

Board Retreat  
Monday, March 9, 2026 5:30 PM  
Kramer Education Center  
2410 16th Street, Suite A  
Columbus, NE 68601

- I. CALL TO ORDER
- II. ROLL CALL OF THE BOARD
- III. EXCUSE BOARD MEMBERS
- IV. PLEDGE OF ALLEGIANCE
- V. MEETING COMPLIANCE
  - V.A. DISTRICT MISSION STATEMENT
  - V.B. OPEN MEETINGS ACT
    - V.B.1. President ensures all can hear proceedings
  - V.C. PUBLICATION OF MEETING NOTICE
- VI. PUBLIC COMMENT
- VII. DISCUSSION ITEMS
  - VII.A. BOARD RETREAT AGENDA
- VIII. ACTION ITEMS FOR THIS MEETING
  - VIII.A. CHS Main Gym Lighting & Controls Retrofit
- IX. BOARD REQUESTS FOR INFORMATION
- X. EXECUTIVE SESSION
- XI. ADJOURN

Columbus Public Schools  
**Board of Education Retreat Agenda**

Monday, March 9, 2026 • 5:30 PM  
 Room 177, Kramer Education Center

**Event Overview**

**Purpose:** This retreat brings together the superintendent and board of education to engage with directors on their accomplishments and vision for supporting the Columbus Public Schools Strategic Plan. Each director will present on 2025-2026 project outcomes, 2026-2027 anticipated initiatives, and how both connect to our strategic priorities. This is a forum for open dialogue and shared understanding—not for seeking approval of new projects.

**Director Presentation Schedule**

**Format:** 15 minutes per director (presentation + Q&A)

**Focus Areas:** Strategic plan alignment, project outcomes, future vision, supporting evidence of impact

Time	Director	Portfolio	Presentation Topics	
5:45-6:00	<b>Mrs. Teresa Hausmann</b>	Teaching and Learning	<b>2025-26 Wrap-Up:</b> Curriculum, instruction, and professional development outcomes	<b>2026-27 Vision:</b> Teaching and learning supporting student proficiency & literacy
6:00-6:15	<b>Mr. Leonard Kwapniowski</b>	Operations	<b>2025-26 Wrap-Up:</b> Operational achievements and facility initiatives	<b>2026-27 Vision:</b> Operations roadmap supporting strategic goals
6:15-6:30	<b>Mr. Jason Schapmann</b>	Human Resources & Finance	<b>2025-26 Wrap-Up:</b> HR and financial management accomplishments	<b>2026-27 Vision:</b> Investment in people and fiscal stewardship priorities
6:30-6:45	<b>Dr. Jason Harris</b>	Special Education	<b>2025-26 Wrap-Up:</b> Key projects and initiatives completed	<b>2026-27 Vision:</b> Anticipated projects aligned with strategic priorities
6:45-7:00	<b>Mrs. Nicole Anderson</b>	Marketing/Communications & Foundation	<b>2025-26 Wrap-Up:</b> Communications, foundation, and community engagement outcomes	<b>2026-27 Vision:</b> Strengthening community partnerships and district narrative
7:00-7:15	<b>Dr. Chip Kay</b>	<b>Superintendent</b>	<b>Closing/Strategic Plan</b>	

## Key Talking Points for Each Presentation

### 2025-2026 Project Wrap-Up should include:

- Key accomplishments and measurable outcomes
- Alignment to the Strategic Plan goals
- Lessons learned and adjustments made throughout the year
- Impact on student achievement or operational improvement

### 2026-2027 Anticipated Projects should include:

- Specific initiatives and goals for the coming year
- How projects support the Strategic Plan priorities
- Resource requirements and anticipated challenges
- Success metrics and expected outcomes

## Notes

**Strategic Plan Connection:** Directors should reference where their work supports the district's Wildly Important Goal of increasing student proficiency from 76% to 81% by 2026-27, as well as supporting initiatives in instruction, operations, community engagement, and student support.

**Discussion Focus:** This retreat prioritizes understanding each director's vision and commitment to the strategic plan. This is not a forum for seeking board approval of 2026-27 projects, but rather an opportunity to hear from leadership and have open dialogue about how the district will continue to advance its priorities.

**Q&A:** Time within the 15-minute slot should be allocated for questions and dialogue. Directors are encouraged to keep opening remarks concise to allow adequate time for board engagement and questions.

To: Members of the Columbus Public Schools Board of Education  
From: Teresa Hausmann, Director of Teaching & Learning  
Date: March 9, 2026  
Subject: Strategic Plan Alignment & End-of-Year Priority Report

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## Executive Summary

The Department of Teaching & Learning remains steadfast in its commitment to the district's mission. By providing the instructional framework, professional support, and federal oversight necessary for student success, we ensure that the district's strategic goals are translated into classroom reality. This report outlines our department's priority work and how it aligns with the CPS Strategic Plan and identifies our critical focus areas for the remainder of the 2025-2026 academic year.

