

Board of Education Annual Retreat

July 19, 2020 8:00 AM

Board Room, Central Services Building  
14801 South 108 Street  
Springfield, NE 68059-4925

## **Agenda**

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion
  - A. Mission/Vision/ Standards for Success
  - B. Items Related to Opening the 2020-21 School Year
  - C. Current and Future Facility Improvement Project Planning
- V. Adjourn



14801 S. 108th St.  
Springfield, NE 68059  
402-592-1300  
[www.springfieldplatteview.org](http://www.springfieldplatteview.org)

*Revised June 2019*

# ***STANDARDS FOR SUCCESS***

## **OVERVIEW**

*By creating the STANDARDS FOR SUCCESS vision, the district and community will be able to focus on best-practice, research-based practices to prepare our children for their future and guide us toward defining what it means to be successful in our schools. These important factors identified below focus the district community on creating an atmosphere to reach our mission of Springfield Platteview Community Schools: “to ensure that all students acquire the college and career ready skills and behaviors necessary for each student to succeed now and into his/her future.”*

*Stakeholder statement*

## **FOCUS AREAS**

***SCHOOL CULTURE***

***CURRICULUM/ ACADEMICS/ EXTRA-CURRICULAR PROGRAMS***

***TEACHER EFFECTIVENESS***

***STAKEHOLDER INVOLVEMENT***

***LEADERSHIP/ OPERATIONS***



## ***SCHOOL CULTURE:***

*Developing a strong organizational culture is the single most important factor for enabling success to occur in our district. If this element is not in place and thriving, other critical areas for improvement and reform will not happen. A strong culture shapes attitudes, beliefs, and actions of students, parents, and staff and engages them to work toward excellence together with the same vision and purpose.*

## **INDICATORS:**

1. Welcoming, respectful, kind, accepting of others, and inclusive school environments for all stakeholders
2. Common vision, mission, and goals district-wide.
3. Culture of acceptance, respect, collegiality, collaboration, strong relationships, support, and trust amongst all stakeholders, regardless of race and/or background and/or experiences, to meet student needs.
4. High expectations for student achievement, improvement, and excellence.
5. High expectations for extra-curricular programs for achievement, growth, and excellence.
6. Multiple communication channels for stakeholders to stay involved in district and school matters.
7. Strong teacher engagement and leadership in school improvement process
8. Shared decision-making avenues.
9. Clear rules, procedures, expectations, and appropriate consequences for unwanted student behavior to support student learning for all.
10. Great physical environments for learning.
11. Each school has an adult advocate program for each student.

## **EVIDENCE:**

1. Student, Parent, and Staff Surveys
2. School improvement plans from each school
3. Student achievement results
4. Activity/ Athletics surveys/ results
5. Ways of communication list/ meeting minutes from different collaboration systems
6. School improvement presentations
7. Teacher leadership positions and trainings
8. Discipline records
9. Implemented safety strategies
10. Facility improvement plan
11. Adult advocate programs



## ***CURRICULUM/ACADEMIC AND EXTRA-CURRICULAR PROGRAMS:***

*High expectations for students being successful at our schools are at the core of providing a quality curriculum and academic experience. It is important for students to be active participants in their education, therefore, attention to their responsibilities are required in the Springfield Platteview Community Schools. The district will provide the resources and programs necessary for ALL students to be successful in the district.*

### **INDICATORS:**

1. Rigorous, aligned curriculum to state standards (PK-12) and ACT Quality Core (grades 9-12) in each content area.
2. Lessons/ Assessments require higher level thinking skills.
3. Student progress/grades determined by specific, clearly defined criteria of content area learning targets.
4. Classroom and building level interventions in place to support struggling students, especially in math and reading.
5. Defined ideal class sizes for each grade level.
6. College credit opportunities exist in multiple content areas at HS.
7. Distinguished diploma pathway exists to promote rigor and college readiness.
8. Distance and online learning programs available for increased learning opportunities.
9. Comprehensive, relevant offerings of career/ technical opportunities for high school students.
10. College and career readiness skills systemically built into instruction and curriculum.
11. College and Career Center for student, graduate, and parent services.
12. Offer multiple opportunities for students in high quality extra-curricular programs.

