

Board of Education Retreat

Wednesday, January 31, 2024 6:30 PM

Conference Room #101, 609 Whitney St, Pender, NE 68047-0629

1. **The mission of the Pender Public School District is to provide quality educational opportunities in a safe, positive learning environment that motivates and challenges all students to become productive and responsible citizens.**

2. **Call to Order, Roll Call, Establishment of a Quorum**

3. **Board of Education Picture for PPS Yearbook**

4. **Status Update - 2023-2024**

5. **2024 Committee Assignments**

6. **2024-2025 District Goals**

7. **Planning for the Future**

1. Finance

2. 2024-2025 Personnel

3. Facilities/Transportation

4. Extra-Curricular Opportunities

5. Programs

6. Technology Services

8. **Executive Session**

9. **Reconvene in Open Session**

10. **Upcoming Meetings/Board Opportunities**

1. Board Retreat - February 7 (2nd day if needed)

2. Next Regular Meeting - February 19, 2024

3. NRCSA Legislative Forum - February 20, 2024 -
Cornhusker Hotel in Lincoln

11. **Adjournment**

12. **The sequence of agenda topics is subject to change at the discretion of the board. Please arrive at the beginning of the meeting.**

Pender Public Schools

2022-2023 NSCAS Results

Board of Education Goal: 85% of students meet or exceed grade level expectations on the NSCAS assessments

NSCAS - ELA (New Target 21-22)

Percent Proficient By Grade

Data Years	Grade 03	Grade 04	Grade 05	Grade 06	Grade 07	Grade 08	Alternate 3rd-Year Cohort ¹
2022-2023	92%	58%	77%	84%	77%	73%	0%
2021-2022	65%	73%	69%	89%	68%	65%	0%
2020-2021	85%	83%	67%	68%	64%	52%	0%
2018-2019	90%	89%	77%	65%	65%	68%	0%

NSCAS - Math (New Target 23-24)

Percent Proficient By Grade

Data Years	Grade 03	Grade 04	Grade 05	Grade 06	Grade 07	Grade 08	Alternate 3rd-Year Cohort ¹
2022-2023	95%	90%	83%	81%	83%	88%	0%
2021-2022	90%	73%	81%	96%	76%	62%	0%
2020-2021	82%	70%	83%	83%	76%	52%	0%
2018-2019	93%	87%	95%	88%	71%	74%	0%

NSCAS - Science

Percent Proficient By Grade

Data Years	Grade 03	Grade 04	Grade 05	Grade 06	Grade 07	Grade 08	Alternate 3rd-Year Cohort ¹
2022-2023	0%	0%	87%	0%	0%	83%	0%
2021-2022	0%	0%	88%	0%	0%	69%	0%

Pender Public Schools 2022-2023 ACT Results

Board of Education Goal: 75% of students score at or above the state average (most recent reported) on the required NDE ACT (composite, reading, math, science)

Percent of students that meet or exceed the State average on the school administered and NDE required ACT.				
School Year	ELA	Math	Science	# of Students
22-23	72.00%	72.00%	72.00%	25
21-22		78.38%	81.08%	37
18-19	76.47%	64.71%	82.35%	17
17-18	66.67%	67.00%	66.67%	24

Average Scale Scores

Level	Data Years	English Language Arts	Mathematics	Science
School	2022-2023	19.9	22.5	22.3
School	2021-2022	21.3	21.6	21.1
School	2018-2019	20.0	21.4	20.4
School	2017-2018	19.7	21.7	21.4
District	2022-2023	19.9	22.5	22.3
District	2021-2022	21.3	21.6	21.1
District	2018-2019	20.0	21.4	20.4
District	2017-2018	19.7	21.7	21.4
State	2022-2023	16.7	17.9	18.3
State	2021-2022	16.7	17.7	18.1
State	2018-2019	17.7	18.9	19.0
State	2017-2018	17.6	18.9	19.3

Percent Meeting Expectations

Percent Meeting Expectations			
Data Years	English Language Arts	Mathematics	Science
2022-2023	64%	72%	72%
2021-2022	78%	78%	81%
2020-2021	68%	58%	68%
2018-2019	76%	88%	82%
2017-2018	67%	79%	75%
2016-2017	54%	65%	54%

Pender Public Schools					
Fall to Spring Growth					
Percentage of students that met or exceeded their growth target					
22-23 Grade Level	Math	Reading	Language Usage	Science	23-24 Grade Level
Kindergarten	92	96			1st Grade
1st Grade	70	75			2nd Grade
2nd Grade	96	83	87		3rd Grade
3rd Grade					4th Grade
4th Grade					5th Grade
5th Grade					6th Grade
6th Grade					7th Grade
7th Grade				54	8th Grade
8th Grade				45	9th Grade
9th Grade	50	60	64	68	10th Grade
10th Grade	50	21	55	42	11th Grade

