

**Wayne Community Schools  
Board of Education Regular Meeting Minutes  
December 14, 2015**

The regular meeting of the Wayne Board of Education was held at 611 West 7th Street, Wayne, NE, 68787, on Monday, December 14, 2015 at 6:45 PM. Notice of the meeting and place of agenda was posted at Wayne Community Schools, posted in The Wayne Herald, and online: wayneschools.org. A copy of the Nebraska Open Meetings Act was displayed for the public to read.

Mrs. Wendy Consoli: Present  
Mr. Rod Garwood: Present  
Mr. Scott Hammer: Present  
Mr. Ken Jorgensen: Present  
Dr. Carolyn Linster: Present  
Dr. Jeryl Nelson: Present

I. Call the Meeting to Order

The meeting was called to order at 6:52 p.m.

I.a. Pledge of Allegiance

I.b. Announce Open Meeting Act Posting and Location - Wayne Community Schools, including Early Learning Center, Wayne Public Library, and Wayne Post office.

I.c. Action on Absence and Roll Call

I.d. Approval of Agenda

Motion to approve agenda as presented passed with a motion by Mr. Ken Jorgensen and a second by Mr. Scott Hammer.

Mrs. Wendy Consoli: Yes, Mr. Rod Garwood: Yes, Mr. Scott Hammer: Yes, Mr. Ken Jorgensen: Yes, Dr. Carolyn Linster: Yes, Dr. Jeryl Nelson: Yes

II. Review of Board/Superintendent/District Goals

The Board discussed strengths and weaknesses of each of the goals.

II.a. Goal 1 - Continuous student achievement as 21st century learner

II.b. Goal 2 - Safe climate, quality facilities, fiscal responsibility

II.c. Goal 3 - Effective communication and stakeholder involvement

III. School Board Self-Reflection

IV. Adjournment

Meeting adjourned at 8:24 p.m.

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Deb Daum, Secretary

# Goals Report (01/11/2015 - 12/14/2015)

## Board Goals — Continuous student achievement as 21st century learners.

*The Wayne Community School Board of Education will actively support the efforts of the superintendent, district staff, and families to ensure continuous academic achievement and character development for all learners.*

### 59 Associated Agenda Item(s) w/ this Goal:

11/09/2015 Board of Education Regular Meeting

- **Fourth Grade Teachers - Mrs. Hix, Mrs. Janke, Mrs. Stewart - NeSA & NWEA-MAP strategies**  
**Recommended Motion:**
- **2014-15 State of School Report**  
**Recommended Motion:**
- **Personnel**  
**Recommended Motion:**

10/12/2015 Board of Education Regular Meeting

- **Teacher evaluation process update**  
**Recommended Motion:**
- **School Improvement Update**  
**Recommended Motion:**

09/14/2015 Board of Education Regular Meeting

- **ACT results - Mrs. Melody Hill**  
**Recommended Motion:**
- **Principal evaluation process**  
**Recommended Motion:**
- **NeSA Results**  
**Recommended Motion:**
- **HUMANeX Ventures contract - on-line application and style profile screener**  
**Recommended Motion:** Motion to approve the contract with HUMANeX Ventures for the on-line application and style profile screener, as presented
- **STOP!T Contract - Incident management system**  
**Recommended Motion:** Motion to approve the contract with STOP!T, for on-line incident management system, as presented

08/10/2015 Board of Education Regular Meeting

- **Second Reading of Teacher Handbook**  
**Recommended Motion:** Motion to approve the second reading of the Teacher Handbook, as presented
- **First Reading of Board Policy Updates**  
**Recommended Motion:** Motion to approve on first reading Policy 6212, Policy 3103, Policy 3108, Policy 6600, Policy 1800, Policy 4201, Policy 4203, Policy 5318, Policy 6286, Policy 6014.
- **Administrative Regulation 5312**  
**Recommended Motion:** Motion to receive Administrative Regulation 5312, Student Admission Forms, as presented
- **NASB Area Membership Meeting - September 23rd @ Northeast CC**  
**Recommended Motion:**
- **NASB State School Board Conference - November 18-20, 2015**  
**Recommended Motion:**

- **Staff pre-service days**  
**Recommended Motion:**
- **Administrative Regulation 5314**  
**Recommended Motion:** Motion to receive Administrative Regulation 5314 - Homeless Student Policy Forms, as presented
- **Personnel**  
**Recommended Motion:**

07/13/2015 Board of Education Regular Meeting

- **Elementary Student Attendance Hours**  
**Recommended Motion:** Motion to approve the new student attendance hours for Wayne Elementary School as 8:00 AM - 3:20 PM for the 2015-2016 school year
- **First reading of Teacher Handbook 2015-2016**  
**Recommended Motion:** Motion to approve the first reading of the 2015-16 teacher handbook, as presented
- **2nd Reading Pre-school Handbook**  
**Recommended Motion:** Motion to approve the second reading of the 2015-16 pre-school handbook, as presented
- **Policy/Title IX - Wendy Consoli, Jeryl Nelson, Scott Hammer, Russ Plager, and Mark Lenihan**  
**Recommended Motion:**

06/08/2015 Board of Education Regular Meeting

- **Second Reading Jr/Sr High Student Handbooks**  
**Recommended Motion:** Motion to approve the second reading of the Jr/Sr High Handbook with the changes as attached and presented

05/11/2015 Board of Education Regular Meeting

- **Goal 1 update - Character Education**  
**Recommended Motion:**
- **Teacher Resignation**  
**Recommended Motion:** Motion to approve the resignation and release of contract for Jessica Sorensen, Elementary Special Education Teacher, with regrets
- **Elementary Special Education Instructor**  
**Recommended Motion:** Motion to approve the hiring of Cathy Hobza for the Elementary Special Education position for the 2015-16 school year
- **Goal 2 update - draft**  
**Recommended Motion:**
- **Substitute Teacher Rates 2015-16**  
**Recommended Motion:** Motion to approve the substitute teacher rate of \$110 per day for the 2015-16 school year
- **Graduation**  
**Recommended Motion:**
- **Honor Coffee**  
**Recommended Motion:**
- **First Reading Jr/Sr High Student Handbooks**  
**Recommended Motion:** Motion to approve the first reading of the Jr/Sr High Handbook with the changes as attached and presented
- **End of year Teacher in-service & staff appreciation**  
**Recommended Motion:**

04/13/2015 Board of Education Regular Meeting

- **AQuESTT information**  
**Recommended Motion:**
- **Guest - Security Plan - Tom Nesbitt**  
**Recommended Motion:**
- **NRCSA Conference update**  
**Recommended Motion:**
- **Nebraska Teacher Shortage Report**  
**Recommended Motion:**

- **Last Day of School for 2014-15 school year**  
**Recommended Motion:** Motion to approve the final day of school, as presented
- **Early Childhood Curriculum**  
**Recommended Motion:** Motion to approve the quote from Teaching Strategies for Creative Curriculum for the Early Learning Center for \$7,961.14, as presented

