$0.00 | \$4,800.00 | \$2,499.98 | 52.08 |
| 01-2-02630-420-000-01 | GROUND - Snow Removal - Contracted | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-02630-420-000-02 | GROUND - Lawn Care - Contracted | \$0.00 | \$6,000.00 | \$2,120.00 | 35.33 |
| 01-2-02630-431-000-00 | GROUND - Repairs and Maintenance Services | \$1,793.23 | \$4,000.00 | \$2,903.13 | 72.57 |
| 01-2-02630-490-000-00 | GROUND - Other Purchased Property Services | \$0.00 | \$17,000.00 | \$4,476.90 | 26.33 |
| 01-2-02630-610-000-00 | GROUND - General Supplies | \$0.00 | \$7,000.00 | \$1,010.48 | 14.43 |
| 01-2-02630-626-000-00 | GROUND - Gasoline | \$36.25 | \$1,500.00 | \$589.04 | 39.26 |
| 01-2-02650-430-001-00 | STAFF VEH - DNU Repairs and Maint Services | \$0.00 | \$2,000.00 | \$0.00 | 0.00 |
| 01-2-02650-431-000-00 | STAFF VEH - Repairs & Maint | \$136.06 | \$0.00 | \$305.97 | 0.00 |
| 01-2-02650-520-000-00 | STAFF VEH- Insurance | \$0.00 | \$600.00 | \$0.00 | 0.00 |

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| 01-2-02650-626-001-00 | STAFF VEH - Gasoline | \$277.44 | \$1,400.00 | \$1,152.07 | 82.29 |
| 01-2-02650-732-001-00 | STAFF VEH - Vehicles | \$0.00 | \$25,000.00 | \$0.00 | 0.00 |
| 01-2-02660-340-000-00 | SAFETY - Safety Audits | \$0.00 | \$500.00 | \$500.00 | 100.00 |
| 01-2-02660-610-000-00 | SAFETY - Supplies | \$68.80 | \$100.00 | \$850.70 | 850.70 |
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| | Operations, Maint & Grounds | \$43,235.62 | \$615,000.00 | \$399,281.20 | 0.65 |
| 01-2-02710-110-001-00 | BUSING - Salaries - Secondary | \$686.38 | \$7,425.00 | \$6,126.79 | 82.51 |
| 01-2-02710-110-002-00 | BUSING - Salaries - Elem | \$3,746.40 | \$40,180.00 | \$30,131.69 | 74.99 |
| 01-2-02710-120-001-00 | BUSING - Salaries - Subs - Secondary | \$0.00 | \$0.00 | \$330.01 | 0.00 |
| 01-2-02710-120-002-00 | BUSING - Salaries - Subs - Elem | \$93.66 | \$400.00 | \$327.81 | 81.95 |
| 01-2-02710-130-002-00 | BUSING - Salaries - Overtime - Elem | \$54.21 | \$450.00 | \$385.47 | 85.66 |
| 01-2-02710-210-002-00 | Vehicle Operation and Purchasing - Regular Education-Group | \$178.28 | \$1,620.00 | \$1,229.67 | 75.90 |
| 01-2-02710-220-001-00 | BUSING - Social Security - Secondary | \$52.49 | \$570.00 | \$460.89 | 80.85 |
| 01-2-02710-220-002-00 | BUSING - Social Security - Elem | \$296.56 | \$3,075.00 | \$2,351.29 | 76.46 |
| 01-2-02710-230-001-00 | BUSING - Retirement - Secondary | \$5.96 | \$0.00 | \$93.53 | 0.00 |
| 01-2-02710-230-002-00 | BUSING - Retirement - Elem | \$111.79 | \$1,650.00 | \$711.47 | 43.11 |
| 01-2-02710-237-001-00 | BUSING - Retirement Increase - Sec | \$1.96 | \$0.00 | \$30.90 | 0.00 |
| 01-2-02710-237-002-00 | BUSING - Retirement Increase - Elem | \$36.96 | \$0.00 | \$235.22 | 0.00 |
| 01-2-02710-270-002-00 | BUSING - Workers Comp - Elem | \$0.00 | \$2,030.00 | \$2,031.00 | 100.04 |
| 01-2-02710-290-002-00 | BUSING - Reimb drivers licensing costs - Elem | \$0.00 | \$250.00 | \$0.00 | 0.00 |
| 01-2-02710-330-002-00 | BUSING - Employee Training Fees | \$0.00 | \$750.00 | \$0.00 | 0.00 |
| 01-2-02710-340-001-00 | BUSING - Physicals - Secondary | \$0.00 | \$700.00 | \$175.00 | 25.00 |
| 01-2-02710-340-001-01 | BUSING - Drug Testing - Secondary | \$0.00 | \$600.00 | \$386.00 | 64.33 |
| 01-2-02710-340-002-00 | BUSING - Physicals - Elem | \$0.00 | \$350.00 | \$0.00 | 0.00 |
| 01-2-02710-340-002-01 | BUSING - Drug Testing - Elem | \$0.00 | \$300.00 | \$185.00 | 61.66 |
| 01-2-02710-520-001-00 | BUSING - Insurance - Buses and Vans - Secondary | \$0.00 | \$6,815.00 | \$6,812.50 | 99.96 |
| 01-2-02710-520-002-00 | BUSING - Insurance - Buses and Vans - Elem | \$0.00 | \$6,815.00 | \$6,812.50 | 99.96 |
| 01-2-02710-610-001-00 | BUSING - General Supplies - Secondary | \$0.00 | \$100.00 | \$139.99 | 139.99 |
| 01-2-02710-610-002-00 | BUSING - General Supplies - Elem | \$0.00 | \$200.00 | \$246.91 | 123.45 |
| 01-2-02710-626-001-00 | BUSING - Gasoline - Secondary | \$388.78 | \$7,000.00 | \$2,924.63 | 41.78 |
| 01-2-02710-626-002-00 | BUSING - Gasoline - Elem | \$1,777.03 | \$17,000.00 | \$13,242.58 | 77.89 |
| 01-2-02710-810-001-00 | BUSING - Dues & Fees | \$0.00 | \$500.00 | \$0.00 | 0.00 |
| 01-2-02730-431-000-00 | BUSING - Repairs & Maint Service | \$2,212.79 | \$30,000.00 | \$12,534.50 | 41.78 |
| 01-2-02730-610-000-00 | BUSING - General Supplies | \$69.79 | \$21,220.00 | \$843.00 | 3.97 |
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| | Pupil Transportation | \$9,713.04 | \$150,000.00 | \$88,748.35 | 0.59 |
| 01-2-03400-810-001-00 | CATEG GRANT - Dues & Fees - Sec | \$0.00 | \$13,140.00 | \$0.00 | 0.00 |
| 01-2-03535-610-002-00 | HAL - General Supplies- Elem | \$0.00 | \$3,500.00 | \$0.00 | 0.00 |

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| 01-2-03535-810-001-00 | HAL - Dues and Fees- Secondary | \$0.00 | \$0.00 | \$100.00 | 0.00 |
| 01-2-03599-610-002-00 | CATEG GRANT - Supplies | \$0.00 | \$3,500.00 | \$0.00 | 0.00 |
| 01-2-04700-720-001-00 | FACILITIES - Building Improve - Sec | \$0.00 | \$100,000.00 | \$0.00 | 0.00 |
| 01-2-04700-720-002-00 | FACILITIES - Bldg Improve - Elem | \$0.00 | \$100,000.00 | \$0.00 | 0.00 |
| 01-2-06200-111-002-00 | TITLE - Salaries - Teachers | \$0.00 | \$53,640.00 | \$27,403.75 | 51.08 |
| 01-2-06200-123-002-00 | TITLE - Salaries - Subs | \$3,517.50 | \$0.00 | \$11,244.45 | 0.00 |
| 01-2-06200-211-002-00 | TITLE - Group Insurance - BCBS - Teachers | \$0.00 | \$12,862.00 | \$0.00 | 0.00 |
| 01-2-06200-211-002-01 | TITLE - Group Insur - LTD - Teacher | \$0.00 | \$204.00 | \$67.96 | 33.31 |
| 01-2-06200-221-002-00 | TITLE - Social Security - Teachers | \$0.00 | \$4,100.00 | \$1,958.32 | 47.76 |
| 01-2-06200-223-002-00 | TITLE - Social Security - Subs | \$269.09 | \$0.00 | \$860.20 | 0.00 |
| 01-2-06200-231-002-00 | TITLE - Retirement - Teachers | \$0.00 | \$5,300.00 | \$1,995.43 | 37.64 |
| 01-2-06200-237-002-00 | TITLE - Retirement Increase | \$0.00 | \$0.00 | \$659.72 | 0.00 |
| 01-2-06200-271-002-00 | TITLE - Workers Comp - Teachers | \$0.00 | \$165.00 | \$165.00 | 100.00 |
| 01-2-06200-330-002-00 | TITLE - Employee Training | \$17.17 | \$500.00 | \$169.62 | 33.92 |
| 01-2-06200-610-002-00 | TITLE - General Supplies | \$0.00 | \$3,000.00 | \$89.00 | 2.96 |
| 01-2-06406-591-002-00 | IDEA PS - Speech Cont Svc Purch - ESU6 | \$0.00 | \$3,500.00 | \$0.00 | 0.00 |
| 01-2-06406-591-002-01 | IDEA PS - Psych Cont Svc - ESU6 | \$0.00 | \$0.00 | \$2,822.13 | 0.00 |
| 01-2-06408-111-002-00 | IDEA BASE-EP - Salaries - Teachers | \$541.68 | \$6,500.00 | \$3,791.76 | 58.33 |
| 01-2-06408-112-002-00 | IDEA BASE-EP - Salaries - Paras | \$0.00 | \$23,875.00 | \$8,199.88 | 34.34 |
| 01-2-06408-211-002-00 | IDEA BASE-EP - Group Insurance - BCBS - Teachers | \$172.09 | \$2,065.00 | \$1,376.72 | 66.66 |
| 01-2-06408-212-002-00 | IDEA BASE-EP - Group Insurance - LTD - Paras | \$0.00 | \$91.00 | \$37.80 | 41.53 |
| 01-2-06408-221-002-00 | IDEA BASE-EP - Social Security - Teachers | \$38.63 | \$500.00 | \$270.62 | 54.12 |
| 01-2-06408-222-002-00 | IDEA BASE-EP - Social Security - Paras | \$0.00 | \$1,825.00 | \$558.65 | 30.61 |
| 01-2-06408-231-002-00 | IDEA BASE-EP - Retirement - Teachers | \$40.21 | \$640.00 | \$281.47 | 43.97 |
| 01-2-06408-232-002-00 | IDEA BASE-EP - Retirement - Paras | \$0.00 | \$2,350.00 | \$385.48 | 16.40 |
| 01-2-06408-237-002-00 | IDEA BASE-EP - NPERS Ret Incr | \$13.29 | \$0.00 | \$220.47 | 0.00 |
| 01-2-06408-281-002-00 | IDEA BASE-EP - Health Benefits - Elem Teachers | \$0.00 | \$324.00 | \$322.14 | 99.42 |
| 01-2-06408-591-002-00 | IDEA BASE-EP - Speech Svcs Purch from ESU6 | \$0.00 | \$20,419.00 | \$0.00 | 0.00 |
| 01-2-06408-591-002-01 | IDEA BASE-EP - OT Svcs Contracted thru ESU6 | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-06408-591-002-03 | IDEA BASE EP - Psych Services - Purch from ESU6 | \$0.00 | \$5,000.00 | \$0.00 | 0.00 |
| 01-2-06990-650-001-00 | GEER - Other Federal - Technology | \$0.00 | \$2,500.00 | \$2,499.52 | 99.98 |
| 01-2-06992-650-001-00 | REAP - Supplies - Technology Related- Secondary | \$0.00 | \$13,500.00 | \$1,945.25 | 14.40 |
| 01-2-06992-650-002-00 | REAP - Supplies - Technology Related- Elem | \$0.00 | \$13,500.00 | \$1,945.25 | 14.40 |
| 01-2-06992-734-001-00 | REAP - Technology-Related Hardware- Secondary | \$0.00 | \$0.00 | \$2,893.45 | 0.00 |
| 01-2-06992-734-002-00 | REAP - Technology-Related Hardware- Elem | \$0.00 | \$0.00 | \$2,893.45 | 0.00 |
| 01-2-06992-735-001-00 | REAP - Technology Software- Secondary | \$0.00 | \$1,000.00 | \$1,062.25 | 106.22 |
| 01-2-06992-735-002-00 | REAP - Technology Software- Elem | \$0.00 | \$1,000.00 | \$1,062.25 | 106.22 |
| | | | | | |
| | Federal & State Programs | \$4,609.66 | \$403,500.00 | \$77,281.99 | 0.19 |
| | | | | | |
| 01-2-08000-912-000-00 | Fund Transfers to School Nutrition Fund | \$0.00 | \$50,000.00 | \$0.00 | 0.00 |
| 01-2-08000-913-000-00 | Fund Transfers to Activities Fund | \$4,000.00 | \$48,000.00 | \$28,000.00 | 58.33 |