Board Goal: 75% of students obtain their MAP growth target / (fall to spring OR fall to winter if the spring test is not given)

- * In 22-23, NSCAS testing occurred 3 times (fall, winter, spring). As a result, MAP tests were no longer administered in the NSCAS grades (exception: Science grade 8).
- ** In 23-24, MAP Science tests will be administered 2 times in grades 3-6
- *** All Rule 10 testing requirements are being met

**Pender School District
2023-2024
District Goals**

1. STRONG ACADEMICS

1. 85% of students meet or exceed grade level expectations on the NSCAS assessments
 - i. *NEP Secure - District Report - Performance - each content area*
2. 75% of students score at or above the state average (most recent reported) on the required NDE ACT (composite, reading, math, science)
 - i. *NEP Public - District Report - Performance - ACT*
3. 75% of students obtain their MAP growth target / (fall to spring OR fall to winter if the spring test is not given)
 - i. *Can only be done in grades K-2, 9, 10, and science grade 3-8*
 - ii. *Due to the changes in the State test, the MAP growth targets are not good ... on the NSCAS side, the Growth reports are not available*
4. In an effort to accomplish the goals listed above, legitimately challenge students who have a high level of intelligence and potential (coursework, clubs, differentiation, etc.).
 - i. Survey students and ask them if they feel as if they are legitimately challenged
 1. *Included on 1st and 3rd quarter surveys*
5. Continue NSCAS and ACT awards ceremony
 - i. *Happened in May of 2023 and will happen in May of 2024 (Friday before graduation)*

2. POSITIVE, FAIR, AND IMPARTIAL LEARNING ENVIRONMENT

1. Administer a perceptual survey to parents in the spring of the 22-23 school year BUT in 23-24, do it two times (fall and spring)
 - i. Aim to get a 60% participation rate
 - ii. Report summary results to the Board in November and April Board Meeting
 1. *A fall perceptual survey was NOT administered*
 2. *A spring perceptual survey will be administered (PT conferences)*
 3. *Admin team would like to do this 1 time per year rather than 2*
2. Develop and Administer a student climate survey
 - i. Complete prior to the end of the 2022-2023 school year
 - ii. Report summary results to the Board by June of 2023
 1. *This did not happen*
 2. *Admin team will get this accomplished at the end of the 23-24 school year*

3. Admin team would like to use the surveys that are given at the classroom level for this purpose in an effort to not over survey our kids - NO ... administer a student climate survey (1-31-24)

3. Staff climate survey

i. Complete in May of 2023

1. Done

ii. Report summary results to the Board in June of 2023

1. I don't remember - JD, find out

iii. Analyze results during preservice in August of 2023

1. This did not happen

2. Admin team would like to do this ONLY when needed

(chromebook example) ... preservice time is limited and valuable

4. Conduct 4 K-12 advisory group events during the 23-24 school year

i. Homecoming

ii. NBRIS celebration

iii. Red ribbon week

iv. Halloween trick or treating

v. Student Council hosted a back to school event at the CC (day before start of 2nd semester)

vi. Science day

vii. Pep rallies (K-6 kids are intentionally included)

5. Recognize all student and staff accomplishments

i. Encourage staff members to report their involvement and/or accomplishments so they can be recognized and shared publicly

1. Concerted effort to make this happen

2. Whenever we know, we do it ... sometimes we just don't know

ii. Utilize the District's "Live Feed", which is linked to the District's social media pages, as a central repository of all that happens at PPS

1. Daily student announcements

2. Concerted effort between secondary principal and AD to post everything that happens

3. Whenever we know, we do it ... sometimes we just don't know

6. Address opportunity gaps and promote successful outcomes for every student

i. This is what we do.

ii. What is the reason for this goal?

iii. I do not feel this is needed

3. STRONG FINANCIAL FOOTING

1. Aim for the 23-24 beginning cash balance (\$1,663,417.00) in the general fund to meet the 22-23 beginning cash balance (\$1,733,785.15)

i. This can only happen between now and August of 2023

ii. Ultimately, the goal is for the cash balance to be 3 times the average monthly bills on September 1, 2023

1. Average monthly bills = \$568,628.50
2. Cash balance target = \$1,705,885.50

2. Avoid a budget authority override
3. Aim for the August 31, 2024 Activities Fund balance to be higher than the August 31, 2022 balance (2022 is used because we don't currently have the balance for August 31, 2023. That number won't be available until that date. Since these goals are for the 2023-2024 school year,
 - i. August 31, 2023 Balance = \$156,465.46
 1. CD Balance = \$78,644.80
 2. Checking Account Balance = \$77,820.66
 - ii. August 31, 2022 Balance = \$144,067
 1. CD Balance = \$77,170.65
 2. Checking Account Balance = \$66,896.35
4. Examine the SBF balance before the 2023-2024 levy is determined
 - i. When expenditures are necessary that diminish this fund's cash balance, the levy in the subsequent budget year may need to reflect those expenditures
 - ii. When foreseen expenditures are on the horizon, the preceding budget year's levy may need to reflect those planned expenditures