### **EVIDENCE:**

1. Curriculum outlines/ syllabus/ and unit plans from each grade and course
2. Alignment of curriculum, instruction, and professional development plans
3. Grading policy
4. List of interventions at each level
5. Dual/ Advance Placement Offerings
6. Distinguished Diploma participation
7. Ideal class size guide versus current enrollment
8. Online programs available
9. Career internships and career education offerings related to student interest
10. Activity and athletic participation rate



## ***TEACHER EFFECTIVENESS:***

*Developing highly qualified, fully certified teachers in all grade levels and subject areas to improve the quality of education for all students. Teachers are our number one resource when it comes to student learning and the need for them to stay continuously educated in best-practice instructional methods is crucial to the success of our children.*

### **INDICATORS:**

1. Defined instructional model outlines effective elements of teaching and planning and is used by all teachers.
2. District professional development offerings aligned to strategic plan, instructional model, school improvement plan, and individual teacher needs.
3. Teachers are collaborative and share/refine best-practice instructional strategies within grade level or department teams.
4. Quality, research-based certified and principal appraisal systems.
5. Principals and teachers respond to the learning needs of each student through analyzing student achievement data. Student learning is top priority.
6. Administrators are in the classroom regularly coaching and assisting teachers to obtain desired appraisal indicators.
7. System for recruiting, hiring, and retaining high quality teachers.
8. There is evident passion, caring, enthusiasm amongst all staff for teaching, student learning, and working with kids.

### **EVIDENCE:**

1. Teacher and administrator appraisal
2. Professional development annual plan and essential strategies
3. Instructional model
4. Assurance of evaluations being complete each year
5. Data analysis plan
6. Walkthrough observation data
7. Human Resources hiring process handbook
8. Student, Parent, and Staff Surveys
9. Student achievement results



## ***STAKEHOLDER INVOLVEMENT:***

*Support from all partners in education is important to the success of our schools. Parent and community involvement ensures communication, understanding, and common purpose for a quality education for children. They also bring positive experiences, ideas, and programs that make a difference in our schools every day.*

### **INDICATORS:**

1. Parents and community members involved at each school through PTO, Parent Advisory Councils, and volunteering.
2. Each school has active Stakeholder Involvement Committee implementing activities to enhance participation.
3. Community, business partnerships prevalent throughout each school.
4. Volunteer programs in place for support of school needs.
5. Parent education programs for important/required information are engaging and well attended.
6. Fundraising efforts are in place to support school needs.
7. Strong parent support for extra-curricular activities in place at the high school.

### **EVIDENCE:**

1. PTO/ Parent Advisory participation
2. Agenda/ Minutes from stakeholder school improvement committees
3. Business/ Community partnerships at each school
4. Volunteer programs
5. Parent education opportunities
6. Fundraising items and events
7. Strong booster participation
8. Strategic Plan participation
9. Student, Parent, and Staff Surveys



## ***LEADERSHIP/OPERATIONS:***

*Board and administrator teamwork is critical to the success of the school district. Each knowing our roles and responsibilities is important. The development and the implementation of a strategic plan are key to the future success of the district. The Board needs to articulate what the administrators are to be working toward through policy, the strategic plan, and indicators of success. The administration is responsible for the making sure the plan is carried out and both are collectively responsible for getting desired results over time.*

### **INDICATORS:**

1. Strong Board/ Administration relationships promoting teamwork to do what is best for district.
2. Strategic plan, continuous improvement plans/model based on identified needs and goals established by the district.
3. Data assessment based on desired outcomes used to drive decision-making.
4. Fiscal resources are aligned to strategic plan and vision of district.
5. Accountability and high expectations for student learning, strategic plan implementations, and extra-curricular success.
6. Equity among schools for funding and quality of facilities.
7. Innovative and creative initiatives to stay ahead of best-practices in education.
8. Administrators and teachers are leaders and experts in education community statewide.
9. Policies in place that are current to state and federal law and match district practices.
10. Competitive facilities for students PK-12.
11. District stays in front of student growth with staffing, facilities, and funding.