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| | IntraFund Support | \$4,000.00 | \$98,000.00 | \$28,000.00 | 0.29 |
| | MARCH TOTALS | \$332,389.97 | \$5,829,000.00 | \$2,656,608.45 | 0.46 |
| Intrafund Transfers | | | | | |
| 01-2-09005-000-000-00 | NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund | \$6,473.84 | \$0.00 | \$15,088.36 | 0.00 |
| 01-2-09005-220-000-00 | NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund FICA | \$493.90 | \$0.00 | \$1,151.53 | 0.00 |
| 01-2-09005-230-000-00 | NON-PGM EXPENDITURES - Interfund loan to Nutrition Fund RET | \$400.52 | \$0.00 | \$914.39 | 0.00 |
| 01-2-09005-237-000-00 | -Increased Retirement Contributions | \$132.42 | \$0.00 | \$302.31 | 0.00 |
| 01-2-09006-000-000-00 | NON-PGM EXPENDITURES - Interfund Loan to Activity Fund | \$2,964.09 | \$0.00 | \$9,718.83 | 0.00 |
| 01-2-09006-220-000-00 | NON-PGM EXPENDITURES - Interfund Loan to Activity Fund FICA | \$35.16 | \$0.00 | \$221.95 | 0.00 |
| 01-2-09006-230-000-00 | NON-PGM EXPENDITURES - Interfund Loan to Activity Fund RET | \$35.27 | \$0.00 | \$222.75 | 0.00 |
| 01-2-09006-237-000-00 | -Increased Retirement Contributions | \$11.65 | \$0.00 | \$73.60 | 0.00 |
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| TOTAL GENERAL FUND EXPENDITURES | | \$342,936.82 | \$5,829,000.00 | \$2,684,302.17 | 0.46 |

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|--------------------------------|-------------------------------|--------------------|---------------------|--------------------|-------------|
| Depreciation Fund | | | | | |
| 02-2-02900-450-001-00 | DEPR - Construction Svcs | \$44,385.00 | \$0.00 | \$44,385.00 | 0.00 |
| 02-2-02900-610-001-00 | DEPR - General Supplies | \$0.00 | \$7,500.00 | \$0.00 | 0.00 |
| 02-2-02900-610-002-00 | DEPR - General Supplies | \$0.00 | \$7,500.00 | \$0.00 | 0.00 |
| 02-2-02900-732-001-00 | DEPR - Vehicles | \$0.00 | \$0.00 | \$7,167.58 | 0.00 |
| 02-2-02900-732-002-00 | DEPR - Vehicles | \$0.00 | \$120,000.00 | \$0.00 | 0.00 |
| 02-2-02900-733-001-00 | DEPR - Furniture & Fixtures | \$0.00 | \$215,000.00 | \$28,568.00 | 13.28 |
| 02-2-02900-733-002-00 | DEPR - Furniture and Fixtures | \$0.00 | \$215,675.00 | \$0.00 | 0.00 |
| 02-2-02900-739-001-00 | DEPR - Equipment | \$0.00 | \$75,000.00 | \$2,850.00 | 3.80 |
| 02-2-02900-739-002-00 | DEPR - Equipment | \$0.00 | \$75,000.00 | \$5,785.00 | 7.71 |
| | | | | | |
| TOTAL DEPRECIATION FUND | | \$44,385.00 | \$715,675.00 | \$88,755.58 | 0.12 |

| | | | | | |
|----------------------------|------------------------------------|---------------|---------------------|---------------|-------------|
| Activity Fund | | | | | |
| 05-2-02900-610-001-00 | ACT - General Supplies - Secondary | \$0.00 | \$210,000.00 | \$0.00 | 0.00 |
| | | | | | |
| | | | | | |
| TOTAL ACTIVITY FUND | | \$0.00 | \$210,000.00 | \$0.00 | 0.00 |

| | | | | | |
|------------------------------|-----------------------------------|------------|-------------|-------------|--------|
| School Nutrition Fund | | | | | |
| 06-2-03100-110-001-00 | SN - Salaries - Regular - Kitchen | \$6,206.11 | \$77,000.00 | \$49,106.21 | 63.77 |
| 06-2-03100-120-001-00 | SN - Salaries - Subs - Kitchen | \$246.87 | \$0.00 | \$2,058.03 | 0.00 |
| 06-2-03100-210-001-01 | SN - Group Ins - LTD - Kitchen | \$20.86 | \$300.00 | \$146.02 | 48.67 |
| 06-2-03100-220-001-00 | SN - Soc Sec - Kitchen | \$493.90 | \$6,745.00 | \$3,912.88 | 58.01 |
| 06-2-03100-230-001-00 | SN - Retirement - Kitchen | \$400.52 | \$7,920.00 | \$3,175.98 | 40.10 |
| 06-2-03100-237-001-00 | SN - Retirement Increase - Sec | \$132.42 | \$0.00 | \$1,050.00 | 0.00 |
| 06-2-03100-270-001-00 | SN - Workers Comp - Kitchen | \$0.00 | \$2,035.00 | \$2,035.00 | 100.00 |

| | | | | | |
|-----------------------------|---------------------------------|--------------------|---------------------|---------------------|-------------|
| 06-2-03100-610-001-00 | SN - General Supplies | \$321.11 | \$14,745.00 | \$2,282.90 | 15.48 |
| 06-2-03100-630-001-00 | SN - Food | \$7,616.09 | \$90,000.00 | \$64,578.73 | 71.75 |
| 06-2-03100-733-001-00 | SN - Equip - Appliances | \$0.00 | \$2,500.00 | \$0.00 | 0.00 |
| 06-2-03100-733-002-00 | SN - Equip - Appliances | \$10,902.43 | \$2,500.00 | \$10,902.43 | 436.09 |
| | | | | | |
| | | | | | |
| TOTAL NUTRITION FUND | | \$26,340.31 | \$203,745.00 | \$139,248.18 | 0.68 |
| | | | | | |
| Bond Fund | | | | | |
| 07-2-05000-830-000-00 | BF - Fees | \$0.00 | \$262,838.00 | \$0.00 | 0.00 |
| 07-2-05000-831-000-00 | BF - Redemption of Principal | \$0.00 | \$455,000.00 | \$455,000.00 | 100.00 |
| 07-2-05000-832-000-00 | BF - Interest on Long-Term Debt | \$0.00 | \$61,272.00 | \$31,318.75 | 51.11 |
| | | | | | 0.00 |
| TOTAL BOND FUND | | \$0.00 | \$779,110.00 | \$486,318.75 | 0.62 |

| | | | | | |
|------------------------------------|--|--------------------|---------------------|--------------------|-------------|
| Special Building Fund | | | | | |
| 08-2-04300-340-001-00 | SB - Prof Services | \$0.00 | \$50,000.00 | \$0.00 | 0.00 |
| 08-2-04700-450-001-00 | SB - Bldg Improvements - Construc - Sec | \$0.00 | \$250,000.00 | \$11,103.84 | 4.44 |
| 08-2-04700-450-002-00 | SB - Bldg Improvements - Construc - Elem | \$0.00 | \$250,000.00 | \$0.00 | 0.00 |
| 08-2-04700-731-001-00 | SB - Equipment | \$13,712.50 | \$40,000.00 | \$13,712.50 | 34.28 |
| 08-2-04700-731-002-00 | SB - Equipment | \$13,712.50 | \$39,214.00 | \$13,712.50 | 34.96 |
| | | | | | |
| | | | | | |
| TOTAL SPECIAL BUILDING FUND | | \$27,425.00 | \$629,214.00 | \$38,528.84 | 0.06 |

| | | | | | |
|-------------------------|--------------------|---------------|-------------------|---------------|-------------|
| Student Fee Fund | | | | | |
| 12-2-02190-890-001-00 | FEE - Student Fees | \$0.00 | \$3,000.00 | \$0.00 | 0.00 |
| | | | | | 0.00 |
| TOTAL BOND FUND | | \$0.00 | \$3,000.00 | \$0.00 | 0.00 |

FRIEND PUBLIC SCHOOLS

Board of Education - Payments to be Approved
4/10/2023

Manual Checks/Funds Transfers done in March:

GENERAL FUND

| | | | |
|----------------|----------------------|----|-------------------|
| Starr Plumbing | repairs | \$ | 389.35 |
| Qwik6 | ACT supplies | \$ | 31.98 |
| KBK | kindergarten tshirts | \$ | 182.75 |
| Payroll | March payroll | \$ | 265,485.71 |
| | | \$ | <u>266,089.79</u> |

April Presentations

BOND FUND

| | | | |
|--------------------|-------------------------|----|-----------------|
| Union Bank & Trust | admin & disclosure fees | \$ | 1,374.00 |
| | | \$ | <u>1,374.00</u> |

GENERAL FUND

| | | | |
|--------------------------------|--|----|-----------|
| 12 Points Technologies | cable | \$ | 125.00 |
| Activity Fund | 4th gr field trip - Morrill Hall - student portion | \$ | 89.00 |
| Activity Fund | April support | \$ | 4,000.00 |
| Activity Fund | reimb supplies used for SPED | \$ | 105.45 |
| Anderson, Derek | reimburse cell phone expense | \$ | 50.00 |
| Arp, Korin | reimburse medical supplies | \$ | 19.00 |
| Beaver Hardware | supplies | \$ | 161.81 |
| Black Hills Energy | natural gas | \$ | 1,680.84 |
| Butler-Gruett, James | reimburse travel expenses - writers workshop | \$ | 34.87 |
| Bytespeed | computers for lab | \$ | 21,480.00 |
| Cash | quarters for bus wash | \$ | 30.00 |
| City of Friend | water & sewer | \$ | 1,107.15 |
| Constellation | natural gas | \$ | 6,709.96 |
| Culligan | water softener | \$ | 64.00 |
| Dietze Music | supplies | \$ | 5.40 |
| Eakes | copier staples | \$ | 97.99 |
| Elsberry, Khrystyne | reimburse travel expenses - NETA conf | \$ | 61.19 |
| ESU 6 | SPED services - OT, Home Based, DHOH, Psych | \$ | 32,160.92 |
| ESU 6 | Technology services | \$ | 4,735.85 |
| ESU 6 | Workshop fee | \$ | 100.00 |
| Facility Advocates | repairs, maint agreement | \$ | 11,804.90 |
| Farmers Union Carquest | supplies | \$ | 95.11 |
| Fillmore Central Public School | Group insurance allocation | \$ | 4,244.59 |
| Hampton Inn - Kearney | lodging - NRCSA conference | \$ | 1,701.00 |
| Harris School Solutions | Activity Fund software, check stock | \$ | 1,174.08 |
| HealthEquity - Wage Works | monthly admin fee | \$ | 132.50 |
| Heartland Roofing | repairs to roof | \$ | 925.00 |
| Heritage Water Services | monthly boiler inspection | \$ | 150.00 |
| Holiday Inn - Kearney | lodging - Stutzman - workshop | \$ | 124.95 |
| Hometown Leasing | monthly copier lease | \$ | 957.08 |
| Lincoln Winlectric | bulbs | \$ | 138.00 |
| Lincoln Winnelson | plumbing | \$ | 2,998.48 |
| Menards - Lincoln South | shop supplies | \$ | 66.96 |
| NASB | Workshop fee - DA | \$ | 95.00 |
| NCSA - Region 1 | awards banquet | \$ | 30.00 |
| Nebr Ag Ed Assoc | 23-24 dues - Kohtz | \$ | 235.00 |
| Nebr Council of School Admin | NASBO workshop- MJC | \$ | 180.00 |
| Nick's Farm Store | parts for mowers, aeration | \$ | 453.57 |
| Norris Electric | electricity | \$ | 1,669.00 |



Mrs. Stutzman's Principal Report



"Teamwork Makes The Dream Work"

april

What has happened...

- Hosting HS Pioneer Quiz Bowl
- ACT
- Joint Spring Concerts were a success
- Women in Leadership Retreat

What is coming up....

April and May- State testing and MAP testing

April 7 and 10- NO school- Easter break

April 12- EMF FFA Banquet at Exeter 6:15

April 14- 3 year old preschool round up (incoming 3's and parents) 9:00 AM

April 15- Prom preview (5:30 downtown??) and prom (6:30 San Carlo)

April 27- Junior High honors Night 6:00 and High school Honors night 7:00 (new gym)

May 8-12- Elementary Bike to School Day (on a chosen day this week, based off of the weather)

May 11- Baccalaureate Service 6:30 (Old Gym)

May 13- Class of 2023 Graduation 3:00 pm (new gym)

May 15- Class of 2035 Kindergarten Graduation 2:15 (old gym)

May 16- Jump Up Day for 4-year old Pre School- 6th Grade and field day

May 18- Last day of school!! 12:30 release

May 27- FHS Alumni Banquet (old gym)

**Language Arts Adoption update

Our Mission at Friend Public School:

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

What We Believe at Friend Public School....

