

**Regular Board Meeting**  
**March 11, 2024, at 7:30 PM**  
**Southern School District**

Notice is hereby given of a meeting of the Board of Education, Southern School District #1 on March 11, 2024, at 7:30 PM at Southern Jr./Sr. High School Board Room in Wymore. A current agenda is also available at the office of the Superintendent.

I hereby certify that the above notice was posted in three public places as follows:

Southern Elementary School

Southern Jr./Sr. High School

U.S. Post Office in Wymore

- I. Call Meeting to Order
  - I.A. Roll Call
  - I.B. Notice of Nebraska Open Meetings Act Posted
- II. Approval of Minutes from the February 12, 2024, Regular Board Meeting and the Special Board Meetings on February 27, 2024, & March 6, 2024
- III. Communications, Audiences, and Recognitions
  - III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.
- IV. Financial Statement: Items for Discussion, Consideration, and/or Action
  - IV.A. Approval of Bills
    - IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims
    - IV.A.2. Lunch & Activity Claims

- V. Support Service
  - V.A. Facility Update
  - V.B. Personnel Items
    - V.B.1. Resignation
    - V.B.2. Cathy Hayden - 1.0 FTE - 7-9 Science Teacher at the Conclusion of the 2023-2024 School Year
  - V.C. Technology Update
- VI. Administrative and Committee Reports
  - VI.A. Student Board Member Report
  - VI.B. Elementary Principal's Report
  - VI.C. Secondary Principal's Report
  - VI.D. Superintendent's Report
- VII. Items for Discussion, Consideration, and/or Action
  - VII.A. Police Officer for Prom on April 6, 2024
  - VII.B. Consider the Approval of an Out-of-State Travel Request (6th Grade Field Trip)
  - VII.C. Option Enrollment Applications
- VIII. Adjournment

# Nebraska Open Meetings Act

**84-1407. Act, how cited.** Sections 84-1407 to 84-1414 shall be known and may be cited as the Open Meetings Act.

**84-1408. Declaration of intent; meetings open to public.** It is hereby declared to be the policy of this state that the formation of public policy is public business and may not be conducted in secret. Every meeting of a public body shall be open to the public in order that citizens may exercise their democratic privilege of attending and speaking at meetings of public bodies, except as otherwise provided by the Constitution of Nebraska, federal statutes, and the Open Meetings Act.

**84-1409. Terms, defined.** For purposes of the Open Meetings Act, unless the context otherwise requires:

(1)(a) Public body means (i) governing bodies of all political subdivisions of the State of Nebraska, (ii) governing bodies of all agencies, created by the Constitution of Nebraska, statute, or otherwise pursuant to law, of the executive department of the State of Nebraska, (iii) all independent boards, commissions, bureaus, committees, councils, subunits, or any other bodies created by the Constitution of Nebraska, statute, or otherwise pursuant to law, (iv) all study or advisory committees of the executive department of the State of Nebraska whether having continuing existence or appointed as special committees with limited existence, (v) advisory committees of the bodies referred to in subdivisions (i), (ii), and (iii) of this subdivision, and (vi) instrumentalities exercising essentially public functions; and

(b) Public body does not include (i) subcommittees of such bodies unless a quorum of the public body attends a subcommittee meeting or unless such subcommittees are holding hearings, making policy, or taking formal action on behalf of their parent body, except that all meetings of any subcommittee established under section 81-15,175 are subject to the Open Meetings Act, and (ii) entities conducting judicial proceedings unless a court or other judicial body is exercising rulemaking authority, deliberating, or deciding upon the issuance of administrative orders;

(2) Meeting means all regular, special, or called meetings, formal or informal, of any public body for the purposes of briefing, discussion of public business, formation of tentative policy, or the taking of any action of the public body; and

(3) Videoconferencing means conducting a meeting involving participants at two or more locations through the use of audio-video equipment which allows participants at each location to hear and see each meeting participant at each other location, including public input. Interaction between meeting participants shall be possible at all meeting locations.

**84-1410. Closed session; when; purpose; reasons listed; procedure; right to challenge; prohibited acts; chance meetings, conventions, or workshops.**

(1) Any public body may hold a closed session by the affirmative vote of a majority of its voting members if a closed session is clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual and if such individual has not requested a public meeting. The subject matter and the reason necessitating the closed session shall be identified in the motion to close. Closed sessions may be held for, but shall not be limited to, such reasons as:

(a) Strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body;

(b) Discussion regarding deployment of security personnel or devices;

(c) Investigative proceedings regarding allegations of criminal misconduct;

(d) Evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting;

(e) For the Community Trust created under section 81-1801.02, discussion regarding the amounts to be paid to individuals who have suffered from a tragedy of violence or natural disaster; or

(f) For public hospitals, governing board peer review activities, professional review activities, review and discussion of medical staff investigations or disciplinary actions, and any strategy session concerning transactional negotiations with any referral source that is required by federal law to be conducted at arms length.

Nothing in this section shall permit a closed meeting for discussion of the appointment or election of a new member to any public body.

(2) The vote to hold a closed session shall be taken in open session. The entire motion, the vote of each member on the question of holding a closed session, and the time when the closed session commenced and concluded shall be recorded in the minutes. If the motion to close passes, then the presiding officer immediately prior to the closed session shall restate on the record the limitation of the subject matter of the closed session. The public body holding such a closed session shall restrict its consideration of matters during the closed portions to only those purposes set forth in the motion to close as the reason for the closed session. The meeting shall be reconvened in open session before any formal action may be taken. For purposes of this section, formal action shall mean a collective decision or a collective commitment or promise to make a decision on any question, motion, proposal, resolution, order, or ordinance or formation of a position or policy but shall not include negotiating guidance given by members of the public body to legal counsel or other negotiators in closed sessions authorized under subdivision (1) (a) of this section.

(3) Any member of any public body shall have the right to challenge the continuation of a closed session if the member determines that the session has exceeded the reason stated in the original motion to hold a closed session or if the member contends that the closed session is neither clearly necessary for (a) the protection of the public interest or (b) the prevention of needless injury to the reputation of an individual. Such challenge shall be overruled only by a majority vote of the members of the public body. Such challenge and its disposition shall be recorded in the minutes.

(4) Nothing in this section shall be construed to require that any meeting be closed to the public. No person or public body shall fail to invite a portion of its members to a meeting, and no public body shall designate itself a subcommittee of the whole body for the purpose of circumventing the Open Meetings Act. No closed session, informal meeting, chance meeting, social gathering, email, fax, or other electronic communication shall be used for the purpose of circumventing the requirements of the act.

(5) The act does not apply to chance meetings or to attendance at or travel to conventions or workshops of members of a public body at which there is no meeting of the body then intentionally convened, if there is no vote or other action taken regarding any matter over which the public body has supervision, control, jurisdiction, or advisory power.