03/30/2015 Wayne Board of Education Board Retreat

- **High School SPED Teacher**  
**Recommended Motion:** Motion to approve the hiring of Stacy Johnson as High School SPED Instructor for the 2015-16 school year
- **ESU Contract, 2015-2016**  
**Recommended Motion:** Motion to approve the contract from ESU 1 for services for the 2015-16 school year, as presented

03/09/2015 Board of Education Regular Meeting

- **Special Education Instructor**  
**Recommended Motion:**
- **Teacher Contracts**  
**Recommended Motion:**
- **Honor Coffee**  
**Recommended Motion:**
- **National Conference on Education**  
**Recommended Motion:**

02/16/2015 Board of Education Special Meeting

- **Administrator salaries for 2015-16**  
**Recommended Motion:** Motion to table the agenda item for administrator salaries for 2015-16 to the March 9, 2015 school board meeting
- **Elementary Principal**  
**Recommended Motion:** Motion to approve the contract for Mr. Russ Plager as Elementary Principal with an annual salary of \$85,000 for the 2015-16 school year

02/09/2015 Board of Education Regular Meeting

- **Assistant Principal/SPED Administrator**  
**Recommended Motion:** Motion to approve the contract for Tucker Hight for the position of Assistant Elementary Principal/Assistant Special Education Director position for the 2015-16 school year, with an annual salary of \$72,000
- **Principal Evaluation**  
**Recommended Motion:**
- **Legislative Update**  
**Recommended Motion:**
- **Honor Coffee**  
**Recommended Motion:**

01/12/2015 Board of Education Regular Meeting

- **Honor Coffee**  
**Recommended Motion:**
- **WEA/WCS Board of Education Negotiated Agreement**  
**Recommended Motion:** Motion to approve the Negotiated Agreement between the Wayne Board of Education and the Wayne Education Association for the 2015-16 and 2016-17 school years, as presented
- **Goals update**  
**Recommended Motion:**
- **AIM Document - Second Reading Early Childhood Center**  
**Recommended Motion:** Motion to approve the second reading of the AIM document for an Early Childhood Learning Center program, as presented
- **Indicators for goals**  
**Recommended Motion:**
- **Wayne Community Schools Early Leave Incentive Program Agreement**  
**Recommended Motion:** Motion to accept the resignation of Jill Pickinpaugh, Elementary

Principal, effective at the end of the 2014-15 school year, with regrets

- **Personnel**  
**Recommended Motion:** Motion to approve the new positions of; 1.0 FTE Elementary Assistant Principal/SPED Administrator, .5 FTE SPED Teacher, and two para-professional positions
- **Pledge of Allegiance**  
**Recommended Motion:**
- **Acknowledgement of State Nebraska Bank and Trust of Wayne as Depository Institution, Wayne Herald as Classified Recording Records and Pieper/Miller as Legal Council for Annual Appointment.**  
**Recommended Motion:**

## Board Goals — Safe climate, quality facilities, fiscal responsibility.

*The Wayne Community Schools will provide a safe and inclusive climate across the district by providing quality facilities and demonstrating fiscal accountability.*

### 101 Associated Agenda Item(s) w/ this Goal:

11/09/2015 Board of Education Regular Meeting

- **2014-15 School District Audit**  
**Recommended Motion:** Motion to receive the 2014-15 audit, as presented
- **Second Reading of Policy 1403 - Reimbursable Expense Policy**  
**Recommended Motion:** Motion to approve the second reading of Policy 1403 - Reimbursable Expense Policy, as presented
- **Legislative Update - LR 332 and LR 344**  
**Recommended Motion:**
- **Providence Medical Center - OT & PT services**  
**Recommended Motion:**
- **Preschool playground project**  
**Recommended Motion:**

10/12/2015 Board of Education Regular Meeting

- **Property & Casualty Insurance - Cap Peterson, Northeast Nebraska Insurance**  
**Recommended Motion:**
- **Refuse Bid approval**  
**Recommended Motion:** Motion to approve the bid from Gill Hauling for refuse removal, as presented
- **Property & Casualty Insurance Quote approval**  
**Recommended Motion:**
- **Snow removal bid approval**  
**Recommended Motion:** Motion to approve the two year agreement with Artificial Rain for snow removal, as presented
- **First Reading Policy 1403 - Reimbursable Expense Policy**  
**Recommended Motion:** Motion to approve the first reading of Policy 1403, reimbursable expense policy, as presented
- **Administrative Regulation 4001 B - Criminal History Background Checks**  
**Recommended Motion:**

09/14/2015 Board of Education Regular Meeting

- **Second Reading of Policy 6212 - Instruction - Assessments-Academic Content Standards**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 6212 - Instruction - Assessments-Academic Content Standards, as presented
- **Enrollment Update**  
**Recommended Motion:**

- **Student Attendance Proclamation 2015**  
**Recommended Motion:**
- **Discuss, Consider and take all necessary action to call in for redemption the outstanding Series 2010 Limited Tax Build America Bonds.**  
**Recommended Motion:**
- **Discuss, Consider and take all necessary action to authorize the issuance of Series 2015 Limited Tax Obligation Refunding Bonds.**  
**Recommended Motion:**
- **2010 bonds - Mr. Jay Spearman, Ameritas**  
**Recommended Motion:**
- **Budget/Finance update**  
**Recommended Motion:**
- **Second Reading of Policy 3103 - Business Operations - Procedures - Bidding Construction Projects**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 3103 - Business Operations - Procedures - Bidding Construction Projects, as presented
- **Second Reading of Policy 3108 - Business Operations - Records Management and Disposition**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 3108 - Business Operations - Records Management and Disposition, as presented
- **ACT results - Mrs. Melody Hill**  
**Recommended Motion:**
- **Second Reading of Policy 6600 - Special Education**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 6600 - Special Education, as presented
- **Second Reading of Policy 1800 - Community Relations - Personnel - All Employees and Students - Anti-discrimination**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 1800 - Community Relations - Personnel - All Employees and Students - Anti-discrimination, as presented
- **Music Therapy Services**  
**Recommended Motion:** Motion to table the agenda item - Contract with Jamie J. Young, MA, MT-BC of Siouxland Music Therapy for Music Therapy Services, until further information is obtained
- **Second Reading of Policy 4201 - Personnel - All Employees - Equal Opportunity Employment**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 4201 - Personnel - All Employees - Equal Opportunity Employment, as presented
- **Second Reading of Policy 4203 - Personnel - All Employees (&Students) - Anti-discrimination, Anti-harassment, and Anti-retaliation**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 4203 - Personnel - All Employees (&Students) - Anti-discrimination, Anti-harassment, and Anti-retaliation, as presented
- **STOP!T Contract - Incident management system**  
**Recommended Motion:** Motion to approve the contract with STOP!T, for on-line incident management system, as presented
- **Annual Audit - Mike Pommer**  
**Recommended Motion:** Motion to approve the three year contract with Mike Pommer for the annual school district audit, as presented
- **Second Reading of Policy 5318 - Students (& Employees) - Anti-discrimination, Anti-harassment, and Anti-retaliation**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 5318 - Students (& Employees) - Anti-discrimination, Anti-harassment, and Anti-retaliation, as presented
- **Second Reading of Policy 6014 - Fire Drills**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 6014 - Fire Drills, as presented