- 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 School

501 S. Main Street/ P.O. Box 67, Friend, NE 68359
Phone: 402-947-2781 Fax: 402-947-2026
www.friendbulldogs.org

Administration

Superintendent: Derek Anderson
Principal: Elizabeth Stutzman
Counselor: Amy Hottovy
Activities Director: Jim Pfeiffer

To: Board of Education

CC: Principal

From: Derek Anderson, Superintendent

Date: April 10, 2023

RE: Monthly Report

Board Items

- 1) NRCSA Conference
- 2) Strategic Planning Update
 - a) Focus for the remainder of this year
 - i) Strategy 1.3 - HAL Program
 - (1) Student referral form
 - b) Focus for 2023-24 (More can be added)
 - i) Strategy 4.2 - Research, study and consider the current grading system used in FPS
 - (1) Grading discussion begun
 - (2) More focus and discussions next school year
- 3) Foundation Meeting - April 13

Staff/Student Items

- 1) Currently trying to fill two para positions
 - a) One app at this time.
 - b) We will continue to advertise
- 2) Currently the date for the Board to grill burgers for the students is on the Senior's Last Day
 - a) May 4

Facility & Finance Items

- 1) We are 58.3% of the way through the fiscal year and we have spent 46% of the budget
 - a) Maintenance continues to be an area we always watch on spending.
- 2) Final Hookups for HVAC for the old gym have been pushed back.
 - a) I will stay on this



- 3) Looking at projects over the Spring and Summer
- a) Sound system in the new gym - back to getting bids
 - b) Sound panels to help with acoustics in the old gym - getting a bid
 - c) Increase parking for events to the west of the school
 - i) Grind down parts of curb - will call Troyer
 - ii) Cut down trees and grind down stumps - Have 2 bids
 - iii) Bring in rock
 - d) Resurface jump areas and possible track overcoating
 - e) Sanding and redoing gym floors - July 7



Friend Public School 2023-24 Calendar

AUGUST

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 |
| 6 | 7 | 8 | 9 | 10 | 11 | 12 |
| 13 | 14 | 15 | 16 | 17 | 18 | 19 |
| 20 | 21 | 22 | 23 | 24 | 25 | 26 |
| 28 | 28 | 29 | 30 | 31 | | |

SEPTEMBER

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |

OCTOBER

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 15 | 16 | 17 | 18 | 19 | 20 | 21 |
| 22 | 23 | 24 | 25 | 26 | 27 | 28 |
| 29 | 30 | 31 | | | | |

NOVEMBER

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | | |

DECEMBER

| S | M | T | W | T | F | S |
|-------|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24/31 | 25 | 26 | 27 | 28 | 29 | 30 |

| Qtr. | Ends | Teacher Days Scheduled |
|------|-------|------------------------|
| 1 | 10/13 | 45 |
| 2 | 12/21 | 46 |
| 3 | 3/6 | 46 |
| 4 | 5/17 | 48 |
| | Total | 185 |

Total Student Days: 178

August

- 2 Flex day – 1-11
- PD/Teacher Workday 14
- 15 First Day of School – 2:00 out

September

- 4 NO SCHOOL – Labor Day
- 5 Teacher Cohort Day

October

- 4 PT Conferences – 12:30 out
- 6 NO SCHOOL – Fall Break
- 13 End of Quarter 1

November

- No School Nov. 22-24

December

- 21 End of Quarter 2
- Holiday Break Dec 22-Jan2
- [NSAA Moratorium Dec 23-27](#)

January

- 2 Teacher Work Day
- 3 Teacher Cohort Day

February

- 21 PT Conferences – 12:30 out
- 23 NO SCHOOL

March

- 6 End of Quarter 3
- Spring Break 7-8
- 29 No School

April

- 1 No School

May

- 11 Graduation
- 16 Last Day of School – 12:30 out
- 17 Teacher Work Day

JANUARY

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | 31 | | | |

FEBRUARY

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | 1 | 2 | 3 |
| 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 11 | 12 | 13 | 14 | 15 | 16 | 17 |
| 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| 25 | 26 | 27 | 28 | 29 | | |

MARCH

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | | | 1 | 2 |
| 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| 10 | 11 | 12 | 13 | 14 | 15 | 16 |
| 17 | 18 | 19 | 20 | 21 | 22 | 23 |
| 24 | 25 | 26 | 27 | 28 | 29 | 30 |
| 31 | | | | | | |

APRIL

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | 1 | 2 | 3 | 4 | 5 | 6 |
| 7 | 8 | 9 | 10 | 11 | 12 | 13 |
| 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 21 | 22 | 23 | 24 | 25 | 26 | 27 |
| 28 | 29 | 30 | | | | |

MAY

| S | M | T | W | T | F | S |
|----|----|----|----|----|----|----|
| | | | 1 | 2 | 3 | 4 |
| 5 | 6 | 7 | 8 | 9 | 10 | 11 |
| 12 | 13 | 14 | 15 | 16 | 17 | 18 |
| 19 | 20 | 21 | 22 | 23 | 24 | 25 |
| 26 | 27 | 28 | 29 | 30 | 31 | |

Teacher Workday/No Students

No School Break Days

Flex Day

Dismiss 12:30

Dismiss 2:00



2023-2028 DISTRICT STRATEGIC PLAN

Derek Anderson, Superintendent of Schools

FRIEND PUBLIC SCHOOLS
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FRIEND PUBLIC SCHOOLS

Derek Anderson

Superintendent

BOARD OF EDUCATION

Jamie Tuttle, President

Tyler Bartels

Tiffany Shonerd

Scott Spohn

Nancy Vossler

Megan Weber





Introduction

This strategic plan is a recognition by the Friend Public Schools' Board of Education that its mission requires not only the commitment and contributions of the teachers, administrators, and staff of FPS, but also the commitment and contributions of our district's internal and external stakeholders: parents, students, community leaders, and citizens of our community. We all have a stake in the success of FPS and we should all have the opportunity to help shape the idea of what success looks like for our district. Therefore, it was central to this entire strategic planning process that we engage all stakeholder groups.

We would like to thank members of the Strategic Overview Committee for their considerable contributions to the creation of this strategic plan.

Friend Public Schools

Strategic Overview Committee

Administration

Derek Anderson
Elizabeth Stutzman

Board Members

Nancy Vossler
Tyler Bartels
Scott Spohn
Megan Weber
Tiffany Shonerd

Other Members:

Paul Martin, Teacher
Abby Brandt, Teacher
Jay Hitchcock, Teacher
Amy Wiese, Teacher
Christy Svehla, Parent

Justin Kirchoff, Parent
Jen Stutzman, Parent
Jordan Lawver, Student
Shelby Steyer, Student





Strategic Process

Working with facilitators from the Nebraska Association of School Boards, we established a Strategic Overview Committee comprised of board members, administrators, teachers, students, parents, and community leaders. The Strategic Overview Committee reexamined our district mission and beliefs for our future and helped guide the strategic planning process. We conducted a community focus group meeting to engage parents, patrons, and business leaders utilizing online surveys. Internal stakeholders were also engaged in the need's assessment including the board of education, administrators, certified staff, classified staff, parents, and students. We asked all of these groups to share their thoughts, ideas, and concerns about the district. We listened.

This process allowed us, as a community, to closely examine where we are now as a district. We examined our strengths, but also had frank conversations about what our most pressing needs are today and the challenges we are sure to face in the days ahead. To be clear, while we reaffirmed that we have much to be proud of in our district, we also learned that we have many areas in which we must improve if we are to fulfill our mission.

Because all of us – the Friend Public Schools' board, administrators, teachers, and staff – are committed to doing all we can to improve our district, we used those identified areas of need to form the structure of this strategic plan. These are the priorities we have set for our district for the next three years. The effort to address these priorities – by setting goals, defining specific strategies, and completing concrete actions – will inform much of what the district does over the next three years. Methodologies employed in individual classrooms, programs enacted in buildings, district-wide initiatives implemented by district administration, and policy set by the Friend Public Schools' board will all be influenced by this plan.





Guiding Principles, Objectives, Strategies, and Performance Indicators

Our process enabled us to identify needs and establish priorities (guiding principles). 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 Guiding Principle is further defined in the form of an objective. Each objective state with specificity a goal that, when achieved, will have a direct impact on FPS's ability to meet our 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 Phase I

This strategic plan represents our collective resolve to inspire and empower students. The guiding principles, objectives, and strategies set forth below are the building blocks of the path we have laid out to reach the 2023-2028 benchmarks for student learning. Meeting those benchmarks depends on more than just designing a path – we must be dedicated, 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 FPS 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. Collect evidence to illustrate the progress/success of the implementation of the strategies
- D. Commit resources needed to ensure the progress and success of the plan
- E. Align the plan to the board's annual calendar and monthly meeting agenda to measure progress and success of the plan
- F. Communicate progress of the plan to internal and external stakeholders annually





Strategic Planning Phase II – Strategic Leadership Accountability

Once the strategic plan has been adopted, superintendent and school administrators will begin implementing strategies. At the end of every year there after the Association will administer a progress analysis to monitor the progress/successes the district has made. The district will continue following the strategic plan, sustaining the strategies where growth has been made and moving forward on other strategies. At the end of year 3 along with the progress analysis, the district will take a deeper dive to assess the impact of the strategic plan related to student learning within the district. Districts will reengage all internal and external stakeholders to gain perspective.

Guiding Principles

The guiding principles highlight the areas FPS 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.

Final Steps Remaining

SIT

The Strategic Implementation Team (SIT) provides accountability and validation of work and progress completed by the assigned staff member.

Progress Analysis

Once the strategic plan has been adopted, superintendent and school administrators will begin implementing strategies. At the end of every year there after the Association will administer a progress analysis to monitor the progress/successes the district has made. The district will continue following the strategic plan, sustaining the strategies where growth has been made and moving forward on other strategies. At the end of year three along with the progress analysis, the district will take a deeper dive to assess the impact of the strategic plan related to student learning within the district. Districts will reengage all internal and external stakeholders to gain perspective.





Example Snapshot of Strategic Plan Working Document

| Priority 1 | District Guiding Principle #: Communication | | AQuESTT Tenets Aligning to Strategy 1.1: Positive Partnerships, Relationships, and Success; Educator Effectiveness COGNIA: Nebraska Framework: School Improvement Goals: | | |
|--|--|----------------|---|--------------------------|-----------------------------------|
| Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students. | | | | | |
| Strategy 2.1: <i>Creation of a comprehensive facilities plan to address both short-term and long-term goals including, but not limited to, new construction, renovation, and maintenance of facilities and acquiring property to meet the future needs of the district.</i> | | | | | Strategy Priority 3 |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 2.1(a) Evaluate current facility needs, building utilization, and current/projected enrollment to ensure facilities will accommodate the visionary needs of NASB educational programs and priorities. | District Facilities | Superintendent | <i>The superintendent will identify community members to be part of a community facility committee. This committee will tour the district facilities in May 2022, and will evaluate the 2019 facility study and will adjust to reflect current enrollment, enrollment projections, and building capacities.</i> | December 2022 | |





Example Snapshot of Strategic Plan Working Document

| <p>Guiding Principle Priority 2</p> | <p>District Guiding Principle #: District Resources</p> | | <p>AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Positive Partnerships, Relationships, and Success COGNIA: Leadership Capacity Domain; Resource Capacity Domain Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement School Improvement Goals:</p> | | |
|--|--|--|--|---------------------------------------|-----------------------------------|
| <p>Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.</p> | | | | | |
| <p><i>Strategy 1.1: Increase communication and improve perceptions of district by engaging students, families, employees, and the community.</i></p> | | | | <p>Strategy Priority 1</p> | |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| <p>1.1(a) Develop a communication plan that supports the district’s efforts to meet its strategic goals.</p> | <p>District Wide</p> | <p>Strategic Implementation Team (SIT)</p> | <p><i>By the middle of the '22-'23 school year, NASB will have a complete communication plan in place to inform all patrons of the efforts/successes made in the '22-'27 strategic plan by having current and updated email and mailing lists of patrons.</i></p> | <p>June 2022</p> | |



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.





Guiding Principle Overview





GUIDING PRINCIPLES

Careful and collaborative analysis of the data collected through the strategic planning needs assessment process resulted in the identification of a number of priorities. These identified priorities, in turn, informed the creation of several areas of focus that form the structure of the FPS Strategic Plan.

I. Student Learning Opportunities– Priority 1

Enhancing and expanding learning opportunities, programs, and electives will align with the vision of FPS “**to ensure a diverse education through a culture of life-long learning.**” Comprehensive and diverse learning experiences are critical to student growth. By offering diverse experiences (i.e., AP, HAL, STEM, CTE, non-athletic choices, etc.) students will be able to achieve greater success.

II. District Resources – Priority 5

We aspire and are committed to providing well-maintained safe buildings and grounds to support an environment in which students can learn and staff can perform effectively. To ensure that we continue to meet this priority, purposeful budget planning, and management will help to sustain financial stability while continuing to improve education throughout the district. We will further invest our resources in meaningful instruction, professional development, technology, and learning opportunities for all students in FPS.

III. Culture and Connectedness – Priority 4

Creating opportunities for students and staff to establish and maintain a district culture that emphasizes the importance of respect, acceptance, social-emotional, mental health well-being, and school pride is vital to the success of students and staff of FPS.



IV. Curriculum and Instruction – Priority 2

Relevant curriculum and effective instructional methods are critical to student learning and support the FPS goals and objectives that provides for the needs of all students. Through adopted curriculum, vertical and horizontal alignment, the district promotes effective transitions for students at each grade and level throughout the PK-12 system.

V. Family and Community Partnerships – Priority 3

Creating the necessary partnerships and shaping the narrative, that emphasizes the importance of the school district to the future of the community, will renew our efforts to model high expectations that inspires excellence and promotes learning for all students. With the partnerships of the community and business leaders, students will be able to participate in job shadowing, mentorships, internships, and more career learning opportunities. To fully engage and empower our staff, community, and partners, FPS must continue to grow and sustain our methods of communication, engagement, and transparency to build trust with partners and the community at large.

VI. Board Governance – Priority 6

As the board, we will commit resources to support the long-term goals of the school district. Through evaluation, accountability, and policy, we leverage the capacity to ensure the success of our goals. Our collective voice will be represented at the state level by developing a board advocacy committee to tell our district's story.





PRIORITIZATION SUMMARY

The following list provides the cumulative prioritization (listed top priority to lowest priority) based on the *overall averages* presented in the prioritization report.

