

## Work Session

**Mission:** "Engaging All Learners to Achieve Success"

The Work Session started at 6:00 PM on Tuesday, March 8, 2022. The meeting was held at Columbus Public Schools Administration Building  
2508 27th St.  
Columbus, NE 68601

Candace Becher: Present

Mark Brown: Present

Michael Jeffryes: Absent

Doug Molczyk: Present

Theresa Seipel: Present

Douglas Willoughby: Present

I. Work Session

I.A. Call to Order

I.B. Roll Call of Board

I.C. Pledge of Allegiance

I.D. Notice of Open Meeting Posted

I.D.1. President insures all can hear proceedings

I.E. Board Special Functions

I.E.1. Community Listening Session - Notice/Wonder Planning

Please see attachments.

I.E.2. District Staff/Plan Comparability - Notice/Wonder Planning

Please see attachments.

I.E.3. Superintendent Listening Session/Notice/Wonder Planning

This item was tabled for a later discussion.

I.F. Adjourn

I, the undersigned, being the duly qualified Secretary for the School District No. 1 of Columbus, Nebraska, certify that the preceding is a true and correct copy of the minutes of the Regular School Board meeting of Tuesday, March 8, 2022.

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President

\_\_\_\_\_

Secretary

**Community Planning - Notice/Wonder Process – BOARD OF EDUCATION**

Round 1 Notice	Round 2 Wonder	Round 3 Exploratory Question
<ol style="list-style-type: none"> <li>1. Write down factual statements</li> <li>2. Share statements without stories</li> <li>3. Record on chart paper.</li> </ol>	<ol style="list-style-type: none"> <li>1. Write down wonder statements</li> <li>2. Share statements without stories</li> <li>3. Record on chart paper</li> </ol>	<ol style="list-style-type: none"> <li>1. Reach consensus on quality exploratory questions. <b>Question should:</b> <ul style="list-style-type: none"> <li>• have a specific focus</li> <li>• identify a concern</li> <li>• require further investigation</li> </ul> </li> <li>2. Record questions on the chart paper and share out.</li> </ol>

NOTICE Just the facts...	WONDER “I wonder if ..., I wonder how... I wonder whether ...”
<p>Write down 3 or 4 observation statements noticed from the data.</p>	<p>Write down 3 or 4 possible explanations based on the observation statements.</p>
<p>A couple/three times there is concern about an added drop off with an intermediate school.</p>	<p>Wonder if a 7<sup>th</sup> and 8<sup>th</sup> grade building would be better for our tweeners?</p> <p>Wonder if you have a child in preschool, elementary, middle school, high school and add another what would that look like?</p> <p>I wonder how many people that would affect?</p> <p>I wonder if a 5/6 building would help with crowding?</p> <p>I wonder if our current configuration at the high school will allow for a separate 9<sup>th</sup> grade campus attached to the HS?</p> <p><b>I wonder what our potential growth could be right now?</b></p> <p>I wonder if it would be conceivable to put 5<sup>th</sup> grade back into the elementary?</p> <p><b>I wonder if there is a company out there that analyzes these things for school districts and come in with suggestions?</b></p>
<p>We have a lot of many different needs to address.</p>	<p>I wonder if there is a bond issue, how many of those things can we address.</p>

	<p>I wonder if there is a cafeteria plan bond election for projects?</p> <p>I wonder how we are supposed to be everything for every person without raising taxes?</p> <p>I wonder what would be our have to pass scenario?</p> <p>I wonder how we are supposed to get specialists to work for schools?</p> <p>I wonder if we need to retain older staff and not early retirement?</p>
<p>There seems to be question about raising taxes.</p>	<p>I wonder approximately how much of a bond could we have without technically raising taxes and remain levy neutral?</p> <p>I wonder how much increase in total levy would the public support?</p> <p>I wonder what will happen when we cannot get anymore money out of the public and state funds are diminished?</p> <p>I wonder if the public would approve a levy override if things do go south?</p>
<p>Concern about not listening to the public and getting public buy in.</p>	<p>I wonder how we get more of the public there?</p> <p>I wonder about consolidation of activities?</p> <p>I wonder who the right groups to present to and steer to conclusions that are necessary and will carry the water?</p> <p>I wonder how young families will act or commit to a bond issue campaign?</p>
<p>We did not have a lot of community involvement.</p>	<p>I wonder how we get more community involvement?</p> <p>I wonder who is on the children's museum board and if they would be interested in being engaged?</p> <p>I wonder of the QOL committee will support CPS on this next endeavor?</p> <p>I wonder if the city will support another bond issue?</p>

