

# Loup City Public Schools Board of Education

Loup City Central Office  
800 N. 8th Street  
Loup City, NE

Phone: (308) 745-0120  
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www.loupcitypublicschools.org

## Regular Session

Monday, July 11, 2022

7:30 PM

Loup City Public Schools Library Board Room

7:30 PM

1. Call Meeting To Order:
  - A. Pledge of Allegiance
  - B. Announce Open Meetings Act - Posted in Meeting Room
  - C. Publication of Meeting
  - D. Approval of Agenda:
2. Consent Agenda:
  - A. Reading and Approval of Minutes of June 6, 2022 regular Board meeting.
  - B. Approve Contracts & Resignations
    1. Approve the hire of Brandi Hruby as paraprofessional.
    2. Approval of the hire of Brittany Panowicz as kitchen worker.
    3. Approve the hire of Joy Schott as Media Center Director and teacher
3. Financial Report: Discuss, consider and take all necessary action to approve the financial Report and Payment of Invoices totaling **\$523,299.43**.
4. Hearing of the Audience:
5. Discussion Items:
6. Superintendent's Report
7. Action Items:
  - A. Discuss, consider and take all necessary action to approve the 2022-2023 LCHS Student Handbook
  - B. Approval of Policy 5018 & 5057: Parent Guardian Involvement in Education Practices & District Title I Parent and Family Engagement Policy
  - C. Policy Review - Policy 5001: Compulsory Attendance and Excess Absenteeism
  - D. Policy Review - Policy 5045: Student Bullying
  - E. Discuss, consider and take all necessary action to make the Developmental Indicators for the assessment of Learning (DIAL-4) the district assessment for kindergartner readiness.
8. Discuss, consider and take all necessary action to approve the proposal for repairs to the storage garages at the football/track facility.
9. Committee Reports
  - A. Building, Grounds and transportation Committee
  - B. Curriculum Committee
  - C. NASB School Law Conference
10. **Future Meetings/Reminders:**  
Curriculum Committee meeting, Monday, July 25, 2022, 7:30pm  
Building, Grounds and Transportation Committee meeting, Wed. July 27, 2022, 7:30pm  
Technology Committee meeting, Monday, August 1, 2022, 7:00pm  
Budget/Finance Committee meeting, Monday, August 8, 2022, 6:30pm  
Board of Education meeting, Monday, August 8, 2022, 7:30pm
11. **Shouts Outs!** Thank you to Shane and Tammy Kuehl at Cook and Beals for the donation of \$1,500 worth of printer cartridges.

Huge thank you to the summer school faculty, staff, administration and kitchen staff for providing a successful experience for the kids!

12. Executive Session: Semi-annual Superintendent Evaluation - As Needed to Protect the Interest of the District & to Prevent the Needless Injury to the Reputation of an Individual
  - A. Convene in Executive Session: Annual Superintendent Evaluation
  - B. Convene in Executive Session: Annual Superintendent Evaluation
  - C. Approval of Any Action Deemed Necessary as a Result of Executive Session
13. Adjourn:

**Note 1:** The Board in its discretion may revise and consider any listed item at any time during the meeting.

**Note 2:** This agenda does not become final until 24 hours prior to the scheduled commencement of this meeting. All listed reports which are in writing are a part of the Agenda for this meeting and may contain action items or otherwise call for Board action on the subject matter(s) listed therein; complete copies of such reports, except for any legally confidential information are available upon request from the Office of the Superintendent of Schools as part of the agenda

**Note 3:** The Board of Education is empowered to act on any item listed on the Agenda at any time during the meeting, irrespective of the order listed. Further detail on agenda items may be obtained by speaking to the Superintendent. The Board of Education by the approval of all consent items is also approving, authorizing and directing the Board President, Board Secretary, the Superintendent or their designees to take or cause to be taken all necessary action and sign all documents necessary or appropriate to complete the matter or transaction as approved.

**Note 4:** The Open Meetings Act requires that agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Board releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question about a report or needs clarification about the sufficiency of any item on which action could be taken at this meeting should contact the Office of the Superintendent of Schools.

**Note 5:** The Board of Education reserves the right to go into closed session at its discretion, but will only do so for the prevention of needless injury to a person's reputation or for the protection of the public interest.

## **Public Notice for July 11, 2022**

The Board of Education of Loup City Public Schools will meet in special session for a hearing on Parental Involvement Policy on **July 11, 2022**, at **7:00 PM** in the Loup City Public Schools, Room 334, 800 North 8th Street, Loup City, NE 68853-0628.

The Board of Education of Loup City Public Schools will meet in regular session on **July 11, 2022**, at **7:30 PM** in the Loup City Public Schools, Room 334, 800 North 8th Street, Loup City, NE 68853-0628. An agenda for the meeting, which shall be kept continually current, is readily available for public inspection at the Superintendent's office during normal business hours. The current meeting agenda is also available on our district website:  
<http://www.loupcitypublicschools.org>.

Loup City Public Schools Board of  
Education Regular Session  
Monday, June 6, 2022 7:30 PM Central

Loup City Public Schools Library Board Room  
800 North 8th Street  
Loup City, NE 68853-0628

Cindy Ericson: Present, Scott Friesen: Present, Michael Kaminski: Present, Wayne Klein:  
Present, Eric Kowalski: Present, Kyle Kowalski: Present, Janelle Krzycki RN, BSN: Present,  
Jamie Lewandowski: Present, Tina Treffer: Present. Present: 9.

1. Call Meeting To Order:

1.A. Pledge of Allegiance

1.B. Announce Open Meetings Act - Posted in Meeting Room

1.C. Publication of Meeting

Motion by Scott Friesen, seconded by Jamie Lewandowski, to verify that the meeting  
announcement was published.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki:  
Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

1.D. Approval of Agenda:

Motion by Wayne Klein, seconded by Jamie Lewandowski, to approve the agenda as presented..  
Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki:  
Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

2. Consent Agenda:

Motion by Wayne Klein, seconded by Scott Friesen, to motion to approval all items on the  
consent agenda.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki:  
Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

2.A. Reading and Approval of Minutes from May 9, 2022 regular Board meeting and May 23,  
2022 Cooperative Board meeting.

2.B. Approve Contracts & Resignations

2.B.1. Discuss, consider and take all necessary action to approve the hire of Caitlyn Caron,  
Special Education Teacher.

3. Student Fee Hearing

3.A. Hearing of the Public on Proposed Student Fees for the 2022-2023 School Year.  
Hearing closed at 7:39pm.

4. Financial Report: Discuss, consider and take all necessary action to approve the financial  
report and payment of invoices in the amount of **\$410,283.50**.

Motion by Eric Kowalski, seconded by Scott Friesen, to approve the financial report and bills in the amount of \$410,283.50.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes  
Yes: 9, No: 0

5. Hearing of the Audience:

6. Discussion Items:

6.A. Summer School Report

Summer School started on June 6 from 8:30am to 11:30am. There are 4 teachers: Lindsay Gappa, Sarah Norseen, Samantha Wrick and Holly Myers as well as two paraprofessionals, Kelly Farrell and Kerri Patterson comprising the staff. We have 40 (and counting) K-6th graders signed up. The curriculum consists of 1 hour of math, 1 hour of reading and 1 hour of "explore" activity time.

Breakfast and lunch for all children also starts on June 6.

6.B. Superintendent Evaluation

7. Action Items:

7.A. Discuss, consider and take all necessary action to approve the 2022-23 LCPS Student Fee schedule.

Motion by Scott Friesen, seconded by Wayne Klein, to approve the LCPS 2022-23 Student Fee schedule.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes  
Yes: 9, No: 0

7.B. Discuss, consider and take all necessary action to approve the 2022-23 LCES Elementary Student Handbook

Motion by Wayne Klein, seconded by Janelle Krzycki RN, BSN, to approve the 2022-23 Elementary Handbook.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes  
Yes: 9, No: 0

7.C. Discuss, consider and take all necessary action to approve the 2022-23 LCHS Secondary Student Handbook

Motion by Scott Friesen, seconded by Jamie Lewandowski, to to approve the LCPS 2022-23 Student Handbooks.. Motion Tabled

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes  
Yes: 9, No: 0

7.D. Discuss, consider and take all necessary action to approve the 2022-23 LCPS Staff handbook.

KSB Lawyer Jordan Johnson has reviewed the work done to make sure our handbook matches the policies adopted by the LCPS Board. The attachments are current negotiated agreements,

classified salary index, teacher evaluation tool as well as 2022-23 school calendar.

The only item that will change is the bell schedule listed on page 4.

Motion by Wayne Klein, seconded by Eric Kowalski, to approve the 2022-23 LCPS Staff handbook with updates to be brought to the July Board meeting.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

7.E. Discuss, consider and take all necessary action to approve the 2022-23 ALC Cooperative Handbook.

Motion by Scott Friesen, seconded by Kyle Kowalski, to approve the 2022-23 ALC Cooperative Handbook.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

7.F. Discuss, consider and take all necessary action to approve the 2022-23 ALC Coaches Handbook.

Motion by Wayne Klein, seconded by Eric Kowalski, to approval of the ALC Cooperative Coaches Handbook.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

7.G. Discuss, consider and take all necessary action to approve the commons area flooring proposal from Kuszak Hardware.