1) Guiding Principle I: Student Learning Opportunities

1. Strategy 1.3 Continue progress made in Grades K-6 in the Multi-Tiered System of Supports (MTSS) model and increase in Grades 7-12 with fidelity to accelerate academic, career, and social-emotional/behavioral instruction and intervention to prepare and empower students.
2. Strategy 1.2 Expand and integrate High-Ability Learning (HAL) opportunities to challenge identified students to reach goals and potential by advancing their individual academic knowledge, skills, and abilities.
3. Strategy 1.1 Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

2) Guiding Principle IV: Curriculum and Instruction

1. Strategy 4.2 Research, study, and consider the current grading system used in Friend Public Schools.
2. Strategy 4.3 Commit and maintain the utilization of data to inform decisions at the classroom, building, and district level.
3. Strategy 4.1 Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level.
4. Strategy 4.4 Utilize a teacher evaluation system that is aligned to Marzano's Instructional Framework to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.

3) Guiding Principle V: Family and Community Partnerships

1. Strategy 5.2 Strengthen family and community participation in student learning and the social-emotional, mental health well-being, and development of students to overcome barriers.



2. Strategy 5.1 Foster a positive working partnership with parents/guardians, employees, and community members to improve and sustain effective and purposeful communications.
3. Strategy 5.3 Increase communication and improve perceptions of FPS by engaging students, families, employees, partners, and the Friend community.

4) Guiding Principle III: Culture and Connectedness

1. Strategy 3.2 Provide social-emotional and behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) model throughout the entire district to realize the potential and resources accessible to benefit a unified student-centered learning initiative.
2. Strategy 3.4 Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support relationships, skills, knowledge, and application of instruction for long-term improvements.
3. Strategy 3.1 Implement a plan that enables administration, staff, and students to connect through a culture that embraces accountability, fairness, diversity, and respect, inspires pride, and promotes learning.
4. Strategy 3.3 Encourage and improve open communication between district/school administration and staff.

5) Guiding Principle II: District Resources

1. Strategy 2.2 Build district resource capabilities to support internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, and resource expenditures.
2. Strategy 2.1 Provide a safe, and well-maintained learning environment conducive to academic needs and priorities that addresses both short-term and long-term goals including but not limited to expanding/updating/maintaining facilities and grounds.
3. Strategy 2.4 Continue to grow and sustain the Food Service Programs to support student nutrition and academic success.
4. Strategy 2.3 Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students' academic, social-emotional, and mental health well-being.

6) Guiding Principle VI: Board Governance

1. Strategy 6.3 Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district's image, build positive working relationships and sustain long-term partnerships that will best serve education.
2. Strategy 6.4 Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.
3. Strategy 6.2 Participate in continuous and appropriate training and professional development to build shared knowledge and values.
4. Strategy 6.1 Annually review the district's vision and mission statements, and progress/updates of the strategic plan to support the mission.



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|--|--|------------------------------------|--------------------|--|
| <p>Guiding Principle Priority 6</p> | <p>FPS Guiding Principle VI: Board Governance</p> | | | <p>AQuESTT Tenets Aligning to Strategy 6.1: Leadership; Positive Partnerships, Relationships, and Success Nebraska Framework: Vision and Purpose; Governance and Leadership; Stakeholder Communication and Relationships School Improvement Goals: To develop and adopt a methodology to review, update and define Board Policy to support district protocol and procedures. To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
| <p>Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.</p> | | | | |
| <p>Strategy 6.1: <i>Annually review the district’s vision and mission statements, and progress/updates of the strategic plan to support the mission.</i></p> | | | | <p>Strategy Priority</p> |
| <p>PERFORMANCE INDICATORS</p> | <p>Group/Committee Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>6.1(a) Include stakeholders and the community in the development and revisions of the district’s mission, vision, and strategic plan.</p> | | | | |
| <p>6.1(b) Align the mission and vision to drive planning, decision- making, and evaluation of district operations and progress.</p> | <p>Group/Committee Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | |
| <p>6.1(c) Adopt a strategic plan or district goals to support the progress and growth of student learning.</p> | <p>Group/Committee Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | |
| <p>6.1(d) Align board agenda discussion and action items to the strategic plan.</p> | <p>Group/Committee Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | |
| <p>6.1(e) Continually monitor the progress and success of the strategic plan and hold the superintendent</p> | <p>Group/Committee Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |



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| accountable to providing timely and purposeful updates. | | | | |
| 6.1(f) Consistently complete a board self-assessment to measure progress and success of the board standards and governance. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 6 | FPS Guiding Principle VI: Board Governance | AQuESTT Tenets Aligning to Strategy 6.2: Leadership Nebraska Framework: Governance and Leadership; Commitment to Continuous Improvement |
|-------------------------------------|---|--|

Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.

Strategy 6.2: *Participate in continuous and appropriate training and professional development to build shared knowledge and values.*

Strategy Priority

| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|---|-----------------------------|----------------------------|-------------|--------------------------------|
| 6.2(a) Regularly participate in NASB board development opportunities. | | | | |
| 6.2(b) Participate in professional development regarding board- superintendent relations that will lead to mutual trust, teamwork, and clear communications between the board and superintendent. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.2(c) Evaluate the effectiveness of the board | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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| professional development opportunities. | | | | |
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| Guiding Principle Priority 6 | FPS Guiding Principle VI: Board Governance | AQuESTT Tenets Aligning to Strategy 6.3: Leadership; Positive Partnerships, Relationships, and Success Nebraska Framework: Governance and Leadership; Stakeholder Communications and Relationships; Commitment to Continuous Improvement |
|-------------------------------------|---|---|

Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.

| | |
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| <i>Strategy 6.3: Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district’s image, build positive working relationships and sustain long-term partnerships that will best serve education.</i> | Strategy Priority |
|--|--------------------------|

| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|--|-----------------------------|----------------------------|-------------|--------------------------------|
| 6.3(a) Engage the community to build understanding and support for public education and the school district. | | | | |
| 6.3(b) Seek input from internal and external stakeholders (i.e., administrators, certified and classified staff, parents, students, community members, and business leaders) when setting goals. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.3(c) Maintain a cohesive communications plan to inform and educate the community on district issues. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 6.3(d) Ensure that a district report is provided to patrons annually. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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| Guiding Principle Priority 6 | FPS Guiding Principle VI: Board Governance | <p>AQuESTT Tenets Aligning to Strategy 6.4: Leadership</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership</p> <p>School Improvement Goals: To develop and adopt a methodology to review, update and define Board Policy to support district protocol and procedures. To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
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Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.

| Strategy 6.4: <i>Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.</i> | | | | Strategy Priority |
|--|-----------------------------|----------------------------|-------------|--------------------------------|
| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 6.4(a) Engage in discussion related to the state standards and district assessments. | | | | |
| 6.4(b) Sustain an adopted curriculum review policy to require scheduled review and updates of district curriculum in all curricular areas. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(c) Review student achievement data to support the identification of priorities and allocation of resources. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 6.4(d) Review data to monitor and assess the progress of student learning. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 6.4(e) Promote continuous staff development and mentoring to support a highly effective staff. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(f) Seek input from staff to develop and grow instruction and learning. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(g) Evaluate the monitoring processes implemented. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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Strategic Leadership Accountability

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|---|--|--|--|---|
| GUIDING PRINCIPLE VI: BOARD GOVERNANCE | (5) Accomplished This strategy has been realized and is sustainable. | (3) Progressing Some measurable progress has been made, but this strategy has not been fully realized. | (1) Developing This strategy has not been initiated. | (0) Unmet This strategy has not been addressed. |
| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |



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|---|----------|--|----------|--|----------|--|
| <p>6.1: Annually review the district’s vision and mission statements, and progress/updates of the strategic plan to support the mission.</p> | <p>0</p> | | <p>0</p> | | <p>0</p> | |
| <p>6.2 Participate in continuous and appropriate training and professional development to build shared knowledge and values.</p> | <p>0</p> | | <p>0</p> | | <p>0</p> | |
| <p>6.3: Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district’s image, build positive working relationships and sustain long-term partnerships that will best serve education.</p> | <p>0</p> | | <p>0</p> | | <p>0</p> | |
| <p>6.4 Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.</p> | <p>0</p> | | <p>0</p> | | <p>0</p> | |





NASB Strategic Planning Service

Next Steps: *Following the presentation of the District Needs Analysis and Strategic Plan Framework, the board may expect that:*

***District Administration/Board Responsibilities**

***NASB Board Leadership Responsibilities**

- 1) Association staff (Kari Stephens) will embed the final Strategic Plan into the working template along with the administrative Prioritization results and forward for board approval.
- 2) **Board will take action in a regular board meeting to adopt the District Strategic Plan. [Timeline: Next Regular Board Meeting]**
- 3) **Board and Administration will re-engage SOC and present the adopted plan.**
- 4) **Administration will assign Priorities to the responsible administrator/building/districtwide.**
- 5) **Administration or Association** will embed the strategic plan goals into SPARQ Meetings and the Board's Annual Board Calendar.
- 6) Association staff (Kari Stephens) will forward the Strategic Implementation Team (SIT) criteria.
- 7) Association staff (Marcia and/or Kari) will conduct a conference call with the Superintendent and Board President to review the progress analysis process and Strategic Implementation Team (SIT) criteria.
- 8) **Board and Administration will align board agenda to monitor and assess monthly progress-success of the Strategic Plan.**
- 9) Association staff will administer a Progress Analysis Survey to administrators at the end of the first, second, and third year of the strategic plan work. A report will be presented to the board following each Progress Analysis.
- 10) Association staff at the end of year three, four, or five, will administer a comprehensive Progress Analysis and initiate the engagement of stakeholders for the purpose of updating the strategic plan (Phase II).

Questions, please contact Marcia Herring or Kari Stephens at NASB 1.800.422.4572 or via cell phone 979.450.8228.





2023-2028 DISTRICT STRATEGIC PLAN

Derek Anderson, Superintendent of Schools

FRIEND PUBLIC SCHOOLS
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FRIEND PUBLIC SCHOOLS

Derek Anderson

Superintendent

BOARD OF EDUCATION

Jamie Tuttle, President

Tyler Bartels

Tiffany Shonerd

Scott Spohn

Nancy Vossler

Megan Weber





Introduction

This strategic plan is a recognition by the Friend Public Schools' Board of Education that its mission requires not only the commitment and contributions of the teachers, administrators, and staff of FPS, but also the commitment and contributions of our district's internal and external stakeholders: parents, students, community leaders, and citizens of our community. We all have a stake in the success of FPS and we should all have the opportunity to help shape the idea of what success looks like for our district. Therefore, it was central to this entire strategic planning process that we engage all stakeholder groups.

We would like to thank members of the Strategic Overview Committee for their considerable contributions to the creation of this strategic plan.

Friend Public Schools

Strategic Overview Committee

Administration

Derek Anderson
Elizabeth Stutzman

Board Members

Nancy Vossler
Tyler Bartels
Scott Spohn
Megan Weber
Tiffany Shonerd

Other Members:

Paul Martin, Teacher
Abby Brandt, Teacher
Jay Hitchcock, Teacher
Amy Wiese, Teacher
Christy Svehla, Parent

Justin Kirchoff, Parent
Jen Stutzman, Parent
Jordan Lawver, Student
Shelby Steyer, Student





Strategic Process

Working with facilitators from the Nebraska Association of School Boards, we established a Strategic Overview Committee comprised of board members, administrators, teachers, students, parents, and community leaders. The Strategic Overview Committee reexamined our district mission and beliefs for our future and helped guide the strategic planning process. We conducted a community focus group meeting to engage parents, patrons, and business leaders utilizing online surveys. Internal stakeholders were also engaged in the need's assessment including the board of education, administrators, certified staff, classified staff, parents, and students. We asked all of these groups to share their thoughts, ideas, and concerns about the district. We listened.

This process allowed us, as a community, to closely examine where we are now as a district. We examined our strengths, but also had frank conversations about what our most pressing needs are today and the challenges we are sure to face in the days ahead. To be clear, while we reaffirmed that we have much to be proud of in our district, we also learned that we have many areas in which we must improve if we are to fulfill our mission.

Because all of us – the Friend Public Schools' board, administrators, teachers, and staff – are committed to doing all we can to improve our district, we used those identified areas of need to form the structure of this strategic plan. These are the priorities we have set for our district for the next three years. The effort to address these priorities – by setting goals, defining specific strategies, and completing concrete actions – will inform much of what the district does over the next three years. Methodologies employed in individual classrooms, programs enacted in buildings, district-wide initiatives implemented by district administration, and policy set by the Friend Public Schools' board will all be influenced by this plan.





Guiding Principles, Objectives, Strategies, and Performance Indicators

Our process enabled us to identify needs and establish priorities (guiding principles). 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 Guiding Principle is further defined in the form of an objective. Each objective state with specificity a goal that, when achieved, will have a direct impact on FPS's ability to meet our 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 Phase I

This strategic plan represents our collective resolve to inspire and empower students. The guiding principles, objectives, and strategies set forth below are the building blocks of the path we have laid out to reach the 2023-2028 benchmarks for student learning. Meeting those benchmarks depends on more than just designing a path – we must be dedicated, 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 FPS 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. Collect evidence to illustrate the progress/success of the implementation of the strategies
- D. Commit resources needed to ensure the progress and success of the plan
- E. Align the plan to the board's annual calendar and monthly meeting agenda to measure progress and success of the plan
- F. Communicate progress of the plan to internal and external stakeholders annually





Strategic Planning Phase II – Strategic Leadership Accountability

Once the strategic plan has been adopted, superintendent and school administrators will begin implementing strategies. At the end of every year there after the Association will administer a progress analysis to monitor the progress/successes the district has made. The district will continue following the strategic plan, sustaining the strategies where growth has been made and moving forward on other strategies. At the end of year 3, 4, or 5 along with the progress analysis, the district will take a deeper dive to assess the impact of the strategic plan related to student learning within the district. Districts will reengage all internal and external stakeholders to gain perspective.