09/14/2015 Board of Education Financial Claims Review

- **Review Financial Claims - Carolyn Linster, Wendy Consoli, Scott Hammer**  
**Recommended Motion:**

08/10/2015 Board of Education Regular Meeting

- **Special Board Meeting - Monday, August 24th @ 5:00 PM - End of August Financial**

**Claims, Transfer of Funds, Budget workshops****Recommended Motion:**

- **Discussion on 2010 Build America Bonds - Marc Mumford, Ameritas**

**Recommended Motion:**

- **Mid States School Bus Inc. Addendum**

**Recommended Motion:** Motion to approve the Addendum for the contract with Mid States Schools Bus, Inc., as presented

- **First Reading of Board Policy Updates**

**Recommended Motion:** Motion to approve on first reading Policy 6212, Policy 3103, Policy 3108, Policy 6600, Policy 1800, Policy 4201, Policy 4203, Policy 5318, Policy 6286, Policy 6014.

- **Administrative Regulation 5312**

**Recommended Motion:** Motion to receive Administrative Regulation 5312, Student Admission Forms, as presented

- **Administrative Regulation 5314**

**Recommended Motion:** Motion to receive Administrative Regulation 5314 - Homeless Student Policy Forms, as presented

- **Administrative Regulation 3003**

**Recommended Motion:** Motion to receive Administrative Regulation 3003 - Bus Route Pick-up Points, as presented

- **Finance (Inc. Transportation & Budget)**

**Recommended Motion:**

08/10/2015 Board of Education Financial Claims Review

- **Review Financial Claims - Rod Garwood, Ken Jorgensen, Jeryl Nelson**

**Recommended Motion:**

07/13/2015 Board of Education Regular Meeting

- **Budget Update**

**Recommended Motion:**

- **Second Reading of the Elementary Student Handbook**

**Recommended Motion:** Motion to approve the second reading of the 2015-16 Elementary Student Handbook as presented

- **Track Building Update**

**Recommended Motion:**

- **2015-2016 Milk Bid**

**Recommended Motion:** Motion to approve the milk bid from Dean Foods in LeMars, Iowa for the 2015-16 school year, as presented

- **TEEOSA Meetings July 27th and 28th.**

**Recommended Motion:**

- **Policy/Title IX - Wendy Consoli, Jeryl Nelson, Scott Hammer, Russ Plager, and Mark Lenihan**

**Recommended Motion:**

- **Finance (Inc. Transportation & Budget) - Rod Garwood, Ken Jorgensen, Scott Hammer, Mark Lenihan, and Rochelle Nelson**

**Recommended Motion:**

- **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli, and Mark Lenihan**

**Recommended Motion:**

07/13/2015 Board of Education Financial Claims Review

- **Review Financial Claims - Rod Garwood, Ken Jorgensen, Jeryl Nelson**

**Recommended Motion:**

06/08/2015 Board of Education Regular Meeting

- **First Reading, 2015-2016 Elementary Student Handbook**

**Recommended Motion:** Motion to approve the first reading of the 2015-16 Elementary Student Handbook, as presented

- **ESU Food Cooperative Purchasing**

**Recommended Motion:** Motion to approve the ESU Food Cooperative Food program, as presented

- **HVAC Service Agreements**

**Recommended Motion:** Motion to approve the service agreement from Trane Building Services for HVAC maintenance, as presented

- **Track Building project update**

**Recommended Motion:**

- **Facility/Safety**

**Recommended Motion:**

- **Cold Beverage Vending Contract**

**Recommended Motion:** Motion to authorize the superintendent to execute all necessary documents with Pepsi-Cola of Siouxland for a five year exclusive cold beverage vending contract

- **Banking**

**Recommended Motion:** Motion to approve the continuation of banking services with State National Bank and Trust of Wayne for a five year period through June, 2020

- **Negotiations**

**Recommended Motion:**

- **First Reading, Early Learning Center Handbook**

**Recommended Motion:** Motion to approve the first reading of the Early Learning Center Handbook, as presented

06/08/2015 Board of Education Financial Claims Review

- **Financial Claims Review - Carolyn Linster, Wendy Consoli, Scott Hammer**

**Recommended Motion:**

05/11/2015 Board of Education Regular Meeting

- **RFP's - Banking & Vending**

**Recommended Motion:**

- **Track Building Bid**

**Recommended Motion:** Motion to approve the base bid from Fauss Construction out of Hooper, Nebraska for \$244,500 for the Track Building Project, as presented

- **Breakfast and Lunch Prices for 2015-2016**

**Recommended Motion:** Motion to approve the breakfast and lunch pricing for the 2015-16 school year, as presented

- **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli, Mark Lenihan**

**Recommended Motion:**

05/11/2015 Board of Education Financial Claims Review

- **Review Financial Claims - Wendy Consoli, Rod Garwood, Ken Jorgensen**

**Recommended Motion:**

04/13/2015 Board of Education Regular Meeting

- **New Policy - 2nd Reading Policy 9200, Video Surveillance**

**Recommended Motion:** Motion to approve the 2nd reading of Policy 9200, Video Surveillance, as presented

- **Vote to Amend 2014-2015 Budget**

**Recommended Motion:** Motion to approve the amended 2014-15 Wayne Community School District budget, as presented.

- **Administrator salaries 2015-16**

**Recommended Motion:** Motion to approve the salaries for administrator's for the 2015-16 school year, as presented

- **Director's salaries for 2015-16**

**Recommended Motion:** Motion to approve the Director's salaries for the 2015-16 school year, as presented

- **Facility/Safety - Ken Jorgensen, Rod Garwood, Scott Hammer, Mark Hanson and Travis Meyer**

**Recommended Motion:**

- **Classified Staff Salary Schedule**

**Recommended Motion:** Motion to approve the 2015-16 Classified Salary Schedule, as presented

- **Finance (Inc. Transportation & Budget) - Rod Garwood, Ken Jorgensen, Scott Hammer, Mark Lenihan and Rochelle Nelson**

**Recommended Motion:**

- **Track building update**

**Recommended Motion:**

- **Lawn Sprinkler System, Service Agreement**

**Recommended Motion:** Motion to approve the quote from Artificial Rain, LLC for sprinkler system service for \$550.00

04/13/2015 Board of Education Financial Claims Review

- **Financial Claims Review - Carolyn Linster, Wendy Consoli, Scott Hammer**  
**Recommended Motion:**

03/30/2015 Wayne Board of Education Board Retreat

- **Lease Payment - Preschool Building**

**Recommended Motion:** Motion to approve the lease payment of \$20,000 to Sunnyview Place LLC, for April, 2015 - August 2015 lease payments, as presented

