

MINUTES
BOARD OF EDUCATION

July 9, 2025

6:00 PM

President Dave Zimmerman called the meeting to order at 6:00 PM with the following members in attendance:

I. Call Meeting to Order

I.A. Roll Call

I.B. Notice of Nebraska Open Meetings Act Posted

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

II.A. Future Facility Projects

II.A.1. KSB School Law (Coady Pruett) & Wilkins ADP (Jacob Sertich)

II.A.1.1. Communications, Audiences, and Recognitions

II.A.1.1.1. 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.

II.B. Strategic Plan Priorities

III. Adjournment

Motion to adjourn the meeting at 9:15 p.m. This motion, made by Jeff Argo and seconded by Jared McKeever, passed.

Jeff Argo: yes, Dana Dorn: yes, Betsy Frerichs: yes, Jared McKeever: yes, Debra Schlake: yes, David Zimmerman: yes

yes: 6, no: 0

BY

President of the Board of Education

Of this School District

ATTEST

Secretary of the Board of Education

of this School District

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, (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, and (iii) the Judicial Resources Commission or subcommittees or subgroups of the commission;
- (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) Virtual conferencing means conducting or participating in a meeting electronically or telephonically with interaction among the participants subject to subsection (2) of section 84-1412.

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; virtual conferencing authorized; requirements; emergency meeting without notice; appearance before public body.

(1)(a) Except as provided in subsection (9) of this section, 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 committees, such notice shall be given by:

- (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and
- (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper; or
- (B)(I) Posting to the newspaper's website, if available, and (II) posting to a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper.

(ii) In the case of the governing body of a city of the second class or village, any advisory committee of such governing body, or the governing body of a rural or suburban fire protection district, such notice shall be given by:

- (A)(I) Publication in a newspaper of general circulation within the public body's jurisdiction that is finalized for printing prior to the time and date of the meeting, (II) posting on such newspaper's website, if available, and (III) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers. Such notice shall be placed in the newspaper and on the websites by the newspaper;
- (B)(I) Posting to the newspaper's website, if available, and (II) posting on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers if no edition of a newspaper of general circulation within the public body's jurisdiction is to be

finalized for printing prior to the time and date of the meeting. Such notice shall be placed in the newspaper and on the websites by the newspaper; or

- (C) Posting written notice in three conspicuous public places in such city, village, or district. Such notice shall be posted by the public body 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.

(iv) In case of refusal, neglect, or inability of the newspaper to publish the notice, the public body shall (A) post such notice on its website, if available, (B) request the newspaper submit a post on a statewide website, if available, established and maintained as a repository for such notices by a majority of Nebraska newspapers, and (C) post such notice in a conspicuous public place in such public body's jurisdiction. The public body shall keep a written record of such posting pursuant to subdivision (1)(b)(iv)(A) and (C) of this section and a written record of the request to the newspaper pursuant to subdivision (1)(b)(iv)(B) of this section. The record of such posting shall be evidence that such posting was done as required and shall be sufficient to fulfill the requirement of publication.

(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) The following entities may hold a meeting by means of virtual conferencing if the requirements of subdivision (2)(b) of this section are met:

- (i) A state agency, state board, state commission, state council, or state committee, or an advisory committee of any such state entity;
- (ii) An organization, including the governing body, created under the Interlocal Cooperation Act, the Joint Public Agency Act, or the Municipal Cooperative Financing Act;
- (iii) The governing body of a public power district having a chartered territory of more than one county in this state;
- (iv) The governing body of a public power and irrigation district having a chartered territory of more than one county in this state;
- (v) An educational service unit;
- (vi) The Educational Service Unit Coordinating Council;
- (vii) An organization, including the governing body, of a risk management pool or its advisory committees organized in accordance with the Intergovernmental Risk Management Act;
- (viii) A community college board of governors;
- (ix) The Nebraska Brand Committee;
- (x) A local public health department;
- (xi) A metropolitan utilities district;
- (xii) A regional metropolitan transit authority; and
- (xiii) A natural resources district.

(b) The requirements for holding a meeting by means of virtual conferencing are as follows:

(i) Reasonable advance publicized notice is given as provided in subsection (1) of this section, including providing access to a dial-in number or link to the virtual conference;

(ii) In addition to the public's right to participate by virtual conferencing, reasonable arrangements are made to accommodate the public's right to attend at a physical site and participate as provided in section 84-1412, including reasonable seating, in at least one designated site in a building open to the public and identified in the notice, with: At least one member of the entity holding such meeting, or his or her designee, present at each site; a recording of the hearing by audio or visual recording devices; and a reasonable opportunity for input, such as public comment or questions, is provided to at least the same extent as would be provided if virtual conferencing was not used;

(iii) At least one copy of all documents being considered at the meeting is available at any physical site open to the public where individuals may attend the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act; and