Guiding Principles

The guiding principles highlight the areas FPS 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.

Final Steps Remaining

SIT

The Strategic Implementation Team (SIT) provides accountability and validation of work and progress completed by the assigned staff member.

Progress Analysis

Once the strategic plan has been adopted, superintendent and school administrators will begin implementing strategies. At the end of every year there after the Association will administer a progress analysis to monitor the progress/successes the district has made. The district will continue following the strategic plan, sustaining the strategies where growth has been made and moving forward on other strategies. At the end of year three along with the progress analysis, the district will take a deeper dive to assess the impact of the strategic plan related to student learning within the district. Districts will reengage all internal and external stakeholders to gain perspective.





Example Snapshot of Strategic Plan Working Document

| Priority 1 | District Guiding Principle #: Communication | | AQuESTT Tenets Aligning to Strategy 1.1: Positive Partnerships, Relationships, and Success; Educator Effectiveness COGNIA: Nebraska Framework: School Improvement Goals: | | |
|--|--|----------------|---|------------------|-----------------------------------|
| Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students. | | | | | |
| Strategy 2.1: <i>Creation of a comprehensive facilities plan to address both short-term and long-term goals including, but not limited to, new construction, renovation, and maintenance of facilities and acquiring property to meet the future needs of the district.</i> | | | | | Strategy Priority 3 |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 2.1(a) Evaluate current facility needs, building utilization, and current/projected enrollment to ensure facilities will accommodate the visionary needs of NASB educational programs and priorities. | District Facilities | Superintendent | <i>The superintendent will identify community members to be part of a community facility committee. This committee will tour the district facilities in May 2022, and will evaluate the 2019 facility study and will adjust to reflect current enrollment, enrollment projections, and building capacities.</i> | December 2022 | |





Example Snapshot of Strategic Plan Working Document

| | | | | | |
|---|---|---|--|--------------------------------|-----------------------------------|
| Guiding Principle Priority 2 | District Guiding Principle #: District Resources | | <p>AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Positive Partnerships, Relationships, and Success COGNIA: Leadership Capacity Domain; Resource Capacity Domain Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement School Improvement Goals:</p> | | |
| Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students. | | | | | |
| <i>Strategy 1.1: Increase communication and improve perceptions of district by engaging students, families, employees, and the community.</i> | | | | Strategy Priority 1 | |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 1.1(a) Develop a communication plan that supports the district’s efforts to meet its strategic goals. | District Wide | Strategic Implementation Team (SIT) | <i>By the middle of the '22-'23 school year, NASB will have a complete communication plan in place to inform all patrons of the efforts/successes made in the '22-'27 strategic plan by having current and updated email and mailing lists of patrons.</i> | June 2022 | |



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.





Guiding Principle Overview





GUIDING PRINCIPLES

Careful and collaborative analysis of the data collected through the strategic planning needs assessment process resulted in the identification of a number of priorities. These identified priorities, in turn, informed the creation of several areas of focus that form the structure of the FPS Strategic Plan.

I. Student Learning Opportunities– Priority 1

Enhancing and expanding learning opportunities, programs, and electives will align with the vision of FPS “**to ensure a diverse education through a culture of life-long learning.**” Comprehensive and diverse learning experiences are critical to student growth. By offering diverse experiences (i.e., AP, HAL, STEM, CTE, non-athletic choices, etc.) students will be able to achieve greater success.

II. District Resources – Priority 5

We aspire and are committed to providing well-maintained safe buildings and grounds to support an environment in which students can learn and staff can perform effectively. To ensure that we continue to meet this priority, purposeful budget planning, and management will help to sustain financial stability while continuing to improve education throughout the district. We will further invest our resources in meaningful instruction, professional development, technology, and learning opportunities for all students in FPS.

III. Culture and Connectedness – Priority 4

Creating opportunities for students and staff to establish and maintain a district culture that emphasizes the importance of respect, acceptance, social-emotional, mental health well-being, and school pride is vital to the success of students and staff of FPS.



IV. Curriculum and Instruction – Priority 2

Relevant curriculum and effective instructional methods are critical to student learning and support the FPS goals and objectives that provides for the needs of all students. Through adopted curriculum, vertical and horizontal alignment, the district promotes effective transitions for students at each grade and level throughout the PK-12 system.

V. Family and Community Partnerships – Priority 3

Creating the necessary partnerships and shaping the narrative, that emphasizes the importance of the school district to the future of the community, will renew our efforts to model high expectations that inspires excellence and promotes learning for all students. With the partnerships of the community and business leaders, students will be able to participate in job shadowing, mentorships, internships, and more career learning opportunities. To fully engage and empower our staff, community, and partners, FPS must continue to grow and sustain our methods of communication, engagement, and transparency to build trust with partners and the community at large.

VI. Board Governance – Priority 6

As the board, we will commit resources to support the long-term goals of the school district. Through evaluation, accountability, and policy, we leverage the capacity to ensure the success of our goals. Our collective voice will be represented at the state level by developing a board advocacy committee to tell our district's story.





PRIORITIZATION SUMMARY

The following list provides the cumulative prioritization (listed top priority to lowest priority) based on the *overall averages* presented in the prioritization report.

1) Guiding Principle I: Student Learning Opportunities

1. Strategy 1.3 Continue progress made in Grades K-6 in the Multi-Tiered System of Supports (MTSS) model and increase in Grades 7-12 with fidelity to accelerate academic, career, and social-emotional/behavioral instruction and intervention to prepare and empower students.
2. Strategy 1.2 Expand and integrate High-Ability Learning (HAL) opportunities to challenge identified students to reach goals and potential by advancing their individual academic knowledge, skills, and abilities.
3. Strategy 1.1 Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

2) Guiding Principle IV: Curriculum and Instruction

1. Strategy 4.2 Research, study, and consider the current grading system used in Friend Public Schools.
2. Strategy 4.3 Commit and maintain the utilization of data to inform decisions at the classroom, building, and district level.
3. Strategy 4.1 Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level.
4. Strategy 4.4 Utilize a teacher evaluation system that is aligned to Marzano's Instructional Framework to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.

3) Guiding Principle V: Family and Community Partnerships

1. Strategy 5.2 Strengthen family and community participation in student learning and the social-emotional, mental health well-being, and development of students to overcome barriers.
2. Strategy 5.1 Foster a positive working partnership with parents/guardians, employees, and community members to improve and sustain effective and purposeful communications.
3. Strategy 5.3 Increase communication and improve perceptions of FPS by engaging students, families, employees, partners, and the Friend community.



4) Guiding Principle III: Culture and Connectedness

1. Strategy 3.2 Provide social-emotional and behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) model throughout the entire district to realize the potential and resources accessible to benefit a unified student-centered learning initiative.
2. Strategy 3.4 Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support relationships, skills, knowledge, and application of instruction for long-term improvements.
3. Strategy 3.1 Implement a plan that enables administration, staff, and students to connect through a culture that embraces accountability, fairness, diversity, and respect, inspires pride, and promotes learning.
4. Strategy 3.3 Encourage and improve open communication between district/school administration and staff.

5) Guiding Principle II: District Resources

1. Strategy 2.2 Build district resource capabilities to support internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, and resource expenditures.
2. Strategy 2.1 Provide a safe, and well-maintained learning environment conducive to academic needs and priorities that addresses both short-term and long-term goals including but not limited to expanding/updating/maintaining facilities and grounds.
3. Strategy 2.4 Continue to grow and sustain the Food Service Programs to support student nutrition and academic success.
4. Strategy 2.3 Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students' academic, social-emotional, and mental health well-being.

6) Guiding Principle VI: Board Governance

1. Strategy 6.3 Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district's image, build positive working relationships and sustain long-term partnerships that will best serve education.
2. Strategy 6.4 Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.
3. Strategy 6.2 Participate in continuous and appropriate training and professional development to build shared knowledge and values.
4. Strategy 6.1 Annually review the district's vision and mission statements, and progress/updates of the strategic plan to support the mission.



**Guiding Principle
Priority 1**

**FPS Guiding Principle I:
Student Learning Opportunities**

AQuESTT Tenets Aligning to Strategy 1.1: Leadership; Educational Opportunities and Access; Student Achievement and Growth; Postsecondary, Career, and Civic Readiness; Transitions
Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement
School Improvement Goals: 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. To provide opportunities for students to advance their individual academic knowledge, skills and abilities. To build and sustain a district technology framework that supports effective instruction, curriculum and growth and improved student learning outcomes.

Objective: To ensure diversified learning experiences for all students through expanded learning opportunities, college, career, and technical training curriculum, high-quality instruction, and learning to accelerate the growth of each student.

Strategy 1.1: Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness.

**Strategy Priority
3**

| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|---|--------------------------|-------------|-------------------------|-------------|--------------------------------|
| 1.1(a) Increase elective course offerings and life and career readiness programs, as well as class choice opportunities to enhance the learning opportunities for FPS students. | | | | | |
| 1.1(b) Consider and assess the value of expanding course offerings to include, but not limited to: STEM/CTE, Before/After School Program, Agricultural Program, Finance Class, (communication skills, work ethic, and life skills). | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 1.1(c) Increase/Expand mentorships, internships, and job shadowing opportunities to support career-college readiness. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 1.1(d) Collaborate with community partners and post-secondary institutions to explore opportunities for partnering to increase curricular offerings for students and to maximize | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| the use of community resources in the educational process. | | | | | |
| 1.1(e) Increase/Expand Advanced Placement courses and dual credit opportunities. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 1.1(f) Evaluate the effectiveness of expansion of learning opportunities and the overall impact to learning and students' post-graduate opportunities. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 1 | FPS Guiding Principle I: Student Learning Opportunities | <p>AQuESTT Tenets Aligning to Strategy 1.2: Leadership; Educational Opportunities and Access; Student Achievement and Growth; Postsecondary, Career, and Civic Readiness</p> <p>Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement</p> <p>School Improvement Goals: 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. To provide opportunities for students to advance their individual academic knowledge, skills and abilities.. To build and sustain a district technology framework that supports effective instruction, curriculum and growth and improved student learning outcomes.</p> |
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Objective: To ensure diversified learning experiences for all students through expanded learning opportunities, college, career, and technical training curriculum, high-quality instruction, and learning to accelerate the growth of each student.

Strategy 1.2: *Expand and integrate High-Ability Learning (HAL) opportunities to challenge identified students to reach goals and potential by advancing their individual academic knowledge, skills, and abilities.*

Strategy Priority 2

| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|--|--------------------------|-------------|-------------------------|-------------|--------------------------------|
| 1.2(a) Create and implement a preassessment of HAL students to lead to targeted curriculum design. | | | | | |
| 1.2(b) Use modified curriculum designed to | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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| integrate basic skills and higher-level thinking. | | | | | |
| 1.2(c) Provide appropriate professional learning and resources to support teachers to meet the needs of the High Ability Learners (HAL) for students. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 1.2(d) Evaluate HAL student outcomes using multi-method criteria of self-evaluation and standardized tools with flexible pacing and supportive differentiated learning environments. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 1 | FPS Guiding Principle I: Student Learning Opportunities | | <p>AQuESTT Tenets Aligning to Strategy 1.3: Educational Opportunities and Access; Positive Partnerships, Relationships, and Success; Student Achievement and Growth; Postsecondary, Career, and Civic Readiness</p> <p>Nebraska Framework: Vision and Purpose; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement</p> <p>School Improvement Goals: 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. To provide opportunities for students to advance their individual academic knowledge, skills and abilities.</p> | | |
| | <p>Objective: To ensure diversified learning experiences for all students through expanded learning opportunities, college, career, and technical training curriculum, high-quality instruction, and learning to accelerate the growth of each student.</p> | | | | |
| <p>Strategy 1.3: Continue progress made in Grades K-6 in the Multi-Tiered System of Supports (MTSS) model and increase in Grades 7-12 with fidelity to accelerate academic, career, and social-emotional/behavioral instruction and intervention to prepare and empower students.</p> | | | | Strategy Priority 1 | |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 1.3(a) Continue to work with a district-wide team with defined roles that will research strategies, monitor, and evaluate the effectiveness of the MTSS model at all levels. | | | | | |
| 1.3(b) Continue to develop a common | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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| understanding across the district of MTSS through targeted professional development. | | | | | |
| 1.3(c) Continue to develop a consistent process across all buildings for implementation in the various tiers. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 1.3(d) Provide consistent and on-going professional development to all staff to prepare and effectively implement the social-emotional supports district-wide. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 1.3(e) Intentionally communicate our MTSS model and additional academic, social-emotional, and behavioral supports with FPS families and our community. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 1.3(f) Evaluate the effectiveness of the instructional supports and benefits of MTSS, social-emotional curriculum, and instruction. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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Strategic Leadership Accountability

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| GUIDING PRINCIPLE I: STUDENT LEARNING OPPORTUNITIES | (5) Accomplished This strategy has been realized and is sustainable. | (3) Progressing Some measurable progress has been made, but this strategy has not been fully realized. | (1) Developing This strategy has not been initiated. | (0) Unmet This strategy has not been addressed. |
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| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |
|---|--|--|--|--|--|--|
| 1.1 Assess and consider expansion and improvement of learning opportunities to support student engagement and preparedness. | 0 | | 0 | | 0 | |
| 1.2 Expand and integrate High-Ability Learning (HAL) opportunities to challenge identified students to reach goals and potential by advancing their individual academic knowledge, skills, and abilities. | 0 | | 0 | | 0 | |
| 1.3 Continue progress made in Grades K-6 in the Multi-Tiered System of Supports (MTSS) model and increase in Grades 7-12 with fidelity to accelerate academic, career, and social-emotional/behavioral instruction and intervention to prepare and empower students. | 0 | | 0 | | 0 | |