### **EVIDENCE:**

1. Board/ Superintendent agreed upon relationship document
2. Biannual strategic plan reports
3. School improvement presentations
4. Student achievement results
5. Strong financial positioning
6. Facility improvement plan
7. Board/ superintendent attendance at workshops
8. Presentations at workshops
9. Policy review system
10. District growth plan updated annually
11. Staffing plan matches ideal class sizes



# FACILITY IMPROVEMENT PLAN

REVISED SEPTEMBER 2019

### **Acknowledgements:**

Special acknowledgements is given to DLR Group, strategic planning subcommittee for facility goal, the past and current members of the Board of Education, and staff of Springfield Platteview Community Schools. Their time and commitment has made a strong contribution to the community's responsibility to maintain and improve the educational environment for academic learning areas and extracurricular activities.

### **2019 Board of Education**

Cori Swanson, President  
Lisa Roseland, Vice President  
Brenda Sherman, Secretary  
Kyle Fisher  
Bob Icenogle  
Brian Osborn

### **Mission of SPCS**

“To ensure that all students acquire college and career readiness skills and behaviors necessary for each student to succeed now and into his/her future.”

### **Facility Improvement Strategic Plan Goal**

By 2022, SPCS will provide the facilities and staffing needed to keep up with growth and be competitive with other metro area schools in academic and extra-curricular programs.

### **Facility Improvement Value Statements**

- 1) New projects for renovation and construction should be of high quality and allow our students to learn and compete at the highest levels.
- 2) The Board of Education and administration will work in a fiscally responsible way to pay for the projects- weighing the costs of funding options versus escalating construction costs.
- 3) Safety factors need to be considered in new projects in regards to student and staff health, threats, nature, and possible injuries.
- 4) Environmental considerations with energy efficiency, waste, and clean air will be taken into account when comparing to costs to construct.

## **Executive summary**

Springfield Platteview Community Schools has grown over 10% in enrollment over the past four years to over 1150 students PK-12. With new developments on the horizon within our district boundaries, we need to prepare for future growth. The district currently has older buildings that need to be renovated and updated for many reasons, including safety and security, deteriorating academic and extra-curricular program space, and an older infrastructure. Due to the lack of funding the last several years because of the Learning Community's common levy and two failed bond elections, the district hasn't been able to improve or maintain facilities on a regular schedule. In some cases, this has not allowed our students to learn and compete in high quality environments. To maintain our standard of excellence, we need to invest in facilities where our students and staff can perform their exemplary work.

With this in mind, the Board of Education and administration has been working with DLR Group on reviewing our conditions and needs at each school and updating our Master Facility Plan. The superintendent and Board President have assembled a committee of parents and members of the community representing each school in the district to assist in reviewing the priorities of the district and identify strategies to meet the strategic plan goal.

### **Improving the Educational Environment and Safety**

Our main priority is to create learning spaces that are functional, safe, healthy, and comfortable for students and staff. Our buildings need to have spaces for special education programs, music, art, academic intervention, early childhood programs, and others depending on the grade level. Many of these programs were not around when our current buildings were constructed. Renovations will allow adequate space for these programs and others that the Board of Education and administration deem integral to achieving our mission as a school district. Renovations will allow us to better monitor and control front entrances and allow each building to have a classroom door that locks in the event of an intruder. We will be able to have classroom walls that allow for a learning environment where there isn't noise coming from the classroom next door to distract students. Each building will have fresh air being circulated throughout the building according to current codes.

### **Investing in Infrastructure**

The infrastructure in our buildings in most cases are original and have been maintained over the years to last this long. It is time for the replacement of these systems in heating and cooling, electrical, telephone, intercom, fire sprinklers, lighting, and parking. Kitchen spaces remain inadequate. Buildings do not meet current codes in many instances. Windows and skylights need to continue to be replaced. Locker room bathrooms and showers at the high school have deteriorated and need renovations. The high school track is over 35 years old and needs to be replaced. At the same time, adding artificial turf allows use consistently throughout the school year during all kinds of weather, which makes it available for more groups to use.