03/09/2015 Board of Education Regular Meeting

- **Financial Update**

**Recommended Motion:**

- **Amend Budget**

**Recommended Motion:**

- **Zoning Pre-K Building**

**Recommended Motion:**

- **New Policies - 1st Reading Policy 9200, Video Surveillance**

**Recommended Motion:** Motion to approve the first reading of the Video Surveillance Policy 9200, as presented

- **Policy/Title IX - Wendy Consoli, Jeryl Nelson, Scott Hammer and Jill Pickinpaugh**

**Recommended Motion:**

- **ESU 1 Report**

**Recommended Motion:**

- **District 17 Property**

**Recommended Motion:**

03/09/2015 Board of Education Financial Claims Review

- **Review Financial Claims - Wendy Consoli, Rod Garwood, Ken Jorgensen**

**Recommended Motion:**

02/16/2015 Board of Education Special Meeting

- **Administrator salaries for 2015-16**

**Recommended Motion:** Motion to table the agenda item for administrator salaries for 2015-16 to the March 9, 2015 school board meeting

02/09/2015 Board of Education Regular Meeting

- **Discuss, consider, and take all necessary action to call in for redemption the outstanding Series 2010 Bonds.**

**Recommended Motion:** A RESOLUTION CALLING FOR THE EARLY REDEMPTION OF THREE MILLION SEVEN HUNDRED FIFTEEN THOUSAND DOLLARS (\$3,715,000) IN AGGREGATE PRINCIPAL AMOUNT OF GENERAL OBLIGATION REFUNDING BONDS, SERIES 2010, ISSUED BY WAYNE COUNTY SCHOOL DISTRICT 0017 (WAYNE COMMUNITY SCHOOLS) IN THE STATE OF NEBRASKA.

- **Facility Committee Meeting - Thursday, January 29, 2015 @ 2:00 PM**

**Recommended Motion:**

- **Discuss, consider and take all necessary action authorizing the issuance of Series 2015 General Obligation Refunding Bonds.**

**Recommended Motion:** A RESOLUTION AUTHORIZING THE ISSUANCE BY WAYNE COUNTY SCHOOL DISTRICT 0017 (WAYNE COMMUNITY SCHOOLS) IN THE STATE OF NEBRASKA OF ITS GENERAL OBLIGATION REFUNDING BONDS, SERIES 2015, IN THE AGGREGATE PRINCIPAL AMOUNT OF THREE MILLION SEVEN HUNDRED NINETY THOUSAND DOLLARS (\$3,790,000) FOR THE PURPOSE OF REFUNDING CERTAIN OUTSTANDING BONDS OF THE DISTRICT; PRESCRIBING THE FORM AND DETAILS OF SUCH BONDS; IMPOSING A TAX TO PAY THE PRINCIPAL OF AND INTEREST ON SUCH BONDS; DESIGNATING THE BONDS AS QUALIFIED TAXEXEMPT OBLIGATIONS; ADOPTING CERTAIN POST ISSUANCE COMPLIANCE PROCEDURES WITH RESPECT TO THE BONDS AND AUTHORIZING CERTAIN ACTIONS AND DOCUMENTS AND PRESCRIBING

OTHER MATTERS RELATING THERETO.

- **Notification To Re-Finance 2010 Bonds**  
**Recommended Motion:**
- **Finance-State Aid update**  
**Recommended Motion:**
- **Nebraska Association of School Boards Membership**  
**Recommended Motion:** Motion to approve the annual membership dues to NASB of \$4,992
- **Mileage Reimbursement Rate**  
**Recommended Motion:**
- **Track Building project**  
**Recommended Motion:** Motion to provide approval for the superintendent to seek bids for the track building project

02/09/2015 Financial Claims Review

- **Review Financial Claims - Wendy Consoli, Rod Garwood, Ken Jorgensen**  
**Recommended Motion:**

01/22/2015 Board of Education Special Meeting

- **Sunnyview Property Lease**  
**Recommended Motion:** Motion to give approval to the Superintendent to execute all necessary documents for the lease of the Sunnyview property for the Wayne Community School Early Learning Center, as presented,
- **7/8th Grade English Instructor**  
**Recommended Motion:** Motion to approve the hiring of Kristine Muir for the 7/8 Language Arts position for the 2015-16 school year

01/12/2015 Board of Education Regular Meeting

- **Ameritas - Mr. Jay Spearman**  
**Recommended Motion:**
- **Landscaping Maintenance**  
**Recommended Motion:** Motion to approve the quote from Unlimited Landscaping for landscaping maintenance at the Elementary School, as presented
- **Approval of Financial Reports and Claims**  
**Recommended Motion:**
- **Facility/Safety**  
**Recommended Motion:**
- **Acknowledgement of State Nebraska Bank and Trust of Wayne as Depository Institution, Wayne Herald as Classified Recording Records and Pieper/Miller as Legal Council for Annual Appointment.**  
**Recommended Motion:**

01/12/2015 Financial Claims Review

- **Review Financial Claims**  
**Recommended Motion:**

## Board Goals — Effective communication and stakeholder involvement.

*The Wayne Community Schools will ensure effective communication and promote involvement throughout the district.*

### 89 Associated Agenda Item(s) w/ this Goal:

11/09/2015 Board of Education Regular Meeting

- **Fourth Grade Teachers - Mrs. Hix, Mrs. Janke, Mrs. Stewart - NeSA & NWEA-MAP strategies**  
**Recommended Motion:**

- **Goal 3 - Communication Plan**  
**Recommended Motion:** Motion to approve the WCS Communication Plan, as presented
- **Mrs. Schardt and Mr. Cantrell - possible addition of classes**  
**Recommended Motion:**

10/12/2015 Board of Education Regular Meeting

- **Goal 3 update - Communication Plan draft**  
**Recommended Motion:**
- **Wayne Area Economic Development Business and Industry Meeting**  
**Recommended Motion:**
- **NSBA (National School Board Association) Fee's**  
**Recommended Motion:** Motion to approve the NSBA fee's for the 2015-16 school year, as presented