**84-1411. Meetings of public body; notice; method; contents; when available; right to modify; duties concerning notice; videoconferencing or telephone conferencing authorized; emergency meeting without notice; appearance before public body.**

(1)(a) Each public body shall give reasonable advance publicized notice of the time and place of each meeting as provided in this subsection. Such notice shall be transmitted to all members of the public body and to the public.

(b)(i) Except as provided in subdivision (1)(b)(ii) of this section, in the case of a public body described in subdivision (1)(a)(i) of section 84-1409 or such body's advisory committee, such notice shall be published in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's web site. (ii) In the case of the governing body of a city of the second class or village or such body's advisory committee, such notice shall be published by: (A) Publication in a newspaper of general circulation within the public body's jurisdiction and, if available, on such newspaper's web site; or (B) Posting written notice in three conspicuous public places in such city or village. Such notice shall be posted in the same three places for each meeting. (iii) In the case of a public body not described in subdivision (1)(b)(i) or (ii) of this section, such notice shall be given by a method designated by the public body.

(c) In addition to a method of notice required by subdivision (1)(b)(i) or (ii) of this section, such notice may also be provided by any other appropriate method designated by such public body or such advisory committee.

(d) Each public body shall record the methods and dates of such notice in its minutes.

(e) Such notice shall contain an agenda of subjects known at the time of the publicized notice or a statement that the agenda, which shall be kept continually current, shall be readily available for public inspection at the principal office of the public body during normal business hours. Agenda items shall be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. Except for items of

an emergency nature, the agenda shall not be altered later than (i) twenty-four hours before the scheduled commencement of the meeting or (ii) forty-eight hours before the scheduled commencement of a meeting of a city council or village board scheduled outside the corporate limits of the municipality. The public body shall have the right to modify the agenda to include items of an emergency nature only at such public meeting.

(2) A meeting of a state agency, state board, state commission, state council, or state committee, of an advisory committee of any such state entity, of an organization created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a public power district having a chartered territory of more than one county in this state, of the governing body of a public power and irrigation district having a chartered territory of more than one county in this state, of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, or of a community college board of governors may be held by means of videoconferencing or, in the case of the Judicial Resources Commission in those cases specified in section 24-1204, by telephone conference, if:

(a) Reasonable advance publicized notice is given as provided in subsection (1) of this section;

(b) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recodation by audio or visual recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if videoconferencing or telephone conferencing was not used;

(c) At least one copy of all documents being considered is available to the public at each site of the videoconference or telephone conference;

(d) At least one member of the state entity, advisory committee, board, council, or governing body is present at each site of the videoconference or telephone conference, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site; and

(e)(i) Except as provided in subdivision (2)(e)(ii) of this section, no more than one-half of the state entity's, advisory committee's, board's, council's, or governing body's meetings in a calendar year are held by videoconference or telephone conference; or (ii) In the case of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act, such organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conferencing.

Videoconferencing, telephone conferencing, or conferencing by other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(3) A meeting of a board of an educational service unit, of the Educational Service Unit Coordinating Council, of the governing body of an entity formed under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act, of the governing body of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act, of a community college board of governors, of the governing body of a public power district, of the governing body of a public power and irrigation district, or of the Nebraska Brand Committee may be held by telephone conference call if:

(a) The territory represented by the educational service unit, member educational service units, community college board of governors, public power district, public power and irrigation district, Nebraska Brand Committee, or member public agencies of the entity or pool covers more than one county;

(b) Reasonable advance publicized notice is given as provided in subsection (1) of this section which identifies each telephone conference location at which there will be present: (i) A member of the educational service unit board, council, community college board of governors, governing body of a public power district, governing body of a public power and irrigation district, Nebraska Brand Committee, or entity's or pool's governing body; or (ii) A nonvoting designee designated under subdivision (3)(f) of this section;

(c) All telephone conference meeting sites identified in the notice are located within public buildings used by members of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or entity or pool or at a place which will accommodate the anticipated audience;

(d) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including seating, recodation by audio recording devices, and a reasonable opportunity for input such as public comment or questions to at least the same extent as would be provided if a telephone conference call was not used;

(e) At least one copy of all documents being considered is available to the public at each site of the telephone conference call;

(f) At least one member of the educational service unit board, council, community college board of governors, governing body of the public power district, governing body of the public power and irrigation district, Nebraska Brand Committee, or governing body of the entity or pool is present at each site of the telephone conference call identified in the public notice, except that a member of an organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis, an organization created under the Municipal Cooperative Financing Act, or a governing body of a risk management pool or an advisory committee of such organization or pool may designate a nonvoting designee, who shall not be included as part of the quorum, to be present at any site;

(g) The telephone conference call lasts no more than five hours; and

(h) No more than one-half of the board's, council's, governing body's, committee's, entity's, or pool's meetings in a calendar year are held by telephone conference call, except that: (i) The governing body of a risk management pool that meets at least quarterly and the advisory committees of the governing body may each hold more than one-half of its meetings by telephone conference call if the governing body's quarterly meetings are not held by telephone conference call or videoconferencing; and (ii) An organization created under the Interlocal Cooperation Act that sells electricity or natural gas at wholesale on a multistate basis or an organization created under the Municipal Cooperative Financing Act may hold more than one-half of its meetings by telephone conference call if the organization holds at least one meeting each calendar year that is not by videoconferencing or telephone conference call.

Nothing in this subsection shall prevent the participation of consultants, members of the press, and other nonmembers of the governing body at sites not identified in the public notice. Telephone conference calls, emails, faxes, or other electronic communication shall not be used to circumvent any of the public government purposes established in the Open Meetings Act.

(4) The secretary or other designee of each public body shall maintain a list of the news media requesting notification of meetings and shall make reasonable efforts to provide advance notification to them of the time and place of each meeting and the subjects to be discussed at that meeting.

(5) When it is necessary to hold an emergency meeting without reasonable advance public notice, the nature of the emergency shall be stated in the minutes and any formal action taken in such meeting shall pertain only to the emergency. Such emergency meetings may be held by means of electronic or telecommunication equipment. The provisions of subsection (4) of this section shall be complied with in conducting emergency meetings. Complete minutes of such emergency meetings specifying the nature of the emergency and any formal action taken at the meeting shall be made available to the public by no later than the end of the next regular business day.

(6) A public body may allow a member of the public or any other witness other than a member of the public body to appear before the public body by means of video or telecommunications equipment.

**84-1412. Meetings of public body; rights of public; public body; powers and duties.**

(1) Subject to the Open Meetings Act, the public has the right to attend and the right

to speak at meetings of public bodies, and all or any part of a meeting of a public body, except for closed sessions called pursuant to section 84-1410, may be videotaped, televised, photographed, broadcast, or recorded by any person in attendance by means of a tape recorder, camera, video equipment, or any other means of pictorial or sonic reproduction or in writing.