Motion by Wayne Klein, seconded by Scott Friesen, to accept the proposal from Kuszak Hardware to replace the floor in the commons area and adjoining hallways for \$60,260.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0

8. Superintendent's Report

9. Committee Reports

9.A. Building Grounds and Transportation Committee Report

9.B. Curriculum and Americanism Committee Report

10. Future Meetings/Reminders:

Building, Grounds and Transportation, Wednesday, June 22, 7:30pm

Curriculum and Americanism committee, Monday, June 27, 7:30pm

Budget and Finance Committee, Monday, July 11, 6:30pm

LCPS Regular Board Meeting, Monday, July 11, 7:30pm

11. Shouts Outs!

ALC Track team performed well at State Championships last month. Special shout out to Caden Reeves for placing 7th in the Pole Vault and Jessica Stieb for winning the Discus and the

Shot Put. This was Jessica's second gold medal in the Shot Put event, as well as her second ALL-CLASS Gold medal in the Shot Put.

Thank you to all faculty and staff for a successful end of the school year. Many teachers worked extra hard adding CKLA/Amplify training to their schedules to finish the year.

Alumni Committee for a successful Alumni weekend!

Loup City Librarian, Audrey Heil, for the successful compilation of tools and materials to create an amazing "Maker-Space" in the Library.

Elementary students for Poppy posters at the diner.

12. Adjourn:

Motion by Kyle Kowalski, seconded by Eric Kowalski, to adjourn the meeting at 9:39pm.. Motion Carried

Ericson: Yes, Friesen: Yes, Kaminski: Yes, Klein: Yes, Kowalski: Yes, Kowalski: Yes, Krzycki: Yes, Lewandowski: Yes, Treffer: Yes

Yes: 9, No: 0



# Loup City Public Schools

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June 22, 2022

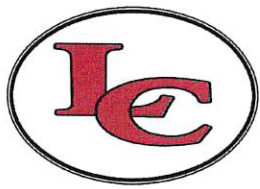
Dear Loup City Board of Education,

We enthusiastically ask that you approve the hire of Brandi Hruby as a paraprofessional. Brandi has experience working with children as a daycare provider and has worked at Mosaic with autistic students. She will be a valuable addition to our staff.

Thank you for your consideration.

Sincerely,

Dean Tickle



# Loup City Public Schools

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June 24, 2022

Dear Loup City Board of Education,

We enthusiastically ask that you approve the hire of Brittany Panowicz as a food service worker. Brittany has experience working with children as a daycare provider and has worked in food service at a K-12 district as well in a care home facility. She will be an excellent addition to our staff.

Thank you for your consideration.

Sincerely,

Dean Tickle

July 11, 2022

Dear LCPS Board of Education,

Please consider Joy Schott for the position of Media Center/ teacher at Loup City Public Schools. Joy is a native of Burwell and been a long time teacher in the Burwell School system. She has amazing experiences and will be very successful and dynamic member of our school system.

We are excited at the potential of working with Joy. Thank you for your consideration.

Sincerely,

*Dean Tickle*

Dean Tickle

Fund: 01 General Fund

Account Number	Description	Revised Budget	During Month	To Date	% of Budget	Budget Balance
01 1100	LOCAL DISTRICT TAXES	4,737,997.00	0.00	4,381,966.30	92.49	356,030.70
01 1120	PUBLIC POWER DIST SALES TAX	30,000.00	0.00	0.00	0.00	30,000.00
01 1125	MOTOR VEHICLE TAX	155,000.00	0.00	156,509.52	100.97	(1,509.52)
01 1140	PENALTIES AND INTEREST	0.00	0.00	14,614.32	0.00	(14,614.32)
01 1510	INTEREST ON INVESTMENTS	10,000.00	0.00	1,841.59	18.42	8,158.41
01 1911	LOCAL LICENSE FEES	1,500.00	0.00	920.00	61.33	580.00
01 1990	OTHER LOCAL RECEIPTS	2,000.00	0.00	220.00	11.00	1,780.00
Subtotal: LOCAL RECIEPTS		4,936,497.00	0.00	4,556,071.73	92.29	380,425.27
01 2110	COUNTY FINES/LICENSE FEES	15,000.00	0.00	16,973.97	113.16	(1,973.97)
01 2210	ESU RECEIPTS	10,000.00	0.00	2,300.00	23.00	7,700.00
Subtotal: COUNTY AND ESU RECEIPTS		25,000.00	0.00	19,273.97	77.10	5,726.03
01 3110	STATE AID	27,736.00	0.00	27,736.00	100.00	0.00
01 3120	SPED PROGRAMS (SCHOOL AGE)	180,000.00	0.00	165,247.00	91.80	14,753.00
01 3130	HOMESTEAD EXEMPTION	0.00	0.00	29,282.50	0.00	(29,282.50)
01 3131	PROPERTY TAX CREDIT	0.00	0.00	430,306.09	0.00	(430,306.09)
01 3180	PRO-RATE MOTOR VEHICLE	10,000.00	0.00	8,084.32	80.84	1,915.68
01 3400	STATE APPORTIONMENT	30,000.00	0.00	41,768.61	139.23	(11,768.61)
01 3512	DISTANCE ED INCENTIVE PYMTS	0.00	0.00	1,688.56	0.00	(1,688.56)
01 3535	HIGH ABILITY LEARNERS GRANT	2,000.00	0.00	3,575.00	178.75	(1,575.00)
01 3541	EARLY CHILDHOOD ENDOWMENT GRANT	0.00	0.00	77,175.00	0.00	(77,175.00)
01 3599	OTHER STATE CATEGORICAL PROGRAMS	120,000.00	0.00	0.00	0.00	120,000.00
Subtotal: STATE RECEIPTS		369,736.00	0.00	784,863.08	212.28	(415,127.08)
01 4310	REAP	0.00	0.00	21,110.00	0.00	(21,110.00)
01 4505	TITLE I, PART A ESSA	45,000.00	0.00	0.00	0.00	45,000.00
01 4509	TITLE II PART A ESSA	0.00	0.00	125.00	0.00	(125.00)
01 4512	IDEA PART B(611) BASE ALLOCATION	30,000.00	0.00	0.00	0.00	30,000.00
01 4518	IDEA PART B (611) BASE & POVERTY ALLOC	0.00	0.00	101,327.00	0.00	(101,327.00)
01 4521	IDEA PART B PROPORTIONATE SHARE	0.00	0.00	3,046.00	0.00	(3,046.00)
01 4525	FEDERAL VOCATIONAL ED	0.00	0.00	100.00	0.00	(100.00)
01 4531	TITLE IV, PART B ESSA - 21ST CENT COMM	35,000.00	0.00	38,929.00	111.23	(3,929.00)
01 4708	MEDICAID REIMBURSEMENT (MIPS)	10,000.00	0.00	7,028.25	70.28	2,971.75
01 4709	MAAPS MEDICAID AMIN ACTIVITY	30,000.00	0.00	15,130.57	50.44	14,869.43
01 4969	TITLE IV, PART A	0.00	0.00	3,025.00	0.00	(3,025.00)
Subtotal: FEDERAL RECEIPTS		150,000.00	0.00	189,820.82	126.55	(39,820.82)
01 5690	OTHER NON-REVENUE RECEIPTS	4,000.00	0.00	4,815.72	120.39	(815.72)
Subtotal: 5000		4,000.00	0.00	4,815.72	120.39	(815.72)
Fund Total:		5,485,233.00	0.00	5,554,845.32	101.27	(69,612.32)

**Fund: 02      Depreciation Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
02 1510	INTEREST	0.00	0.00	955.14	0.00	(955.14)
	Subtotal: LOCAL RECIEPTS	0.00	0.00	955.14	0.00	(955.14)
	Fund Total:	0.00	0.00	955.14	0.00	(955.14)

**Fund: 05      Activity Fund**

<u>Account Number</u>	<u>Description</u>	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
05 1510	INTEREST	0.00	0.00	197.80	0.00	(197.80)
05 1710 0200	GENERAL ACTIVITIES REVENUE	0.00	0.00	10,277.44	0.00	(10,277.44)
05 1710 0201	RED RAIDER DRAMA REVENUE	0.00	0.00	6,578.70	0.00	(6,578.70)
05 1710 0202	RED RAIDER SPEECH REVENUE	0.00	0.00	884.00	0.00	(884.00)
05 1710 0203	DISTRICT EVENTS REVENUE	0.00	0.00	3,342.08	0.00	(3,342.08)
05 1710 0281	CHEERLEADERS REVENUE	0.00	0.00	3,961.34	0.00	(3,961.34)
05 1710 0284	GIRLS BASKETBALL REVENUE	0.00	0.00	1,624.81	0.00	(1,624.81)
05 1710 0288	TRACK REVENUE	0.00	0.00	142.05	0.00	(142.05)
05 1710 0300	FFA REVENUE	0.00	0.00	24,118.60	0.00	(24,118.60)
05 1710 0303	DANCE TEAM REVENUE	0.00	0.00	2,785.33	0.00	(2,785.33)
05 1710 0306	BAND RESALE REVENUE	0.00	0.00	200.00	0.00	(200.00)
05 1710 0307	BAND FUNDRAISER REVENUE	0.00	0.00	680.85	0.00	(680.85)
05 1710 0308	ANNUAL STAFF REVENUE	0.00	0.00	3,010.00	0.00	(3,010.00)
05 1710 0310	STUDENT COUNCIL REVENUE	0.00	0.00	5,406.13	0.00	(5,406.13)
05 1710 0312	FCCLA REVENUE	0.00	0.00	1,444.00	0.00	(1,444.00)
05 1710 0333	CLASS OF 2022 REVENUE	0.00	0.00	1,688.25	0.00	(1,688.25)
05 1710 0335	CLASS OF 2023 REVENUE	0.00	0.00	6,113.00	0.00	(6,113.00)
05 1710 0336	CLASS OF 2024 REVENUE	0.00	0.00	1,953.00	0.00	(1,953.00)
05 1710 0337	CLASS OF 2025 REVENUE	0.00	0.00	1,369.75	0.00	(1,369.75)
05 1710 0338	CLASS OF 2026 REVENUE	0.00	0.00	1,772.50	0.00	(1,772.50)
05 1710 0339	CLASS OF 2027 REVENUE	0.00	0.00	20.00	0.00	(20.00)
05 1710 0600	TECHNOLOGY FEES REVENUE	0.00	0.00	2,075.70	0.00	(2,075.70)
05 1710 0902	LCPS WELLNESS REVENUE	0.00	0.00	180.00	0.00	(180.00)
05 1710 0904	HS PRINCIPAL REVENUE	0.00	0.00	51.85	0.00	(51.85)
05 1710 0905	ELEM PRINCIPAL REVENUE	0.00	0.00	313.17	0.00	(313.17)
05 1710 0907	FBLA REVENUE	0.00	0.00	1,386.53	0.00	(1,386.53)
05 1710 0910	FAMILY & CONSUMER SCIENCE REVENUE	0.00	0.00	10.00	0.00	(10.00)
Subtotal: LOCAL RECIEPTS		0.00	0.00	81,586.88	0.00	(81,586.88)
Fund Total:		0.00	0.00	81,586.88	0.00	(81,586.88)