## **Investing in the Future**

Looking to the future, Springfield Platteview Community Schools needs to be a partner with communities and cities in creating a vibrant area where businesses and developers want to put high quality opportunities in place for current residents and our students' future. Low quality schools and outdated facilities do not equate to vibrant opportunities for cities, communities, residents, and our students' future. Great schools and high quality school facilities do lead to higher home values and more desirable places to live and work.

Long term growth projections for the future of our school district are apparent. We will face growth issues in the next decade. Our district needs to be ahead of growth and update current facilities to be competitive with area school districts to be able to retain our own students and respond proactively with added facilities when growth does occur. The district's student achievement scores reflect great things are happening here and now we need facilities that allow that to continue and be even better in the future.

Our challenge is to prepare students for their future success in careers that may not even exist today. We need to teach our kids the skills required in the workplace: creativity, collaboration, communication, technology use, and critical thinking in learning spaces that are flexible and support innovative educational delivery. These ideas can be applied to new construction or to existing spaces differently.

Technology's role in education continues to grow and the need for investment in technology infrastructure that expands our ability to use technology in the classroom and outside the classroom is paramount. Fiber is needed throughout the district to be able to keep up with the current technology of a 1 to 1 school district and our technology needs.

## **Improving Operations**

It is also time to invest in the support facilities that keep the district running. Buses for students across the district are all newer through our partner, Student Transportation of America. District vehicles that are used for transporting special education students, extra-curricular activity teams, and staff need to be replaced. New kitchen appliances and equipment will need to be replaced for food service. Maintenance and storage facilities will need to be added.

## **SPCS Financial Reality**

During the Learning Community's common levy years 2010-2017, the district's revenue was relatively stagnant and programs. The district was unable to fund necessary facility improvements and updates. The dollars will helped the district add back staffing and programs that were lost, as well as accommodate growth.

The Board of Education and administration believe we can upgrade current facilities without going to the taxpayers for another bond election and slowly decrease the tax levy over the long term. Future growth factors with residential developments in our

district will determine when the district will need to go out for a bond election for new school buildings. With new commercial valuation being added to the district annually, the district is fortunate to be able to keep a lower tax rate and complete necessary facility upgrades. SPCS is already the lowest tax levy in the area:

**2018-19 Tax Rates in Area School Districts Per \$100 of valuation:**

Bennington	\$1.4300
Elkhorn	\$1.3900
Westside	\$1.3849
Gretna	\$1.3846
Papillion	\$1.3050
Plattsmouth	\$1.2706
Ralston	\$1.2574
Omaha	\$1.2450
Millard	\$1.2510
Louisville	\$1.1783
Bellevue	\$1.1246
DC West	\$1.0844
<b>Springfield Platteview</b>	<b>\$1.0262</b>

This is all possible if state legislation and education funding stays in its current form. The district continues to monitor and adjust if current state funding for education happens to change for the worse.

**Future Enrollment**

The district has a growth study for our district and maintains and updates each year. Growth is very hard to predict because there are many mitigating factors that influence growth. According to the study, the district would increase enrollment at the following rates:

***5 Year Enrollment Projection (2024-25):***

- Springfield Elem.- 342 students (302 capacity)- 40 students over
- Westmont Elem.- 275 students (302 capacity) - 27 students under
- Junior High School- 192 students (192 capacity) - at capacity
- High School- 412 students (412 capacity) - at capacity

***10 Year Enrollment Projection (2029-30):***

- Elementary Schools- 802 students (604 capacity)- 198 students over
- Junior High School- 208 students (192 capacity)- 16 students over
- High School- 434 students (412 capacity)- 21 students over