(2) It shall not be a violation of subsection (1) of this section for any public body to make and enforce reasonable rules and regulations regarding the conduct of persons attending, speaking at, videotaping, televising, photographing, broadcasting, or recording its meetings. A body may not be required to allow citizens to speak at each meeting, but it may not forbid public participation at all meetings.

(3) No public body shall require members of the public to identify themselves as a condition for admission to the meeting nor shall such body require that the name of any member of the public be placed on the agenda prior to such meeting in order to speak about items on the agenda. The body may require any member of the public desiring to address the body to identify himself or herself.

(4) No public body shall, for the purpose of circumventing the Open Meetings Act, hold a meeting in a place known by the body to be too small to accommodate the anticipated audience.

(5) No public body shall be deemed in violation of this section if it holds its meeting in its traditional meeting place which is located in this state.

(6) No public body shall be deemed in violation of this section if it holds a meeting outside of this state if, but only if:

(a) A member entity of the public body is located outside of this state and the meeting is in that member's jurisdiction;

(b) All out-of-state locations identified in the notice are located within public buildings used by members of the entity or at a place which will accommodate the anticipated audience;

(c) Reasonable arrangements are made to accommodate the public's right to attend, hear, and speak at the meeting, including making a telephone conference call available at an instate location to members, the public, or the press, if requested twenty-four hours in advance;

(d) No more than twenty-five percent of the public body's meetings in a calendar year are held out-of-state;

(e) Out-of-state meetings are not used to circumvent any of the public government purposes established in the Open Meetings Act;

(f) Reasonable arrangements are made to provide viewing at other instate locations for a videoconference meeting if requested fourteen days in advance and if economically and reasonably available in the area; and

(g) The public body publishes notice of the out-of-state meeting at least twenty-one days before the date of the meeting in a legal newspaper of statewide circulation.

(7) The public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at the meeting.

(8) Public bodies shall make available at the meeting or the instate location for a telephone conference call or videoconference, for examination and copying by members of the public, at least one copy of all reproducible written material to be discussed at an open meeting. Public bodies shall make available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. At the beginning of the meeting, the public shall be informed about the location of the posted information.

**84-1413. Meetings; minutes; roll call vote; secret ballot; when.**

(1) Each public body shall keep minutes of all meetings showing the time, place, members present and absent, and the substance of all matters discussed.

(2) Any action taken on any question or motion duly moved and seconded shall be by roll call vote of the public body in open session, and the record shall state how each member voted or if the member was absent or not voting. The requirements of a roll call or viva voce vote shall be satisfied by a public body which utilizes an electronic voting device which allows the yeas and nays of each member of such public body to be readily seen by the public.

(3) The vote to elect leadership within a public body may be taken by secret ballot, but the total number of votes for each candidate shall be recorded in the minutes.

(4) The minutes of all meetings and evidence and documentation received or disclosed in open session shall be public records and open to public inspection during normal business hours.

(5) Minutes shall be written, except as provided in subsection (6) of this section, and available for inspection within ten working days or prior to the next convened meeting, whichever occurs earlier, except that cities of the second class and villages may have an additional ten working days if the employee responsible for writing the minutes is absent due to a serious illness or emergency.

(6) Minutes of the meetings of the board of a school district or educational service unit may be kept as an electronic record.

**84-1414. Unlawful action by public body; declared void or voidable by district court; when; duty to enforce open meeting laws; citizen's suit; procedure; violations; penalties.**

(1) Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in violation of the Open Meetings Act shall be declared void by the district court if the suit is commenced within one hundred twenty days of the meeting of the public body at which the alleged violation occurred. Any motion, resolution, rule, regulation, ordinance, or formal action of a public body made or taken in substantial violation of the Open Meetings Act shall be voidable by the district court if the suit is commenced more than one hundred twenty days after but within one year of the meeting of the public body in which the alleged violation occurred. A suit to void any final action shall be commenced within one year of the action.

(2) The Attorney General and the county attorney of the county in which the public body ordinarily meets shall enforce the Open Meetings Act.

(3) Any citizen of this state may commence a suit in the district court of the county in which the public body ordinarily meets or in which the plaintiff resides for the purpose of requiring compliance with or preventing violations of the Open Meetings Act, for the purpose of declaring an action of a public body void, or for the purpose of determining the applicability of the act to discussions or decisions of the public body. It shall not be a defense that the citizen attended the meeting and failed to object at such time. The court may order payment of reasonable attorney's fees and court costs to a successful plaintiff in a suit brought under this section.

(4) Any member of a public body who knowingly violates or conspires to violate or who attends or remains at a meeting knowing that the public body is in violation of any provision of the Open Meetings Act shall be guilty of a Class IV misdemeanor for a first offense and a Class III misdemeanor for a second or subsequent offense.

Revised  
10/2020



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MINUTES  
BOARD OF EDUCATION  
February 12, 2024  
7:30 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 7:30 p.m. and the following members were present: Betsy Frerichs, Dave Zimmerman, Debra Schlake, Jared McKeever, & Jeff Argo. The following administrators were present: Kane Hookstra & Christopher Prosocki.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Posted Location:

- Fairbury Journal-News

Posted Date: 2/7/2024

Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgment of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act was posted on the back of the board of education meeting room.

I.C. Motion to excuse Dana Dorn from the February 12, 2024, School Board Meeting

Motion to excuse Dana Dorn from the February 12, 2024, school board meeting. This motion, made by Debra Schlake and seconded by Betsy Frerichs, passed.

yes: 5, no: 0, Absent: 1

II. Approval of Minutes from the January 15, 2024, Regular Board Meeting

Motion to approve minutes from the January 15, 2024, Regular Board Meeting. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.

yes: 5, no: 0, Absent: 1

III. Communications, Audiences, and Recognitions

III.A. Public comments will not be received after this period of time. Public comment period is limited to 5 minutes per person and a total of 30 minutes overall.

IV. Financial Statement: Items for Discussion, Consideration, and/or Action

IV.A. Approval of Bills

#### IV.A.1. General Fund, Special Building Fund, Depreciation Fund, and Qualified Capital Purpose Undertaking Fund Claims

Motion to approve the general fund, special building fund, depreciation fund, and qualified capitol purpose undertaking fund claims. This motion, made by Debra Schlake and seconded by Jeff Argo, passed.

yes: 5, no: 0, Absent: 1

#### IV.A.2. Lunch & Activity Claims

#### V. Support Service

##### V.A. Facility Update

John Eisenhower provided the school board with a written report on getting the welding program setup for use, installing the new desktop bus radio system that recently went out, inspecting the basketball hoops, vehicle inspections, and working with Colorado West to get the Level 3 charger up and running.