**Revenue Summary Report**  
Processing Month: 07/2022

	<u>Revised Budget</u>	<u>During Month</u>	<u>To Date</u>	<u>% of Budget</u>	<u>Budget Balance</u>
Grand Total:	5,485,233.00	0.00	5,637,387.34	102.77	(152,154.34)

Fund: 05 Activity Fund

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
05 704	FUND BALANCE	906.61	0.00	0.00	0.00	0.00	0.00	906.61
05 704 0200	GENERAL ACTIVITIES	66,863.13	2,160.78	0.00	0.00	0.00	0.00	64,702.35
05 704 0201	RED RAIDER DRAMA	3,029.41	0.00	0.00	0.00	0.00	0.00	3,029.41
05 704 0202	RED RAIDER SPEECH	6,054.83	790.22	0.00	0.00	0.00	0.00	5,264.61
05 704 0203	DISTRICT EVENTS	3,825.44	0.00	0.00	0.00	0.00	0.00	3,825.44
05 704 0281	CHEERLEADERS	239.39	480.00	0.00	0.00	0.00	0.00	(240.61)
05 704 0282	CROSS COUNTRY	271.31	0.00	0.00	0.00	0.00	0.00	271.31
05 704 0284	GIRLS BASKETBALL	939.81	0.00	0.00	0.00	0.00	0.00	939.81
05 704 0288	TRACK	622.59	0.00	0.00	0.00	0.00	0.00	622.59
05 704 0289	VOLLEYBALL	880.18	0.00	0.00	0.00	0.00	0.00	880.18
05 704 0300	FFA	7,591.74	543.39	0.00	0.00	0.00	0.00	7,048.35
05 704 0303	DANCE TEAM	480.76	0.00	0.00	0.00	0.00	0.00	480.76
05 704 0306	BAND RESALE	43.71	0.00	0.00	0.00	0.00	0.00	43.71
05 704 0307	BAND FUNDRAISER	2,345.53	0.00	0.00	0.00	0.00	0.00	2,345.53
05 704 0308	ANNUAL STAFF	1,955.49	0.00	0.00	0.00	0.00	0.00	1,955.49
05 704 0310	STUDENT COUNCIL	4,910.19	0.00	0.00	0.00	0.00	0.00	4,910.19
05 704 0312	FCCLA	2,849.99	0.00	0.00	0.00	0.00	0.00	2,849.99
05 704 0330	FCA	1,992.46	0.00	0.00	0.00	0.00	0.00	1,992.46
05 704 0332	CLASS OF 2021	(154.83)	0.00	0.00	0.00	0.00	0.00	(154.83)
05 704 0333	CLASS OF 2022	805.50	0.00	0.00	0.00	0.00	0.00	805.50
05 704 0335	CLASS OF 2023	4,148.32	0.00	0.00	0.00	0.00	0.00	4,148.32
05 704 0336	CLASS OF 2024	2,816.46	0.00	0.00	0.00	0.00	0.00	2,816.46
05 704 0337	CLASS OF 2025	1,011.80	0.00	0.00	0.00	0.00	0.00	1,011.80
05 704 0338	CLASS OF 2026	1,087.85	0.00	0.00	0.00	0.00	0.00	1,087.85
05 704 0339	CLASS OF 2027	80.00	0.00	0.00	0.00	0.00	0.00	80.00
05 704 0402	SCHOLARSHIP FUND	4,153.00	0.00	0.00	0.00	0.00	0.00	4,153.00
05 704 0600	TECHNOLOGY FEES	17,908.28	343.00	0.00	0.00	0.00	0.00	17,565.28
05 704 0800	COURTSEY FUND	0.00	0.00	0.00	0.00	0.00	0.00	0.00
05 704 0900	SHOP CLASS	317.20	0.00	0.00	0.00	0.00	0.00	317.20
05 704 0901	AFTER SCHOOL PROGRAM	575.33	0.00	0.00	0.00	0.00	0.00	575.33
05 704 0902	LCPS WELLNESS	1,701.45	0.00	0.00	0.00	0.00	0.00	1,701.45
05 704 0903	LOCAL TO LUNCH	(1,742.86)	0.00	0.00	0.00	0.00	0.00	(1,742.86)
05 704 0904	HS PRINCIPAL	1,525.15	0.00	0.00	0.00	0.00	0.00	1,525.15
05 704 0905	ELEM PRINCIPAL	749.32	0.00	0.00	0.00	0.00	0.00	749.32
05 704 0906	LCPS FINES	545.13	0.00	0.00	0.00	0.00	0.00	545.13
05 704 0907	FBLA	2,095.78	0.00	0.00	0.00	0.00	0.00	2,095.78
05 704 0908	CIRCLE OF FRIENDS	334.16	0.00	0.00	0.00	0.00	0.00	334.16
05 704 0909	PERSONAL FINANCE	10,000.00	0.00	0.00	0.00	0.00	0.00	10,000.00
05 704 0910	FAMILY & CONSUMER SCIENCE	130.00	0.00	0.00	0.00	0.00	0.00	130.00
Fund Total: 05		153,889.61	4,317.39	0.00	0.00	0.00	0.00	149,572.22

**Activity Fund Balance Report - Summary - Include Encumbrances**  
07/2022 - 07/2022

**Fund: 15 Arcadia Activity Fund**

<u>Chart of Account Number</u>	<u>Chart of Account Description</u>	<u>Beginning Balance</u>	<u>Expenses</u>	<u>Revenues</u>	<u>Outstanding AP</u>	<u>Outstanding PO</u>	<u>Balance Change</u>	<u>Balance</u>
15 704	FUND BALANCE	154,083.55	0.00	0.00	0.00	0.00	0.00	154,083.55
15 704 0100	GENERAL	(52,273.99)	767.50	0.00	0.00	0.00	0.00	(53,041.49)
15 704 0250	BASKETBALL	179.09	4,749.10	0.00	16.00	0.00	0.00	(4,586.01)
15 704 0282	CROSS COUNTRY	(1,626.26)	0.00	0.00	0.00	0.00	0.00	(1,626.26)
15 704 0283	FOOTBALL	(27,018.58)	0.00	0.00	0.00	0.00	0.00	(27,018.58)
15 704 0285	GOLF	(17,000.87)	297.00	0.00	0.00	0.00	0.00	(17,297.87)
15 704 0288	TRACK	(5,999.76)	540.98	0.00	1,740.00	0.00	0.00	(8,280.74)
15 704 0289	VOLLEYBALL	(13,948.76)	3,365.00	0.00	0.00	0.00	0.00	(17,313.76)
15 704 0290	WRESTLING	(32,345.85)	0.00	0.00	0.00	0.00	0.00	(32,345.85)
Fund Total: 15		4,048.57	9,719.58	0.00	1,756.00	0.00	0.00	(7,427.01)



**Expenditure Report by Function/Object -  
Summary**

07/07/2022 03:04 PM

User ID: JS

Function Number		Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
6412	IDEA PART B PROPORTIONATE SHARE	5,000.00	0.00	0.00	0.00	5,000.00	0.00	0.00	5,000.00
6421	IDEA PART B (611) ARP BASE & POVERTY 0 TO 21	0.00	0.00	14,055.00	0.00	(14,055.00)	0.00	0.00	(14,055.00)
6422	IDEA PRESCHOOL (619) ARP BASE/ENROLL POVERTY	0.00	0.00	1,120.00	0.00	(1,120.00)	0.00	0.00	(1,120.00)
6968	TITLE IV, PART B 21ST CENT COMM LRNING	67,950.00	442.73	31,973.73	47.05	35,976.27	0.00	0.00	35,976.27
6997	ESSER II	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
6998	ESSER III	250,000.00	115,809.97	358,642.87	143.46	(108,642.87)	0.00	0.00	(108,642.87)
8000	TRANSFERS (OUTGOING)	60,000.00	0.00	0.00	0.00	60,000.00	0.00	0.00	60,000.00
9000	NON-PROGRAM EXPENDITURES	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
01	General Fund	6,645,000.00	512,682.72	5,233,900.10	78.76	1,411,099.90	0.00	0.00	1,411,099.90