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| <p>Guiding Principle Priority 5</p> | <p>FPS Guiding Principle II: District Resources</p> | | | | <p>AQuESTT Tenets Aligning to Strategy 2.1: Leadership; Educator Effectiveness; Student Achievement and Growth Nebraska Framework: Vision and Purpose; Governance and Leadership; Commitment to Continuous Improvement; Teaching and Learning School Improvement Goals: To provide opportunities for students to advance their individual academic knowledge, skills and abilities. To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
| | <p>Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.</p> | | | | |
| <p>Strategy 2.1: Provide a safe, and well-maintained learning environment conducive to academic needs and priorities that addresses both short-term and long-term goals including but not limited to expanding/updating/maintaining facilities and grounds.</p> | | | | | <p>Strategy Priority 2</p> |
| <p>PERFORMANCE INDICATORS</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>2.1(a) Evaluate current facility needs, building utilization, and current/projected enrollment to ensure facilities will accommodate the visionary needs of FPS educational programs and priorities.</p> | | | | | |
| <p>2.1(b) Ensure current facilities are properly maintained.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>2.1(c) Consider existing priorities identified in the strategic plan needs analysis, including but not limited to:</p> <ul style="list-style-type: none"> ■ Building Access and Parking <ul style="list-style-type: none"> ● Lighting in Parking Lot ■ Building Improvement Plan ■ Functionality of Learning Spaces ■ Building Maintenance ■ Safety and Security ■ Extracurricular Activities <ul style="list-style-type: none"> ● More Grass on Playground ● Areas without Rocks to Play ● Weight Room | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
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| 2.1(d) Continue to engage stakeholders to educate and inform patrons of the identified needs and plans for addressing facilities and grounds, maintenance and upkeep, and renovations. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 2.1(e) Evaluate the overall effectiveness and security of the district facilities. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 5 | FPS Guiding Principle II: District Resources | | <p>AQuESTT Tenets Aligning to Strategy 2.2: Leadership; Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Success; Transitions</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership; Stakeholder Communication and Relationships; Teaching and Learning</p> <p>School Improvement Goals: 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. To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> | | |
| | <p>Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.</p> | | | | |
| <p>Strategy 2.2: Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc.</p> | | | | <p>Strategy Priority 1</p> | |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 2.2(a) Designate internal leaders to study the need and scope of programs and services to address the diverse student needs. | | | | | |
| 2.2(b) Continue to evaluate current operations, programs, facilities, and the investment of resources to ensure the district meets the diverse needs of our enrollment. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 2.2(c) Commit the resources needed to sustain integrated technology to support instructional needs and access to learning for the students at Friend Public Schools. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 2.2(d) Ensure the capacity, infrastructure, staffing, and equipment to meet the academic and administrative needs for effective and efficient operations across the district. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 5 | FPS Guiding Principle II: District Resources | <p>AQuESTT Tenets Aligning to Strategy 2.3: Leadership; Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Success; Transitions</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership; Stakeholder Communication and Relationships; Teaching and Learning</p> <p>School Improvement Goals: To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
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Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.

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| Strategy 2.3: <i>Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students’ academic, social-emotional, and mental health well-being.</i> | Strategy Priority 4 |
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| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|---|--------------------------|-------------|-------------------------|-------------|--------------------------------|
| 2.3(a) Complete a staff analysis of endorsements of all staffing assignments to benefit learning opportunities. | | | | | |
| 2.3(b) Budget and allocate resources to support staffing needs. Consider existing priorities identified in the strategic plan needs analysis, including but not limited to: <ul style="list-style-type: none"> • Paraprofessionals • Social-Emotional, Mental Health Well-Being Staff/Support | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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|---|---------------------------------|--------------------|--------------------------------|--------------------|---------------------------------------|
| <ul style="list-style-type: none"> • SPED Support • Teachers • Behavioral Specialist • SPED Coordinator/AD/Curriculum Director • Building Level Counselors • Technology Intervention Specialist • Coaches • Learning Intervention | | | | | |
| <p>2.3(c) Maintain accountability of staff to ensure systematic growth that supports and rewards continuous improvement for every student, building or learning level, and educator.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>2.3(d) Promote an atmosphere of mutual trust through regular collaboration and feedback from peers and administrators.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>2.3(e) Evaluate the effectiveness of the alignment of resources to support learning environments, quality of educators, and student success.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
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| <p>Guiding Principle Priority 5</p> | <p>FPS Guiding Principle II: District Resources</p> | <p>AQuESTT Tenets Aligning to Strategy 2.4 Leadership; Positive Partnerships, Relationships, and Success; ; Student Achievement and Success Nebraska Framework: Vision and Purpose; Governance and Leadership; Resource and Support Systems School Improvement Goals: To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
| <p>Objective: To sustain effective and efficient use of resources focused on continuous improvement, expansion and support of student learning, safe and effective learning facilities, and highly effective staff to support our students.</p> | | |
| <p>Strategy 2.4: Continue to grow and sustain the Food Service Programs to support student nutrition and academic success.</p> | | <p>Strategy Priority 3</p> |



| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|---|--------------------------|-------------|-------------------------|-------------|--------------------------------|
| 2.4(a) Continue to assess the community need and program qualities the district must consider growing and sustaining the Food Service Program for students. | | | | | |
| 2.4(b) Communicate the Federal Regulations for the Food Service Program to the students, families, and community. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 2.4(c) Continue to grow and sustain a Grab and Go Breakfast to support the nutrition and academic success of students. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 2.4(d) Continue to evaluate the Food Service Program provided by the district. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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Strategic Leadership Accountability

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| <p style="text-align: center;">GUIDING PRINCIPLE II: DISTRICT RESOURCES</p> | <p style="text-align: center;">(5) Accomplished This strategy has been realized and is sustainable.</p> | <p style="text-align: center;">(3) Progressing Some measurable progress has been made, but this strategy has not been fully realized.</p> | <p style="text-align: center;">(1) Developing This strategy has not been initiated.</p> | <p style="text-align: center;">(0) Unmet This strategy has not been addressed.</p> |
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| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |
|--|--|--|--|--|--|--|
| 2.1 Provide a safe, and well-maintained learning environment conducive to academic needs and priorities that addresses both short-term and long-term goals including but not limited to expanding/updating/main taining facilities and grounds. | 0 | | 0 | | 0 | |
| 2.2 Build district resource capabilities of internal and external opportunities to grow diverse district offerings such as partnerships, necessary staffing levels, space allocation, resource expenditures, etc. | 0 | | 0 | | 0 | |
| 2.3 Provide the structure and staffing in each building to ensure that every student is personally connected to the school community and supports the development of the students' academic, social- | 0 | | 0 | | 0 | |



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| emotional, and mental health well-being. | | | |
| 2.4 Continue to grow and sustain the Food Service Programs to support student nutrition and academic success. | O | O | O |

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| Guiding Principle Priority 4 | FPS Guiding Principle III: Culture and Connectedness | | | | AQuESTT Tenets Aligning to Strategy 3.1: Leadership, Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Growth Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement |
| Objective: To create and sustain a district culture that exemplifies and models consistent expectations for all staff and students and district connectedness while supporting the social, emotional, and mental health well-being of students and staff. | | | | | |
| Strategy 3.1: <i>Implement a plan that enables administration, staff, and students to connect through a culture that embraces accountability, fairness, diversity, and respect, inspires pride, and promotes learning.</i> | | | | | Strategy Priority 3 |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 3.1(a) Create and commit to consistent expectations for staff and students to hold everyone equally accountable. | | | | | |
| 3.1(b) Incorporate Positive Behavior | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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| Interventions and Supports districtwide. | | | | | |
| 3.1(c) Build relationships and engagement between staff and administrators through ongoing conversations to determine how the district can best support long-term improvements of academic achievement. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 3.1(d) Work collaboratively to identify areas of growth in the professional development topics and presentations that administration can provide for staff to improve student achievement. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 3.1(e) Allow and encourage staff regular and safe opportunities to work collaboratively and to provide feedback for growing and improving student achievement. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 3.1(f) Evaluate the effectiveness of cooperative efforts to improve and grow staff relations district-wide to increase positive working relationships, the climate, and student learning. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 4 | FPS Guiding Principle III: Culture and Connectedness | AQuESTT Tenets Aligning to Strategy 3.2: Leadership; Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Growth; Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement |
| Objective: To create and sustain a district culture that exemplifies and models consistent expectations for all staff and students and district connectedness while supporting the social, emotional, and mental health well-being of students and staff. | | |
| Strategy 3.2: Provide social-emotional and behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) model throughout the entire district to realize the potential and resources accessible to benefit a unified student-centered learning initiative. | | Strategy Priority 1 |



| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|---|-----------------------------|-------------|----------------------------|-------------|-----------------------------------|
| 3.2(a) Assess current staffing to ensure that the district provides adequate and essential staff and training to support the integration and implementation of social-emotional supports. | | | | | |
| 3.2(b) Integrate social-emotional learning into the academic and extra-curricular activities through consistent curriculum, skills development, service learning, and community service. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 3.2(c) Create a system to support and equip staff with tools and techniques to address social-emotional skills and behavior. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 3.2(d) Provide district guidance and resources for staff involved in the district initiatives for social-emotional learning. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.2(e) Encourage and sustain open dialogue and feedback opportunities with staff to address the unforeseen obstacles that evolve through the implementation and as a result of the social-emotional education initiative. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.2(f) Evaluate the effectiveness of MTSS and the impact on FPS culture. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| <p>Guiding Principle Priority 4</p> | <p>FPS Guiding Principle III: Culture and Connectedness</p> | | | | <p>AQuESTT Tenets Aligning to Strategy 3.3: Leadership; Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Growth; Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement School Improvement Goals: 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.</p> |
|--|---|-------------|-------------------------|-------------|--|
| | <p>Objective: To create and sustain a district culture that exemplifies and models consistent expectations for all staff and students and district connectedness while supporting the social, emotional, and mental health well-being of students and staff.</p> | | | | |
| <p>Strategy 3.3: Encourage and improve open communication between district/school administration and staff.</p> | | | | | <p>Strategy Priority 4</p> |
| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 3.3(a) Develop a communication plan that supports and keeps teachers and staff informed of the district’s efforts to meet its strategic goals. | | | | | |
| 3.3(b) Provide time for collaboration, inquiry-based, job-embedded discussions of best practices in teaching and learning. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.3(c) Provide administration and staff opportunities to voice their concerns in a way that is just, civil, fair, and builds trust between administration and staff. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.3(d) Consider teacher input when providing professional development to ensure needs are being met in the district. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.3(e) Evaluate the effectiveness of the PLC process to encourage the use of best practice instruction, enhance staff connectedness and professional growth. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.3(f) Evaluate the effectiveness of the communication opportunities provided and the impact on student instruction and learning. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 4 | FPS Guiding Principle III: Culture and Connectedness | <p>AQuESTT Tenets Aligning to Strategy 3.4: Leadership; Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Growth;</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholders Communication and Relationships; Commitment to Continuous Improvement</p> <p>School Improvement Goals: 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.</p> |
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Objective: To create and sustain a district culture that exemplifies and models consistent expectations for all staff and students and district connectedness while supporting the social, emotional, and mental health well-being of students and staff.