(iv) Except as otherwise provided in this subdivision or subsection (4) of section 79-2204, no more than one-half of the meetings of the state entities, advisory committees, boards, councils, organizations, or governing bodies are held by virtual conferencing in a calendar year. In the case of (a) an organization created under the Interlocal Cooperation Act that sells electricity or natural gas, (b) an organization created under the Municipal Cooperative Financing Act, (C) a governing body of a risk management pool and any advisory committee of such governing body, or (D) any advisory committee of any state entity created in response to the Opioid Prevention and Treatment Act, such organization, governing body, or committee may hold more than one-half of its meetings by virtual conferencing if such organization holds at least one meeting each calendar year that is not by virtual conferencing.

(3) Virtual conferencing, 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 virtual conferencing. 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 to appear before the public body by means of virtual conferencing.

(7)(a) Notwithstanding subsections (2) and (5) of this section, if an emergency is declared by the Governor pursuant to the Emergency Management Act as defined in section 81-829.39, a public body the territorial jurisdiction of which is included in the emergency declaration, in whole or in part, may hold a meeting by virtual conferencing during such emergency if the public body gives reasonable advance publicized notice as described in subsection (1) of this section. The notice shall include information regarding access for the public and news media. In addition to any formal action taken pertaining to the emergency, the public body may hold such meeting for the purpose of briefing, discussion of public business, formation of tentative policy, or the taking of any action by the public body.

(b) The public body shall provide access by providing a dial-in number or a link to the virtual conference. The public body shall also provide links to an electronic copy of the agenda, all documents being considered at the meeting, and the current version of the Open Meetings Act. Reasonable arrangements shall be made to accommodate the public's right to hear and speak at the meeting and record the meeting. Subsection (4) of this section shall be complied with in conducting such meetings.

(c) The nature of the emergency shall be stated in the minutes. Complete minutes of such meeting specifying the nature of the emergency and any formal action taken at the meeting shall be made available for inspection as provided in subsection (5) of section 84-1413.

(8) In addition to any other statutory authorization for virtual conferencing, any public body not listed in subdivision (2)(a) of this section may hold a meeting by virtual conferencing if:

- (a) The purpose of the virtual meeting is to discuss items that are scheduled to be discussed or acted upon at a subsequent non-virtual open meeting of the public body;
- (b) No action is taken by the public body at the virtual meeting; and
- (c) The public body complies with subdivisions (2)(b)(i) and (ii) of this section.

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, a camera, video equipment, or any other means of pictorial or sonic reproduction or in writing. Except for closed sessions called pursuant to section 84-1410, a public body shall allow members of the public an opportunity to speak at each meeting.

(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, including meetings held by virtual conferencing.

(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 shall require any member of the public desiring to address the body to identify himself or herself, including an address and the name of any organization represented by such person unless the address requirement is waived to protect the security of the individual.

(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 virtual conferencing available at an in-state 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; and
- (f) 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) Each public body shall, upon request, make a reasonable effort to accommodate the public's right to hear the discussion and testimony presented at a meeting.

(8) Public bodies shall make available at the meeting or the in-state location for virtual conferencing as required by subdivision (6)(c) of this section, 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, either in paper or electronic form. 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; agenda and minutes; required on website; 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 or kept as an electronic record and shall be 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 or keeping the minutes is absent due to a serious illness or emergency.

(6) Beginning July 31, 2022, the governing body of a natural resources district, the city council of a city of the metropolitan class, the city council of a city of the primary class, the city council of a city of the first class, the county board of a county with a population greater than twenty-five thousand inhabitants, and the school board of a school district shall make available on such entity's public website the agenda and minutes of any meeting of the governing body. The agenda shall be placed on the website at least twenty-four hours before the meeting of the governing body. Minutes shall be placed on the website at such time as the minutes are available for inspection as provided in subsection (5) of this section. This information shall be available on the public website for at least six months.

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 06/2025

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.

Southern School District

STRATEGIC PLAN | 2024-2029

Mission:

Southern School District; a small-school community with big opportunities, empowers and engages students in educational, extracurricular, and real world experiences that develop responsible, respectful, and productive citizens.

Motto:

The Southern School District... a small-school community with big opportunities.

Belief Statements:

We believe all staff and students have the right to a learning environment that is conducive to high student achievement by ensuring everyone is emotionally, socially, and physically safe.

We believe in fostering the growth of our students in a technological world by integrating the tools of today to prepare them for the future.

We believe in helping students learn the value of leadership and how to become independent, problem-solving thinkers in society.

We believe in stewarding a growth mindset by supporting staff and students in becoming lifelong learners.

We believe our staff are valuable role models that empower our students to become responsible, respectful, and safe citizens.