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## Part I: Strategic Plan Alignment

### Goal 1: Developing and Maintaining Programming to Meet Student Needs

Our department serves as the architect for the student learning experience, ensuring high-quality instruction for every learner.

- **Standards, Curriculum & Assessment:**
  - Updating 6th-grade Math Proficiency Scales and writing all 6th-grade math data points for the 26-27 school year
  - Will start writing 5th-grade math data points throughout the summer
  - Updating all K-5 math pacing to embed current data points into new math resource
  - District, Benchmark State and Federal Testing
    - Elementary: mCLASS Assessment w/ Dyslexia Screener, MAP Growth, NSCAS Growth & NAEP (CN, LC & NP - 4th Math & Reading)
    - CMS: DIBELS 8, MAP Growth, NSCAS Growth & NAEP (8th Math & Reading)
    - CHS: PreACT (9th & 10th) & NSCAS ACT (11th)
    - ELPA 21 Summative - All schools
      - 3,421 Domain Tests Administered to 856 Students
      - 1 Alt ELPA Administered
- **Resource Pilot:**
  - K-5 Math Pilot
- **Resource Implementation:**
  - PreK Frogstreet Resource

- 6-8 OpenSci Ed
- CHS OpenSci Ed - Biology
- **Programming:**
  - Development of K-4 Literacy Plan
    - K-4 ELA Decision Rules
    - Dyslexia Instruction and Resources
  - Advanced Math Course Placement at CMS
  - Summer School
  - DI
- **Proficiency Reporting/Grading**
  - K-4 Elementary Proficiency Reporting Handbook
  - CPS Secondary Grading Policy
  - Student Information Systems (SIS) Administrator Handbook
- **Accountability/Funding:**
  - AQuESTT Building Data Meetings
  - ATSI Building Plans - EM, WP, NP & CMS
  - Benchmark Building Data Meetings
  - Grant Funding

### **Goal 3: Staff Engagement, Development, and Retention**

A district is only as strong as its educators. We invest heavily in the "human capital" of CPS.

- **Teacher Support:**
  - **Touch Points of Customer Service/Support**
    - **2,147 from July-February**
  - **Mentor Program & New Teacher Onboarding**
    - 59 Mentees - new to their position or new to CPS
      - Our department has accompanied 29 classroom visits with new teachers
        - Other classroom visits were provided by the mentor or other colleagues
        - New teacher selects what he/she would like to observe
          - Content, instructional practices or classroom management
          - Debriefing of what was observed and learned takes place after the observation
      - Monthly surveys are sent to the mentees and mentors to determine the effectiveness of the partnership and if any additional supports are needed
      - Mentor Program Handbook - In progress
  - **Instructional Coaching**
    - Average at least 2 instructional planning sessions per week
    - Approximately 56 principal meetings thus far, to support principals with instructional leadership

- Days in Schools - prioritized by number of new staff and/or principal request

School	Days	School	Days
Kramer - Preschool	5	North Park	17
Centennial	18	West Park	10
Emerson	11	CMS	6
Lost Creek	16	CHS	3
<b>Total</b>	<b>86 Days</b>		

- **Administrator Coaching:**
  - Side-by-side administrator coaching for teacher observations to ensure the evaluation model is applied fairly, effectively, and reach consensus on quality instruction
    - One session per quarter at each level
- **Para-Professional Support**
  - Provide a monthly Project Para Professional Learning Session, using the NDE’s modules, for all new para professionals in the elementary schools
    - Empowers our support staff to assist in Math and ELA with greater skill and assurance.

**Goal 4: Engagement of School and Community Partners**

We bridge the gap between the classroom and the home to foster a holistic educational environment.

- **Family Literacy Program:**
  - Directly engages our English Learner parents by helping parents learn to speak English and empowering them to be active participants in their children’s education.
    - Range of 11 - 20 participants this year
- **Non-Public Partnerships:**
  - ESSA Grant
    - Create all POs and submit invoices for all purchases from Title I, IIA, III and IV
    - Provide the Title I teacher in grades K-3

## Part II: Final Priorities for 2025-2026

As we approach the conclusion of the academic year, the Department of Teaching & Learning is focused on four critical "finish line" objectives:

### 1. Resource Adoption & Summer Curriculum Work:

- a. K-5 Math: creating pacing guides and embedding district data points
- b. HS Chemistry: Experience Chemistry by Savvas
- c. 5th & 6th-grade Math Data Points

### 2. Data Integration & SIS Transition:

- a. Embedding all K-4 math data points into the 26-27 Pacing Guides & SIS Report
- b. Ensure the entire 26-27 Elementary Proficiency Reports for grades K-4 are fully functional and uploaded before our SIS lead retires on June 30th.

