

Board of Education Work Session

November 24, 2014 7:00 PM

Board Room, Central Services Building
765 Main St
Springfield, NE 68059

Agenda

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion (Discussion Only)
 - IV.A. PHS Planning
 - IV.B. Audit Report 13-14
 - IV.C. La Platte Building Process for Sale
 - IV.D. State Conference Reports
 - IV.E. Holiday luncheon plans
 - IV.F. NSBA National Convention
- V. Future Planning
- VI. Executive Session
 - VI.A. Superintendent's Evaluation and Contract
- VII. Adjourn



High School Planning

GOAL:

Implement initiatives at the high school to improve college and career readiness for all students.

INITIATIVES:

1) *Improve rigor, credibility in district curriculum high school core classes by purchasing ACT Quality Core resources, curriculum, and assessments.*

Implementation will include:

- Detailed course descriptions and syllabus
- Course outlines and pacing guides with objectives to be learned
- Unit plans for each course for entire year
- Pre-assessments, formative assessments, and summative assessments developed to measure and guide student learning in each unit.
- Review course sequencing in each subject area to ensure alignment to standards and appropriate rigor.

2) *Create system for Interventions and support for all students to succeed in each core area:*

- add math support course for identified students who may struggle in Algebra 1 and Geometry.
- add English support course for students who may struggle in reading and language for English 9 and English 10.
- create more timely interventions for students who have not completed daily homework assignments or projects.
- provide before and after school tutoring options in each core content area for students needing assistance.

3) *Develop department leadership in effective teaching strategies in each core area to improve instruction:*

- Train teachers, in an ongoing system of professional development, in the areas of: content area best-practice instructional strategies; critical, creative, and innovative thinking skills; vocabulary usage; reading/writing skills; real life relevancy with content; problem-solving; effective questioning techniques; use of data to inform instructional practices; use of formative assessments and specific feedback; and use of technology.
- At least two teachers will teach same courses (where applicable) and have same planning time within department to foster instructional planning, classroom interventions, and collaboration around student learning.
- Hire department leaders in each core area to oversee data analysis, curriculum and instructional planning, assessments, and professional development.

4) Encourage students (and parents) to take challenging curriculum to help prepare for college and future career:

- Develop Distinguished/ University diplomas for students who take upper level courses in each core area.
- Create personal learning plans with all students, and their parents, to help determine courses for college and career readiness, starting at junior high and revisiting annually.
- Possible summer courses to allow student options in curricular pathways.

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 vision of Springfield Platteview Community Schools: “to ensure that all students acquire the 21st century skills and behaviors necessary for each student to succeed now and into his/her future.”***

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:

The school community...

1. Supports a common vision, mission, and goals district-wide.
2. Builds and maintains a culture of collegiality, collaboration, strong relationships, respect, support, and trust amongst all stakeholders.
3. Maintains high expectations for student achievement, improvement, and excellence.
4. Maintains high expectations for extra-curricular programs for achievement, growth, and excellence.
5. Provides multiple communication channels for stakeholders to stay involved in district and school matters.
6. Ensures strong engagement and leadership in the school improvement process.
7. Strives for welcoming, safe and friendly school environments for all stakeholders.
8. Provides shared decision-making avenues with stakeholders.
9. Enforces clear rules, procedures, expectations, and appropriate consequences for unwanted student behavior to support student learning for all.
10. Maintains great physical environments that support learning.
11. Personalizing the learning environment for students through supportive relationships and personal learning plans.

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:

The school community...

1. Provides a rigorous, equitable, and credible curriculum and assessment system, aligned to state standards in each content area.
2. Develops assessments that require higher level thinking and deep understanding.
3. Determines student progress/grades by specific, clearly defined criteria of content area learning targets.
4. Implements classroom and building level interventions to support all students, especially in math and reading.
5. Maintains ideal class sizes for each grade level.
6. Provides college credit opportunities in multiple content areas.
7. Recognizes student achievement through multiple Diploma pathways.
8. Makes available distance and online learning programs for increased learning opportunities.
9. Coordinates comprehensive offerings of career and technical pathways for high school students.
10. College and career readiness skills are systemically built into instruction and curriculum.
11. College and Career Center for student, graduate, and parent services.
12. Offer multiple opportunities for extra-curricular student involvement.