SOUTHERN SCHOOLS

115 South 11th Street, Wymore, NE 68466
Phone: 402-645-3326
Fax: 402-645-8049
southernschools.org

Parameters:

We will recruit, hire, and retain quality staff with high expectations for all students and who demonstrate Southern's core values and beliefs.

We will ensure open communication with district staff, patrons, and the community and provide opportunities to express ideas and concerns.

We will value staff input in decision-making for students' well-being, academics, and safety.

We will make decisions in the best interest of our students to provide a well-rounded education for each student through various curricular and extracurricular activities.

We strive to provide the resources and materials necessary for staff and students to be successful.

Objectives:

Facilities - All students will be provided a safe, maintained, and modern facility to support all academic and extracurricular endeavors.

Communication - Each student and family will be provided clear communication that will make each stakeholder feel valued and supported.

Activity Engagement - All students will be involved in activities or clubs beyond the classroom.

Mental Health - Each student will receive needed resources that ensure physical, mental, and emotional health supported by highly trained and caring staff members resulting in increased student growth.

Academics - All students will be provided high quality instruction and opportunities in a variety of subject matter.

Strategies:

Communication - We will communicate the SPS story to engage stakeholders, current staff and attract new staff.

Activity Engagement - We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Mental Health/Behavioral Health - We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Facilities - We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Academics - We will implement research-based instruction, materials, and practices including effective professional development.



Southern Strategic Plan 2024-2029



2024- 2029 Strategic Planning Team

Parents/Community Members

Sheri Yockel
Angie March
Lea Meece
Shelley Whitwer
Jodi Wegner
Ben Yockel
Larry Anderson
Diane Creek
Dell Michaelis
Melissa Wach
Dakota Hurley

Classified Staff

Dyan Allington
Cody Sabey
Dawn Rakes
Patty Novotny
John Eisenhauer

Teachers

Stephanie Ware
Jolene Bartels
Kylie Betten
Shannon Burgess
Dominique Clay
Josie Hulse
Jeff Tunik
Jamie Schluter
Taylor Landenbergerer
Pam Traurnicht

School Board Members

Betsy Frerichs
Dana Dorn
Dave Zimmerman
Debbie Schlake
Jared McKeever

Administration

Dr. Chris Prososki
Jeff Murphy
Kane Hookstra

External Facilitators

Dr. Matt Dominy
Dr. Josh Fields

**** A special thank you to this team who gave several hours of their time to ensure we have the mission and plan that will drive our district forward. May you see your legacy in this plan.**

Mission:

Southern School District; a small-school community with big opportunities, empowers and engages students in educational, extracurricular, and real-world experiences that develop responsible, respectful, and productive citizens.

Motto:

The Southern School District... a small-school community with big opportunities.

Belief Statements:

We believe all staff and students have the right to a learning environment that is conducive to high student achievement by ensuring everyone is emotionally, socially, and physically safe.

We believe in fostering the growth of our students in a technological world by integrating the tools of today to prepare them for the future.

We believe in helping students learn the value of leadership and how to become independent, problem-solving thinkers in society.

We believe in stewarding a growth mindset by supporting staff and students in becoming lifelong learners.

We believe our staff are valuable role models that empower our students to become responsible, respectful, and safe citizens.

Parameters:

We will recruit, hire, and retain quality staff with high expectations for all students and who demonstrate Southern's core values and beliefs.

We will ensure open communication with district staff, patrons, and the community and provide opportunities to express ideas and concerns.

We will value staff input in decision-making for students' well-being, academics, and safety.

We will make decisions in the best interest of our students to provide a well-rounded education for each student through various curricular and extracurricular activities.

We strive to provide the resources and materials necessary for staff and students to be successful.

Objectives-

Facilities- All students will be provided a safe, maintained, and modern facility to support all academic and extracurricular endeavors.

Communication- Each student and family will be provided clear communication that will make each stakeholder feel valued and supported.

Activity Engagement- All students will be involved in activities or clubs beyond the classroom.

Mental Health- Each student will receive needed resources that ensure physical, mental, and emotional health supported by highly trained and caring staff members resulting in increased student growth.

Academics- All students will be provided high quality instruction and opportunities in a variety of subject matter.

Strategies-

Communication- We will communicate the SPS story to engage stakeholders, current staff and attract new staff

Activity Engagement- We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Mental Health/Behavioral Health- We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Facilities- We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Academics- We will implement research-based instruction, materials, and practices including effective professional development.

Strategy #1- Communication-
We will communicate the SPS story to engage stakeholders, current staff and attract new staff.