### 3. Personnel Transitions & Success Planning

- a. Departure of four department members:
  - i. Eric Edzards, SIS Programmer/Trainer
  - ii. Michelle Oppliger, EL Coordinator
  - iii. Kristi Hackett, Instructional Reading Coach
  - iv. Teresa Hausmann, Director of Teaching & Learning

# Executive Summary: Facility & Operations Update

## 1. Infrastructure & Exterior Repairs

- **Roofing Projects:**
  - **CN Roof Repairs:** \$488,000 (Estimated) Begin Budgeting
  - **EM Roof Repairs:** \$275,000 (Estimated) Begin Budgeting
  - **MS Roof (Between Gyms):** *Pending Final Quote* Begin Budgeting
- **Window Replacements:**
  - **NP (11 Windows):** \$30,207.21 QCPUF
  - **WP (14 Windows):** \$33,558.02 QCPUF
- **HVAC Systems:**
  - **HS Administration Upgrades:** \$350,000 (Estimated) Start Budgeting

## 2. Interior & Aesthetic Upgrades

- **Elementary Offices: CN, LC, NP: Finish carpet/LVT project QCPUF**
- **MS Campus:** Carpet upgrades across designated zones (RFP due March 13th). Building fund. We do have a main bid and alternate bid
- **MS Auditorium Lighting:** Have started looking at costs to upgrade the lighting fixtures and controls. The current system does have an upgrade path that we are exploring. More to come as we get info back.
- **HS Main Gym:** Full replacement of lighting fixtures and implementation of new lighting controls for energy efficiency and event flexibility (RPP due March 9th). Building fund based on total cost.
- **HS Gym Floor:** Gym floor repair/removal (40% north end) with a complete floor refinish. Insurance replacement project.
- **District Landscaping:** Staff will continue to make upgrades to the exterior of district buildings. They will be finishing MS and then begin at the elementary schools.

## 3. Technology Lifecycle & Planning

- **Student Device Replacement includes Labs:** [2027 /5 year] Depreciation & General fund
- **Staff Device Replacement includes Servers:** [2028 /5 year] General Fund
  - *Goal: Ensuring hardware reliability and maintaining a 1:1 ratio for modern learning environments.*
- **Network Upgrades:** Pending final erate funding(80% reimbursed), our plan to finish replacing all network switches, wireless access points, and edge routers.

Some items were purchased in the 2025-26 erate cycle. For the 2026 - 2030 5 year planning period, USAC allocated CPS \$\$798,358.27

**4. 2026-2027 Operational Contracts:**

<b>Contract</b>	<b>Status/Update</b>	<b>Budget Impact</b>
<b>Summer Mowing</b>	Renewal/Bidding Phase	\$106,300 (2026) \$103,200 (2025)
<b>ServiceMaster Cleaning</b>	Renewing for 2026-27  2025-26 \$572,772.00	~4% Increase and add NTLSC Building
<b>NTLSC Building (QCPUF)</b>	New Addition	Furniture, exterior finishing
<b>Rutts</b>	Current / Renewal	\$67,827.00 (2025-26)

CPS has many other companies providing services like: elevator inspections / state inspection, fire alarm monitoring, fire extinguisher inspections, access controls, kitchen hoods/ansel systems, gym floor waxing, and others.

**5. 2014 Bluebird buses (online auction Purple Wave)**

- 1 sold for \$13,500 (engine knocking / over heating)

- 1 sold for \$21,000
- All other vehicles are now at the old warehouse getting ready to be sold.

COLUMBUS PUBLIC SCHOOLS

# FY 2025-26

## Budget Analysis

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Board of Education | March 2026

# General Fund Budget Overview

Fiscal Year 2025-26 | General Fund (01)