**Expenditure Report by Function/Object -  
Summary**

07/07/2022 03:04 PM

User ID: JS

Function Number	Revised Budget	Expended During Month	Expenditures to Date	% of Budget	Balance at EOM	A/ P Outstanding	P/ O Outstanding	Unencumbered Balance
Grand Total:	6,645,000.00	512,682.72	5,233,900.10	78.76	1,411,099.90	0.00	0.00	1,411,099.90

**2021-2022**

	Revised Budget	Expended during month	Expenditures to date	%of Budget (0.08%)	Balance EOM
Sep-19	\$ 6,579,482	\$ 440,072	\$ 440,072	6.69%	\$ 6,139,410
Sep-20	\$ 6,597,847	\$ 443,559	\$ 443,558	6.72%	\$ 6,154,288
Sep-21	\$ 6,645,000	\$ 497,699	\$ 497,699	7.49%	\$ 6,147,301
	Revised Budget	Expended during month	Expenditures to date	%of Budget (0.16%)	Balance EOM
Oct-19	\$ 6,579,482	\$ 410,063	\$ 850,135	12.92%	\$ 5,729,347
Oct-20	\$ 6,597,847	\$ 486,826	\$ 930,384	14.10%	\$ 5,667,463
Oct-21	\$ 6,645,000	\$ 439,153	\$ 936,852	14.10%	\$ 5,708,148
	Revised Budget	Expended during month	Expenditures to date	%of Budget (25%)	Balance EOM
Nov-19	\$ 6,579,482	\$ 456,380	\$ 1,306,515	19.86%	\$ 5,272,967
Nov-20	\$ 6,597,847	\$ 458,810	\$ 1,389,194	21.06%	\$ 5,208,653
Nov-21	\$ 6,645,000	\$ 474,062	\$ 1,410,914	21.23%	\$ 5,234,086
	Revised Budget	Expended during month	Expenditures to date	%of Budget (33.3%)	Balance EOM
Dec-19	\$ 6,579,482	\$ 388,072	\$ 1,694,587	25.76%	\$ 4,884,895
Dec-20	\$ 6,597,847	\$ 399,784	\$ 1,788,978	27.11%	\$ 4,808,869
Dec-21	\$ 6,645,000	\$ 431,618	\$ 1,842,532	27.73%	\$ 4,802,468
	Revised Budget	Expended during month	Expenditures to date	%of Budget (41.6%)	Balance EOM
Jan-20	\$ 6,579,482	\$ 413,272	\$ 2,107,860	32.04%	\$ 4,471,622
Jan-21	\$ 6,597,847	\$ 422,721	\$ 2,211,700	33.52%	\$ 4,386,147
Jan-22	\$ 6,645,000	\$ 416,593	\$ 2,259,126	34.00%	\$ 4,385,874
	Revised Budget	Expended during month	Expenditures to date	%of Budget (50%)	Balance EOM
Feb-20	\$ 6,579,482	\$ 431,617	\$ 2,539,477	38.60%	\$ 4,040,005
Feb-21	\$ 6,597,847	\$ 446,704	\$ 2,658,403	40.29%	\$ 3,939,444
Feb-22	\$ 6,645,000	\$ 497,964	\$ 2,759,092	41.52%	\$ 3,885,907
	Revised Budget	Expended during month	Expenditures to date	%of Budgetm (58.3%)	Balance EOM
Mar-20	\$ 6,579,482	\$ 340,694	\$ 2,880,171	43.78%	\$ 3,699,311
Mar-21	\$ 6,597,847	\$ 385,949	\$ 3,044,352	46.14%	\$ 3,553,495
Mar-22	\$ 6,645,000	\$ 444,455	\$ 3,203,550	48.21%	\$ 3,441,450
	Revised Budget	Expended during month	Expenditures to date	%of Budget (66.6%)	Balance EOM
Apr-20	\$ 6,579,482	\$ 412,593	\$ 3,292,765	50.50%	\$ 3,286,717
Apr-21	\$ 6,597,847	\$ 415,468	\$ 3,459,820	52.44%	\$ 3,138,027
Apr-22	\$ 6,645,000	\$ 432,119	\$ 3,251,918	48.94%	\$ 3,393,082

	<b>Revised Budget</b>	<b>Expended during month</b>	<b>Expenditures to date</b>	<b>%of Budget (75%)</b>	<b>Balance EOM</b>
<b>May-20</b>	\$ 6,579,482	\$ 447,753	\$ 3,740,518	56.85%	\$ 2,838,964
<b>May-21</b>	\$ 6,597,847	\$ 445,034	\$ 3,904,853	59.18%	\$ 2,692,994
<b>May-22</b>	\$ 6,645,000	\$ 672,970	\$ 4,308,931	64.84%	\$ 2,336,069
	<b>Revised Budget</b>	<b>Expended during month</b>	<b>Expenditures to date</b>	<b>%of Budget (83.3%)</b>	<b>Balance EOM</b>
<b>Jun-20</b>	\$ 6,579,482	\$ 358,375	\$ 4,098,893	62.30%	\$ 2,480,589
<b>Jun-21</b>	\$ 6,597,847	\$ 578,850	\$ 4,483,704	67.96%	\$ 2,114,143
<b>Jun-22</b>	\$ 6,645,000	\$ 412,286	\$ 4,721,217	71.05%	\$ 1,923,783
	<b>Revised Budget</b>	<b>Expended during month</b>	<b>Expenditures to date</b>	<b>%of Budget (91.6)</b>	<b>Balance EOM</b>
<b>Jul-20</b>	\$ 6,579,482	\$ 375,708	\$ 4,474,601	68.01%	\$ 2,104,881
<b>Jul-21</b>	\$ 6,597,847	\$ 410,983	\$ 4,894,687	74.19%	\$ 1,703,160
<b>Jul-22</b>	\$ 6,645,000	\$ 523,299	\$ 5,233,900	78.76%	\$ 1,411,100
	<b>Revised Budget</b>	<b>Expended during month</b>	<b>Expenditures to date</b>	<b>%of Budget (100%)</b>	<b>Balance EOM</b>
<b>Aug-20</b>	\$ 6,579,482	\$ 418,531	\$ 4,893,132	74.37%	\$ 1,686,350
<b>Aug-21</b>	\$ 6,597,847	\$ 435,188	\$ 5,329,875	80.78%	\$ 1,267,972
<b>Aug-22</b>	\$ 6,645,000				

**Loup City Public Schools**

ALMQUIST MALTZAHN GALLOWAY & LUTH PC	125 PLAN ADMIN	\$	146.00
AMAZON CAPITAL SERVICES	LIBRARY BOOK	\$	12.88
AMPLIFY EDUCATION, INC	AMPLIFY	\$	114,809.97
BEYOND PLAY, LLC	SPED SUPPLIES	\$	243.22
BLACK HILLS ENERGY	SERVICE	\$	1,389.25
BLICK ART MATERIALS	SUPPLIES	\$	148.18
BLUUM USA, INC.	DOC CAMERA	\$	121.69
BOCHART HEATING COOLING ELEC & AC INC	ELECTRICAL	\$	1,098.30
BSN SPORTS	SUPPLIES	\$	30.72
CENTURY LINK	SERVICE	\$	353.53
CHEMSEARCH	CUSTODIAL SUPPL	\$	470.95
CITY OF LOUP CITY	SERVICE	\$	1,164.03
CORPORATE PAYMENT SYSTEMS	CREDIT CARD	\$	502.47
CULLIGAN WATER CONDITIONING	SERVICE	\$	1.00
DAS STATE ACCOUNTING--CENTRAL FINANCE	SERVICE	\$	259.49
DOLLAR GENERAL-REGIONS 410526	SUMMER SCHOOL :	\$	25.00
E S U #10	SERVICE	\$	15,871.59
EAKES OFFICE PLUS	FAX CONTRACT	\$	34.49
EDUCATIONAL SERVICE UNIT 9	2022 GREAT PLAIN:	\$	378.00
ELECTRONIC SYSTEMS INC.	FIRE ALARM INSPE	\$	249.00
ERICSON FORD, INC.	DEDUCTIBLE/EXPE	\$	1,114.88
ESU COORDINATING COUNCIL	WORLD BOOK POW	\$	255.75
EUREK, LORI	CLOROX WIPES	\$	29.03
GAPPA, LINDSAY	SUMMER SCHOOL :	\$	32.25
HOME DEPOT PRO, THE	CUSTODIAL SUPPL	\$	483.89
HOMETOWN LEASING	COPIER/SOFTWARE	\$	809.60
INNOVATIVE OFFICE SOLUTIONS, LLC	SUPPLIES	\$	601.91
JOE'S MARKET	SUPPLIES	\$	389.08
JW PEPPER & SON, INC.	BAND SUPPLIES	\$	659.94
KASLON, TARA	FUEL REIMBURSEM	\$	25.00
KSB SCHOOL LAW	LEGAL SERVICE	\$	120.00
KULIGOWSKI, DENISE	CDL LICENSE	\$	59.50
KUSZAK HARDWARE & VARIETY	SUPPLIES	\$	515.67
LOUP CITY AUTO PARTS	SUPPLIES	\$	298.39
LOUP CITY LUMBER	SUPPLIES	\$	638.77
LOUP CITY PROPANE	PROPANE	\$	430.65
MATHESON TRI-GAS, INC.	SERVICE	\$	67.75
MCI MEGA PREFERRED	SERVICE	\$	63.39
MENARD'S	CUSTODIAL SUPPL	\$	14.99
MIDWEST FLOOR SPECIALIST INC	REFINISH SOUTH G	\$	1,345.00
NE COUNCIL OF SCHOOL ADMIN.	NCE CONFERENCE	\$	1,715.00
NEBR. ASSN SCHOOL BOARD ALICAP	LEADERS & LAW C	\$	340.00
NEBRASKA RURAL COMM SCHOOLS ASSN.	2022-23 MEMBERSH	\$	850.00
NEBRASKA CENTRAL EQUIPMENT	BUS PARTS	\$	961.20
NEBRASKA PUBLIC POWER DISTRICT	SERVICE	\$	4,495.25
NHS/NASSP	NATIONAL HONOR :	\$	385.00
PARCO SCIENTIFIC COMPANY	SUPPLIES	\$	67.00
PLANK ROAD PUBLISHING	ELEM MUSIC SUPPI	\$	182.45
PRESTO-X COMPANY	SERVICE	\$	166.11
PYRAMID SCHOOL PRODUCTS	SUPPLIES	\$	900.81
RENAISSANCE LEARNING, INC.	ACCELERATED RE/	\$	1,852.50
RESERVE ACCOUNT-PITNEY BOWES	POSTAGE	\$	300.00
SCHOOL HEALTH CORPORATION	SUPPLIES	\$	139.55
SCHOOL SPECIALTY, LLC	SUPPLIES	\$	1,182.66
SHERMAN COUNTY TIMES	ADVERTISING	\$	163.77
SHRED--IT USA	SERVICE	\$	101.14
STELLING BRASS & WINDS INC.	INSTRUMENT REPA	\$	3,292.10
TEACHER INNOVATIONS, INC.	PLANBOOK SUBSCI	\$	499.50
TIME MANAGEMENT SYSTEMS, INC.	2022-2023 ANNUAL	\$	1,728.00
TROTTER SERVICE	FUEL	\$	2,866.48
VALLEY COUNTY CLERK	2022 PRIMARY ELE	\$	100.00
VERIZON WIRELESS	SERVICE	\$	60.51
WELLS FARGO VENDOR FIN SERV	COPIER LEASE	\$	722.05
WHOA AND GO	FUEL	\$	483.36
WOODWIND & BRASSWIND	BAND SUPPLIES	\$	447.54
WRICK, SAMANTHA	SUMMER SCHOOL :	\$	21.50
ZLOMKE, JAMES	DENISE CDL TEST	\$	275.00
<b>TOTAL</b>		<b>\$</b>	<b>169,563.68</b>
<b>PAYROLL</b>		<b>\$</b>	<b>353,735.75</b>
		<b>\$</b>	<b>523,299.43</b>