4. SAFE, SECURE, UP-TO-DATE FACILITIES AND TRANSPORTATION

1. Review and adjust as necessary the vehicle replacement plan
 - i. Done
2. Continue exploring ways to improve and/or expand parking capacity
 - i. Done
3. Continue exploring property acquisition, property usage, and property improvements
 - i. Done
4. Finish the Pendragon Sports Complex
 - i. Progress being made, but not done
5. Complete the building addition (if not already finished in 22-23)
 - i. Finished!
6. Continue the facilities strategic planning process (this is the process that generates the summer projects list)
 - i. Will be finished soon

5. CAPABLE, PREPARED, PERSONABLE STAFF

1. Schedule in-service time to meet the needs of staff (weekly inservice)
 - i. Done
 - ii. LETRS
 - iii. Specifically, secondary in-service has been pointed in a direction in which staff members have asked about (Cy Wakeman driven example)
2. Continue supporting professional development opportunities for all staff members

- i. Done
- ii. Whenever staff members ask to do something, we attempt to make it happen (Von/King - Math at ESU; Volk/Krusemark - Feed the Cats; College credit opportunity for LETRS; New Teacher Cadre; Krusemark - went to an art workshop)

6. CAPABLE, PREPARED, PERSONABLE ADMINISTRATION

- 1. Develop a professional development plan that meets the unique and individual needs of the administrator
 - i. Just trying to survive for goodness sake
 - ii. Teach college class
 - iii. Leadership cadre at ESU
 - iv. etc.
- 2. Draft goals for the 23-24 school year (Luke, Kelly, Jason)
 - i. Done
- 3. Successfully transition from the current admin team to the new admin team
 - i. Done

7. PROGRESSIVE DISTRICT/SPECIAL INITIATIVES, PROGRAMS, CONTINUOUS IMPROVEMENT

- 1. Meet the dual credit needs of our students
 - i. Explore ways to make it possible for students to be able to take dual credit courses without having to pay for them
 - 1. Wow, absolutely!
- 2. Encourage purposeful student participation in Board meetings
 - i. Weak here, we will look for ways to engage kids in BOE meetings
 - ii. We don't need things to make our meetings last longer
 - iii. Late meetings prevent this from happening to an extent
 - iv. Close Up trip summary
- 3. Grades and Reporting
 - i. Provide students with feedback (aka grades and the manner in which they are reported) in a way that maximizes the learning process
 - 1. We do this
 - 2. Not sure this needs to be a goal moving forward
 - ii. Analyze and evaluate the way in which grades are recorded and reported (the intent here is to make sure things like SBG&R, class rank, retakes, the A, B, C system, etc. are what is best)
 - 1. Done continuously
 - 2. Not sure this needs to be a goal moving forward
- 4. Evaluate participation in P2T and determine future participation
 - i. Secondary principal will collect feedback from students involved at the end of the 23-24 school year

5. Provide students opportunities outside of the classroom (when they are offered to us) to enhance their overall learning experiences
 - i. Leadership conferences, field trips, hockey game, student athlete seminars, flyovers music performance, cultural connections, etc.
 1. Hockey game
 2. Youth sportsmanship rally
 3. Adopt the Breeze
 4. Jazzy Ash (April)
 5. DeMoines Adams (RRW)

8. COMMUNITY PARTICIPATION AND CONNECTEDNESS
 1. Every PPS employee engages in the community in some manner at least 1 time
 - i. Staff members do a pretty good job with this
 - ii. Admin talks about this with all new hires (actually all people interviewed)
 2. Staff members participate in as many community events and organizations as possible
 - i. Report this so it can be publicly recognized
 1. Reported when it makes sense to do so
 2. Within the organizations, it is reported
 3. Not sure how to best do this
 3. Conduct 1 new community engagement event
 - i. Open House
 - ii. Alumni Weekend
 4. Not sure where this fits in, but we have a "partnership" with Little Sprouts to offer "Little Pendragons"

9. UP-TO-DATE POLICIES, PROCEDURES, AND PRACTICES (ONGOING SYSTEM OF REVIEW, REVISION, AND EVALUATION...)
 1. Activities Handbook - evaluate and modify as necessary
 - i. Done
 - ii. Resulted in admin attending all parent meeting
 2. Sponsors and Coaches Handbook - evaluate and modify as necessary
 - i. Done
 3. Complete a cross-analysis of Handbooks, Policy, Online Information (District Website, Sparq) by October 1, 2023
 - i. Not done
 - ii. That said, we are catching things as we go
 4. Begin Policy review in February of 2024
 - i. Include admin team in this process
 1. Where are we with this? How do we want to proceed? Wait til after election to develop a plan?