Annual Budget

**\$57,862,688**

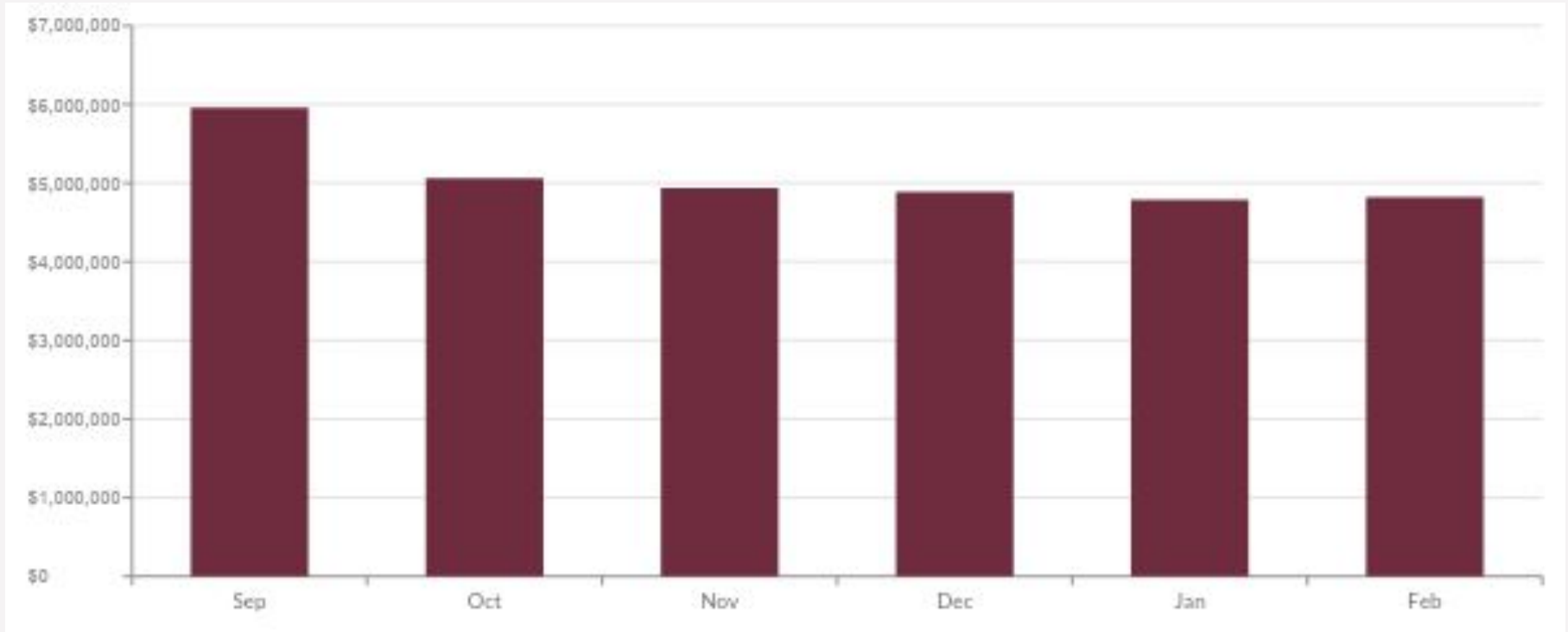
Approved FY 2025-26

YTD Actual (Sep-Feb)