LUNCH PAYROLL \$10,619.71

# **Loup City Public Schools**

## **Superintendent's Report**

### **July 2022**

1. School safety 2-day workshop is approaching (June 22 and 23)
2. Scheduling in elementary and high school for 2022-23 school year
  - a. Changes and rationale
  - b. Impact on faculty and staffing needs
  - c. Anticipated impact on learning and student readiness
3. Superintendent absences (April May, June)
  - a. I traded Monday, May 30 (Memorial Day) for Friday, May 27
  - b. Went to New York June 9-13 (3 work days)
4. Prepping for school in August
5. Summer School and lunch program numbers.

## 6/27/22 Curriculum Meeting Agenda

1. Eligibility rules for academics.
  - a. Students are now declared ineligible for extracurricular activities if they are failing one course. Starting on the Thursday of the third full week of each semester a “downlist” will be run to give students/teachers/parents an indicator of who will potentially be ineligible. The following Wednesday, the principal will run the official “ineligibility” list to determine who is ineligible for the following week’s activities.
2. Math class requirements
  - a. Algebra II was taken off of the list as a required course for graduation.
3. 12 week suspension language
  - a. Suspension language was changed to reflect the board’s wish to insert an opportunity for students to reduce their first offense by self reporting, and/or by taking appropriate diversion classes at their expense.
  - b. The language was also changed to reflect the change to the second offense. This now is an 8 week suspension rather than a 12 week suspension.

**5057**

**District Title I Parent and Family Engagement Policy**

The school district will jointly develop with parents a School-Parent-Student Compact that outlines how the parents, school staff, and students will share the responsibility for improved student academic achievement and the means by which the school and parents will build and develop a partnership to help children achieve the State's high standards.

The written District Parent and Family Engagement Policy will be jointly developed and distributed to parents and family members of participating children and the local community in an understandable format and to the extent practicable, in a language the parents can understand. An annual evaluation of the content and effectiveness of the Parent and Family Engagement Policy will be used to design evidence-based strategies for more effective parental involvement, to revise the Parent and Family Engagement Policy and to remove barriers to participation.

The school district recognizes the unique needs of students who are being served in its Title I program, and the importance of parent and family engagement in the Title I program. Parent and family engagement in the Title I Program shall include, but is not limited to:

1. An annual meeting to which all parents of participating children will be invited to inform parents of their school's participation under this part, to explain the requirements of this part, and the right of the parents to be involved. Invitations may take the form of notes sent with students or announcements in the school newsletter. Additional meetings may be scheduled, based upon need and interest for such meetings.
2. An explanation of the details for the child's and parents' participation, including but not limited to: curriculum objectives, the forms of academic assessment used to measure student progress and the achievement levels of the challenging State academic standards, type and extent of participation, parental input in educational decisions, coordination and integration with other Federal, State, and district programs, and evaluations of progress.
3. Opportunities for participation in parent involvement activities such as training to help parents work with their children to improve achievement. A goal of parent activities is to provide parents with opportunities to participate in decisions relating to the education of their students, where appropriate.
4. The district will, to the extent practicable, provide parents of limited English proficiency, parents with disabilities, parents with limited literacy, are economically disadvantaged, are of a racial or minority background or parents of migratory children with opportunities for involvement in the Title I Program. Communication to parents about student progress and the district's other Title I Program communications will be provided in the language used in the home to the extent practicable. Responses to parent concerns will be provided in a timely manner.
5. Opportunities for parent-teacher conferences, in addition to those regularly scheduled by the school district, if requested by the parents or as deemed necessary by school district staff.

6. The district will coordinate and integrate parental involvement programs and activities with other programs in the community. These may include cooperation with other community programs such as Head Start and preschools and other community services such as the public library.
7. Educate teachers, specialized instructional support personnel, principals, and other school leaders, with the assistance of parents in the value and utility of contributions of parents, how to reach out to, communicate with and work with parents as equal partners.

This policy shall be reviewed annually at the annual meeting where concerned parties can have a conversation about possible changes to the Parent and Family Engagement Policy.

Adopted on: February 8, 2021

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 5018

### Parent and Guardian Involvement In Education Practices

The school district recognizes the importance of parental and guardian involvement in the education of their children. The school district will take the following steps to ensure that the rights of parents and guardians to participate in the education of their children are preserved.

1. Parents/Guardians will be provided access, as described in district procedures, to district-approved textbooks and other curricular materials and tests used in the district upon request.
  - a. A parental request to review specific approved textbooks and other district- or building-approved curricular materials (written, visual, and audio) should be made to the principal of the building where the textbooks and curriculum materials are used.
  - b. Parents may check out textbooks and may review curricular materials such as video and audio recordings within a time frame determined by the building principal to prevent disruption of the instructional process.
  - c. A parental request to review specific standardized and criterion- referenced tests used in the district should be made in writing to the building principal. Copies of the most recent tests used in the district will be available for parent review. Parents wishing to review statewide assessments will be provided with sample questions and a copy of a practice test, but will not be provided with copies of the actual assessment due to testing security. In the case of other secure tests such as the ACT, parents must contact the publisher to obtain copies of the test.
2. Parents/Guardians will be permitted, within district procedures, to attend and observe courses, assemblies, counseling sessions, and other instructional activities.
  - a. Parents/guardians are invited to make appointments with the building principal to visit classes, assemblies and other instructional activities. The principal shall give permission after determining that parental/guardian observation would not disrupt the activity. Observations that last more than 60 minutes or occur on consecutive days are typically disruptive and will not be permitted absent unusual circumstances, in the sole discretion of the building principal.
  - b. Parents/guardians may contact the building principal to request permission to attend counseling sessions in which their child is involved.
3. Parents/guardians will be permitted, within district procedures, to ask that their children be excused from school experiences that parents find objectionable.
  - a. Building principals may excuse a student from any single school experience at the parent's written request.
  - b. When appropriate, alternative experiences will be provided for the student by the school.

4. Parents/guardians will be informed through the student handbook and district policies of the manner that the district will provide access to records of students.
5. Parents/guardians will be informed of the standardized and criterion-referenced district testing program. Parents may request additional information from the building principal.
6. Parents/guardians will be informed of the circumstances under which they may opt-out of state and federal assessments.
  - a. In accordance with federal law, at the beginning of the school year, the District shall provide notice of the right to request a copy of this policy to parents/guardians of students attending schools receiving Title I funds. The District will provide a copy of this policy to a requesting parent in a timely manner.
  - b. State Assessments  

State and federal law simultaneously require students to take state assessments, with few exceptions, but also permit parents or guardians to request to opt their students out of these assessments. Approval of opt out requests is contrary to the mandatory testing laws, so the District cannot “approve” the request. Parents who do not present their child for testing will result in the child receiving the lowest score possible on the assessment.
  - c. National Assessment of Educational Progress  

As a condition of receiving federal funds, the District participates in the National Assessment of Educational Progress (NAEP). To help ensure that the District has a representative sample of students taking the NAEP, which will allow the District to assess the quality and effectiveness of its programming on a national level, the District strongly encourages all eligible students to participate. However, student participation in NAEP is voluntary.