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| Strategy 3.4: <i>Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support relationships, skills, knowledge, and application of instruction for long-term improvements.</i> | Strategy Priority 2 |
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| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 3.4(a) Grow teacher engagement as a number one criterion to provide consistent and on-going professional development that empowers staff to grow instruction to support student achievement. | | | | | |
| 3.4(b) Provide a structured and relevant FPS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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| <p>Professional Development Plan and Training to encourage the use of best practice, support programs and initiatives and enhance staff knowledge and skills. Consider existing priorities identified in the strategic plan needs analysis, including but not limited to:</p> <ul style="list-style-type: none"> • Behavior/Intervention • SPED/504 Training • Vision/Goals • Equity and Diversity • Social-Emotional, and Mental Health Well-Being Training | | | | | |
| <p>3.4(c) Budget and allocate resources to support the FPS Professional Development Plan and Training.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>3.4(d) Engage staff and administration to assess personal development progress, impact, and benefits to FPS initiatives, instruction, and personal development.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>3.4(e) Evaluate the effectiveness of the professional development opportunities given to the staff at FPS.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |

Strategic Leadership Accountability

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| <p>GUIDING PRINCIPLE III: CULTURE and CONNECTEDNESS</p> | <p>(5) Accomplished This strategy has been realized and is sustainable.</p> | <p>(3) Progressing Some measurable progress has been made, but this strategy has not been fully realized.</p> | <p>(1) Developing This strategy has not been initiated.</p> | <p>(0) Unmet This strategy has not been addressed.</p> |
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| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |
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| 3.1 Implement a plan that enables administration, staff, and students to connect through a culture that embraces accountability, fairness, diversity, and respect, inspires pride, and promotes learning. | 0 | | 0 | | 0 | |
| 3.2 Provide social-emotional and behavioral supports for all students integrated through the Multi-Tiered System of Supports (MTSS) model throughout the entire district to realize the potential and resources accessible to benefit a unified student-centered learning initiative. | 0 | | 0 | | 0 | |
| 3.3 Encourage and improve open communication between district/school administration and staff. | 0 | | 0 | | 0 | |



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| <p>3.4 Cultivate a positive learning culture for staff and administrators through an organized and purposeful professional development plan to support relationships, skills, knowledge, and application of instruction for long-term improvements.</p> | 0 | | 0 | | 0 | |
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| <p>Guiding Principle Priority 2</p> | <p>FPS Guiding Principle IV: Curriculum and Instruction</p> | | <p>AQuESTT Tenets Aligning to Strategy 4.1: Leadership; Educational Opportunities and Access; Student Achievement and Growth; Postsecondary, Career, and Civic Readiness Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement School Improvement Goals: 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.</p> | | | |
| <p>Objective: Ensure curriculum, instruction, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement of academic achievement.</p> | | | | | | |
| <p>Strategy 4.1: Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level.</p> | | | | | <p>Strategy Priority 3</p> | |
| <p>PERFORMANCE INDICATORS</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> | |
| <p>4.1(a) Sustain effective, relative, and adopted curriculum in all subject areas provided by the district.</p> | | | | | | |
| <p>4.1(b) Ensure that all curriculum at FPS has a</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> | |



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| scope and sequence to support student learning and growth. | | | | | |
| 4.1(c) Utilize the curriculum review cycle policy to provide a systematic process to examine content and to ensure the curriculum is aligned to the standards and meeting the learning needs of students. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.1(d) Increase the alignment of district adopted curriculum guides to appropriate formative and summative assessments in all subject areas and support teachers in using the curriculum guides through professional development. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.1(e) Ensure that all curriculum at FPS is vertically and horizontally aligned with grade-level goals and established short and long-term plans for action. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.1(f) Evaluate the effectiveness of the adoption, modifications, and updates to district curriculum. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 2 | <h2 style="margin: 0;">FPS Guiding Principle IV: Curriculum and Instruction</h2> | <p>AQuESTT Tenets Aligning to Strategy 4.2: Leadership; Educational Opportunities and Access; Student Achievement and Growth; Postsecondary, Career, and Civic Readiness</p> <p>Nebraska Framework: Vision and Purpose; Teaching and Learning; Resource and Support Systems; Commitment to Continuous Improvement</p> <p>School Improvement Goals: 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.</p> |
| <p>Objective: Ensure curriculum, instruction, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement of academic achievement.</p> | | |
| <p>Strategy 4.2: Research, study, and consider the current grading system used in Friend Public Schools.</p> | | Strategy Priority |



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| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 4.2(a) Create a grading system ad hoc committee consisting of superintendent, administrators, and teachers from all building levels to conduct a study and research of best practice grading for FPS. | | | | | |
| 4.2(b) Define the criteria to measure an effective and measurable grading system to support student success. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.2(c) Evaluate the current grading system(s) to ensure successful student learning needs of FPS. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.2(d) Align the proposed grading system to ensure successful student learning. Consider existing priorities identified in the strategic plan needs analysis. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.2(e) Evaluate the effectiveness of the changes implemented to the FPS grading system and the impact on student success. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| <p>Guiding Principle Priority 2</p> | <p>FPS Guiding Principle IV: Curriculum and Instruction</p> | | | | <p>AQuESTT Tenets Aligning to Strategy 4.3:Leadership; Educational Opportunities and Access; Student Achievement and Growth Nebraska Framework: Vision and Purpose; Teaching and Learning; Documenting and Using Results; Resource and Support Systems; Commitment to Continuous Improvement School Improvement Goals: 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.</p> |
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| | <p>Objective: Ensure curriculum, instruction, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement of academic achievement.</p> | | | | |
| <p>Strategy 4.3: Commit and maintain the utilization of data to inform decisions at the classroom, building, and district level.</p> | | | | | <p>Strategy Priority 2</p> |
| <p>PERFORMANCE INDICATORS</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>4.3(a) Develop the capacity of staff to effectively use purposeful data to guide instruction, revise school strategies and interventions, assess program effectiveness, and prioritize learning needs.</p> | | | | | |
| <p>4.3(b) Align continuous improvement efforts across the district by providing data support for building-level improvement teams.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
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| <p>4.3(c) Collect, track, analyze, benchmark, and report disaggregated data by under-represented groups (race, ethnicity, socio-economic status, verified needs, etc.) to ensure:</p> <ul style="list-style-type: none"> Equitable student success across all areas (<i>course level enrollment/participation in honors, grade point average, achievement scores and tests, student discipline/suspension/absenteeism, bullying/harassment, extracurriculars/activities participation, etc.</i>) Equitable staff success across all areas (<i>professional development participation, regular staff feedback/evaluation, participation in</i> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
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| <p><i>committees/collaboration groups, access to mentorship, extracurricular/activity involvement, etc.)</i></p> <ul style="list-style-type: none"> • Equitable family engagement (<i>accessibility/participation of parent-teacher conferences, effective communication inclusive of language and method of distribution, etc.)</i>) | | | | | |
| 4.3(d) Utilize the integration of formative and summative assessments throughout the district to support next steps for learning and student success. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.3(e) Implement a systemic approach to student assessment and data analysis, including the use of electronic systems for data analysis and storage. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.3(f) Evaluate the impact of data informed decision making on student performance. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| <p>Guiding Principle Priority 2</p> | <p>FPS Guiding Principle IV: Curriculum and Instruction</p> | <p>AQuESTT Tenets Aligning to Strategy 4.4: Leadership; Positive Partnerships, Relationships, and Success; Educator Effectiveness; Student Achievement and Growth</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Commitment to Continuous Improvement</p> <p>School Improvement Goals: 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.</p> |
| <p>Objective: Ensure curriculum, instruction, and assessment are designed and delivered with a focus on content rigor, student engagement, and continuous improvement of academic achievement.</p> | | |
| <p>Strategy 4.4: Utilize a teacher evaluation system that is aligned to Marzano’s Instructional Framework to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.</p> | | <p>Strategy Priority 4</p> |



| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.4(a) Review and update the teacher evaluation instrument to ensure it is aligned to Marzano’s Instructional Framework, includes a rubric and criteria to support the systematic process in which the evaluation is conducted. | | | | | |
| 4.4(b) Require all certified staff to develop and affirm personalized goals to guide their personal/professional growth as part of the evaluation process with their assigned supervisor. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.4(c) Train staff in the evaluation rubric and process to support success. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 4.4(d) Evaluate the effectiveness of the district Marzano’s Framework and teacher evaluation. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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Strategic Leadership Accountability

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| GUIDING PRINCIPLE IV: CURRICULUM and INSTRUCTION | (5) Accomplished This strategy has been realized and is sustainable. | (3) Progressing Some measurable progress has been made, but this strategy has not been fully realized. | (1) Developing This strategy has not been initiated. | (0) Unmet This strategy has not been addressed. |
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| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |
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| 4.1 Set high expectations to ensure a diverse learning opportunity vital to the success of students by adopting challenging, creative, and rigorous data-based curriculum and instruction aligned both horizontally and vertically to support the success of students' transitions grade to grade and level to level. | 0 | | 0 | | 0 | |
| 4.2 Research, study, and consider the current grading system used in Friend Public Schools. | 0 | | 0 | | 0 | |
| 4.3 Commit and maintain the utilization of data to inform decisions at the classroom, building, and district level. | 0 | | 0 | | 0 | |



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| <p>4.4 Utilize a teacher evaluation system that is aligned to Marzano’s Instructional Framework to provide timely and authentic feedback to reinforce growth and identify opportunities to refine professional skills and knowledge.</p> | <p>0</p> | | <p>0</p> | | <p>0</p> | |
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| <p>Guiding Principle Priority 3</p> | <p>FPS Guiding Principle V: Family and Community Partnerships</p> | | <p>AQuESTT Tenets Aligning to Strategy 5.1: Leadership; Positive Partnerships, Relationships, and Success Nebraska Framework: Vision and Purpose; Governance and Leadership; Stakeholder Communication and Relationships School Improvement Goals: 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.</p> | | |
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| <p>Objective: Grow and sustain a mutually supportive and trusting partnership with stakeholder groups for the benefit of the mission and vision of Friend Public Schools and to sustain a positive connection with and among the community at large.</p> | | | | | |
| <p>Strategy 5.1: Foster a positive working partnership with parents/guardians, employees, and community members to improve and sustain effective and purposeful communications.</p> | | | | <p>Strategy Priority 2</p> | |
| <p>PERFORMANCE INDICATORS</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>5.1(a) Identify the most effective methods by which to engage parents/guardians in the education of their child.</p> | | | | | |
| <p>5.1(b) Consider methods of improving the parent-teacher conference format, teacher communication with parents/guardians, and expectations of the conference. Seek equitable feedback from parents/guardians/students to maximize effectiveness in supporting parent/guardian-teacher relationships and student success.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>5.1(c) Provide equitable communication, resources, and opportunities for parents/guardians to access strategies and resources available to engage their child in learning outside of the classroom.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>5.1(d) Evaluate the effectiveness of enhanced</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |



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| communications with parents/guardians. | | | | | |
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| Guiding Principle Priority 3 | <h2>FPS Guiding Principle V: Family and Community Partnerships</h2> | <p>AQuESTT Tenets Aligning to Strategy 5.2: Leadership; Positive Partnerships, Relationships, and Success; Student Achievement</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership; Teaching and Learning; Resource and Support Systems; Stakeholder Communication and Relationships; Commitment to Continuous Improvement</p> <p>School Improvement Goals: 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.</p> |
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Objective: Grow and sustain a mutually supportive and trusting partnership with stakeholder groups for the benefit of the mission and vision of Friend Public Schools and to sustain a positive connection with and among the community at large.

Strategy 5.2: Strengthen family and community participation in student learning and the social-emotional, mental health well-being, and development of students to overcome barriers.

Strategy Priority 1

| PERFORMANCE INDICATORS | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 5.2(a) Engage parents as partners to create a shared ownership of established and emerging cultures to enhance learning of students. | | | | | |
| 5.2(b) Consider methods of improving teacher communication with parents/guardians. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | | |
| 5.2(c) Expand learning opportunities for parents at home, school and/or in the community. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| 5.2(d) Evaluate the efforts and implementation of engagement of all stakeholders on a regular/annual basis. | Program, Level, or Bldg. | Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| <p>Guiding Principle Priority 3</p> | <p>FPS Guiding Principle V: Family and Community Partnerships</p> | | <p>AQuESTT Tenets Aligning to Strategy 5.3: Leadership; Positive Partnerships, Relationships, and Success; Student Achievement and Growth Nebraska Framework: Vision and Purpose; Governance and Leadership; Stakeholder Communication and Relationships; Commitment to Continuous Improvement School Improvement Goals: 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.</p> | | |
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| <p>Objective: Grow and sustain a mutually supportive and trusting partnership with stakeholder groups for the benefit of the mission and vision of Friend Public Schools and to sustain a positive connection with and among the community at large.</p> | | | | | |
| <p>Strategy 5.3: Increase communication and improve perceptions of FPS by engaging students, families, employees, partners, and the Friend community.</p> | | | | <p>Strategy Priority 3</p> | |
| <p>PERFORMANCE INDICATORS</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| <p>5.3(a) Develop a communication plan that supports the district’s efforts to meet its strategic goals and increases opportunities to connect with the Friend community.</p> | | | | | |
| <p>5.3(b) Evaluate the effectiveness of current communication platforms and align efforts to maximize timely, relevant, and effective engagement.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>5.3(c) Continue to commit resources to provide current and potential programs and services to meet the students’ needs.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
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| <p>5.3(d) Continue to engage all stakeholders in the consideration of cooping and/or consolidation.</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |
| | | | | | |
| <p>5.3(e) Evaluate the growth of improved</p> | <p>Program, Level, or Bldg.</p> | <p>Responsible</p> | <p>Action Plan/ SMART Goal</p> | <p>Target Date</p> | <p>Performance Indicator Barriers</p> |



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| communications and measures needed to ensure changes are systemic. | | | | | |
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Strategic Leadership Accountability

| GUIDING PRINCIPLE V: FAMILY and COMMUNITY PARTNERSHIPS | (5) Accomplished This strategy has been realized and is sustainable. | (3) Progressing Some measurable progress has been made, but this strategy has not been fully realized. | (1) Developing This strategy has not been initiated. | (0) Unmet This strategy has not been addressed. | | |
|---|---|---|---|--|---|--|
| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |
| 5.1 Foster a positive working partnership with parents/guardians, employees, and community members to improve and sustain effective and purposeful communications. | 0 | | 0 | | 0 | |
| 5.2 Strengthen family and community participation in student learning and the social-emotional, mental health well-being, and development of students to overcome barriers. | 0 | | 0 | | 0 | |



| | | | | | | |
|--|---|--|---|--|---|--|
| <p>5.3 Increase communication and improve perceptions of FPS by engaging students, families, employees, partners, and the Friend community.</p> | O | | O | | O | |
|--|---|--|---|--|---|--|

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| <p>Guiding Principle Priority 6</p> | <p>FPS Guiding Principle VI: Board Governance</p> | <p>AQuESTT Tenets Aligning to Strategy 6.1: Leadership; Positive Partnerships, Relationships, and Success Nebraska Framework: Vision and Purpose; Governance and Leadership; Stakeholder Communication and Relationships School Improvement Goals: To develop and adopt a methodology to review, update and define Board Policy to support district protocol and procedures. To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
|--|--|--|

Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.