09/14/2015 Board of Education Regular Meeting

- **Second Reading of Policy 6212 - Instruction - Assessments-Academic Content Standards**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 6212 - Instruction - Assessments-Academic Content Standards, as presented
- **Student Attendance Proclamation 2015**  
**Recommended Motion:**
- **Enrollment Update**  
**Recommended Motion:**
- **Foundation and Community Relations - Ken Jorgensen, Rod Garwood, Carolyn Linster, Mark Lenihan, Rocky Ruhl, Lindsay McLaughlin**  
**Recommended Motion:**
- **Summer School Program Review**  
**Recommended Motion:**
- **Second Reading of Policy 3103 - Business Operations - Procedures - Bidding Construction Projects**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 3103 - Business Operations - Procedures - Bidding Construction Projects, as presented
- **Second Reading of Policy 3108 - Business Operations - Records Management and Disposition**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 3108 - Business Operations - Records Management and Disposition, as presented
- **Second Reading of Policy 6600 - Special Education**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 6600 - Special Education, as presented
- **NeSA Results**  
**Recommended Motion:**
- **ESU 1 Annual School Service Summary**  
**Recommended Motion:**
- **Music Therapy Services**  
**Recommended Motion:** Motion to table the agenda item - Contract with Jamie J. Young, MA, MT-BC of Siouxland Music Therapy for Music Therapy Services, until further information is obtained
- **Second Reading of Policy 1800 - Community Relations - Personnel - All Employees and Students - Anti-discrimination**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 1800 - Community Relations - Personnel - All Employees and Students - Anti-discrimination, as presented
- **Second Reading of Policy 4201 - Personnel - All Employees - Equal Opportunity Employment**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 4201 - Personnel - All Employees - Equal Opportunity Employment, as presented
- **Second Reading of Policy 4203 - Personnel - All Employees (&Students) - Anti-discrimination, Anti-harassment, and Anti-retaliation**  
**Recommended Motion:** Motion to approve the Second Reading of Policy 4203 - Personnel - All Employees (&Students) - Anti-discrimination, Anti-harassment, and Anti-retaliation, as presented
- **Second Reading of Policy 5318 - Students (& Employees) - Anti-discrimination, Anti-**

**harassment, and Anti-retaliation**

**Recommended Motion:** Motion to approve the Second Reading of Policy 5318 - Students (& Employees) - Anti-discrimination, Anti-harassment, and Anti-retaliation, as presented

- **Second Reading of Policy 6014 - Fire Drills**

**Recommended Motion:** Motion to approve the Second Reading of Policy 6014 - Fire Drills, as presented

08/10/2015 Board of Education Regular Meeting

- **Future Programming Ideas**

**Recommended Motion:**

- **Policy 6014 - Fire Drills**

**Recommended Motion:**

07/13/2015 Board of Education Regular Meeting

- **Goal 2 Final Draft**

**Recommended Motion:**

- **Annual Hearing and Review Policy 5002-Parent Involvement, Policy 5319-Anti Bullying, Policy 5400-Student Fees, and Policy 2101-Authority and Responsibility of the Superintendent**

**Recommended Motion:**

- **The next Board Meeting will be held on Monday, August 10, 2015, at 5:00 p.m., in the new District Board Room, Room 108 in the High School.**

**Recommended Motion:**

- **The Chamber Coffee will be held at the Early Childhood Learning Center, on August 14, 2015**

**Recommended Motion:**

- **Appointment of School Board Secretary**

**Recommended Motion:** Motion to approve the appointment of Deb Daum as Secretary to the Wayne Board of Education

- **Parent Involvement-Policy 5002**

**Recommended Motion:**

- **Budget Update**

**Recommended Motion:**

- **Anti-Bullying-Policy 5319**

**Recommended Motion:**

- **Student Fees-Policy 5400**

**Recommended Motion:**

- **NRCSA Membership**

**Recommended Motion:** Motion to approve the annual dues for membership to the Nebraska Rural Community Schools Association (NRCSA) for \$700.00

- **Update on pool project and street work**

**Recommended Motion:**

- **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli, and Mark Lenihan**

**Recommended Motion:**

06/08/2015 Board of Education Regular Meeting

- **Classified Staff Resignation**

**Recommended Motion:**

- **First Reading, 2015-2016 Elementary Student Handbook**

**Recommended Motion:** Motion to approve the first reading of the 2015-16 Elementary Student Handbook, as presented

- **ESU Food Cooperative Purchasing**

**Recommended Motion:** Motion to approve the ESU Food Cooperative Food program, as presented

- **Goal 2 Update**

**Recommended Motion:**

- **Cold Beverage Vending Contract**

**Recommended Motion:** Motion to authorize the superintendent to execute all necessary documents with Pepsi-Cola of Siouxland for a five year exclusive cold beverage vending contract

- **Update on city property agreement**

**Recommended Motion:**• **Banking**

**Recommended Motion:** Motion to approve the continuation of banking services with State National Bank and Trust of Wayne for a five year period through June, 2020

• **ILCD Policy and Procedure Review**

**Recommended Motion:** Motion to approve the annual review of the ILCD Policy and Procedures, as presented

• **Negotiations**

**Recommended Motion:**

• **First Reading, Early Learning Center Handbook**

**Recommended Motion:** Motion to approve the first reading of the Early Learning Center Handbook, as presented

06/08/2015 Board of Education Financial Claims Review

• **Financial Claims Review - Carolyn Linster, Wendy Consoli, Scott Hammer**

**Recommended Motion:**

05/11/2015 Board of Education Regular Meeting

• **Director of WCS Foundation - Contract for 15-16**

**Recommended Motion:** Motion to approve the contract extension through August 31, 2016 for Lindsay McLaughlin, Director of the Wayne Community Schools Foundation, as presented

• **Relay for Life presentation**

**Recommended Motion:**

• **Graduation**

**Recommended Motion:**

• **Resignation of Classified Staff**

**Recommended Motion:**

• **Summer Office Hours**

**Recommended Motion:**

• **AQeSTT Conference Report**

**Recommended Motion:**

• **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli, Mark Lenihan**

**Recommended Motion:**

04/13/2015 Board of Education Regular Meeting

• **Lowell Johnson, Joel Hansen - City of Wayne**

**Recommended Motion:**

• **New Policy - 2nd Reading Policy 9200, Video Surveillance**

**Recommended Motion:** Motion to approve the 2nd reading of Policy 9200, Video Surveillance, as presented

• **Vote to Amend 2014-2015 Budget**

**Recommended Motion:** Motion to approve the amended 2014-15 Wayne Community School District budget, as presented.

• **30th Anniversary of School Library Month - April 2015**

**Recommended Motion:**

• **Meeting with NASB Attorney Rex Schultze**

**Recommended Motion:**

• **GRIT Conference update**

**Recommended Motion:**

• **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli and Mark Lenihan**

**Recommended Motion:**

• **Discuss, consider, and take all necessary action for temporary and permanent easements for City of Wayne pool project**

**Recommended Motion:** Motion to approve authorization for superintendent and board president to act on all necessary documents pertaining to temporary and permanent easements for City of Wayne Pool Project