The District shall provide parents/guardians of eligible students with reasonable notice prior to the exam being administered. Parents/guardians wishing to opt their students out of the NAEP assessment must notify the district in writing at least three days prior to the exam date to ensure that the District can coordinate supervision and alternative activities for students who have opted out.
7. Parents/guardians will be notified of their right to remove their children from surveys prior to district participation in surveys.
  - a. The principal must approve all surveys intended to gather information from students before they are administered to students.
  - b. Students’ participation in surveys is voluntary. Parents/guardians may restrict their child from participating in any survey.

Adopted on: February 8, 2021

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 5001

### **Compulsory Attendance and Excessive Absenteeism**

#### **Required Attendance**

Every person residing in the school district who has legal or actual charge or control of any child who is of mandatory attendance age shall cause that child to attend a public or private school regularly unless the child has graduated from high school or has been allowed to disenroll pursuant to this policy.

#### **Mandatory Attendance Age**

All children who are or will turn six years old before January 1 of the current school year are of mandatory attendance age. Children who have not turned eighteen years of age are of mandatory attendance age.

#### **Exceptions**

This policy does not apply when attendance is made impossible or impracticable by severe weather conditions or by the temporary illness of the student or a child whom the student is parenting.

A child who will not reach age 7 before January 1 of the current school year may be excused from mandatory attendance if the child's parent or guardian completes an affidavit affirming that alternative educational arrangements have been made for the child. A copy of the required affidavit is attached to this policy.

#### **Discontinuing Enrollment – 5 Year Old Students**

The person seeking to discontinue the enrollment of a student who will not reach six years of age prior to January 1 of the current school year shall submit a signed, written request and to the superintendent using the form which is attached to this policy. The school district may request written verification or documentation that the person signing the form has legal or actual charge or control of the student. The school district shall discontinue the enrollment of any student who satisfies these requirements. Any student whose enrollment is discontinued under this subsection shall not be eligible to reenroll in this school district until the beginning of the following school year unless otherwise required by law.

#### **Discontinuing Enrollment – 16 and 17 Year Old Students**

Only children who are at least 16 years of age may be disenrolled from the district. The person seeking to discontinue the child's enrollment shall submit a signed, written request and submit it to the superintendent using the form which is attached to this policy. The district will follow the procedures outlined on the attached form in considering requests to disenroll.

Only children disenrolling to attend a non-accredited school may be exempt from this policy. The person with legal or actual charge or control of the child must provide the superintendent with a copy of the signed request submitted to the State Department of Education for attending non-accredited schools. The superintendent may confirm the validity of the submission with the State Department of Education.

#### **Attendance Officer**

Each building principal is designated as an attendance officer for the district. Each building principal, at his or her discretion, may delegate these responsibilities to any other qualified individual. The attendance officer is responsible for enforcing the provisions of state law relating to compulsory attendance. This responsibility includes but is not limited to filing a report with the county attorney of the county in which a student resides. Compensation for the duties of attendance officer is included in the salary for the superintendent or designee.

**Excused Absences**

The following absences will be considered excused if they are confirmed by communication to the school from the student's parent/guardian:

1. Physical or mental illness of the student (a physician's verification is required after four (4) consecutive days of absence for illness)
2. Severe weather
3. Medical appointments for the student
4. Death or serious illness of the student's family member
5. Attending a funeral, wedding or graduation
6. Appearance at court or for other legal matters
7. Observance of religious holidays of the student's own faith
8. College planning visits
9. Personal or family vacations

**Excessive Absenteeism**

When a student receives 5 unexcused absences or the hourly equivalent in any semester, the Attendance Officer will follow the attached procedure for addressing barriers to the student's attendance.

When a student is absent more than twenty days per year or the hourly equivalent and any portion of the absences is unexcused, the Attendance Officer may file a report with the county attorney of the county in which the student resides. For example, if the student accumulates 23 days of excused absences due to documented illness and is tardy one time, the Attendance Officer may file a report with the appropriate county attorney.

Adopted on: February 8, 2021

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

## 5054 Student Bullying

**Definition of Bullying.** Nebraska statute defines bullying as “an ongoing pattern of physical, verbal or electronic abuse.” The Centers for Disease Control and Prevention defines bullying as “any unwanted aggressive behavior(s) by another youth or group of youths who are not siblings or current dating partners that involves an observed or perceived power imbalance and is repeated multiple times or is highly likely to be repeated.” The school district’s administrators will consider these definitions when determining whether any specific situation constitutes bullying. These definitions include both in-person and cyberbullying behaviors.

**Bullying Prohibited.** Students are prohibited from engaging in any form of bullying behavior.

**Reporting Bullying.** Students who experience or observe bullying behavior must immediately report what happened to a teacher or administrator. Students can use the district’s anonymous report form on the website to make this report. Students may always confer with their parents or guardians about bullying they experience or witness, but the students must also ultimately report the situation to a teacher or administrator.

**Bullying Investigations.** School district staff will investigate allegations of bullying using the same practices and procedures that the district observes for student disciplinary matters. In no circumstance will school district staff be deliberately indifferent to allegations of bullying.

**Disciplinary Consequences.** The disciplinary consequences for bullying behavior will depend on the frequency, duration, severity and effect of the behavior.

A student who engages in bullying behavior on school grounds, in a vehicle owned, leased, or contracted by a school being used for a school purpose by a school employee or his or her designee, or at school-sponsored activities or school-sponsored athletic events may be subject to disciplinary consequences including but not limited to long-term suspension, expulsion, or mandatory reassignment.

Without limiting the foregoing, a student who engages in bullying behavior that materially and substantially interferes with or disrupts the educational environment, the district’s day-to-day operations, or the education process, regardless of where the student is at the time of engaging in the bullying behavior, may be subject to discipline to the extent permitted by law.

**Bullying Based on Protected Class Status.** Bullying based on protected class status is unique and may require additional investigation. The appropriate district staff member or coordinator will promptly investigate bullying complaints that violate the district’s antidiscrimination policies.

**Support for Students Who Have Experienced Bullying.** Regardless of where the bullying occurred, the district will consider whether victims of bullying are suffering an adverse educational impact and, if appropriate, will refer those students to the district’s student assistance team.

**Bullying Prevention and Education.** Students and parents are encouraged to inform teachers or administrators orally or in writing about bullying behavior or suspected bullying behavior. School employees are required to inform the administrator of all such reports. The appropriate administrator shall promptly investigate all such reports. Each building shall engage in activities which educate students about bullying, bullying prevention and digital citizenship.

**Policy Review.** The school district shall review this policy annually.

Adopted on: February 8, 2021

Revised on: \_\_\_\_\_

Reviewed on: \_\_\_\_\_

Loup City Schools

Tuesday, June 21, 2022 2:04 PM

### LARCHICK CONSTRUCTION

Rob Larchick 308-750-3120

115 N ST Loup City, NE 68853

### ESTIMATE

To: Loup City Schools  
Loup City, NE 68853

Labor and material to install new metal Soffit and fascia on garage at the track.	\$1340.42
Tear off and install new vinyl siding. Includes labor material and disposal.	5816.55
Install new entry door with new lockset.	508.00
Remove and install 2 new overhead garage doors and weather strip.	<u>2564.82</u>
<b>Total</b>	<b>\$10229.79</b>

# Loup City Public Schools

## Building, Grounds and Transportation Committee

June 22, 2022 7:30pm

1. Project list Update
  - a. Garage Bid in from Rob Larcheck (**\$10,229.79**)
    - i. New siding
    - ii. New garage door(s) both garages need them
    - iii. New side door
  - b. Safety Rails bid – Football Field coming from Seth Skibinski (**waiting**)
    - i. Move handrails
    - ii. Safety rails on three free standing bleachers
    - iii. Safety rails at the bottom of bleachers
  - c. Pipe being hauled to Anderson's in Kearney (Tom - completed)
  - d. Paint on press box windows – in progress (Tom - completed)
  - e. Replacement of bottom step in press box – in progress
  - f. Ceiling Tiles – (in progress)
  - g. Handicap door - (Mag-lock needs to reconnect)
  - h. Moving goalposts – in progress
2. Flooring Bid for Cafeteria/Commons Area
  - a. Kuszak Hardware – color selection
3. Navitas Update
  - a. Report - Nick Rosenberry & Bob Miller (project engineer)
4. Scoreboard replacement project
  - a. ScoreVision demo
    - i. Funding sources
      1. REAP grant (\$21,000)
      2. Alumni donation (\$500)
      3. Marketing of advertisement program
5. Other?

# Loup City Public Schools

Curriculum and Americanism Committee

June 27, 2022, 7:30am

1. Handbook revision conversation
  - a. Eligibility guidelines: currently we allow students to attend events if they are failing one class. My feeling as principal, and former teacher, is that we should change this to not allowing students to fail any classes in order to attend extracurricular events.
  - b. Suspension length
  - c. Self-reporting requirement update
  
2. Review Math graduation requirements
  - a. 4 years of math required for admission to the Nebraska University System.
  - b. Should we have Alg. II included.
  
3. Scheduling in 2022-2023
  - a. Extra-curricular activities during the school day
  - b. Media Center teacher: full vs part-time
  
4. Americanism Curriculum meeting
  - a. <https://docs.google.com/document/d/12U02gqiH84Cts5Yg9olxw51xnGiwgyvxDtw6ss878/edit>
  
5. Other



**Superintendent Standards  
and Evaluation Process**

Adopted, November 12, 2018

## **Superintendent Evaluation**

The Loup City Public Schools consists of process guidelines, the evaluation instrument, and performance targets.