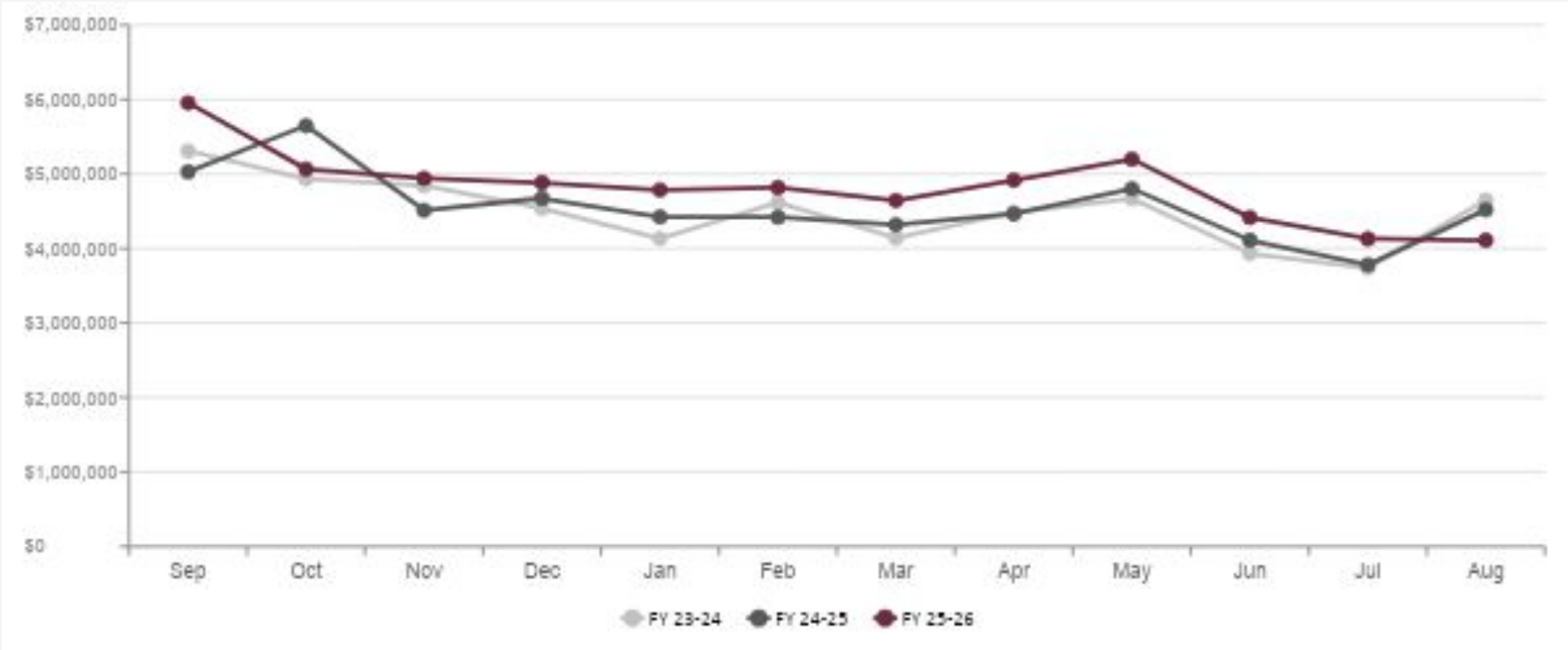
**\$30,447,706**

52.6% of budget spent

# Monthly Spending Trend



# Three-Year Spending Comparison



# Annual Spending Growth

FY 2023-24

**\$53,986,853**

Actual

FY 2024-25

**\$56,708,662**

Actual

FY 2025-26

**\$57,862,688**

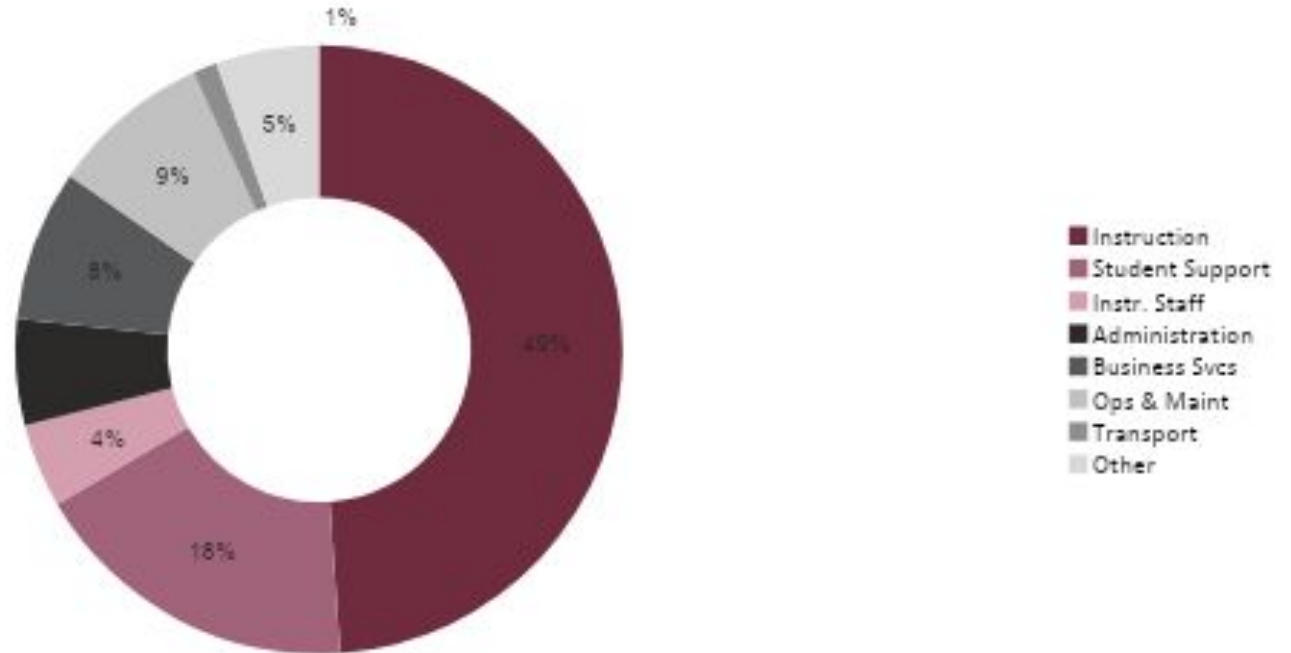
Budget

# Expenditures by Function – Overview

General Fund (01) – Year-to-Date

Function Section	Budget	YTD Actual	% Spent
Instruction (1000)	\$28,284,574	\$17,386,763	61%
Student Support (2100)	\$10,223,429	\$3,235,690	32%
Instructional Staff (2200)	\$2,573,105	\$1,139,192	44%
General Admin (2300)	\$663,658	\$326,251	49%
School Admin (2400)	\$2,604,137	\$1,530,167	59%
Business Services (2500)	\$4,661,923	\$910,293	20%
Ops & Maintenance (2600)	\$4,934,226	\$2,666,364	54%
Transportation (2700)	\$744,680	\$510,583	69%
Community Svcs (3300)	\$422,917	\$222,134	53%
State Grants (3500)	\$285,980	\$169,022	59%
Federal Programs (6000)	\$2,449,060	\$1,616,761	66%
Other / Transfers	\$15,000	\$64,105	—
<b>GRAND TOTAL</b>	<b>\$57,862,689</b>	<b>\$29,777,324</b>	<b>51%</b>