04/13/2015 Board of Education Regular Meeting

• **Budget Amendment Hearings - 5:00 p.m.**

**Recommended Motion:**

- **Public Hearing on Proposed Budget Amendment**

**Recommended Motion:**

- **Adjournment**

**Recommended Motion:**

04/13/2015 Board of Education Financial Claims Review

- **Financial Claims Review - Carolyn Linster, Wendy Consoli, Scott Hammer**

**Recommended Motion:**

03/30/2015 Wayne Board of Education Board Retreat

- **Board Goal 2 - Facilities and Finance**

**Recommended Motion:**

- **Break for Dinner**

**Recommended Motion:**

- **Work Session**

**Recommended Motion:**

03/09/2015 Board of Education Regular Meeting

- **March 30, 2015 - Board Retreat**

**Recommended Motion:**

- **Back to the Basics of School Law Conference**

**Recommended Motion:**

- **Joan Hansen and Sue Buryanek, Library Media Services**

**Recommended Motion:**

- **Option Enrollment Policy 12002 Resolution**

**Recommended Motion:** Motion to approve the Resolution for Option Enrollment Policy 12002, as read

- **Misty Bear, NWEA-MAP 101**

**Recommended Motion:**

- **Open Meetings Law Workshops**

**Recommended Motion:**

- **Goal 1 Update**

**Recommended Motion:**

- **ESU 1 Report**

**Recommended Motion:**

- **District 17 Property**

**Recommended Motion:**

- **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli and Mark Lenihan**

**Recommended Motion:**

- **Team-up with TeamMates Event**

**Recommended Motion:**

02/09/2015 Board of Education Regular Meeting

- **Shopko Presentation - Dan Wibben**

**Recommended Motion:**

- **2015-2016 School Calendar - Final Approval**

**Recommended Motion:** Motion to approve the final draft of the 2015-16 school calendar, as presented

- **NRCSA Spring Conference - March 18 & 19, 2015, Kearney, Nebraska**

**Recommended Motion:**

- **Negotiations - Jeryl Nelson, Carolyn Linster, Wendy Consoli and Mark Lenihan**

**Recommended Motion:**

01/12/2015 Board of Education Regular Meeting

- **Indicators for goals**

**Recommended Motion:**

- **Oath of Office**

**Recommended Motion:**

- **Legislative Issues Conference - January 25 and 26, Lincoln, Nebraska**

**Recommended Motion:**

- **Superintendent office hours**  
**Recommended Motion:**
- **Acknowledgement of State Nebraska Bank and Trust of Wayne as Depository Institution, Wayne Herald as Classified Recording Records and Pieper/Miller as Legal Council for Annual Appointment.**  
**Recommended Motion:**

The Wayne Community School Board of Education will actively support the efforts of the superintendent, district staff, and families to ensure continuous academic achievement and character development for all learners.  
Wayne Community Schools

**Goal 1: The Wayne Community School Board of Education will actively support the efforts of the superintendent, district staff, and families to ensure continuous academic achievement and character development for all learners.**

**Measurable Objective 1:**

demonstrate a proficiency in grade level and district scale scores in NWEA-MAP and NeSA Assessments by 12/14/2015 as measured by scores on NWEA-MAP and NeSA Assessments being at or above state and national averages.

**Strategy 1:**

Instructional strategies and interventions - Analyze the curriculum, instruction, and assessments being utilized to create a system-wide instructional plan that is monitored and adjusted systematically in response to data from multiple assessments of student learning, as well as analysis of results from professional practice evaluations.

Research Cited: Advanced School Improvement Standard Indicator 3.2

**Activities:**

Activity - Intervention strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Implement C4L and RTI, and AIMSWEB interventions and APL strategies focusing on differentiation of instruction to meet the needs of all students. Schools: All Schools	Academic Support Program	08/11/2015	05/27/2016	\$5000	District Funding	Principals and instructional staff.
Activity - ACT Prep	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Provide support with John Baylor ACT preparation course for high school students for ACT preparation. Schools: Wayne Junior-Senior High School	Academic Support Program	08/11/2015	05/27/2016	\$1000	District Funding	High school principal and guidance counselor
Activity - 2nd grade reading proficiency	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Students will demonstrate proficiency in grade level reading by 2nd grade. Schools: Wayne Elementary School	Direct Instruction	08/11/2015	05/27/2016	\$5000	District Funding	Elementary principal, k-2nd grade teachers, reading teacher

**The Wayne Community School Board of Education will actively support the efforts of the superintendent, district staff, and families to ensure continuous academic achievement and character development for all learners.**

Wayne Community Schools

**Strategy 2:**

Devise and formalize a teacher evaluation model - Devise and formalize a process for the utilization of the results of the staff evaluation system to monitor professional practices as they relate to improving student learning and professional practice.

Research Cited: Advanced School Improvement Indicator 2.6.

Required Action - Wayne Community Schools School Improvement Report.

**Activities:**

Activity - APL staff training	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
All instructional staff will be trained in APL. New teachers will attend a five day workshop at ESU 1 and all staff will attend APL refresher training.	Professional Learning	08/12/2014	05/27/2016	\$7500	General Fund	Principals, Instructional Staff
Schools: All Schools						

Activity - Staff in-service	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
8 professional development days and late start school days on the first Wednesday of each month during the school year will be conducted for the purpose of school improvement, analyzing data, and professional learning communities.	Professional Learning	08/11/2015	05/27/2016	\$0	No Funding Required	Superintendent, Principals, Instructional Staff
Schools: All Schools						

Activity - Marzano Book Study	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will work in professional learning communities to study "The Art and Science of Teaching and Learning" by Marzano	Professional Learning	02/04/2015	05/22/2015	\$2500	District Funding	Principals, Instructional Staff
Schools: All Schools						

Activity - Outline effective teaching practices	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Through faculty meetings and a committee of teachers and principals, a review of information from Marzano and APL, along with recommendations from the Nebraska Department of Education, an outline of effective teaching practices at Wayne Community Schools will be established.	Professional Learning	08/12/2014	12/18/2015	\$0	No Funding Required	Superintendent, Principals, Instructional Staff.
Schools: All Schools						

**Strategy 3:**

Character Development - Wayne Community Schools will enhance the current character development program to a systematic k-12 character education program that is comprehensive and inclusive. The system will design and evaluate structures in both schools whereby each student is well known by at least one adult advocate in the

Wayne Community Schools

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**The Wayne Community School Board of Education will actively support the efforts of the superintendent, district staff, and families to ensure continuous academic achievement and character development for all learners.**

Wayne Community Schools

student's school who supports that student's educational experience.

Research Cited: Advanced School Improvement Standard Indicator 3.9

**Activities:**

Activity - Evaluate current strategies	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will evaluate 8-to-Great, K-6 guidance program, 7-8 WEB (Where Every Student Belongs), K-6 Living Above the Line/Bucket Filler program, and high school leadership opportunities for students and develop a systematic means for implementation.	Behavioral Support Program	03/02/2015	05/22/2015	\$0	No Funding Required	Principals, Guidance Staff, Instructional Staff
Schools: All Schools						

Activity - Evaluate current activities	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
Staff will evaluate current activities on motivational speakers, digital citizenship curriculum, k-6 homeroom teacher program, and 7-12 adviser/reading period program for effectiveness of implementing character education program	Behavioral Support Program	03/02/2015	05/22/2015	\$0	No Funding Required	Principals, Guidance Counselor, Instructional Staff
Schools: All Schools						

**Strategy 4:**

Construct and Upgrade Technology Infra-structure - Wayne Community Schools will construct and upgrade the system's technology infrastructure to more effectively serve the needs of the instructional program and provide aligned professional training and technical support.