## **Facility Project List with Estimated Timeline**

### **Completed in 2016:**

*Westmont Elementary Renovation*

*Sewage Lagoon Project at PHS/ PCJH- wastewater treatment area*

*PHS Science labs- 3 classrooms*

*PHS Main Gym Floor*

*PHS Front Gym Floor*

### **Completed in 2017:**

*Track and Field Renovation at PHS*

*PHS Structural Issues- Cooling Tower, roofs, and joints*

*PHS Activity Parking Lot*

*Westmont Parking Lot and Play Area Replacement*

*PHS Art Room Renovation*

### **Completed in 2018:**

*Platteview Central Junior High Renovation*

*PHS/PCJH Physical Education Locker Room Renovation*

*District-wide Fiber and Phone System Installation*

*Springfield Elementary Updating*

*Surveillance Systems upgrade at each school*

### **Completed in 2019:**

*PHS/ PC Front Parking Lot Replacement*

*Front Marquee at PHS/PCJH*

*Softball Scoreboard at City Park*

## ***Future Projects- Bond 2020:***

### **New Springfield Elementary Building:**

A new Springfield Elementary will be built for 3 classrooms at each grade level to handle the future growth expected from new developments. The nearly 10 acre site has already been purchased by the district at the new Springfield Pines development located at the northwest of the corner of 132nd and Main St. in Springfield. Our site is directly across from St. Joseph's church on Main Street. Because of expected growth in Springfield, we will start to build a new elementary school in the next 4-6 years more than likely, depending on the rate of home sales in the new development. In terms of educational functionality and efficiency, it makes more sense to build new rather than add on to the current outdated Springfield Elementary, which was built in the 1960's. The Board of Education is considering making the old elementary school into district, and possibly city offices, in the long term. Also, we would try and make it functional as a community center and park area for various community needs.

Total Estimated Price= \$21.5 million

### **Westmont Phase 2:**

When the district renovated Westmont Elementary in 2016, the Board renovated what it could afford at the time. It is time to finish Westmont the way it was originally intended by adding a gym addition (doubling as a tornado shelter), instrumental music room, and expanding the kitchen area.

Total Estimated Price= \$7 million

## **Other Future Projects Considering in our 10 year planning:**

- Visitor Bleachers at PHS Stadium (2020)
- PHS Flooring- commons, hallways (2020)
- New cafeteria tables PCJH (2020)
- Practice field improvements at JH (2020)
- PHS Bathroom Renovations (2021)
- Old Springfield Elementary converted to school district/ city offices/ adult learning and community center (2023)
- HS weightroom move to back gym at HS (2023)
- District Offices renovation to wrestling/cheer/dance multipurpose area (2023)
- PHS front Entry/ Kitchen/ Admin Offices, Media Renovations (2025)
- JH Gymnasium (2025)
- Visitor Concessions/ restrooms at PHS Stadium (2024)
- New Elementary School Bond @ Oak Leaf Subdivision (60th and 72nd Streets)(2025)
- New carpet at Westmont (2026)
- New carpet at Platteview Central (2028)
- Replace Athletic Field at Stadium (2029- Depends on condition)

### **Routine Maintenance:**

The district always plans for routine maintenance each summer on existing facilities. This includes carpet replacement, painting, asphalt/ concrete repairs, landscaping, preventative maintenance on infrastructure, technology upgrades, interior repairs, roof repairs/replacement, and any other issues that may be happening at our campuses. Please see our district maintenance plan for more information.

### **Public Input**

The Board of Education believes in allowing the community a chance for input on the Master Facility Plan. This was done in earnest when the district went through the first Master Facility Plan development process six years ago. Many community input nights were scheduled, building tours were scheduled, and ultimately a Master Facility Plan was developed.

Board meetings occur two times a month with facility planning or more specific projects as agenda items in several meetings over the last five years. The district will continue to discuss facility planning in future meetings and, as always, the public is welcome to attend these meetings. The district will continue to communicate through our website and reach out to the Papillion Times regarding facility planning initiatives.

Board of Education meetings are held on the 2nd and 4th Mondays of each month at 7 PM at 14801 S. 108th St., Springfield, NE 68046 at the central office building north of the high school. Please check the district calendar at [www.springfieldplatteview.org](http://www.springfieldplatteview.org) to confirm meeting times and dates as they are occasionally subject to change.