Strategy 6.1: *Annually review the district’s vision and mission statements, and progress/updates of the strategic plan to support the mission.*

Strategy Priority 4

| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|---|-----------------------------|----------------------------|-------------|--------------------------------|
| 6.1(a) Include stakeholders and the community in the development and revisions of the district’s mission, vision, and strategic plan. | | | | |
| 6.1(b) Align the mission and vision to drive planning, decision- making, and evaluation of district operations and progress. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



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|---|-----------------------------|----------------------------|-------------|-----------------------------------|
| 6.1(c) Adopt a strategic plan or district goals to support the progress and growth of student learning. | | | | |
| 6.1(d) Align board agenda discussion and action items to the strategic plan. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.1(e) Continually monitor the progress and success of the strategic plan and hold the superintendent accountable to providing timely and purposeful updates. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.1(f) Consistently complete a board self-assessment to measure progress and success of the board standards and governance. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |

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|---|---|----------------------------|--|-----------------------------------|
| Guiding Principle Priority 6 | FPS Guiding Principle VI: Board Governance | | AQuESTT Tenets Aligning to Strategy 6.2: Leadership Nebraska Framework: Governance and Leadership; Commitment to Continuous Improvement | |
| Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students. | | | | |
| Strategy 6.2: <i>Participate in continuous and appropriate training and professional development to build shared knowledge and values.</i> | | | | Strategy Priority 3 |
| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 6.2(a) Regularly participate in NASB board development opportunities. | | | | |



| | | | | |
|---|-----------------------------|----------------------------|-------------|--------------------------------|
| 6.2(b) Participate in professional development regarding board- superintendent relations that will lead to mutual trust, teamwork, and clear communications between the board and superintendent. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.2(c) Evaluate the effectiveness of the board professional development opportunities. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
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| Guiding Principle Priority 6 | FPS Guiding Principle VI: Board Governance | | AQuESTT Tenets Aligning to Strategy 6.3: Leadership; Positive Partnerships, Relationships, and Success Nebraska Framework: Governance and Leadership; Stakeholder Communications and Relationships; Commitment to Continuous Improvement | |
| Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students. | | | | |
| Strategy 6.3: <i>Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district’s image, build positive working relationships and sustain long-term partnerships that will best serve education.</i> | | | | Strategy Priority 1 |
| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| 6.3(a) Engage the community to build understanding and support for public education and the school district. | | | | |
| 6.3(b) Seek input from internal and external stakeholders (i.e., administrators, certified and classified staff, parents, students, community members, and business leaders) when setting goals. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |



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|--|-----------------------------|----------------------------|-------------|-----------------------------------|
| 6.3(c) Maintain a cohesive communications plan to inform and educate the community on district issues. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.3(d) Ensure that a district report is provided to patrons annually. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |

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|---|---|--|
| Guiding Principle Priority 6 | FPS Guiding Principle VI: Board Governance | <p>AQuESTT Tenets Aligning to Strategy 6.4: Leadership</p> <p>Nebraska Framework: Vision and Purpose; Governance and Leadership</p> <p>School Improvement Goals: To develop and adopt a methodology to review, update and define Board Policy to support district protocol and procedures. To ensure fiscal accountability and efficiency to support a quality education for the students of FPS.</p> |
|---|---|--|

Objective: To ensure the mission and vision of Friend Public Schools aligns to the goals, community expectations, and outcomes utilized to measure improved learning for all students.

Strategy 6.4: *Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement.*

**Strategy Priority
2**

| PERFORMANCE INDICATORS | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
|--|-----------------------------|----------------------------|-------------|-----------------------------------|
| 6.4(a) Engage in discussion related to the state standards and district assessments. | | | | |
| 6.4(b) Sustain an adopted curriculum review policy to require scheduled review and updates of district curriculum in all curricular areas. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(c) Review student achievement data to support the | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |



| | | | | |
|--|-----------------------------|----------------------------|-------------|-----------------------------------|
| identification of priorities and allocation of resources. | | | | |
| 6.4(d) Review data to monitor and assess the progress of student learning. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(e) Promote continuous staff development and mentoring to support a highly effective staff. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(f) Seek input from staff to develop and grow instruction and learning. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |
| 6.4(g) Evaluate the monitoring processes implemented. | Group/Committee Responsible | Action Plan/ SMART Goal | Target Date | Performance Indicator Barriers |
| | | | | |

Strategic Leadership Accountability

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|---|--|--|--|---|
| GUIDING PRINCIPLE VI: BOARD GOVERNANCE | (5) Accomplished This strategy has been realized and is sustainable. | (3) Progressing Some measurable progress has been made, but this strategy has not been fully realized. | (1) Developing This strategy has not been initiated. | (0) Unmet This strategy has not been addressed. |
|---|--|--|--|---|



| STRATEGY | End of Year 1: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 2: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | | End of Year 3: Evidence of Progress (embed hyperlinks to data, documents, presentations, reports, etc.) | |
|--|--|--|--|--|--|--|
| 6.1: Annually review the district's vision and mission statements, and progress/updates of the strategic plan to support the mission. | 0 | | 0 | | 0 | |
| 6.2 Participate in continuous and appropriate training and professional development to build shared knowledge and values. | 0 | | 0 | | 0 | |
| 6.3: Establish effective communication with stakeholders through actively engaging parents, students, staff, and community members with the intent to promote the district's image, build positive working relationships and sustain long-term partnerships that will best serve education. | 0 | | 0 | | 0 | |
| 6.4 Continuously monitor the progress of district goals utilizing data to support growth and promote shared accountability for maximizing student achievement. | 0 | | 0 | | 0 | |







NASB Strategic Planning Service

Next Steps: *Following the presentation of the District Needs Analysis and Strategic Plan Framework, the board may expect that:*

***District Administration/Board Responsibilities**

***NASB Board Leadership Responsibilities**

- 1) Association staff (Kari Stephens) will embed the final Strategic Plan into the working template along with the administrative Prioritization results and forward for board approval.
- 2) **Board will take action in a regular board meeting to adopt the District Strategic Plan. [Timeline: Next Regular Board Meeting]**
- 3) **Board and Administration will re-engage SOC and present the adopted plan.**
- 4) **Administration will assign Priorities to the responsible administrator/building/districtwide.**
- 5) **Administration or Association** will embed the strategic plan goals into SPARQ Meetings and the Board's Annual Board Calendar.
- 6) Association staff (Kari Stephens) will forward the Strategic Implementation Team (SIT) criteria.
- 7) Association staff (Marcia and/or Kari) will conduct a conference call with the Superintendent and Board President to review the progress analysis process and Strategic Implementation Team (SIT) criteria.
- 8) **Board and Administration will align board agenda to monitor and assess monthly progress-success of the Strategic Plan.**
- 9) Association staff will administer a Progress Analysis Survey to administrators at the end of the first, second, and third year of the strategic plan work. A report will be presented to the board following each Progress Analysis.
- 10) Association staff at the end of year three, four, or five, will administer a comprehensive Progress Analysis and initiate the engagement of stakeholders for the purpose of updating the strategic plan (Phase II).

Questions, please contact Marcia Herring or Kari Stephens at NASB 1.800.422.4572 or via cell phone 979.450.8228.



Sales Order Acknowledgement

Sales Order: 156221

| | |
|---|---|
| Sold To: 132166 Jim Pfeiffer Friend Public Schools 501 Main PO Box 67 Friend NE 68359 USA Phone: 402-947-2781 Email: jim.pfeiffer@friendschool. | Ship To: Jim Pfeiffer Sunflower State Games Topeka KS USA Phone: 402-947-2781 |
|---|---|

| | | |
|-----------------------|---------------------------|------------------------------|
| Order Date: 3/20/2023 | PO Number: SS - 9547 | FOB: FOB Destination-Prepaid |
| Need By: 7/26/2023 | Sales Person: Troy Reiter | Terms: Net 30 Days |
| Ship By: 7/24/2023 | Ship Via: Full Truckload | |

USD

| Line | Part Number/Description | Rev | Order Qty | Unit Price | Ext. Price |
|------|--|-----|-----------------|------------|------------|
| 1 | 158SBLKA42FCP 6'x42'x1 5/8" Black w\Flexi-Connect w\Paint | A | 7.00 ROLL | 1,364.00/1 | 9,548.00 |
| | Rel Date | | Quantity | | |
| | 1 7/26/2023 | | 7.00 | | |
| 2 | WRCS-30 10' Circle and 30' Circle w\Start Marks | | 1.00 EACH | 0.00/1 | 0.00 |
| | Rel Date | | Quantity | | |
| | 1 7/26/2023 | | 1.00 | | |
| 3 | CUT Cutting Fee | | 2.00 EACH | 45.00/1 | 90.00 |
| | Rel Date | | Quantity | | |
| | 1 7/26/2023 | | 2.00 | | |
| 4 | CUSTOM FC Custom Flexi-Connect | A | 84.00 LF | 6.00/1 | 504.00 |
| | Rel Date | | Quantity | | |
| | 1 7/26/2023 | | 84.00 | | |
| 5 | EVENT FRT Event Freight | | 1.00 EACH | 500.00/1 | 500.00 |
| | Rel Date | | Quantity | | |
| | 1 7/26/2023 | | 1.00 | | |

Dollamur, LP
1053 Everman Parkway
Fort Worth, TX 76140
USA



Phone: 817-534-3344
Fax: 888-531-6964

Sales Order Acknowledgement

Page: 2 of 2

| | |
|------------------------------|-----------|
| Line Total: | 10,642.00 |
| Line Miscellaneous Charges: | 0.00 |
| Total Tax: | 0.00 |
| Order Miscellaneous Charges: | 0.00 |

OrderAck:001:00

| | |
|--------------------|------------------|
| Order Total | 10,642.00 |
|--------------------|------------------|

EGAN SUPPLY CO.

"It's Service After The Sale That Counts"

13838 Industrial Road • Omaha, NE 68137

PRICE QUOTE

Phone 402-346-0597

Fax 402-346-5076

Page 1

Printed 03/09/23 BW

| |
|--|
| Quoted |
| FRIEND PUBLIC SCHOOLS PO BOX 67 FRIEND NE 68359 Tel:402-449-1130 Fax:402-947-2026 |

| |
|---|
| Ship To |
| FRIEND PUBLIC SCHOOLS 501 S MAIN STREET FRIEND NE 68359 |

| | | | | | | |
|--------------------|--------------------------|------------------------|-------------------------------|----------------|----------------------|--------------|
| Quote # Q038573 | Quote Date 03/09/2023 | Exp Date 05/08/2023 | Customer # 0341830 | Customer P/O # | Ship Via | Writer BW |
| Job ID | | | Customer Terms Net 30 Days | | Salesman BEN WITT | |

| Product | Description | UM | Quant | Unit Price | Extension |
|-----------|--|----|-------|------------|-----------|
| GYM FLOOR | <p>***** * NEED LIFTGATE * *****</p> <p>SAND GYM FLOOR This quote is for sanding the floor, applying two coats of seal, repainting all existing gyme lines, and applying two coats of high solids gym finish. Additional graphics quoted separately.</p> | EA | 1 | 11642.40 | 11642.40 |

| | | | |
|---------------------------|--------------|-------------|--------------------|
| X: _____ (Accepted by) | Sub Total | \$11,642.40 | T o t a l |
| | Freight | \$0.00 | |
| | Misc Charges | \$0.00 | |
| | Tax Amount | \$0.00 | |
| | | | \$11,642.40 |

| | |
|----------------------------------|--------------|
| MESSAGE | TERMS |
| FOB Destination, Freight Collect | |

EGAN SUPPLY CO.

"It's Service After The Sale That Counts"

13838 Industrial Road • Omaha, NE 68137

PRICE QUOTE

Phone 402-346-0597

Fax 402-346-5076

Page 1

Printed 03/06/23 BW

| |
|--|
| Quoted |
| FRIEND PUBLIC SCHOOLS PO BOX 67 FRIEND NE 68359 Tel:402-449-1130 Fax:402-947-2026 |

| |
|---|
| Ship To |
| FRIEND PUBLIC SCHOOLS 501 S MAIN STREET FRIEND NE 68359 |

| | | | | | | |
|--------------------|--------------------------|------------------------|-------------------------------|----------------|----------------------|--------------|
| Quote # Q037644 | Quote Date 12/13/2022 | Exp Date 02/11/2023 | Customer # 0341830 | Customer P/O # | Ship Via | Writer BW |
| Job ID | | | Customer Terms Net 30 Days | | Salesman BEN WITT | |

| Product | Description | UM | Quant | Unit Price | Extension |
|-----------|--|----|-------|------------|-----------|
| GYM FLOOR | <p>***** * NEED LIFTGATE * *****</p> <p>SAND GYM FLOOR This quote is for sanding the floor, applying two coats of seal, repainting all existing gyme lines, and applying two coats of high solids gym finish. Additional graphics quoted separately.</p> | EA | 1 | 26724.60 | 26724.60 |
| GRAPHICS | <p>GYM FLOOR GRAPHICS THIS QUOTE IS FOR STAINING CENTER LOGO, WIDE BORDER PAINTED, LETTERING IN END ZONE, STAIN INSIDE THREE POINT ARCH.</p> | EA | 1 | 11176.47 | 11176.47 |

| | | | |
|---------------------------|--------------|-------------|--------------------|
| X: _____ (Accepted by) | Sub Total | \$37,901.07 | T o t a l |
| | Freight | \$0.00 | |
| | Misc Charges | \$0.00 | |
| | Tax Amount | \$0.00 | |
| | | | \$37,901.07 |

| | |
|----------------------------------|--------------|
| MESSAGE | TERMS |
| FOB Destination, Freight Collect | |