Research Cited: Advanced School Improvement Standard Indicator 4.6

Required Action Wayne Community Schools School Improvement External Visitation - April 2014

**Activities:**

Activity - Establish Microsoft Network	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible
The Wayne Community School District will complete a transition to a Microsoft/Windows server.	Technology	05/27/2014	08/01/2014	\$35000	General Fund	Technology staff, Superintendent
Schools: All Schools						

Activity - Technology committee	Activity Type	Begin Date	End Date	Resource Assigned	Source Of Funding	Staff Responsible

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Wayne Community Schools

<p>The district will develop a technology committee who will work closely with the technology director and administration on issues relevant to implementing technology to improve teacher effectiveness and student achievement.</p> <p>Schools: All Schools</p>	<p>Professional Learning</p>	<p>03/04/2015</p>	<p>05/27/2016</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Principals, technology staff, instructional staff.</p>
<p><b>Activity - Technology equipment</b></p>						
<p>The technology committee and administrators will research the expansion of technology in our district including the consideration of mobile carts, classroom iPads in the Elementary School, and Chromebooks in the Jr/Sr High School. The committee will bring recommendations forward to the superintendent and school board for necessary funding requirements.</p> <p>Schools: All Schools</p>	<p>Technology</p>	<p>03/02/2015</p>	<p>05/27/2016</p>	<p>\$0</p>	<p>No Funding Required</p>	<p>Principals, Technology Staff, Instructional Staff</p>

The Wayne Community School Board of Education will actively support the efforts of the superintendent, district staff, and families to ensure continuous academic achievement and character development for all learners.

Wayne Community Schools

## Progress Notes

Type	Name	Status	Comments	Created On	Created By
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## **Goal No. 2: Facilities and Finance**

**Objective:** The Wayne Community Schools will provide a safe and inclusive climate across the district by providing quality facilities and demonstrating fiscal accountability.

**Strategy 1:** The board, administration, and appropriate experts will work cooperatively to identify a maintenance and replacement plan to address upkeep and needs of the district and enhance the facilities to ensure student achievement.

**Activity 1A:** Continue progress on the school district long-range facility plan.

**Begin Date:** Fall, 2015

**End Date:** Spring 2018

**Resource assigned:** TBA

**Source of Funding:** District Funds

**Staff Responsible:** Board, administration, staff, community members

**Description:**

- Finalize development of plan with Architects including spaces for gymnasium, performing arts, and pre-school.
- Develop a community facility committee to provide input and direction for future facility plans.
- Present results to school board in fall of 2015.
- Consider plans for pre-school facility upon completion of the three year lease at Sunnyview facility in spring of 2018.

**Activity 1B:** Continue on-going, day-to-day, and annual maintenance and facility planning through the school board facility committee.

**Begin Date:** October 12, 2015

**End Date:** On-going

**Resource assigned:** N/A

**Source of Funding:** N/A

**Staff Responsible:** Board, administration, staff

**Description:**

- Conduct semi-annual facility committee meetings in fall and spring to discuss facilities, transportation, and safety issues.
- Conduct a walk through of all educational facilities annually with the school board.

**Strategy 2:** The board and administration will monitor district finances ensuring appropriate expenditures are utilized to efficiently operate the district budget, and consider finances for cash reserve and long range planning.

**Activity 2A:** School board budget sessions will occur in the fall and spring of each school year with the school board to consider efficient and effective uses of district finances to support teaching and learning and the effective operation of the school district.

**Begin Date:** Fall, 2015

**End Date:** On-going/annual

**Resource assigned:** N/A

**Source of Funding:** N/A

**Staff Responsible:** Board, administration, business manager, staff

**Description:**

- Balances in the following funds will be maintained;
  - A) General fund reserves – 2-3 months of expenditures will remain in reserves.  
At an average of \$800,000 per month this equates to \$1.6-\$2.4 million.  
Allowable reserves are 35% of budget
  - B) Building fund – balance of \$250,000 in Sept. of each budget year.
  - C) Depreciation fund – balance of \$250,000 in Sept. of each budget year.
- Review of remaining district funds such as; general fund, employee benefit fund, contingency fund, activities fund, school lunch fund, Qualified Capital Purpose Undertaking Fund (Q-CPUF), Cooperative Fund, Student Fee Fund.
- Consider and review annual tax request, levy, and land valuation.
- Consider salaries for district administrative staff, director's, and non-certified/hourly staff.
- Provide information to the board on staffing, student-to-teacher ration, enrollment trends, and low enrollment classes.

**Activity 2B:** Consideration for financing future facility needs will be in following areas;

**Begin Date:** Fall 2015

**End Date:** Spring 2016

**Resource assigned:** N/A

**Source of Funding:** N/A

**Staff Responsible:** Board, administration, business manager, staff

**Description:**

- Special Building Fund
  - Appropriate funds secured in building fund by spring 2018 to construct pre-school facility if necessary
- Depreciation Fund
  - Use for depreciable items, including transportation
- Bond Fund
  - Consideration from facility committee recommendations.

**Strategy 3:** The board and administration will work cooperatively with the community/organizations to promote the school district and identify opportunities for learning.

**Activity 3A:** District administrators and staff will work closely with community groups, local organizations, fundraising groups, and Wayne St. College to promote Wayne Community Schools in a positive manner and enhance community visibility.

**Begin Date:** Fall, 2015

**End Date:** On-going/annual

**Resource assigned:** TBA

**Source of Funding:**

**Staff Responsible:** Board, administration, staff

**Description:**

- District administrators will serve on one community service organization each such as; Kiwanis, Rotary, Optimist Club.
- Opportunities to work cooperatively with Wayne St. College will continue, along with seeking new ways to work collaboratively with the college to enhance student learning opportunities.
- Ensure fundraising organizations are being conducted “at an arm’s length” from the district and are following proper procedures regarding their organizational structures and finances.
- Utilize the school foundation’s 501C tax exempt to provide the opportunity for fundraising groups to function under the umbrella, namely;
  - Wayne High Athletic Boosters
  - Wayne High Music Boosters
  - Wayne Elementary Boosters (WEB)

**Strategy 4:** The board and administration will oversee and monitor school district safety and emergency response plans.

**Activity 4A:** Current and updated emergency plans, policies, Rule 10, and accreditation procedures will be monitored and updated.

**Begin Date:** Fall, 2015

**End Date:** On-going/annual

**Resource assigned:** TBA

**Source of Funding:** District Funds

**Staff Responsible:** Board, administration, staff

**Description:**

- A review of the current district safety program will be conducted annually with staff, along with annual Rule 10 safety inspections.
- A review of the current district emergency response plan will occur with revisions made based on the most recent practice. These plans will be shared with local agencies as necessary (police, fire, etc..)
- Staff will attend training sessions that provide the most up-to-date information in emergency responses.

# Wayne Community Schools Communication Plan

## Introduction

The Wayne Community Schools will ensure effective communication and promote involvement throughout the district by maintaining open and ongoing two-way communication with its community and stakeholders.