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:

The school community...

1. Empowers teachers in their own individual, grade level/department professional development plans aligned to district vision and strategic plan.
2. Offers district professional development aligned to the strategic plan, identified best-practices, and individual teacher needs.
3. System allows for collaboration to share/refine best-practice instructional strategies based on student assessment data.
4. Utilizes “Backwards design” unit and lesson planning process as Instructional Model for district.
5. Implements a research-based model of teacher appraisal.
6. Responds to the learning needs of each student and makes learning the top priority.
7. Supports administrators and teacher mentors to be in the classroom regularly coaching and assisting teachers with instructional model and appraisal indicators.
8. Ensures a system for recruiting, hiring, and retaining high quality teachers.
9. Passion and enthusiasm amongst all staff for teaching, student learning, and working with kids.
10. Teachers and students utilize technology to meet vision for iPad Learning Initiative.

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:

The school community...

1. Meaningfully involves parents and community members at each school through PTO, Parent Advisory Councils, and volunteering.
2. Maintains an active Stakeholder Involvement Committee implementing activities to enhance participation at each school.
3. Ensures community and business partnerships are prevalent throughout each school.
4. Cooperates with volunteer programs in place for support of school academic, extracurricular and wellness needs.
5. Involves parents in their student's college and career readiness program through personalized learning plans.
6. Supports fund-raising efforts in place to help meet school needs.
7. Encourages strong parent support for extra-curricular activities.
8. Engages in timely and relevant communication with stakeholders. Occurs in multiple ways depending upon the purpose and the information being shared.

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 making sure the plan is carried out and both are collectively responsible for getting desired results over time.

INDICATORS:

The school community...

1. Promotes teamwork between the Board of Education and the Administration to do what is best for students in the district.
2. Implements the Strategic Plan through a continuous improvement process.
3. Utilizes data through the performance index and/or surveys to make decision-making.
4. Aligns fiscal resources to the strategic plan.
5. Holds all accountable for high expectations for student learning, strategic plan implementations, and extra-curricular success.
6. Provides equity among schools for funding and building projects in a fiscally responsible manner.
7. Implements innovative and creative initiatives to stay ahead of best-practices in education.
8. Supports administrators and teachers as leaders and experts in the education community statewide.
9. Follows policies in place that are current to state and federal law and match district practices.
10. Maintains competitive facilities for students K-12 that are conducive to a strong learning environment.

Board of Education Calendar

	General Monthly Activities
January	Personnel <ul style="list-style-type: none">• Appoint Director of Student Services as district's non-discrimination compliance coordinator• Board Office Elections• Board appoints School District Treasurer• NASB Legislative Issues Conference• Board President appoints negotiating team• Board President appoints NASB GRN Representative• Board President appoints M.A.B.E. representative• Board President appoints Ad Hoc Committee for Awards/ Events• Board President appoints two Board members to Foundation Board• Foundation Board Meeting• Designates legal publication• Designates banking institution• Review Board policies on conflict of interest for Board• Board Work Session and Regular Meeting
February	<ul style="list-style-type: none">• Certified Negotiations must submit to resolution if not settled (by Feb. 8)• NASB "Judge and Jury" or "School Law"• Voluntary Separation Program requests due• Board Work Session and Regular Meeting