Strategy#	1	We will communicate the SPS story to engage stakeholders, current staff and attract new staff			
Action Plan #	1				
Specific Result Statement	Develop a system to enhance the recruitment, hiring, and retention of quality staff members.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research what other, similar schools are doing to recruit, hire, and retain quality staff members.				
2	Compare and evaluate benefit packages available in other school systems.				
3	Determine opportunities to increase the average years of service within the district.				
4	Explore appropriate incentives to attract new staff.				
5	Continue to provide and enhance a mentoring program for new teachers as well as paras.				
6	Implement and develop collaborative support for all staff.				
7	Explore opportunities to attract new teachers at job fairs.				
8	Examine the use of an exit conversation and a stay conversation.				
9	Explore opportunities to “recruit” college students to student teach or do practicum experiences at Southern.				
10	We will determine the effectiveness of this plan by monitoring the retention rate of all staff members.				

Position Responsible for Action Plan:

Strategy#	1	We will communicate the SPS story to engage stakeholders, current staff and attract new staff			
Action Plan #	2				
Specific Result Statement	Develop and research various means of communication to foster parent and patron engagement.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Create a baseline of current communication being used to engage our parents and patrons.				
2	Research emerging and existing technologies of communication for our parents and patrons.				
3	Engage parents and patrons in discussion regarding preferred methods of communication.				
4	Research how similar schools to Southern are communicating with their communities.				
5	Evaluate the effectiveness of current methods of communication to our parents and patrons.				
6	Train new staff members on the means (Class Intercom) of communicating messages to our parents and patrons.				
7	Provide refresher training on the various communication platforms being used at Southern.				
8	We will strive to evaluate the effectiveness of our communication methods by observing parent and patron responses.				

Position Responsible for Action Plan:

Strategy#	1	We will communicate the SPS story to engage stakeholders, current staff and attract new staff			
Action Plan #	3				
Specific Result Statement	Explore and research methods to expand transparency to the community.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Determine preferred methods of communication with parents at the beginning of each school year.				
2	Investigate possibilities to increase parent participation in parent-teacher conferences.				
4	Provide the public the protocols for how ongoing grades are posted for the district.				
4	Explore opportunities to bring parents to school and provide information about grade level expectations, communication expectations, and creating a positive community among our parents.				
5	We will strive to evaluate the effectiveness of our communication methods by observing parent and patron responses.				

Position Responsible for Action Plan:

Strategy#	1	We will communicate the SPS story to engage stakeholders, current staff and attract new staff.			
Action Plan #	4				
Specific Result Statement	Develop a branding strategy to promote the Southern Public Schools story.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Create a brand strategy staff team.				
2	Define and determine the Southern brand values.				
3	Use our mission tagline to support our brand.				
4	Create and post mission posters.				
5	Explore other means of communicating with our community.				
6	Identify the uniqueness of Southern and promote it.				
7	Promote and market the Southern brand.				
8	We will strive to evaluate the effectiveness of our communication methods by observing parent and patron responses.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

S t r a t e g y # :	We will communicate the SPS story to engage stakeholders, current staff and attract new staff	
COSTS		BENEFITS
Tangible: <ul style="list-style-type: none"> ○ Website ○ Class Intercom ○ Costs associated with Branding 		Tangible: <ul style="list-style-type: none"> ○ Improved Communication ○ More Transparency ○ Develops a Brand for the District
Intangible: <ul style="list-style-type: none"> ○ Time 		Intangible: <ul style="list-style-type: none"> ○ Parents/patrons feel aware of and involved in Southern's story.

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #2- Activity

Engagement- We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Strategy#	2	We will get all students involved in activities, clubs, and career exploration in order to strengthen their character and leadership				
Action Plan #	1					
Specific Result Statement	We will increase participation in activities in order to build student character and achievement.					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date	
1	Research the importance of being active in an activity. (how was your day at school?, 40 developmental assets)					
2	Research and communicate our current participation numbers in activities.					
3	Communicate with and/or visit other schools that have good activity participation numbers.					
4	Look at current recruitment efforts within the district.					
5	Explore expansion of recruitment efforts.					
6	Develop an action plan based upon the research from #1.					
7	Implement an activity engagement team of staff members.					
8	Develop a systematic process to include parents on activities' schedules.					
9	Require a parent meeting at the begin of all activities' seasons (not just sports).					
10	Evaluate the current activity offerings, and explore the feasibility of those activities.					
11	Based upon school enrollment figures, increase the number of students involved in at least one activity by 10% per year.					

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Position Responsible for Action Plan:

Strategy#	2	We will get all students involved in activities, clubs, and career exploration in order to strengthen their character and leadership			
Action Plan #	2				
Specific Result Statement	We will strengthen school pride through increased student and community attendance at school activities by developing and hosting school events that entice family participation.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop a system for communicating activities' results.				
2	Collect data on student attendance and community member attendance.				
3	Include supplemental events at current activities to bolster attendance. (ice cream socials, soup suppers, etc.)				
4	Grade level attendance competitions at various activities.				
5	Offer "freebies" at activities for attending and/or participating in something while there.				
6	Sports teams implement activities at the elementary school to spark interest in that sport.				
7	Develop plan for transporting high school kids to elementary, or vice versa.				
8	Explore barriers as to why community members/families aren't coming to events.				
9	Explore ways to be able to allow free attendance to activities/events.				
10	Explore business/organization sponsors for activities/events.				
11	Explore what the "events" can be that are most enticing to families.				