# Budget Allocation by Function



# Instruction (1000 Series)

\$28.3M Budget | \$17.4M YTD | 61% Spent

Function	Description	Budget	YTD Actual	% Spent
01100	Regular Instruction	\$8,832,654	\$3,993,190	45%
01115	Career Academies/STEM	\$64,060	\$47,666	74%
01125	Alternative Education	\$301,487	\$204,171	68%
01150	English Learners	\$3,892,093	\$2,700,508	69%
01160	Co-Curricular Activities	\$7,621,635	\$5,478,138	72%
01190	Early Childhood Ed	\$624,091	\$415,154	67%
01200	Special Education	\$6,779,954	\$4,545,949	67%
01295	SPED Unified Sports	\$3,600	\$1,987	55%
01300	Summer School	\$165,000	\$0	0%

# Support Services & Administration

Section / Function	Budget	YTD	% Spent
<b>STUDENT SUPPORT (2100)</b>	<b>\$10,223,429</b>	<b>\$3,235,690</b>	<b>32%</b>
Speech Pathology (02151)	\$6,533,974	\$1,057,315	16%
Other Student Support (02190)	\$1,221,549	\$736,930	60%
<b>INSTRUCTIONAL STAFF (2200)</b>	<b>\$2,573,105</b>	<b>\$1,139,192</b>	<b>44%</b>
Curriculum Development (02212)	\$1,003,113	\$295,042	29%
Technology Support (02230)	\$896,230	\$494,859	55%
<b>ADMINISTRATION (2300-2500)</b>	<b>\$7,929,718</b>	<b>\$2,766,711</b>	<b>35%</b>
Office of the Principal (02410)	\$2,604,137	\$1,530,167	59%
Fiscal Services (02510)	\$2,764,050	\$523,887	19%
Human Resources (02570)	\$1,282,382	\$223,825	17%
<b>OPERATIONS &amp; MAINT (2600)</b>	<b>\$4,934,226</b>	<b>\$2,666,364</b>	<b>54%</b>
Operation of Buildings (02610)	\$3,719,619	\$2,013,927	54%
<b>TRANSPORTATION (2700)</b>	<b>\$744,680</b>	<b>\$510,583</b>	<b>69%</b>

# Community, State & Federal Programs

Program	Budget	YTD Actual	% Spent
<b>COMMUNITY SERVICES</b>	<b>\$422,917</b>	<b>\$222,134</b>	<b>53%</b>
After School Programs	\$320,969	\$179,128	56%
Child Development Center	\$101,948	\$41,962	41%
<b>STATE GRANTS</b>	<b>\$285,980</b>	<b>\$169,022</b>	<b>59%</b>
Early Childhood Grant	\$115,559	\$67,155	58%
Sixpence	\$124,616	\$94,233	76%
CTE Grant	\$20,206	\$4,192	21%
<b>FEDERAL PROGRAMS</b>	<b>\$2,449,060</b>	<b>\$1,616,761</b>	<b>66%</b>
ESSA Title I	\$748,578	\$397,233	53%
IDEA Part B (611)	\$996,331	\$762,715	77%
ESSA Title II	\$113,178	\$105,062	93%
21st Century Learning	\$129,919	\$79,226	61%
Title III - EL	\$108,345	\$64,179	59%
Perkins CTE	\$42,953	\$33,453	78%
Other Federal	\$309,756	\$175,093	57%

# Depreciation Fund (02)

## Expenditures

**\$272,086**

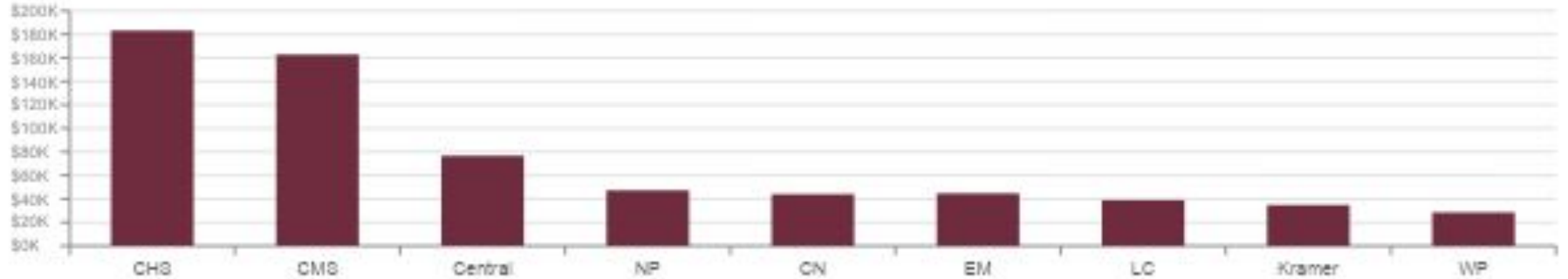
Description	YTD Actual
Technology Support (02230)	\$168,184
Fiscal/Business Services (02510)	\$41,272
Other Support Services (02900)	\$31,336
Regular Instruction (01100)	\$23,672
Food Services (03100)	\$7,623