	<p>I wonder how we get more minority involvement?</p> <p>I wonder what we need to offer for parental involvement?</p> <p>I wonder if there is a collaboration like there was between Columbus public and the hospital, city?</p>
Seems to be confusion about what we need.	<p>I wonder what we do need?</p> <p>I wonder too and how we decipher what we need and come to that conclusion?</p> <p>I wonder what data we need to help with this decision?</p>
That some think we only need to address the elementary issue.	<p>Look Above</p> <p>I wonder if they have thought everything through.</p>
I notice the lions share of information is about the elementary schools, then MS and then HS in that order	Data
Concern about another bond issue and fulfill the needs we have	I wonder if the data will be able to provide us direction?
Concern about a band aid approach vs. a long-term fix	Data
If a new elementary what are the boundaries.	<p>Data Question</p> <p>I wonder if we continue to use major roads in the community as boundaries?</p>
Conversation expanding some of the elementary school kitchens for gym space	I wonder how much that will cost to convert new eating areas?
Raise student achievement/class sizes	<p>I wonder what impact that would have?</p> <p>I wonder how behaviors impact this?</p>
As a barrier, are we a good steward of the taxpayer dollar.	<p>I wonder what the public thinks?</p> <p>I wonder what the data will support?</p> <p>I wonder if the public realizes our efficiencies?</p> <p>I wonder if we should start an AD campaign</p>

	to address that? Education on how much we spend on the non-public schools.
Talk about expanding the preschool and daycare to more than what we are planning now.	<p>I wonder if the need will continue to grow?</p> <p>I wonder if we should just see how things go?</p>
<p>Generate 2 or 3 exploratory questions that provide a focus related to the area of concern.</p> <p>The need for up-to-date enrollment and growth data.</p> <p>Next steps for community meeting</p> <ol style="list-style-type: none"> <li>1. List of Projects</li> <li>2. Data to support the list</li> <li>3. Community feedback and ranking</li> </ol> <p>What is the biggest bang for the buck with the dollars we potentially have access to?</p> <p>Cost estimation for projects</p>	

## District Staffing - Notice/Wonder Process

Round 1 Notice	Round 2 Wonder	Round 3 Exploratory Question
<ol style="list-style-type: none"> <li>1. Write down factual statements</li> <li>2. Share statements without stories</li> <li>3. Record on chart paper.</li> </ol>	<ol style="list-style-type: none"> <li>1. Write down wonder statements</li> <li>2. Share statements without stories</li> <li>3. Record on chart paper</li> </ol>	<ol style="list-style-type: none"> <li>1. Reach consensus on quality exploratory questions. <b>Question should:</b> <ul style="list-style-type: none"> <li>• have a specific focus</li> <li>• identify a concern</li> <li>• require further investigation</li> </ul> </li> <li>2. Record questions on the chart paper and share out.</li> </ol>

NOTICE Just the facts...	WONDER “I wonder if ..., I wonder how... I wonder whether ...”
Write down 3 or 4 observation statements noticed from the data.	Write down 3 or 4 possible explanations based on the observation statements.
That the HR and Finance are not generally the same person.	<p>I wonder how they can afford that?</p> <p>I wonder what the magic number is for staffing to split the two?</p>
We are not as into instructional coaching/facilitators as the others.	<p>I wonder if the need is there due to younger staff?</p> <p>I wonder if we have some personnel that is doing that and not listed?</p> <p>I wonder if the positions in the other districts are using those staff in the same way we are?</p>
That there are different titles it is hard to compare.	I wonder what the difference is between a Director and an Executive Director?
That North Platte has director of secondary and a director of elementary teaching.	<p>I wonder if that is what we should do?</p> <p>I wonder what that would look like for us?</p> <p>I wonder if it would have to be a Director?</p> <p>I wonder how that really looks with a Marketing Director and not a Curriculum Director?</p>
There are some positions listed as coordinators and some as directors that share our position titles.	<p>I wonder if this is based upon degrees.</p> <p>I wonder if everyone in our office has the</p>

	degrees.
We have two in the array that have assistant superintendents.	<p>I wonder what that would look like for us?</p> <p>I wonder which jobs that person would do that is already being done by someone else.</p> <p>I wonder do we have a priority or hierarchy of needs to what we need first in terms of position? How that fits into that scope.</p> <p>I wonder what that would cost?</p> <p>I wonder if our Superintendent would want an Assistant Superintendent or what their thoughts are?</p>
<p>Generate 2 or 3 exploratory questions that provide a focus related to the area of concern.</p>	