12	Increase student/community participation attendance by 10% per year..				
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Position Responsible for Action Plan:

Strategy#	2	We will get all students involved in activities, clubs, and career exploration in order to strengthen their character and leadership			
Action Plan #	3				
Specific Result Statement	We will enhance and strengthen career exploration for K-12 students.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Develop a K-12 process for career exploration.				
2	Investigate current methods of career exploration.				
3	Explore options for expanding opportunities for visits/career fairs/field trips.				
4	Create a systematic plan for inviting guest speakers into our district.				
5	Create a systematic plan for going out on in-person field experiences.				
6	Assign various certified staff members to make contact with one guest speaker/field experience.				
7	Implement a system for all students to have a "5-year" personal learning plan.				
8	Create a clear plan for career exploration at the elementary building (Junior Achievement, Banking in Schools, Career Readiness Skills).				
9	Explore and support JAG opportunities				

10	We will evaluate this result through participation numbers in career readiness opportunities.				
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Position Responsible for Action Plan

COST-BENEFIT ANALYSIS

S t r a t e g y # :	We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.	
COSTS		BENEFITS
Tangible: <ul style="list-style-type: none"> ○ Transportation cost to career fairs and field trips ○ Substitute teacher pay 		Tangible: <ul style="list-style-type: none"> ○ Increase student involvement
Intangible: <ul style="list-style-type: none"> ○ Time for research and development ○ Scheduling events 		Intangible: <ul style="list-style-type: none"> ○ Student readiness for the workforce ○ Develop leadership ○ Build resiliency & Stamina ○ Development of soft skills

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #3- Mental Health/Behavioral Health- We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Strategy#	3	We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.				
Action Plan #	1					
Specific Result Statement	Develop and implement an MTSS-behavior plan.					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date	
1	Determine staff and student mental health needs.					
2	Determine and explore resources(more staff/specialized trained staff) available to support mental health needs.					
3	Explore and establish a district wide PBIS system (i.e. student recognition & reward).					
4	Research, identify, and implement best practices of tier I, II, and III interventions.					
5	Develop consistent communication with parents regarding students.					
6	Identify and involve support services to implement MTSS-B.					
7	Develop a system of communication for parents regarding PBIS.					
8	Consider site visits to investigate behavior strategies and models and consider revision and implementation of some of those ideas.					
9	This plan will be evaluated by monitoring the decrease in behavioral referrals and/or the number of students who need these services decrease.					

Position Responsible for Action Plan:

Strategy#	3	We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.			
Action Plan #	2				
Specific Result Statement	Developing a systematic approach to addressing mental health of students and staff.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Compare licensed mental health staffing for other schools and evaluated the need for increased services.				
2	Research and determine the use of screeners.				
3	Determine barriers present in students that affect learning.				
4	Examine ways to support the mental health of staff(support/additional staff specially trained in these issues).				
5	Communicate to students and parents Safe2HelpNE resources.				
6	Develop community resources for families outside of school.				
7	Explore ways to develop grit and resilience in students to assist in ways to increase participation.				
8	Develop ways to celebrate staff and mental health trainings.				
9	Investigate root causes of absenteeism, analyze what other districts are doing to address absenteeism and consider supports that the school can provide.				
10	This plan will be evaluated through perception data students and staff will feel good about coming to work and school.				

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Position Responsible for Action Plan:

Strategy#	3	We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.			
Action Plan #	3				
Specific Result Statement	Explore the usage and dangers of using social media and phone use by students.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Research and develop an understanding of the use of cell phones and social media on the mental health of students.				
2	Determine the need for and establish school wide policies for cell phone use.				
3	Communicate expectations of cell phone and social media use of students to parents.				
4	Explore the use of systems to ensure that safe and appropriate content is used on school devices.				
5	Develop a plan and educate students on the effects of social media.				
6	Teacher observations will evaluate whether or not students appear more engaged and achieve higher academic success in the classroom.				