##### V.B. Personnel Items

Dr. Prosocki said that Bryce Kruse, the in-town bus route driver, just resigned. Dr. Prosocki noted that it has gotten harder and harder to find bus drivers and there may come a day when Southern has to move from 3 bus routes to 2 bus routes. If this has to occur, the district would no longer provide busing in-town. Based on state law in Nebraska, a school district is only required to transport students that live 4 miles or more away from school or students that are on an Individualized Education Program or IEP. Dr. Prosocki said he would hate to do this, but no one in the United States has an answer to this dilemma. Dr. Prosocki said that for the time being, a teacher will cover the in-town morning bus route and a maintenance staff member will cover the afternoon bus route.

##### V.C. Technology Update

Dr. Prosocki noted that he completed the Future Ready District Technology Plan with Cody Sabey, which is a requirement from the Nebraska Department of Education (NDE).

#### VI. Administrative and Committee Reports

##### VI.A. Student Board Member Report

##### VI.B. Elementary Principal's Report

The elementary principal reported on the following items: current enrollment figures, elementary quiz bowl competitions, Threat Assessment training, WORDS literacy grant update, and spelling bee competition.

##### VI.C. Secondary Principal's Report

The secondary principal provided a written report on the following items: current enrollment figures, an alternative school update, upcoming class registration, parent-teacher conferences, Honor Roll, Pioneer Conference Art Show, junior and senior high quiz bowl competitions, and spelling bee results.

#### VI.D. Superintendent's Report

Dr. Prososki talked about the recent winter weather and the need for a bus barn in the future. He noted that there has been more extreme weather recently and the district is having issues getting buses to start in the freezing cold weather. Dr. Prososki said that the majority of school districts in Nebraska have bus barns, just like the majority of individuals in agriculture have barns for their equipment as well. Dr. Prososki noted that nothing in life is cheap and erecting a new bus barn would be expensive. If the district decides not to invest in a bus barn, the district will be required to have either more late starts or more snow days, which is very inconvenient for students and parents. Next, Dr. Prososki reminded the school board about the upcoming accreditation visit on February 27 & 28, Dr. Prososki reminded the school board about the upcoming foundation meeting before the March school board meeting, and Dr. Prososki reminded the school board about the upcoming American Civics committee meeting before the March school board meeting. Dr. Prososki gave the school board a legislative update, and he noted that the radicalization of the current Nebraska state legislature is exacerbating the educator shortage in Nebraska. Lastly, Dr. Prososki went over the preliminary state aid and budget authority numbers for the 2024-2025 school year. Based on the preliminary numbers, the district's budget authority will go from \$6,293,682 to \$6,461,422. He noted that this represents a 4.15% increase or a \$257,740 increase. Dr. Prososki said that since Southern is an equalized school district, budget authority is not a factor in Southern's budget. Based on the preliminary state aid numbers, the district's state aid will go from \$1,530,406 to \$1,982,298. He noted that this represents a 29.53% increase or a \$451,892 increase. Dr. Prososki said that the preliminary property tax request authority (A new revenue cap imposed on school districts in Nebraska) is not available yet and this may decrease the amount of revenue the district receives next school year in terms of being able to grow Southern's budget from the previous school year. Dr. Prososki said that he does not understand why the Nebraska state legislature is trying to bleed schools to death in terms of not being able to grow budgets when schools across Nebraska are all facing educator shortages, especially when it comes to classified staff, especially kitchen staff and bus drivers.

#### VII. Items for Discussion, Consideration, and/or Action

##### VII.A. Principals' Contract & Salaries

Using the same array that the Southern Education Association (SEA) used for their negotiations, Kane's current base salary ranks 8th out of 11 districts and his base salary is \$6,158.32 below the midpoint. Jeff's current base salary ranks 5th out of 11 districts and his base salary is \$2,371.67 above the midpoint.

Dr. Prososki noted that Southern currently has two principals and one superintendent or three administrators for 379 students. Next school year, Diller-Odell will have two principals, one

superintendent, a separate athletic director, and a curriculum, instruction, assessment, and school improvement administrator or five administrators for 236 students.

#### VII.A.1. Principals' Contract Extensions

Motion to approve the principals' contract extensions. This motion, made by Debra Schlake and seconded by Jared McKeever, passed.

yes: 5, no: 0, Absent: 1

#### VII.A.2. Principals' Salaries for the 2024-2025 School Year

Motion to approve a 4% raise for the 2024-2025 school year. This motion, made by Jared McKeever and seconded by Debra Schlake, passed.

yes: 5, no: 0, Absent: 1

#### VII.B. Classified Salaries for the 2024-2025 School Year

Motion to approve a \$2.50 raise for the 2024-2025 school year. This motion, made by Jared McKeever and seconded by Betsy Frerichs, passed.

yes: 5, no: 0, Absent: 1

Dr. Prosocki noted that classified staff are the backbone of the district, and it is important to keep their wages competitive with area employers because we are currently in a workers' labor market. All classified staff members will receive a \$2.50 raise for the 2024-2025 school year and this represents a 15.50% increase from the previous school year.

#### VII.C. Consider the Approval of an Overnight Trip for the State Cheer Competition

Motion to approve the overnight trip for the state cheer competition. This motion, made by Debra Schlake and seconded by Jeff Argo, passed.

yes: 5, no: 0, Absent: 1

Based on Policy 6027: Field Trips, all overnight trips require pre-approval by the school board. The overnight trip will take place on February 15, 2024.

#### VII.D. Option Enrollment Applications

#### VIII. Adjournment

Motion to adjourn the meeting at 8:24 p.m. This motion, made by Debra Schlake and seconded by Jared McKeever, passed.

yes: 5, no: 0, Absent: 1

The next Regular Board meeting is scheduled for March 11, 2024, at Southern Jr./Sr. High School Boardroom in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

BY  
President of the Board of Education  
Of this School District

ATTEST  
Secretary of the Board of Education  
of this School District

MINUTES  
SPECIAL BOARD OF EDUCATION  
February 27, 2024  
6:00 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 6:02 p.m. and the following members were present: Dana Dorn, Dave Zimmerman, Jared McKeever, & Jeff Argo. The following administrators were present: Kane Hookstra, Jeff Murphy, & Christopher Proski.

Betsy Frerichs arrived at the meeting at 7:25 p.m.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Posted Location:

- Fairbury Journal-News

Posted Date: 2/7/2024

Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgment of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act was posted in the Jr./Sr. High School commons.

II. Items for Discussion, Consideration, and/or Action

II.A. External Visitation - Sean Malloy, Dr. Melissa Poloncic, Nate Seggerman, Shelly Layden, & Dr. Tara Gossman

III. Adjournment

Motion to adjourn the meeting at 8:35 p.m. This motion, made by Betsy Frerichs, and seconded by Jeff Argo, passed.

