

Board Retreat 2021
Monday, August 9, 2021 6:00 PM
Bistro on the Loup/Ramada
265 33rd Avenue
Columbus, NE 68601

I. Board Meeting

I.A. Call to Order

I.B. Roll Call of Board

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

I.D.1. President insures all can hear proceedings

I.E. Opportunity for Public to be Heard

I.F. Board Special Functions

I.F.1. Enrollment Study

I.F.2. Long Range Buildings and Sites Priorities

I.F.3. CRT and Health Standards

I.F.4. Proficiency Reporting

I.F.5. Overview of Marketing and Communications from 2020-2021 -
Focus for 2021-2022

I.F.6. Overview of CPS Foundation from 2020-2021 - Focus for 2021-
2022

I.F.7. Child Development Center

I.F.8. Update on Building Projects

I.F.9. Kramer Education Center

I.F.10. Follow-up on Engagement and Exit Surveys from Upbeat

I.F.11. Budget Overview

I.F.12. TEEOSA Funding Plan

I.F.13. Other Items by the Board

I.G. Superintendent's Report

I.H. Board Sharing

II. Executive Session

III. Adjourn



COLUMBUS PUBLIC SCHOOLS

School Board Retreat 2021

Human Resources

- New process to verify prior employment
- Strong emphasis on quality post-graduate hours for salary schedule movement
- Frontline subfinder/leave
- UpBeat Engagement and Exit Surveys
 - Retention of Quality Staff
 - Identify strengths and weaknesses impacting our staff
 - Develop a strategic approach to hiring, retention, and engagement strategies
- Plan for future hiring due to expansion of programs and facilities
- Marzano Focused Teacher Evaluation Model
 - New walk-through/informal observation document (21-22), Committee
 - Implementation of new District policy on evaluations (TBA)
 - New formal observation document (22-23)
 - Strengthen the link between evaluation data, teacher coaching, growth/development plans, and teacher support/intervention.



UpBeat Exit Survey

Areas of Focus

- Lack of input in school-wide decisions
- Dissatisfaction with school leadership
- Lack of professional autonomy
- Poor benefits

Defined Focus Strategies

- The District will focus on communicating opportunities for input on school-wide decisions respective to input, collaboration, solution-based outcomes. The District will better define when input is appropriate and when it is dictated by law, policy, or situations where input is not plausible. Staff will be asked to specific list decisions that they feel lack input from the building and/or faculty level.
- School leadership personnel will participate in leadership growth opportunities, set personal goals to engage their staff, and develop practices in effective leadership and communication. In circumstances where accountability is necessary and may lead to perceived dissatisfaction, this years engagement and exit surveys will involve more specific feedback.
- (Continued on the Next Page)



UpBeat Exit Survey

Areas of Focus

- Lack of input in school-wide decisions
- Dissatisfaction with school leadership
- Lack of professional autonomy
- Poor benefits

Defined Focus Strategies (Continued)

- Data from the low score on professional autonomy is directly related to the teachers desire to follow their own curriculum, development and use their own assessments, personal grading practices, and not be tied to Marzano Instruction. The District has developed sound strategies in coaching, professional development, and allowed for teacher input on these topics. PLCs are an excellent avenue to better develop a collaborative approach to improving this perception by staff. As a District we need to continue to “provide input” and “promote the why”.
- Primarily related to health/dental benefits. The District gives cash equivalent to single insurance. Funding additional plans would require changes to salary, elimination of cash-in-lieu, or other possible negotiated items with the CEA. Comparability suggests that CPS is similar in their approach to this benefit with like-size districts.



Food Service & Finance

- RFP year for Food Service
 - Completed in January
 - Looking at fiscal advantages to retaining food service staff as CPS employees
 - District finished in the black with LSI for 20-21, excluding Cares Funding and the payment correction by LSI. Using just annual operations.
 - Opening of the “Galley” at the Middle School this fall.
- Finance Department
 - Transferring funds to Depreciation from General Fund
 - Food Service
 - Transportation
 - Building Budgets (80/20)
 - Nantkes
 - Property Acquisition
 - 21-22 Budget Presentation on August 16th Board Meeting
 - [ESSER III](#) Committee, plan presented at September Board Meeting





COLUMBUS PUBLIC SCHOOLS

Chip's 21-22 Goals/Opportunities

- Presenting on a national webinar with UpBeat on our use of their services
- Will be on a panel sponsored by UpBeat at the National AASPA Conference in Washington, DC in October
- Continue to work with Dr. Loeffelholz on the School Funding Proposal to reduce reliance on Property Tax through a ½ cent sales tax used as educational stabilization funding
- Develop a long-range fiscal plan for District expansion (w/Building & Sites)
- Work with Jason Harris on a para-educator staffing plan for the District
- Implement the capital improvement funding plan for Nantkes, including updates on our facility rental policy and rate scale



Q & A