FREMONT	NORFOLK	COLUMBUS	NORTH PLATTE	SOUTH SIOUX CITY	SCOTTSDLUFF
4,868 Students	4,444 Students	4,159 Students	3,919 Students	3,734 Students	3,452 Students
<b>Superintendent</b>	<b>Superintendent</b>	<b>Superintendent</b>	<b>Superintendent</b>	<b>Superintendent</b>	<b>Superintendent</b>
Administrative Assistant	Administrative Assistant	Administrative Assistant	Administrative Assistant	Administrative Assistant	Administrative Assistant
				<b>Assistant Superintendent</b>	
<b>Associate Superintendent</b> -Business and Student Services					
<b>Director of Accounting</b>	<b>Director of Business Services/Maintenance &amp; Director of Business &amp; HR</b>		<b>Exec. Director of Finance, Facilities, &amp; Operations</b>	<b>Director of Business Operations</b>	<b>Director of Finance</b>
Asst. Director of Accounting	Administrative Assistant	Adm. Asst - HR	Administrative Assistant	Payroll	Human Resources
Federal Programs/Grants	Administrative Assistant	Payroll	Payroll	Accounts Payable	Accounts Payroll
Accounts Payable	Payroll	Payroll	Accounts Payable		Accounts Payroll
Payroll	Benefits	Accounts Payable			Bookkeeping/Purchasing
		Accounts Payable			
<b>Exec. Director of HR and Elementary Operations</b>	<b>Director of HR/Accreditation</b>		<b>Director of Human Resources</b>	<b>Director of Human Resources</b>	
Coordinator of Human Resources	Administrative Assistant		Administrative Assistant	Administrative Assistant	
Sr. Office Associate					
HR Office Associate					
<b>Exec. Director of Teaching &amp; Learning</b>	<b>Director of Teaching &amp; Learning</b>	<b>Director of Curriculum &amp; Instruction</b>	<b>Director of Secondary Teaching &amp; Learning</b>	<b>Director of CIA</b>	<b>Exec. Director of CI</b>
Director of Profession Learning/Fed. Programs	Administrative Assistant	Administrative Assistant	<b>Director of Elementary Teaching &amp; Learning</b>	Administrative Assistant	Administrative Assistant
Federal Programs and Grants Associate	Instructional Coach	Math Coach	Administrative Assistant	Technology Facilitator	
Administrative Assistant	Instructional Coach	Reading Coach	Instructional Facilitator	Instructional Tech Media Support	
Instructional Coach	Instructional Coach	Technology Integrationist	Instructional Facilitator	Instructional Coach - HS	
Instructional Coach		Curriculum Instruction and Assessment Specialist	Instructional Facilitator	Instructional Coach - MS	
Instructional Coach			Instructional Facilitator	Instructional Coach - ELEM	
7 Reading Specialists			MTSS Coordinator	Instructional Coach - ELEM	
4 MTSS Consultants				Instructional Coach - ELEM	
	<b>Director of Student Programs</b>	<b>EL Coordinator</b>		<b>EL Coordinator</b>	
	Administrative Assistant	EL Liaison/Interpreter			
	Administrative Assistant	French Translator			
	Administrative Assistant	Spanish Translator			
	Indian Education				
<b>Director of Special Education</b>	<b>Director of Student Services/Safety</b>	<b>Director of Student Services &amp; Special Education</b>	<b>Director of Student Services</b>	<b>Director of Student Services</b>	<b>Exec. Director of Student Services</b>
Asst. Director of Special Education	Administrative Assistant	Student Services Facilitator	Early Childhood Coordinator	Registrar	Asst. Director of Student Services
Administrative Assistant		Special Education Secretary	MTSS Coordinator	School Age Student Services	
Administrative Assistant		Student Services Secretary		Student Services Assistant	
		Registrar		Early Childhood SPED	
<b>Director of Informational Services</b>	<b>Technology Coordinator</b>	<b>Director of Technology, Buildings &amp; Grounds</b>	<b>Director of Technology</b>	<b>Technology Coordinator</b>	<b>Director of Technology</b>
Network Coordinator	Technology Specialist	District System Administrator	Administrative Assistant	Administrative Assistant	
Tech Support - Servers/Printers	Technology Specialist	Information Technology Associate	System Administrator	Help Desk Manager	
Tech Support - Help Desk	SIS Coordinator	SIS/Data Base Associate	Database Administrator	Help Desk IT Tech	
Tech Admin. Asst. - Copy Shop	Ed. Tech Facilitator		Technology Support Specialist	Data Systems Coordinator	
				Technology Systems Programmer	
				Data Systems Support Tech	
				Network Support Specialist	
<b>General Operations Administrator</b>	<b>District Maintenance Supervisor</b>	<b>Maintenance Supervisor</b>	<b>Director of Facilities (Maintenance/Custodial)</b>	<b>Director of Operations/Maintenance</b>	<b>Director of Facilities</b>
Administrative Assistant					
<b>Coordinator of Communications and PR</b>	<b>Director of Communications</b>	<b>Director of Marketing &amp; Foundation</b>	<b>Director of Communications</b>	<b>Director of Communications &amp; Foundation</b>	<b>Director of Communications</b>
Coordinator of Digital Marketing & Production	Secretary	Data, Foundation, and Assessment Assistant	<b>Foundation Director</b>		
	<b>Director of Foundation</b>	Communication Specialist			
	<b>Food Service Director</b>	<b>Food Service Director</b>	<b>Director of Food Service</b>	<b>Director of Food Service</b>	<b>Director of Food Service</b>
	<b>Transportation Coordinator</b>	<b>Transportation Coordinator</b>		<b>Transportation Coordinator</b>	
			<b>Kids Klub Director</b>		<b>School Climate Project Coordinator</b>
<b>Total</b>	<b>44</b>	<b>33</b>	<b>29</b>	<b>35</b>	<b>16</b>