Betsy Frerichs: yes, Debra Schlake: Absent, Jeff Argo: yes, Dana Dorn: yes, Jared McKeever: yes, David Zimmerman: yes  
yes: 4, no: 0, Absent: 1

The next Regular Board meeting is scheduled for 7:30 p.m., March 11, 2024, at Southern Jr./Sr. High School Boardroom in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

BY  
President of the Board of Education  
Of this School District

ATTEST  
Secretary of the Board of Education  
of this School District

MINUTES  
BOARD OF EDUCATION  
March 6, 2024  
5:30 PM

I. Call Meeting to Order

President Dave Zimmerman called the meeting to order at 5:35 p.m. and the following members were present: Betsy Frerichs, Dana Dorn, Dave Zimmerman, Debra Schlake, & Jared McKeever. The following administrators were present: Kane Hookstra, Jeff Murphy, & Christopher Proski.

Reasonable advance publicized notice of the meeting was given according to law by publishing, a designated method for giving notice of the school district. Posted Location:

- Fairbury Journal-News

Posted Date: 2/7/2024

Reasonable advance notice was simultaneously given to board members and a copy of their acknowledgment of receipt of notice and the agenda attached. All proceedings hereafter shown were taken while the convened meeting was open to the attendance of the public.

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

President Dave Zimmerman announced that a complete copy of the Nebraska Open Meetings Act was posted in the Jr./Sr. High School commons.

II. Items for Discussion, Consideration, and/or Action

II.A. Strategic Planning Meeting - Dr. Matt Dominy & Dr. Josh Fields

Dr. Matt Dominy and Dr. Josh Fields led parents, community members, certified staff, and classified staff through the strategic planning process.

III. Adjournment

Motion to adjourn the meeting at 7:05 p.m. This motion, made by Debra Schlake and seconded by Jared McKeever, passed.

yes: 5, no: 0, Absent: 1

The next Regular Board meeting is scheduled for 7:30 p.m., March 11, 2024, at Southern Jr./Sr. High School Boardroom in Wymore. The Board of Education will usually adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to amend the agenda as deemed necessary.

BY  
President of the Board of Education  
Of this School District

ATTEST  
Secretary of the Board of Education  
of this School District

## PUBLIC PARTICIPATION

INSTRUCTIONS FOR MEMBERS OF THE PUBLIC WHO WISH TO SPEAK:  
This is the portion of the meeting when members of the public may speak to the board about matters of public concern.

- **Getting Started:** When you have been recognized, please identify yourself, including an address and the name of any organization you represent. The board may waive the address requirement to protect the security of the individual.
- **Time Limit:** The board will generally allow a total of 30 minutes for the presentation of all public comments. Individuals may speak only one time, and must limit comments to around 5 minutes. If there are more than 6 individuals who wish to address the board, the 30 minutes will be divided equally between the number of speakers. These time limits may be changed by a majority vote of the board members in attendance to extend the time for a specific item or speaker.
- **Personnel or Student Topic:** If you are planning to speak about a personnel or a student matter involving an individual, please understand that the district has a complaint policy and/or procedures to resolve such complaints and concerns. The Board requests that you follow the policy and procedures before addressing these matters with the Board. Board members will generally not respond to any questions you ask or comments about individual staff members or students.
- **General Rules:** This is a public meeting for the conduct of business. Comments from the audience while others are speaking will not be tolerated. Lewd, obscene, profane, slanderous, threatening and hostile conduct or statements and fighting words (words whose mere utterance entails a call to violence) will not be tolerated.
- **No Action by the Board:** The board will not act on any matter unless it is on the published agenda.

February 13, 2024

This letter is to inform you that I will not be returning to Southern Public Schools at the conclusion of the 2023-2024 school year.

*Cathy Hayden*

Cathy Hayden



# NEBRASKA

## DEPARTMENT OF EDUCATION

**Applicant:** 05-034-0001-13 SOUTHERN SCHOOL DIST 1  
**Application:** 2023-2024 School Safety - Security - 00-  
**Cycle:** Original Application

School Safety - Security LB705 - 3599 ▼

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[Click to Return to Menu List / Sign Out](#)

<a href="#">Overview</a>	<a href="#">Allocations</a>	<a href="#">Contact Information</a>	<a href="#">Program Information</a>	<a href="#">Equipment</a>	<a href="#">Budget</a>	<a href="#">Assurances</a>	<a href="#">Amendment Description</a>	<a href="#">Submit</a>	<a href="#">Application History</a>	<a href="#">Page Lock Control</a>	<a href="#">Application Print</a>
<a href="#">Needs Assessment</a>		<a href="#">Program Needs</a>		<a href="#">Program Objectives</a>		<a href="#">Allowable Uses</a>		<a href="#">Consortium Information</a>			

### Needs Assessment

[Instructions](#)

Respond based on the predominant status of the school staff, students, and/or school building this grant will service if awarded.

- Yes  No 1. Does each school have a written Emergency Operation Plan (EOP) or a plan to create one with this grant?
- Yes  No 2. Does the school, school district, or educational service unit collaborate with Emergency Managers, Law Enforcement, and Fire/Rescue on EOP's?
- Yes  No 3. Does each school participate in Safe2HelpNE or other anonymous report line services?
- Yes  No 4. Does the school, school district, or educational service unit have a Threat Assessment Team?
- Yes  No 5. Does the school district, or educational service unit conduct prevention trainings in bullying/cyberbullying, substance use, suicide, digital or social media issues?
- Yes  No 6. Does each school use Standard Response Protocol (SRP) and Standard Reunification Method (SRM) procedures?
- Yes  No If yes, is staff trained in SRP and SRM?
- Yes  No 7. Does each school have a system or procedure in place for lockdowns?
- Yes  No 8. Is the staff in each school adequately trained on how to activate a lockdown?
- Yes  No 9. Is the staff in each school adequately trained on active shooter response?
- Yes  No 10. Are all classrooms equipped with the necessary equipment or tools to communicate with the front office or other administrative staff?
- Yes  No 11. Is there controlled access into each school during the school day?
- Yes  No 12. Is there a secure vestibule that separates the main entry from full building access in each school?
- Yes  No 13. Is there a video surveillance system with recording capability in use in each school?
- Yes  No 14. Is there video coverage of all exterior doors for each school?
- Yes  No 15. Is there a perimeter fence in place around all student play areas at each school?
- Yes  No 16. Are there bollards or other barriers protecting school entrances from vehicular intrusion at each school?
- Yes  No 17. Are all exterior school doors locked during school hours?
- Yes  No 18. Are windows and sidelights in exterior doors of all schools outfitted with safety film?
- Yes  No 19. Does each school utilize a visitor management system to identify and track all school visitors during the school day?
- Yes  No 20. Do all classroom doors have a door lock or door barricade device that can be locked from the inside?
- Yes  No 21. Do all schools have working security alarm systems?
- Yes  No 22. Does the school, school district, or educational service unit provide safety and security training for all staff, substitute teachers, and volunteers?
- Yes  No 23. Do all schools have access to an Automated External Defibrillator (AED)?
- Yes  No 24. Has the school, school district, or educational service unit conducted a vulnerability assessment in the past two years?
- Yes  No 25. Do all schools have bleeding control kits readily available?
- Yes  No 26. Do all schools have tourniquets readily available?