	General Monthly Activities
March	<ul style="list-style-type: none"> • Certified Negotiations, fact finding, mediations must end and go to CIR • Certified Staff acceptance of employment • Staffing Plans for upcoming school year • Recognition Banquet planning • Learning Community Open enrollment deadline (15th) • NASB School Law • Foundation Board Meeting • Board Work Session and Regular Meeting • Community Advisory Meeting
April	<ul style="list-style-type: none"> • Teacher non-renewal, Reduction in Force (RIF), and Termination notices (if applicable) • Recognition banquet planning • NSBA Annual Conference • Board Work Session and Regular Meeting
May	<ul style="list-style-type: none"> • High School Commencement • Classified staff budget, intent to return • Recognition banquet • Last Day of School, Last Day of Teacher Contract • Honors Night at PHS • Foundation Board Meeting • Community Advisory Meeting • National Honor Society Banquet PHS • Regular Board Meeting (usually no work session)

	General Monthly Activities
June	<ul style="list-style-type: none"> • State Aid Certification • Negotiations Prep • Annual Administrator Retreat • Review bully prevention policy • Submit Legislative resolution or standing position to NASB Legislative Committee • Board Self- Assessment • Board Retreat • NASB School Law Seminar • Foundation Golf Tournament • Board Work Session and Regular Meeting
July	<ul style="list-style-type: none"> • Year End Assessment and Curriculum Review • Review/Adjust district strategic plan and board goals • New policies in place from legislative changes • Board/ Administrative Retreat w/ S.I. Plan presentations to Board from each school • Board/ Superintendent Budget part of work session • Budget Authority and Allowable Reserve percentage certification • Parent Involvement Policy- public hearing and adoption • Student Fees policy- Public Hearing and Adoption • Review NASB Board Awards of Achievement-points • Approve district and school handbooks • Foundation Dinner/Auction

	General Monthly Activities
August	<ul style="list-style-type: none"> • Beginning of school workshops/ activities • First Day of School • Certification of District's Assessed Valuation • End of year bills paid during work session- push back work session towards end of month • Review summer school programs • Emergency Safety Plan- Annual Adoption • Association request due for recognition as exclusive bargaining agent (before Sept. 1) • Open Houses at each school • Board activity passes out • Board Work Session and Regular Meeting • Budget and Tax Levy Hearings
September	<ul style="list-style-type: none"> • If Certified Negotiations go to CIR, CIR must issue decision (by Sept. 15th) • Proposed Levy/ Taxes and Budget Hearing/ Adoption • Review ACT results • Homecoming Week • NASB Area Membership Meetings • Board response to association request (due Oct. 1) • Foundation Board Meeting • Community Advisory Meeting • Board Work Session and Regular Meeting
October	<ul style="list-style-type: none"> • Fall District enrollment figures • Review statewide assessment results • Appoint delegate for NASB assembly • Board Work Session and Regular Meeting • Certified Negotiations started for next fiscal year

	General Monthly Activities
<i>November</i>	<ul style="list-style-type: none"> • Certified Negotiations must begin by Nov. 1 • Annual Report to district stakeholders • NASB/ NASA State Education Conference • Community Advisory Meeting • Board Work Session and Regular Meeting • Fiscal audit report- prior year • NDE State of Schools Report/ Rankings • Voluntary Separation Program- decide if want and how many to allow for this fiscal year
<i>December</i>	<ul style="list-style-type: none"> • Superintendent Evaluation/ Contract • Mid-year review/update of district goals • Holiday Tea for Staff • Regular Board Meeting (usually no work session)



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Future Planning November 10, 2014

1. 11/27-28/14- Thanksgiving Break, early dismiss 11/26 at 11:25 AM
2. 12/8/14- Regular Board Meeting 7 PM; 6 PM- Policy; 6:30 PM- Finance
3. 12/18/14- Holiday Luncheons at each school
4. 12/20- 1/4- Holiday Break
5. 1/12/15- Regular Board Meeting; 6 PM- Association; 6:30 PM Finance
6. 1/20/15- Foundation Board Mtg. 7:30 AM
7. 1/22/14- Community Advisory Meeting 6:30 PM
8. 1/26/15- Board Work Session 7 PM