### **Process Guidelines**

- The board president shall notify board members that the evaluation is scheduled, and each board member will receive a copy of the evaluation instrument with the following additional items:
  - A list of the superintendent accomplishments for the year;
  - A self-evaluation/assessment by the superintendent using the evaluation instrument including comments and any evidence or artifacts;
  - The superintendent's performance targets.
- Each board member will complete the rating and comment section of the evaluation instrument.
- The board president or designee will review and compile all individual ratings and comments into a draft evaluation summary.
- The board president will meet with all board members in a closed session, if appropriate and necessary, to review the draft summary and build consensus among board members on the strengths and recommended areas for improvement, as reflected in the evaluation summary.
- The board will summarize the evaluation, consider contract renewal, and take official action in an open session.
- The board may contact outside interest groups for information on the superintendent's performance.

### **Evaluation Documents:**

Superintendent Evaluation Instrument  
Superintendent Performance Targets Superintendent  
Evaluation Summary

### **Evaluation Definitions:**

The following definitions are to assist the individual completing the evaluation with understanding the rubrics associated with the standards and indicators. Evidence and artifacts are used to complete an effective evaluation.

**Needs Improvement:** There is little or no evidence of the standards and indicators being implemented or accomplished.

**Developing:** There is evidence of some standards and indicators being implemented or accomplished. Identified indicators may not be at the desired level of the board. These indicators may not be fully developed or consistently implemented.

**Effective:** There is evidence that supports the standards and indicators are being fully implemented.

**Highly Effective:** The evidence of the implementation exceeds the expectations of the board relative to the standards or indicators.

**Comments on rating and evidence:** Comments should relate to the standards, indicators, or evidence and provide clear guidance or commendation.

**Performance Targets:** Specific, measurable performance outcomes that will be accomplished during the year. The targets may be tied to the district's shared vision and strategic direction or may be a priority area identified by the superintendent or the board.

**Meets Expectations:** Once the input has been gathered and reviewed and the summary is completed, there is ample evidence the superintendent is meeting the standards and indicators of performance.

**Does Not Meet Expectations:** Once the input has been gathered and reviewed and the summary is completed, there is little or no evidence the superintendent is meeting the standards and indicators of performance.

**Improvement Plan:** If there are standards and indicators toward which the superintendent needs improvement or development, the board may require specific action for improvement on those standards and indicators.

**Superintendent Evaluation Instrument**

**1. Shared Vision and Strategic Direction**

The superintendent leads the development and implementation of a shared vision, strategic direction, and goals that reflect the district's core values, beliefs, and priorities.

***Indicators***

1. Develops and implements a shared vision and strategic direction that guides the district into supporting high expectations for student achievement.
2. Partners with the board of education and key community constituents in the development of the shared vision and strategic direction.
3. Ensures the shared vision and strategic direction represents the current and future needs of the district and school community.
4. Engages constituents within the district and school community to develop a commitment to the shared vision and the strategic direction.
5. Continually models and reinforces commitment to the shared vision through the use of diverse communication strategies.
6. Routinely solicits feedback—including periodic review and revision of the shared vision and strategic direction—with input from students, parents, staff, administrators, board members, and the community.

<input type="checkbox"/>	<p><b><i>Needs Improvement</i></b></p> <ul style="list-style-type: none"> <li>➤ <i>Shared vision and strategic direction are not documented</i></li> <li>➤ <i>Constituents and stakeholders have no or limited engagement in the vision/direction</i></li> <li>➤ <i>No evidence of routine feedback or review</i></li> </ul>
<input type="checkbox"/>	<p><b><i>Developing</i></b></p> <ul style="list-style-type: none"> <li>➤ <i>Vision or direction is documented</i></li> <li>➤ <i>Some evidence of constituent engagement</i></li> <li>➤ <i>Some evidence of feedback and review</i></li> </ul>
<input type="checkbox"/>	<p><b><i>Effective</i></b></p> <ul style="list-style-type: none"> <li>➤ <i>Vision and direction are documented and used to guide the district</i></li> <li>➤ <i>Evidence of engagement with constituents in development and implementation of strategic direction</i></li> <li>➤ <i>Evidence of progress, feedback, and review</i></li> </ul>
<input type="checkbox"/>	<p><b><i>Highly Effective</i></b></p> <ul style="list-style-type: none"> <li>➤ <i>Vision and direction are documented with measurable outcomes, which are appropriate for the organizational context and guide the district</i></li> <li>➤ <i>Evidence of engagement with constituents in development and implementation of strategic direction</i></li> <li>➤ <i>Evidence of progress, feedback, and review including input from board, administrators, teachers, students, and parents</i></li> </ul>

**Comments on rating and/or evidence:**

**2. Board, Policy, and the Education System**

The superintendent provides direction for the board in policy development and district governance within the political, social, economic, or legal context in which the district exists.

**Indicators**

1. Actively and continually fosters board relationships, and keeps board members informed and engaged in development.
2. Proactively responds to district needs and policy priorities.
3. Provides leadership in the compliance, review, and development of local policy.
4. Stays current on, responds to, and advocates for state or federal policy, as needed to support the district's shared vision and strategic direction.
5. Collaboratively works to influence local, district, state, and national decisions impacting student learning.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ Limited or inconsistent communication with board members</li> <li>➤ Policies are outdated, not in compliance with state or federal law, or not routinely reviewed</li> <li>➤ No evidence of collaborative practice to influence decisions impacting student learning</li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ Provides updates and communicates regularly with board members</li> <li>➤ Policies are routinely updated</li> <li>➤ Uses some collaborative strategies at the local level</li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ Engages board members in district needs and policy priorities</li> <li>➤ Policies are consistently reviewed and developed to incorporate state or federal policy, as needed</li> <li>➤ Some evidence of strategies to influence local, state, and national decisions</li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ Actively and consistently engages board members in district needs and policy priorities</li> <li>➤ Evidence of leadership in compliance, review, and development of local policies</li> <li>➤ Evidence of collaborative support to influence local, state, and national decision</li> </ul>

**Comments on rating and/or evidence:**

### 3. Collaboration with Families and Community

The superintendent leads through a collaborative process engaging all stakeholders and mobilizing community resources in support of the vision and strategic direction of the school district.

#### **Indicators**

1. Communicates regularly and openly with families and stakeholders in the community about the district, school(s), students, needs, challenges and accomplishments.
2. Maintains a presence in the district/school community to understand its strengths and needs.
3. Understands and is engaged with community needs, priorities, and resources.
4. Models collaboration within the organization and encourages collaboration between administrators, teachers, families and the community at the school level.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ <i>Little or no evidence of collaboration in the organization</i></li> <li>➤ <i>Little or no evidence of consistent communication with families and stakeholders</i></li> <li>➤ <i>Little or no evidence of engagement with community organizations, or community activities</i></li> <li>➤ <i>Little or no evidence of identification of community needs, priorities, or resources</i></li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ <i>Some evidence of collaboration in the organization</i></li> <li>➤ <i>Some communication of school activities with families through newsletters and/or district website</i></li> <li>➤ <i>Participates in some community organizations or activities such as the Chamber and service organizations</i></li> <li>➤ <i>Demonstrates awareness of community needs, priorities, and resources</i></li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Routinely collaborates with board members and staff</i></li> <li>➤ <i>Routinely uses oral and written communication strategies with families and the community regarding school activities and student achievement</i></li> <li>➤ <i>Actively involved in community organizations or activities, such as the Chamber, or service organizations</i></li> <li>➤ <i>Recognizes some community needs, priorities, or resources in the district and school planning.</i></li> <li>➤ <i>Ensures engagement of administrators, teachers, families, and community</i></li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Models collaboration and supports staff collaboration throughout the organization</i></li> <li>➤ <i>Engages families and community stakeholders through routine and consistent oral and written communication strategies regarding school activities and student achievement</i></li> <li>➤ <i>Provides leadership and active participation in community organizations or activities such as the Chamber or service</i></li> </ul>

**Comments on rating and/or evidence:**

**4. Continuous Improvement and Accountability**

The superintendent promotes student success through a clearly defined process of accountability and a culture of continuous improvement.

**Indicators**

1. Demonstrates a commitment to accountability by modeling and ensuring everyone is held accountable for student success.
2. Systematically reviews, anticipates, and analyzes emerging trends and innovative strategies to continually improve all elements of the system.
3. Maintains comprehensive and current information about student progress, academic achievement, and school(s) and district effectiveness.
4. Makes informed recommendations to the board and makes decisions based on multiple data sources.
5. Engages families and communities on student needs, successes, and challenges on a regular basis.
6. Aligns district processes with state and national indicators of quality, accreditation, and accountability.

<input type="checkbox"/> <b>Needs Improvement</b> <ul style="list-style-type: none"> <li>➤ Little or no evidence of innovation or continuous improvement</li> <li>➤ Little or no evidence of student information guiding decision-making</li> <li>➤ Little or no evidence of use of quality indicators to guide district planning or practice</li> </ul>
<input type="checkbox"/> <b>Developing</b> <ul style="list-style-type: none"> <li>➤ Some evidence of continuous improvement and innovation</li> <li>➤ Student information is used to guide decision-making</li> <li>➤ Some quality indicators/accreditation standards guide district planning and practice</li> </ul>
<input type="checkbox"/> <b>Effective</b> <ul style="list-style-type: none"> <li>➤ Evidence of the use of some systematic review or emerging trends and innovation in continuous improvement process</li> <li>➤ Information on student progress and achievement is used for planning and decision-making</li> <li>➤ Alignment between district and state quality indicators for accreditation and accountability</li> </ul>
<input type="checkbox"/> <b>Highly Effective</b> <ul style="list-style-type: none"> <li>➤ Strategic, comprehensive continuous improvement process incorporating emerging trends and innovation</li> <li>➤ Comprehensive and current information on student progress and achievement is available and utilized in decision-making</li> <li>➤ Clear PK-12 alignment between district/state/national indicators of quality, accreditation, and accountability</li> </ul>

**Comments on rating and/or evidence:**

## 5. Teaching and Learning

The superintendent ensures student success through continuous improvement and leadership focused on evidence-based practices in teaching and learning.