Save Page

user ID: cprosocki

## 2024-2025 Opening Days Schedule Southern Public Schools

### Monday, August 12, 2024 (Certified Staff Only)

9:00 a.m. – 11:00 a.m.	Jon Gordon Presentation ( <i>The Energy Bus</i> )	Beatrice High School
11:00 a.m. – 12:30 p.m.	Lunch on Your Own	Pick Your Destination
12:30 p.m. – 1:00 p.m.	NSCAS Testing Protocols	High School Commons
1:00 p.m. – 2:00 p.m.	Teacher Work Time	Pick Your Destination

### Monday, August 19, 2024 (Certified Staff & Paraprofessionals Only in the Morning)

8:30 a.m. – 9:00 a.m.	All Staff “Welcome Back” Breakfast	High School Commons
9:00 a.m. – 9:50 a.m.	Superintendent’s Welcome/Nurse Presentation	High School Commons
9:50 a.m. – 10:00 a.m.	SRP Review – Building Principals	High School Commons
10:00 a.m. – 10:15 a.m.	Break	Pick Your Destination
10:15 a.m. – 11:15 a.m.	Building Level Meetings (Certified Staff, Paras, & Principals)	ELEM – HS Commons HS – HS Auditorium
11:15 a.m. – 12:15 p.m.	Lunch (All Staff – Provided by the District)	High School Commons
12:15 p.m. – 1:00 p.m.	Technology Integration (Tech Committee) (Certified Staff)	High School Commons
1:00 p.m. – 1:15 p.m.	<i>The Energy Bus</i> (Steering Committee)	High School Commons
1:15 p.m. – 2:00 p.m.	PLCs Meetings (Admin. & Certified Staff)	See Below (Page 2)
2:00 p.m. – 3:45 p.m.	CPR Precognitive Training (Select Staff)	High School Commons
2:00 p.m. – 3:30 p.m.	Teacher Work Time	Individual Classrooms
3:00 p.m. – 3:45 p.m.	Annual Safety & Security Meeting (Safety & Security Committee)	High School Media Center

### Tuesday, August 20, 2024 (All Staff)

8:00 a.m. – 1:00 p.m.	CPR Training (Select Staff)	High School Commons
8:00 a.m. – 1:00 p.m.	Teacher Work Time (Lunch on Your Own)	Individual Classrooms
1:00 p.m. – 2:00 p.m.	Behavioral & Mental Health Training (All Staff & Dee Bednar)	High School Auditorium
*2:00 p.m. – 4:00 p.m.	Rule 91 Required Transportation Training (All Staff Members)	High School Auditorium

### Wednesday, August 21, 2024 (Certified Staff Only)

8:30 a.m. – 9:30 a.m.	Breakfast/Districtwide Meetings (Aflac, Waddell & Reed, etc.)	High School Commons
-----------------------	--	---------------------

**Please Note:** Teachers will need to bring their laptop with them on August 12, 19, & 20. All staff members (e.g., bus drivers, food service providers, maintenance staff, paraprofessionals, technology coordinator, & secretaries) must attend the Superintendent's Welcome/Nurse Presentation, SRP Review, and Behavioral & Mental Health Training. All certificated staff will be required to bring their copy of *The New Art and Science of Teaching* book to the first day of in-service activities. \*Based on Rule 91, **any coach, sponsor, or staff member that transports students** in a car/van throughout the school year or over the summer months, will be required to attend a two-hour in-service training from 2:00 p.m. – 4:00 p.m. on Tuesday, August 20.

### **Professional Learning Communities (PLCs) Meeting Agenda**

- 1) Marzano Implementation (Instructional Essentials)
  - a. August – Tracking Students Progress (Element 2 – Worksheet)
  - b. October – Examining Similarities and Differences (Element 10 – Worksheet)
  - c. January – Examining Errors in Reasoning (Element 11 – Worksheet)
  - d. February – Elaborating on Information (Element 21 – Worksheet)
- 2) Performance/Marzano Goal Setting & Performance/Marzano Goal Reflection
  - a. All teachers will create a district performance goal and their goal will align directly to one of the school improvement goals:
    1. All students will improve their reading comprehension.
    2. All students will improve their math skills.
    3. Southern Public Schools will improve the culture of the district.
  - b. All teachers will create a Marzano growth goal.
    1. This goal should be selected based on the Marzano self-audit of the 43 elements completed by the teacher (This could also include past feedback from your building principal).
    2. This goal should be written in SMART format with a goal leading toward student achievement: Specific (Simple, Sensible, & Significant), Measurable (Meaningful & Motivating), Achievable (Agreed & Attainable), Relevant (Reasonable, Realistic and Resourced, & Results-Based), Time Bound (Time-Based, Time Limited, Time/Cost Limited, Timely, & Time-Sensitive).
- 3) Celebrations (Inside & Outside of the Classroom)
  - a. Report on one professional celebration & report on one personal celebration.
- 4) Review Data & Indicators (ACT, DIBELS, NSCAS, TS Gold, & Classroom Data)
  - a. Utilize the Problem-Solving Model worksheet for English Language Arts Data & Math Data
    1. Secondary Mathematics & Science Teachers can review Mathematics & Science Data
  - b. October & January = Defining a Problem & Analyzing a Problem
  - c. January & February = Intervention Plan & Evaluation Plan
- 5) Technology Integration (How do you Utilize Technology)
  - a. Classroom/Discipline

### **PLC Locations**

#### **Elementary School Teachers:**

- 1) Preschool = Pick A Classroom
- 2) Kindergarten, First Grade, Second Grade = Pick A Classroom (Use the Grades K-2 Folder)
- 3) Third Grade, Fourth Grade, & Title = Pick A Classroom (Use the Grades 3-4 Folder)
- 4) Fifth Grade, Sixth Grade, & Building Principal = Pick A Classroom (Use the Grades 5-6 Folder)
- 5) Elementary SPED = Pick A Classroom

#### **Jr./Sr. High School Teachers:**

- 1) Art, Business, Industrial Arts, Physical Education = Pick A Classroom (Use the Vocational Folder 1)
- 2) Media Specialist, Instrumental Music, Vocal Music, World Language, & Building Principal = Pick A Classroom (Use the Vocational Folder 2)
- 3) English Language Arts & Social Studies = Pick A Classroom (Use the ELASS Folder)
- 4) Mathematics & Science = Pick A Classroom (Use the MS Folder)
- 5) Secondary SPED = Pick A Classroom