## Communication Goals

- A. Develop and engage strong relationships with parents and stakeholders to support student success and the mission of Wayne Community Schools.
- B. Identify and promote clear channels to encourage two-way communication between and among Wayne Community Schools and our parents and stakeholders.
- C. Establish a consistent brand for written and electronic communications.
- D. Utilize various media channels to maximize awareness and support for Wayne Community School district's goals, objectives, and programs.
- E. Coordinate a plan for effective internal communication between school board, administrators, faculty, and staff.



# “Learning for Life”



## *Working in Partnership*

- ✓ Contribute to society by becoming productive, respectful, successful, and engaged global citizens
- ✓ Demonstrate positive cooperation and problem-solving skills



## *Commitment to Excellence*

- ✓ Demonstrate responsibility and ownership for learning by developing positive goals and working to achieve them
- ✓ Take pride in accomplishments and have the resilience to learn from both successes and failures
- ✓ Acquire a well-rounded and exceptional educational experience that incorporates critical thinking skills in all academic areas



## *Success in Life*

- ✓ Develop an appreciation of diversity and a respect for self, others, and the environment
- ✓ Utilize technology in a responsible, effective manner to access, evaluate, and use information to solve problems and communicate ideas

**Wayne Community Schools**



# Mission Statement

*The mission of Wayne Community Schools, working in partnership with the families and communities it serves, is to develop well-educated life-long learners. Wayne Community Schools promotes academic excellence, creativity, and a love of learning, within a caring and secure environment. Utilizing a variety of instructional strategies, Wayne Community Schools is committed to the success of all students.*

## External Audiences

Parents  
Alumni  
Parents of Alumni  
Wayne State College  
Parent Organizations  
Blue Devil Booster Club  
Music Boosters  
WEB  
Wayne Community Schools Foundation  
Northeast Community College  
Local Businesses  
Wayne Area Economic Development  
Local Media  
Civic Leaders  
Local Church Leaders/Ministerial Association  
Local Early Childhood Organizations  
Senior Citizens  
Wayne Residents and Supporters

## Internal Audiences

Faculty and Support Staff  
Administrators and Department Heads  
Students  
School Board





## Communication Strategies

### **A. Develop and engage strong relationships with parents and stakeholders to support student success and the mission of Wayne Community Schools.**

1. Strategic Plan for Implementation
  - a) School Board Honor Coffee
  - b) Annual "State of Schools" meetings
  - c) Pre-season Booster Club kick-off events
  - d) Wayne Community School Foundation events
  - e) Alumni gatherings
  - f) Donor Appreciation Nights
  - g) State tournament post-game gatherings
  - h) Fall Tailgate Party
  - i) Chicken Days Alumni reunions

### **B. Identify and promote clear channels for to encourage two-way communication between Wayne Community Schools and our parents and stakeholders.**

1. Strategic Plan for Implementation
  - a) Host quarterly community luncheons
  - b) Attend community organization gatherings
  - c) Community organization luncheons
  - d) City Council meetings
  - e) Business community meetings
  - f) Wayne State College meetings
  - g) Regular communication with families using Blackboard Connect communication management system

## Communication Strategies continued...

### C. Establish a consistent brand for written and electronic communications.

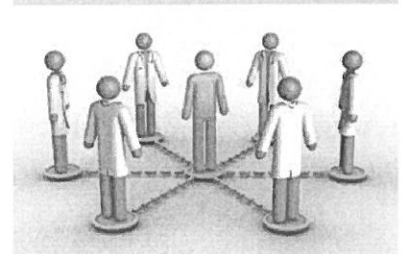
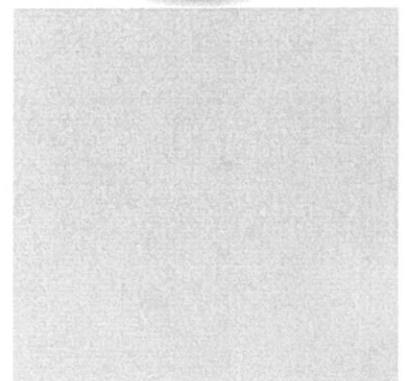
1. Strategic Plan for Implementation
  - a) Letterhead
  - b) District newsletter

### D. Utilize various media channels to maximize awareness and support of Wayne Community School district's goals, objectives, and programs.

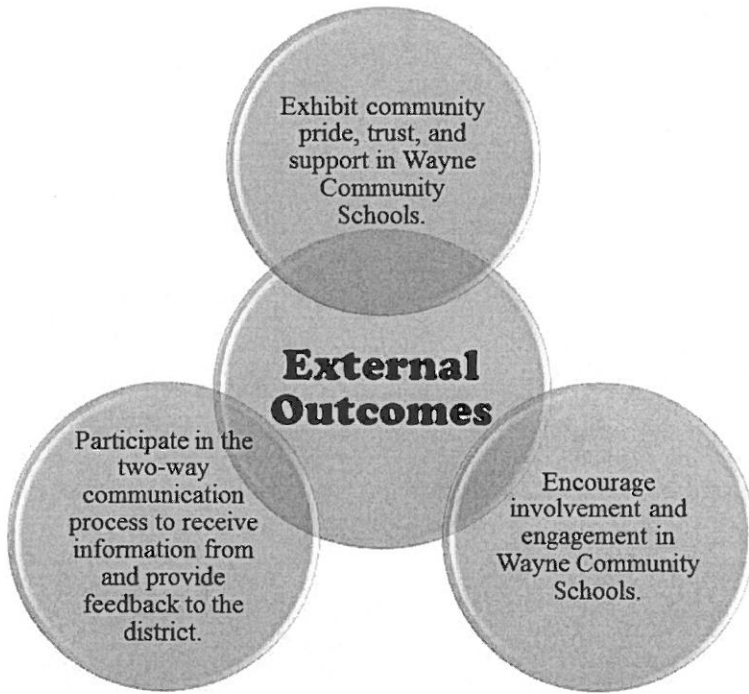
1. Strategic Plan for Implementation
  - a) Monthly KTCH Radio interview on "The View"
  - b) Newspaper coverage of school board meetings and district events
  - c) District Website: [www.wayneschools.org](http://www.wayneschools.org)
  - d) District and Foundation Facebook
  - e) Twitter; @WayneSchools
  - f) School board online e-meeting public access

### E. Coordinate a plan for effective internal communication between school board, administrators, faculty, and staff.

1. Strategic Plan for Implementation
  - a) Superintendent, faculty, and staff school board debriefings
  - b) Superintendent staff newsletter
  - c) Superintendent advisory committee
  - d) Monthly faculty in-service
  - e) Monthly department head meetings
  - f) Weekly administrator meetings
  - g) School board and staff interaction



## Desired Outcomes



## Methods of Communication

### Printed Materials

- District Newsletter
- Student Handbooks
- Program and Department Publications

### Online Materials

- Websites
- Facebook/Twitter
- School Board Online E-Meeting Service and Board Policy
- Email

### Local Media

- The Wayne Herald
- KTCH/KTCY Radio

### Other

- Electronic Sign
- Blackboard Connect Phone Communication System