Position Responsible for Action Plan:

Strategy#	3	We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.				
Action Plan #	4					
Specific Result Statement	Develop strategies to address and prevent disruptive student behavior.					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date	
1	Explore and implement a districtwide behavior model.					
2	Support and investigate level 3 programing for students in grades PK-8					
3	Explore options that could become an alternative for the BEST program in Lincoln.					
4	Explore different professional development over de-escalation techniques to all staff members					
5	Explore the implementation of the sixpence grant program in our district.					
6	Find ways to recruit, train, and retain quality paraprofessional support staff.					
7	Provide professional development over trauma informed instruction					
8	Support professional development over root cause analysis and teaching with poverty in mind					
9	Evaluate the effectiveness of our strategies to address and prevent disruptive student behavior					

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

S t r a t e g y # :	We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.
COSTS	BENEFITS
Tangible: <ul style="list-style-type: none"> ○ Cost of trainings ○ Qualified Staff ○ Subs for observations 	Tangible: <ul style="list-style-type: none"> ○ Students will be at school available to learn. ○ Teachers will be able to focus more on instruction. ○ Students will be present in the classroom more often ○ More IEP/MDT's will have supports/accommodations met
Intangible: <ul style="list-style-type: none"> ○ Time commitment for training ○ Initial stress during transition to new programs ○ Time and effort to locate PD resources ○ 	Intangible: <ul style="list-style-type: none"> ○ Student's overwhelming feelings will be addressed. ○ Students will be happier to be at school. ○ Teachers will have less stress/be happier at school ○ Retention of staff

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #4 - Facilities- We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Strategy#	4	We will provide facilities, infrastructure, and technology necessary to achieve our mission.				
Action Plan #	1					
Specific Result Statement	Evaluate current facility safety concerns and identify solutions and implement where possible.					
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date	
1	Evaluate current safety trends and safety standards across Nebraska and the United States					
2	Evaluate the annual safety and security audit of the facilities and enhance audit practices through exploration of other districts' forms and practices.					
3	Evaluate current safety trainings and explore future trainings related to safety (e.g., stop the bleed)					
4	Inform both internal and external stakeholders the necessity of safety and security in our school buildings .					
5	Identify the highest priority of future safety film on facility windows .					
6	Research the possibility of local or state safety grant funding to help sustain modern safety facilities .					
7	Evaluate our current buildings compared to prevailing safety trends/ completion of safety projects					

Position Responsible for Action Plan:

Strategy#	4	We will provide facilities, infrastructure, and technology necessary to achieve our mission.			
Action Plan #	2				
Specific Result Statement	Align resources, facilities, and technology strategically and equitably across the district to maximize and enhance the learning environment.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Explore and implement effective options for maintaining our current facilities and infrastructure (e.g., fire safety, ADA, code requirements, & internet capacity)				
2	Utilize ESU 5 staff to complete ongoing technology audits of future technology needs related to software, hardware, & infrastructure updates				
3	Budget and plan for future building maintenance projects over the next 5 years				
4	Foster community understanding of the need to maintain our current facilities and technology infrastructure				
5	Visit other school districts' facilities to stay up-to-date on modern maintenance strategies				
6	Explore funding sources to complete maintenance needs within the district.				
7	Evaluate the effectiveness of the district's maintenance plan				

Position Responsible for Action Plan:

Strategy#	4	We will provide facilities, infrastructure, and technology necessary to achieve our mission.			
Action Plan #	3				
Specific Result Statement	Provide facility upgrades that meet the educational, safety, and equity demands of our community.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Complete a comprehensive facility improvement plan & complete a facility transparency plan				
2	Explore, evaluate and recommend upgrades related to a new bus barn				
3	Explore, evaluate and recommend upgrades related to an upgraded auditorium				
4	Explore, evaluate and recommend upgrades related to an upgraded 7-12 science lab				
5	Explore, evaluate and recommend upgrades related to a new track				
6	Explore, evaluate and recommend upgrades related to a new gym				
7.	Explore playground equipment for upper elementary.				
8	Explore, evaluate and recommend upgrades related to a new technology software, hardware, and hardware				
9	Evaluate the effectiveness of the district's maintenance plan				
10	Evaluate the effectiveness of the district's facility improvement plan				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

S t r a t e g y # :	We will provide facilities, infrastructure, and technology necessary to achieve our mission.	
COSTS		BENEFITS
Tangible: <ul style="list-style-type: none"> ○ Money for projects ○ Could need more staff for technology ○ Maintenance cost if we have more gym space 		Tangible: <ul style="list-style-type: none"> ○ Students will have safe and enjoyable facility ○ Expanded gym space for student use ○ Would be able to hold more tournaments if we have more gym space ○ Could benefit youth teams and wrestling
Intangible: <ul style="list-style-type: none"> ○ Time to develop projects ○ Time for writing grants ○ Increase taxes for upgrades ○ Could cause ill will in the community with a failed bond issue 		Intangible: <ul style="list-style-type: none"> ○ Save time with we could have more practices ○ Stakeholders would take more pride in the school district

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Strategy #5- Academics- We will implement research-based instruction, materials, and practices including effective professional development.