10. EXTRA CURRICULAR ACTIVITIES (DIVERSE CHOICES, GOOD PARTICIPATION AND PERFORMANCE OF ALL INVOLVED)

1. Increase participation rate
 - i. Athletic events
 1. See sheet
 - ii. Fine Arts
 1. See sheet
 - iii. Other School Sponsored Activities (FFA, Quiz Bowl, eSports, etc.)
 1. See sheet
 2. Overall, we do the best we can to get kids to participate by providing a lot of activities, making the activities as enjoyable as possible, and making sure the adults in charge are as high quality as possible
2. Explore relationships with neighboring districts to develop the best programs we can for Pender students
 - i. Done

11. TECHNOLOGY (throughout entire system) – STUDENT INITIATIVES, SUPPORT SERVICES, TRAINING, CONTINUOUS UPDATING, COST CONSIDERATIONS

1. Complete another technology budget overview, cost analysis, etc.
 - i. Committee on American Civics should do this in a process that looks similar to the process in place for facilities
 1. Have not formally done this with the Board
2. Review the device purchase / rotation plan
 - i. Device Rotation Plan
 - ii. Committee on American Civics should do this in a process that looks similar to the process in place for facilities
 1. Have not formally done this with the Board
3. Evaluate the Tribal Broadband infrastructure and determine a long-term plan for it
 - i. Not really used
 - ii. We did use it at the FB field in the fall to stream games (necessary)

12. POSITIVE RELATIONSHIPS WITHIN DISTRICT SCHOOLS, WITH PARENTS, AND WITH COMMUNITY (Community Engagement)

1. Create the PPS promotional brochure
 - i. HAL kids? Student Council? Some other interested student or students? During advisory group time? Ask for community volunteers?
 1. Not done
 2. If we ever get the time to do this, we absolutely will
2. Create a PPS promotional video / commercial
 - i. HAL kids? Student Council? Some other interested student or students? During advisory group time? Ask for community volunteers?
 1. Not done

- 2. If we ever get the time to do this, we absolutely will*
3. Maintain and grow positive relationships with student support groups (PTO, Booster Club, Music Boosters, FFA Alumni, PTECFF, etc.)
 - i. Publicly recognize the donations/gifts/contributions made by these groups **(make them an agenda item, include in annual report)**
 - ii. Invite representatives from the student support groups to Board meetings to engage them, thank them, and ask them if there is any way we can further support them
 1. *Doing our best*
4. Continue promoting the PSC in a way that creates meaningful engagement between members of the community and the school
 - i. *Participation in teacher fair at WSC*

13. CAPABLE, PREPARED, PERSONABLE BOARD MEMBERS

1. Be active in the community
2. Attend at least 1 training (NASB, NRCSA, etc.)
3. Follow legislative updates, and be informed

**Pender Public School District
Board of Education
2024**

Term	Office/Member	Name	Address	Home Phone	Work Phone	Cell Phone	E-mail	Occupation/Business
2006-2026*	President	Matt Peters	2057 14th Road			922-0802	petersmatt88@gmail.com	Farmer
2012-2024*	Vice-President	Matt Heineman	1725 I Avenue		385-2211	922-1248	matt_heineman@agrivisionequipment.com	AgriVision/Farmer
2012-2024*	Secretary/Treasurer	Jason Roth	1245 V Road			922-0675	jroth1@hotmail.com	Farmer
2006-2024**	Member	Jean Karlen	PO Box 156	385-2657		922-0159	jkarle1@wsc.edu	Professor Emeritus
							jeankarlen@gmail.com	
2006-2026*	Member	J.J. Maise	606 S. Carns			922-1103	jjmaise@vahoo.com	PCH Facilities Manager
2018-2026*	Member	Mandy Johnson	PO Box 561		385-6500	922-1073	marandatorv@vahoo.com	Northeast NE Insurance
							mjohnsonneinsurance@gmail.com	

*Re-elected;

**Appointed to complete Franklin Fendrick's term 1/12/07 through 12/08; elected to serve 2008-2012; 2012-2016; 2016-2020, 2020-2024

2024 Committee Assignments

Policy	Johnson* Karlen Peters	Transportation/Facilities	Maise* Heineman Peters		
Curriculum / Americanism / Technology	Karlen* Johnson Roth	Administrative Assistance	Peters* Karlen Heineman		
Negotiations	Heineman* Maise Roth	Finance	Roth* Maise Johnson		

*Chair