### **Indicators**

1. Ensures the implementation of a coherent system of curriculum, instruction and assessment that aligns with the shared vision, is culturally responsive and embodies high expectations.
2. Communicates high expectations for student achievement that is accomplished by a data- driven approach that produces effective results.
3. Ensures district/school curriculum and programs are research-based and innovative and provide learning experiences and opportunities that lead all students to success at the next level.
4. Ensures curricular and programmatic expectations are available for review and input by students, parents, and community members.
5. Monitors and supports the implementation of research-based, instructional practices.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ <i>Little or no evidence of high expectations of student achievement</i></li> <li>➤ <i>Little or no evidence of a written curriculum</i></li> <li>➤ <i>Little or no evidence of programmatic or curriculum review or input</i></li> <li>➤ <i>Little or no evidence of consistency or continual improvement of instructional practices</i></li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ <i>Some evidence of high expectations of student achievement</i></li> <li>➤ <i>Written curriculum is evident in most subject areas</i></li> <li>➤ <i>Written curriculum and programmatic expectations are available in most subject areas and most programs for students, parents, and community</i></li> <li>➤ <i>Instructional practices have some consistency and some on-going improvement</i></li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>High expectations are clearly and consistently communicated and monitored</i></li> <li>➤ <i>Written curriculum is developed, monitored, and adjusted</i></li> <li>➤ <i>Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community</i></li> <li>➤ <i>Instructional process and practices are consistent with ongoing improvement</i></li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Data-driven high expectations of student achievement and monitoring of progress</i></li> <li>➤ <i>Written curriculum is designed to provide equitable and challenging learning experiences and is routinely monitored and adjusted</i></li> <li>➤ <i>Written curriculum and programmatic expectations are available in all subject areas and all programs for students, parents, and community review and input</i></li> <li>➤ <i>Continual improvement of Instructional processes is monitored and enhanced with best practices</i></li> </ul>

**Comments on rating and/or evidence:**

**6. Personnel Leadership**

The superintendent effectively uses strategies, processes, and systems to hire, develop and retain high-performing personnel who demonstrate a shared commitment to student success.

**Indicators**

1. Ensures the necessary personnel and financial resources are allocated to achieve the district's shared vision and strategic direction.
2. Implements human resources systems and processes that address:
  - recruitment, hiring and induction;
  - evaluation and retention; and
  - short-term and long-term planning reflective of personnel needs.
3. Creates a comprehensive system of professional development for all personnel.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ Little or no evidence of alignment of personnel and financial resources with district strategic vision or plan</li> <li>➤ Little or no evidence of short or long-term personnel planning</li> <li>➤ Little or no evidence of modeling lifelong learning</li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ Some evidence of alignment of personnel and financial resource allocation to achieve district vision and direction</li> <li>➤ Some evidence of short-term and long-term personnel planning</li> <li>➤ Some evidence of participation in lifelong learning activities</li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ Evidence of alignment of personnel and financial resource allocation to achieve district vision and direction</li> <li>➤ Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place</li> <li>➤ Evidence of on-going modeling of lifelong learning</li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ Evidence of ongoing strategic planning to ensure personnel and financial resources are allocated to achieve district vision and direction</li> <li>➤ Short-term and long-term planning that address recruitment, induction, development, evaluation, and retention of high-performing diverse staff is in place, reviewed, and monitored</li> <li>➤ Models lifelong learning by engaging and applying ongoing professional development</li> </ul>

**Comments on rating and/or evidence:**

**7. Systems Leadership and Management**

The superintendent promotes student success by managing the organizational structure and resources in a way that ensures a safe, efficient, and effective learning environment.

**Indicators**

1. Ensures business processes and systems are in place for budgeting and financial planning.
2. Communicates expectations that align board and district vision with the use of physical and financial resources of the district.
3. Uses a systems approach that optimizes the use of facilities and transportation while maintaining a focus on clean, updated, safe, and secure facilities and vehicles.
4. Identifies and resolves issues, manages conflicts and builds consensus about the use of physical and financial resources of the district.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ <i>Business processes are out of date and not clearly linked to student learning and success</i></li> <li>➤ <i>Facilities/Transportation are not up-to-date, clean, safe, and secure</i></li> <li>➤ <i>Little evidence of building consensus, managing conflict, and resolving operational issues</i></li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ <i>Most business processes in place and using current best practices but not clearly linked to student learning and success</i></li> <li>➤ <i>Some evidence of facility/transportation planning, with fairly clean and safe facilities</i></li> <li>➤ <i>Manages operational issues with little or no conflict</i></li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Business processes are in place using current best practices with a clear priority on student learning and success</i></li> <li>➤ <i>Processes are in place for ongoing facility/transportation planning and facilities; and vehicles are clean, safe and secure</i></li> <li>➤ <i>Manages operational issues with little or no conflict and builds some consensus</i></li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ <i>Business processes are in place using current best practices and are organized and reported to clearly link with the priority of student learning and success</i></li> <li>➤ <i>Processes are in place for optimizing facilities and transportation through planning; and a priority focus is on clean, updated, safe, and secure facilities and vehicles</i></li> <li>➤ <i>Identifies and resolves operational issues, manages conflict, and builds consensus</i></li> </ul>

**Comments on rating and/or evidence:**



**9. Leadership, Conduct, and Professional Growth**

The superintendent leads with enthusiasm, fairness, and integrity; demonstrates a high level of personal and professional conduct; participates in professional learning opportunities; and, models continuous improvement.

**Indicators**

1. Leads with dignity and respect.
2. Ensures implementation of policy and practice is consistent.
3. Models and articulates ethical behavior.
4. Consistently holds others in the district accountable for demonstrating integrity and ethical behavior.
5. Participates in professional growth and leadership opportunities to model the continuous improvement needs of self and the organization.

<input type="checkbox"/>	<p><b>Needs Improvement</b></p> <ul style="list-style-type: none"> <li>➤ Does not demonstrate dignity or respect when communicating with students, staff, families, or community members</li> <li>➤ Decisions do not appear to be just, fair, or equitable</li> <li>➤ Does not model or hold others accountable for demonstrating ethical behavior</li> <li>➤ Does not participate in professional development or leadership activities</li> </ul>
<input type="checkbox"/>	<p><b>Developing</b></p> <ul style="list-style-type: none"> <li>➤ Does not consistently demonstrate dignity or respect when communicating with students, staff, families, or community members</li> <li>➤ Decisions do not consistently appear to be just, fair or equitable</li> <li>➤ Models ethical behavior but does not consistently hold others accountable for demonstrating ethical behavior</li> <li>➤ Participates in some professional development.</li> </ul>
<input type="checkbox"/>	<p><b>Effective</b></p> <ul style="list-style-type: none"> <li>➤ Demonstrates dignity and respect when communicating with students, staff, families, or community members</li> <li>➤ Most decisions appear to be just, fair, or equitable</li> <li>➤ Models ethical behavior and generally holds others accountable for demonstrating ethical behavior</li> <li>➤ Participates in professional development that is aligned with district vision and direction</li> </ul>
<input type="checkbox"/>	<p><b>Highly Effective</b></p> <ul style="list-style-type: none"> <li>➤ Consistently demonstrates dignity and respect when communicating with students, staff, families, or community members</li> <li>➤ Decisions consistently appear to be just, fair, and equitable</li> <li>➤ Models integrity and ethical behavior and consistently holds others accountable for demonstrating integrity and ethical behavior</li> <li>➤ Participates in professional growth and development that is aligned with district vision and direction and takes the initiative to be involved in leadership opportunities in the profession and/or community</li> </ul>

**Comments on rating and/or evidence:**

Superintendent Performance Targets

Clearly identify two or three significant performance targets to be accomplished through superintendent leadership during the next year. These targets must be specific and measurable and integrate with the district's shared vision and strategic direction.

<p><b>Performance Target:</b></p> <p><b>Measure of Success or Evidence:</b></p> <p><b>Comments:</b></p>
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<p><b>Performance Target:</b></p> <p><b>Measure of Success or Evidence:</b></p> <p><b>Comments:</b></p>
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<p><b>Performance Target:</b></p> <p><b>Measure of Success or Evidence:</b></p> <p><b>Comments:</b></p>
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<p><b><i>Summary Comments/Recommendations</i></b></p>
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**Superintendent Evaluation Summary**

**1. Shared Vision and Strategic Direction**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**2. Board, Policy, and the Education System**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**3. Collaboration with Families and Community**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**4. Continuous Improvement and Accountability**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**5. Teaching and Learning**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**6. Personnel Leadership**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**7. Systems Leadership and Management**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**8. Equity, Climate, and Culture**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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**9. Leadership, Conduct, and Professional Growth**

<input type="checkbox"/> Needs Improvement <input type="checkbox"/> Developing <input type="checkbox"/> Effective <input type="checkbox"/> Highly Effective	Summary Comments/Recommendations:
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- Meets Expectations; Recommend Contract Renewal
- Improvement Plan attached; Recommend Contract Renewal
- Does Not Meet Expectations; Do Not Recommend Contract Renewal

\_\_\_\_\_  
Board President Signature

Date

\_\_\_\_\_  
Superintendent Signature

Date