# Exit Presentation



**Prepared For:**

**Southern Public Schools**

February 27th-28th, 2024



## **EXTERNAL TEAM MEMBERS:**

- Sean Molloy - Fairbury
- Melissa Poloncic - DC West
- Nate Seggerman - Norris
- Shelly Leyden - Falls City
- Tara Gossman - ESU 4



# Purpose:

*The primary purpose of the visitation team is to validate efforts taken by the school to ensure student growth and to suggest actions to meet specific needs. Professional experiences, viewpoints, and analysis of data in the spirit of collaboration provide valuable insight to meet the expectations of Continuous Improvement.*

## **92 NAC Chapter 10, 009.01B**

*The school improvement process includes a visitation by a team of external representatives **to review progress and provide written recommendations**. A copy of the school system's improvement plan and the written recommendations of the external representatives are provided to the Department. The external team visits are conducted at least once each five years.*



# Visitation Data

## Evidence of Processes

Action Plan  
CIP Website  
Assessment Data  
Opening Presentation  
Perceptual Data

## Focus Group Interviews:

Students - 12  
Teachers - 10  
Parents - 8  
Board - 5  
Staff - 6  
Administration - 3

## Classroom Visits:

Elementary - 11  
Middle - 3  
High School - 7



**Progress on Goals**



# Goal #1 – Reading

**Goal: All students will improve their reading comprehension.**

## **STRATEGIES from the Action Plan:**

- Wonders 2020 implementation
- Heggerty
- AR

## **OBSERVATIONS:**

- The WORDS Project
- K-6 Dibels data
- Monthly data digs and PLC's
- Staff PD around the science of reading



# Goal #1 - Reading





## Goal #2 – Math

**Goal: All students will improve their mathematics skills.**

### **STRATEGIES from the Action Plan:**

- Implementation of enVision 2.0 (K-12)
- Math IXL

### **OBSERVATIONS:**

- High school is implementing integrated math curriculum next year
- Collaboration among math department teachers in the secondary



# Goal #2 - Math





# Goal #3 – Culture

## Goal: Southern Public Schools will continuously improve the culture of the district.

<u>Strategies from Action Plan</u>	<u>Observations</u>
Quarterly Marketing & Culture Publications - Southern Spotlight	Southern Spotlight newsletter shared on website and social media.
Implement a social committee	Staff shared examples of intradistrict community building events.
Improve Communication - Social Media; Updated Website	Streamlined website; regularly updated social media accounts. (images next slide)
SRP / Safety Training	Consistent signage posted throughout buildings.
Improving Physical Building Safety	Ongoing construction to create secure entry (HS)



# Goal #3 Culture Observations

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[DISTRICT](#) [ELEMENTARY SCHOOL](#) [JR/SR HIGH SCHOOL](#) [RESOURCES](#) [MORE...](#)





# Goal #3 Culture Observations

**S** Southern Public Schools

**Intro**  
This page is to help inform parents and patrons of what is happening at Southern Public Schools.

**Page** - Education  
southernschools.org

Not yet rated (0 reviews)

**Photos** See All Photos

**S** Southern Public Schools  
5 d

Parent Survey for Statewide Assessment  
We are committed to providing your child with the best possible educational

**f**

**S** Southern Public Schools  
5 d

Southern is able to provide all students with free breakfast and lunches through Federal food program. With Federal programs comes stipulations. Because we are able to offer free grab and go breakfast (take to 1st period) and free lunches, outside food is not allowed to be brought into the classroom. Food cannot be brought in 30 minutes before or after breakfast and lunch is being served. If you want to eat breakfast during 1st period, Southern will provide you with a breakfast.

30 3 shares

Like Comment Share

Write a comment...

**S** Southern Public Schools  
5 d

Parent Survey for Statewide Assessment  
We are committed to providing your child with the best possible educational

**S** SPS.Raiders @SHSRaiders1

Joined December 2017  
1 Following 217 Followers  
Followed by NSAA

**Posts** Replies Media

**S** SPS.Raiders @SHSRaiders1 · 23h  
Reminder that there will not be after school reading tutoring Wednesday February 28 at the elementary. This date will be made up on Thursday March 14.



## IN AN EMERGENCY TAKE ACTION

	<b>HOLD!</b> In your room, office or area. Clear the halls.	<b>STAFF</b> Close and lock door Account for occupants and staff Business as usual
	<b>SECURE!</b> Get inside. Lock outside doors.	<b>STAFF</b> Bring everyone indoors Lock outside doors Increase situational awareness Account for occupants and staff Business as usual
	<b>LOCKDOWN!</b> Locks, lights, out of sight.	<b>STAFF</b> Lock interior doors Turn out the lights Move away from sight Do not open the door Maintain silence Account for occupants and staff Prepare to evade or defend
	<b>EVACUATE!</b> (A location may be specified)	<b>STAFF</b> Lead evacuation to specified location Account for occupants and staff Notify if missing, extra or injured occupants or staff
	<b>SHELTER!</b> Hazard and safety strategy.	<b>STAFF</b> Lead safety strategy Account for occupants and staff

**OCUPANTS**  
Remain in the area until the "All Clear" is indicated

**OCUPANTS**  
Return inside  
Business as usual

**OCUPANTS**  
Move away from sight  
Maintain silence  
Do not open the door  
Prepare to evade or defend

**OCUPANTS**  
Evacuate to specified location  
Bring your phone  
Instructions may be provided about returning or leaving belongings

**OCUPANTS**  
Hazard Safety Strategy  
Tornado Evacuate to shelter area  
Hazard Seal the room  
Earthquake Drop, cover and hold  
Tsunami Get to high ground

**BIZ** 2021  
**MEMPHIS** PROTOCOL



# Developing Themes





# Classroom Visits

## Classroom Environment: “Looks like, sounds”

- Student engagement for the majority of students was high during purposeful instruction.
- Students were respectful and working toward on-task behavior. Few off-task behaviors were observed.
- Students effectively using technology tied to the instructional purpose.
- Elementary school had common expectations (Be Safe, Be Respectful, Be Responsible) posted throughout the building.
- New curriculum materials were being implemented.