Strategy#	5	We will implement research-based instruction, materials, and practices including effective professional development.			
Action Plan #	1				
Specific Result Statement	We will implement a systemic and systematic districtwide MTSS process in regards to core instruction.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the effectiveness of tier one or core instruction through the use of fidelity checks				
2	Explore different dual credit offerings.				
3	Evaluate our current instructional model and review implementation strategies				
4	Create and implement a Professional Development (PD) plan directly linked to the strategic plan				
5	Improve differentiation and scaffolding practices to meet more students' needs.				
6	Analyze why 80% of students are not achieving grade level benchmarks in ELA & math and develop a plan to address these areas.				
7	Explore and implement Reading Across the Content Areas.				
8	Evaluate and analysis the effectiveness of tier one instruction				

Position Responsible for Action Plan:

Strategy#	5	We will implement research-based instruction, materials, and practices including effective professional development.			
Action Plan #	2				
Specific Result Statement	We will implement a systemic and systematic districtwide MTSS process in regards to tier two intervention.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the effectiveness of tier two instruction.				
2	Evaluate the effectiveness of our current interventions in tier two instruction.				
3	Educate all staff on tier two instruction expectations at the various grade levels.				
4	Research alternatives related to reading and math interventions.				
5	Provide resources and support staff to implement appropriate remedial strategies.				
6	Evaluate and analyze the effectiveness of tier two instruction through student increased student growth in Tier II interventions.				

Position Responsible for Action Plan:

Strategy#	5	We will implement research-based instruction, materials, and practices including effective professional development.			
Action Plan #	3				
Specific Result Statement	We will implement a systemic and systematic districtwide MTSS process in regards to tier three intervention.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate the effectiveness of tier three instruction.				
2	Evaluate the effectiveness of our special education tier three instruction.				
3	The need to examine deficit thinking versus growth mindset thinking				
4	Evaluate and enhance our professional development for tier three intervention.				
5	Evaluate and enhance the collaboration between general education teachers and special education teachers in order to meet inclusion plans and IEP requirements.				
6	Provide resources and support staff to implement appropriate tier three strategies.				
7	Evaluate and analyze the effectiveness of tier three instruction through student achievement.				

Position Responsible for Action Plan:

Strategy#	5	We will implement research-based instruction, materials, and practices including effective professional development.			
Action Plan #	4				
Specific Result Statement	Students will have a variety of learning experiences to increase engagement.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Evaluate whether students are gaining the soft skills necessary for success (career-readiness skills).				
2	Research what other districts are using to help students reach the career-readiness skills they need.				
3	Survey local businesses to see what CTE courses would best prepare students to fit their needs.				
4	Determine what additional elective courses would be needed to support student needs.				
5	Investigate research-based models that will enhance the tools we are currently using.				
6	Explore/research ways to increase hands on learning opportunities for students both in the classroom and outside the classroom when possible.				
7	Research best practices to engage peer to peer collaboration to enhance learning.				
8.	Evaluate whether students have mastered the CTE standards Nebraska requires through 80% initial job placement of students going directly into the workforce.				

Position Responsible for Action Plan:

Strategy#	5	We will implement research-based instruction, materials, and practices including effective professional development.			
Action Plan #	5				
Specific Result Statement	Enhance teacher collaboration between grade levels, subject areas and vertical teams to increase student achievement and professional development.				
#	Action Steps	Assigned to	Starting date	Ending Date	Completed Date
1	Revisit /enhance PLC time to best support teachers and student needs.				
2	Explore vertical team structures when possible to ensure curriculum alignment.				
3	Develop collaboration expectations and norms when meeting with teachers.				
4	Explore teacher mentors to expand cross curricular conversations (ie. instructional strategies, book studies.)				
5	Develop and train teacher leaders for each strategy of the strategic plan.				
6	This specific result will be evaluated Through staff surveys or informal observations teachers will feel more support for their professional development.				

Position Responsible for Action Plan:

COST-BENEFIT ANALYSIS

S t r a t e g y # :	We will implement research-based instruction, materials, and practices including effective professional development.
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COSTS	BENEFITS
<p>Tangible:</p> <ul style="list-style-type: none"> ○ Cost for transportation ○ Cost of admission ○ Cost for PD 	<p>Tangible:</p> <ul style="list-style-type: none"> ○ Student experiences ○ Clearer collaboration expectations/experiences ○ Increase student achievement ○ Improve school culture
<p>Intangible:</p> <ul style="list-style-type: none"> ○ Teacher time ○ Stress with change if current process is adjusted 	<p>Intangible:</p> <ul style="list-style-type: none"> ○ Better understanding of the MTSS process and varying tier levels ○ Teacher ownership

(Have you considered opportunity costs?
Does this action plan have sufficient return on investment?)