# School Nutrition Fund (06)

Revenue Source	YTD
Federal Reimbursement	\$1,035,831
Sale of Lunches	\$300,579
Other Sales	\$117,556
Interfund Loan	\$50,000
Other	\$22,240
<b>TOTAL REVENUE</b>	<b>\$1,526,205</b>

Expenditure Category	YTD
Food Svc Mgmt Contract	\$698,854
Salaries (All Buildings)	\$661,212
Benefits	\$247,671
Food Purchases	\$45,448
Other Operating	\$5,650
<b>TOTAL EXPENDITURES</b>	<b>\$1,658,835</b>

Salaries by Building (YTD)



# Special Building Fund (08)

## Expenditures

**\$465,287**

Description	YTD Actual
Debt Service – Principal	\$393,014
Debt Service – Interest	\$52,718
Site Improvement / Refuse	\$12,499
Building Improvements	\$7,056

# QCPUF Fund (09)

## Expenditures

**\$3,059,965**

Description	YTD Actual
Construction Services	\$2,089,541
Tech Supplies & Software	\$165,716
Debt Service – Principal	\$625,000
Debt Service – Interest	\$154,574
Communications	\$21,000
Other (Supplies, Furniture)	\$4,135

# HR / Finance Updates

Department of Human Resources & Finance

## Food Service RFP

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**March 19th**

Facilities Walkthrough

**April 30th**

RFPs Due

## Certified Openings

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- Kindergarten at Emerson
- 8th Grade Science at CMS
- Vocal Music at CHS
- District PK-12 Literacy Coach
- District PK-12 Learning and EL Coordinator
- Ele. Social Worker/LMHP

## Upcoming Dates

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**March 16**

Staff Intent to Return

**Spring 2026**

Staff Upbeat Survey

# CPS Board Retreat

March 9, 2026

## Priority #1-CPS will commit to Developing and Maintaining Programming to Meet the Needs of Our Students.

- Focus on programming that continues to help our students with the most significant disabilities
  - Expand our Autism Program in our Preschool
  - Use the Matrix to make decisions about student placement K-8
    - [Special Education Programming Matrix](#)
- Focus on the purchase a functional academics curriculum for select specialized programs
  - [Information About the Functional Academics Program](#)
- Continue work with our Teaching and Learning Department to redefine participation in the general curriculum, alternative core, and MTSS decision rules.

# Special Education Data-ELA Grades 3-8 and 11

Year	District	State
21-22	22%	19%
22-23	26%	27%
23-24	25%	28%
24-25	22%	27%

# Special Education Data-Math Grades 3-8 and 11

Year	District	State
21-22	17%	18%
22-23	26%	29%
23-24	26%	29%
24-25	27%	28%

# Special Education Data-Science Grades 5, 8, 11

Year	District	State
21-22	37%	36%
22-23	42%	39%
23-24	43%	45%
24-25	50%	51%

# Special Education Data-Science Grades 5, 8, 11

Year	District	State
21-22	37%	36%
22-23	42%	39%
23-24	43%	45%
24-25	50%	51%

Priority #3 CPS will invest in the Resources and Efforts Necessary to Support Staff Engagement, Development, and Retention.

- Continue to develop a staffing plan that helps meet the needs of our special education students and reduces the caseload numbers.
  - [Board Memo: Phase 1 Special Education Staffing Plan](#)
  - [Current Special Ed. FTE Based Upon Phase 1](#)
- Continue to provide support and professional development to hired staff so they feel they have the resources needed to do their job.
- Continue to provide support in special education compliance so teachers can write quality IEPs.

# Notice and Wonders

- High caseloads at CMS are contributing to staff turnout and lower test scores.
- While online services are an option, we need to find ways to retract in person candidates.
- We need to continue to give access to general education for our special education students. Example is Science
- We need to continue to redefine services, curriculum decisions, and MTSS decisions for our students.
- We need to continue to find ways to support behavior for special education students.