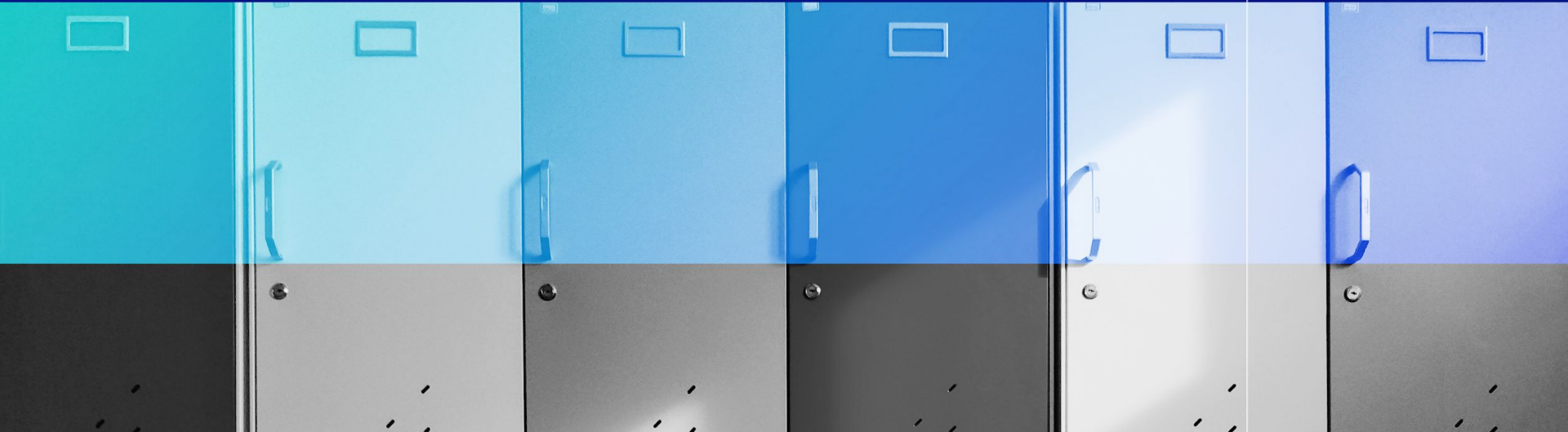


# Focus Group Interviews

## Themes:

- There is pride associated with Southern Public Schools.
- Despite size, there are many opportunities for students to be involved in extracurricular activities.
- Prioritizing creating a safe environment for all.
- Increase of behaviors, especially in early childhood grades
- Sharing & monitoring of data sources
- Focus on low SES demographic
- Appreciation for educators

# Commendations & Recommendations





# Commendations on CI Goals

## Reading

**Goal #1** - All students will improve their reading comprehension.

- Concerted effort to provide a variety of professional development opportunities for elementary staff
  - WORDS Project at K-3
  - Science of Reading
- Wonders Adoption
- Dibels Data Collection K-6



# Recommendations on CI Goals

## Reading

**Goal #1** - All students will improve their reading comprehension.

- Establish a formal, comprehensive reading professional development plan K-12.
- Establish a formal process for using defined decision rules to make data-informed intervention/instructional decisions K-12.
- Explore additional standardized / norm-referenced data sources K-12.
- Removing Federal Designations (ESSA) - Comprehensive Support and Improvement (CTSI)



# Commendations on CI Goals

## Math

**Goal #2 - All students will improve their mathematics skills.**

- Adoption of Envisions math curriculum K-12.
- Plan for implementing Integrated Math through Envisions in 9-12.
- Some grade-level cohorts over last three years have shown a trend towards increased proficiency on NSCAS Math (3-8).



# Recommendations on CI Goals

## Math

**Goal #2 - All students will improve their mathematics skills.**

- Establish a formal, comprehensive math professional development plan K-12.
- Establish a formal process for using defined decision rules to make data-informed intervention/instructional decisions K-12.
- Explore additional standardized / norm-referenced data sources K-12.
- Removing Federal Designations (ESSA) - Comprehensive Support and Improvement (CTSI)



# Commendations on CI Goals

## Culture

**Goal #3 - Southern Public Schools will continuously improve the culture of the district.**

- Obvious pride and appreciation in the school district across all stakeholder groups.
- In process of developing a new strategic plan to include revision of mission and belief statements.
- Prioritization of school safety: controlled access, implementation of part-time SRO, SRP Protocols, CPR training, recently rewritten EOP.
- Updating communication channels: website, social media, formal communication.
- Adding additional opportunities for student learning and engagement: FFA, welding, eSports, etc.



# Recommendations on CI Goals

## Culture

**Goal #3 - Southern Public Schools will continuously improve the culture of the district.**

- Develop a shared belief that through collective action educators can influence student outcomes and increase achievement for all students.
- Identify measurable outcomes to monitor progress on school culture and collective efficacy.
- Establish and expand opportunities for two-way communication from stakeholder groups, particularly underrepresented secondary students for input on school culture and initiatives.
- Identify opportunities to increase involvement of all students in at least one activity to enhance engagement.



# Acknowledgements





# Next Steps

## SCHOOL WIDE EFFORTS

- Develop and implement a PK-12 comprehensive MTSS process as an element of the new strategic plan.
  - Utilize formal data sources within this framework to make instructional decisions.
- Establish a comprehensive professional development plan to support successful implementation of an MTSS system.
- Continue to engage all stakeholder groups to implement a strategic plan aligned with the district's continuous improvement goals and the needs of the community.



Office of  
Accountability,  
Accreditation, and  
Program Approval

*The External Team would like to thank the school community for welcoming us and allowing us to experience your school system.*

**Sean Molloy**  
**Melissa Polonic**  
**Nate Seggerman**  
**Shelly Leyden**  
**Tara Gossman**

February 8, 2024

Dear Parents/Guardians,

Here are the guidelines for your child to attend the Worlds of Fun field trip at the end of the year, scheduled for May 10th. One of our goals, as educators, is to help prepare your student(s) for junior high. To help achieve these goals, students need to demonstrate their maturity and responsibility in order to attend our out-of-state field trip to Worlds of Fun. We believe these guidelines will help attain this goal. For your child to go, you and your child must sign this sheet and return to us by March 18, 2024. Your student will need to meet the criteria below to be able to travel with us to Worlds of Fun. Parents are encouraged to attend. However, you must pass a background check, and provide your own transportation to Worlds of Fun.

Thank You,

6<sup>th</sup> Grade teachers

### Worlds of Fun Guidelines

Effective as of **March 18, 2024**

- Core subjects for the year must have an average of **70 or above**
- **Any zeros during 2<sup>nd</sup> semester** are a loss of Worlds of Fun
- All assignments must be handed in on time--- Students will be allowed **ONE** pass for a late assignment. The second late assignment will result in a loss of **WOF**.
- All assignments are due the morning after they are assigned. Failure to turn in any assignment on time will result in a late assignment.
- Automatic Loss of Worlds of Fun
  - **Three times after school for behavior**
  - **Sent to the office by a teacher for behavior is an automatic loss.**
- Students and parents have signed this sheet and returned by **March 18, 2024**. **If it is not signed or turned in by due date, it will result in a loss of WOF.**

Student Signature \_\_\_\_\_

Parent Signature \_\_\_\_\_

Date \_\_\_\_\_