Mission:

Southern School District; a small-school community with big opportunities, empowers and engages students in educational, extracurricular, and real world experiences that develop responsible, respectful, and productive citizens.

Motto:

The Southern School District... a small-school community with big opportunities.

Belief Statements:

We believe all staff and students have the right to a learning environment that is conducive to high student achievement by ensuring everyone is emotionally, socially, and physically safe.

We believe in fostering the growth of our students in a technological world by integrating the tools of today to prepare them for the future.

We believe in helping students learn the value of leadership and how to become independent, problem-solving thinkers in society.

We believe in stewarding a growth mindset by supporting staff and students in becoming lifelong learners.

We believe our staff are valuable role models that empower our students to become responsible, respectful, and safe citizens.



Southern School District

southernschools.org

2023-2029 Strategic Planning Team

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Dr. Matt Dominy
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A special thank you to this team who gave several hours of their time to ensure we have the mission and plan that will drive our district forward. May you see your legacy in this plan.



**Southern
School District**

SOUTHERN SCHOOLS
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Notice of Nondiscrimination: The school district does not discriminate on the basis of race, color, national origin, sex, disability, or age in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups.



**Southern
School District**

Strategic Plan

2024-2029



Strategy #1 - Communication

We will communicate the SPS story to engage stakeholders, current staff and attract new staff.

Specific Result #1 Develop a system to enhance the recruitment, hiring, and retention of quality staff members.

Specific Result #2 Develop and research various means of communication to foster parent and patron engagement.

Specific Result #3 Explore and research methods to expand transparency to the community.

Specific Result #4 Develop a branding strategy to promote the Southern Public Schools story.

Strategy #2 - Activity Engagement

We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Specific Result #1 We will increase participation in activities in order to build student character and achievement.

Specific Result #2 We will strengthen school pride through increased student and community attendance at school activities by developing and hosting school events that entice family participation.

Specific Result #3 We will enhance and strengthen career exploration for K-12 students.

Strategy #3 - Mental Health/ Behavioral Health

We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Specific Result #1 Develop and implement an MTSS-behavior plan.

Specific Result #2 Developing a systematic approach to addressing mental health of students and staff.

Specific Result #3 Explore the usage and dangers of using social media and phone use by students.

Specific Result #4 Develop strategies to address and prevent disruptive student behavior.

Strategy #4 - Facilities

We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Specific Result #1 Evaluate current facility safety concerns and identify solutions and implement where possible.

Specific Result #2 Align resources, facilities, and technology strategically and equitably across the district to maximize and enhance the learning environment.

Specific Result #3 Provide facility upgrades that meet the educational, safety, and equity demands of our community.

Strategy #5 - Academics

We will implement research-based instruction, materials, and practices including effective professional development.

Specific Result #1 We will implement a systemic and systematic districtwide MTSS process in regards to core instruction.

Specific Result #2 We will implement a systemic and systematic districtwide MTSS process in regards to tier two intervention.

Specific Result #3 We will implement a systemic and systematic districtwide MTSS process in regards to tier three intervention.

Specific Result #4 Students will have a variety of learning experiences to increase engagement.

Specific Result #5 Enhance teacher collaboration between grade levels, subject areas and vertical teams to increase student achievement and professional development.



Parameters:

We will recruit, hire, and retain quality staff with high expectations for all students and who demonstrate Southern's core values and beliefs.

We will ensure open communication with district staff, patrons, and the community and provide opportunities to express ideas and concerns.

We will value staff input in decision-making for students' well-being, academics, and safety.

We will make decisions in the best interest of our students to provide a well-rounded education for each student through various curricular and extracurricular activities.

We strive to provide the resources and materials necessary for staff and students to be successful.

Objectives:

Facilities - All students will be provided a safe, maintained, and modern facility to support all academic and extracurricular endeavors.

Communication - Each student and family will be provided clear communication that will make each stakeholder feel valued and supported.

Activity Engagement - All students will be involved in activities or clubs beyond the classroom.

Mental Health - Each student will receive needed resources that ensure physical, mental, and emotional health supported by highly trained and caring staff members resulting in increased student growth.

Academics - All students will be provided high quality instruction and opportunities in a variety of subject matter.

Strategies:

Communication - We will communicate the SPS story to engage stakeholders, current staff and attract new staff.

Activity Engagement - We will get all students involved in activities and/or clubs in order to strengthen their character and leadership.

Mental Health/Behavioral Health - We will research, design, and support the implementation of programs that develop physical, social, and emotional health in a secure and nurturing environment to encourage positive behavior and culture where all staff and students feel valued, known, supported and safe.

Facilities - We will provide facilities, infrastructure, and technology necessary to achieve our mission.

Academics - We will implement research-based instruction, materials, and practices including effective professional development.