# CPS Foundation & District Communications

Nicole Anderson, Communication & Foundation Director  
Columbus Public Schools

# Foundation



# SAME DIRECTION DIFFERENT LANES



**We are all cheerleaders of the district!**



# Strategic Plan Alignment Examples

## Columbus Public Schools

- **Strategic Priority #1**
  - **Commit to Developing and Maintaining Programming to Meet the Needs of Our Students.**
- **Strategic Priority #2**
  - **Strive to Provide Campuses That Create Safe Learning Environments and Address the Growing Needs of Our Community.**

## CPS Foundation

- **Strategic Priority #1**
  - **STEM Fund & Depreciation Fund**
  - **ADM Grant**
  - **Dual Credit Scholarships**
  - **Graduating Senior Scholarships**
  - **4th Grade College & Career Day**
  - **Classroom Grants**
- **Strategic Priority #2**
  - **Opened Kramer Child Development Center October 2023.**
    - **Currently 56 of 122 spots filled**
    - **Due to the age range of children all 7 rooms are being used.**
  - **Classroom Grants**

# Strategic Plan Alignment Examples

## Columbus Public Schools

- **Strategic Priority #3**
  - Invest in the Resources and Efforts Necessary to Support Staff Engagement, Development and Retention.
  
- **Strategic Priority #4**
  - Dedicated to the Engagement of School and Community Partners for the Purpose of Fostering Connections and Building Relationships.

## CPS Foundation

- **Strategic Priority #3**
  - Judy Temme Teacher Scholarship
  - Judy Temme Para scholarship
  - Para to Teacher Program
  - Sponsor New Teacher Summer Social
  - Grace's Coffee Truck - Thanks A Latte
  - Shopping for Charities
  - Annual Staff Awards
  
- **Strategic Priority #4**
  - Grandfriends Days at all 5 Elementary Schools
  - Discoverer Dash
  - Lighting of the Anchor
  - Athletic Hall of Fame
  - Discoverers of Distinction
  - Class Reunion Tours

# CPS Foundation's Future

**Continued support of Umbrella Organizations.**

**CPS Foundation board wants to make an impact but they also want credit.**

- **Signage and classroom plaques for purchased equipment and/or grants.**

## **Donor Cultivation**

- **Specific focus on alumni**
- **Purchase of Bloomerang CRM software**

## **Staff Expansion & Resources**

# Communications



# **Large Responsibilities**

**Mass Communication System**

**Website**

**Social Media**

**Public Records Requests**

**Media Inquiries**

**Digital ADA compliance (must be fully compliant by April 2027)**

**Developing flyer templates**

**Other duties as assigned**

## **Announcements**

- **News & Information**

## **Student Spotlights**

- **Achievement, Growth, Character**

## **Classrooms & Learning**

- **Lessons, Projects, College & Career Readiness**

## **Staff Spotlights**

- **Staff Recognition, Milestones, Highlights, Awards**

## **Groups & Events**

- **Clubs, Athletics, Organizations, Events**

## Columbus Public Schools

- **Strategic Priority #1**
  - **Commit to Developing and Maintaining Programming to Meet the Needs of Our Students.**
  
- **Strategic Priority #2**
  - **Strive to Provide Campuses That Create Safe Learning Environments and Address the Growing Needs of Our Community.**

## District Communications

- **Strategic Priority #1**
  - **CMS Yearbook**
    - **CMS Social Media**
  - **Rubric for Building Principals**
    - **Staff Newsletters**
    - **Parent Newsletters**
    - **Social Media**
    - **Website**
  
- **Strategic Priority #2**
  - **CPS Bond Elections**
  - **Emergency Communications**
  - **Crisis Communication Plan**
  - **Communications pieces for Dr. Kay's Administrator handbook**

## Columbus Public Schools

- **Strategic Priority #3**
  - **Invest in the Resources and Efforts Necessary to Support Staff Engagement, Development and Retention.**
  
- **Strategic Priority #4**
  - **Dedicated to the Engagement of School and Community Partners for the Purpose of Fostering Connections and Building Relationships.**

## District Communications

- **Strategic Priority #3**
  - **ParentSquare**
  - **Monthly Helm Newsletter**
  - **Hiring Brochure**
  - **New Teacher Announcements**
  
- **Strategic Priority #4**
  - **ParentSquare**
  - **Discoveries Newsletter (3 times per year)**
  - **Meet the Team**
  - **Social Media Posts**

**Questions????**

To: Board of Education  
From: Leonard Kwapnioski  
CC: Dr. Kay  
Date: March 6, 2026  
Re: HS Main Gym Lighting & Controls Retrofit

It is my recommendation that the Board of Education consider approving the HS Gym lighting project. CPS has an RFP posted to its website that is due on Monday, March 9th @ 10:00 A.M.

With the gym floor being refinished this summer due to water damage, combined with the issues we are having with the fixtures drivers, the high cost of those repairs, and our obsolete controls, it is in our best interest to consider proceeding with this upgrade.

I will discuss more on Monday night on how we arrived at this solution and what bids were received.

Thanks.

Leonard