

## NEBRASKA STATE BOARD OF EDUCATION MEETING NOTIFICATION AND AGENDA

- Meeting Date:** Thursday, September 4, 2025 12:00 PM
- Meeting Title:** State Board of Education Work Session Meeting and Notification and Agenda
- Location:** NDE Office Building  
Board Room  
500 South 84th Street  
Lincoln, NE 68510
- Agenda:** Except for emergency items added at the time of the meeting, the agenda will not be changed less than 24 hours prior to the start of the meeting and any changes will be immediately posted on the website. The Board will attempt to adhere to the sequence of the published agenda, but reserves the right to adjust the order of items if necessary and may elect to take action on any of the items listed.
- Interpreter:** If you need interpreter services or other reasonable accommodations, please contact the Nebraska Department of Education at (402) 471-5059 five (5) days prior to the meeting to coordinate arrangements.
- Website:** An electronic version of the agenda and support materials are available on the State Board of Education's Agenda page: [www.education.ne.gov/stateboard/state-board-agendas/](http://www.education.ne.gov/stateboard/state-board-agendas/)
- Lunch:** On Thursday, September 4, 2025, the State Board of Education may also take a recess for lunch. The Board may resume work on the agenda at approximately 1:00 p.m.

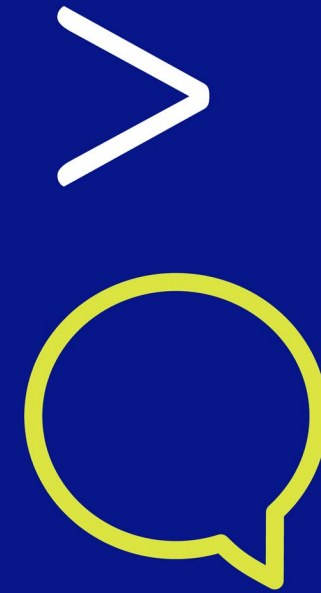
1. CALL TO ORDER (The Board may take a recess)  
President Tegtmeier
  - 1.1. Roll Call  
President Tegtmeier
  - 1.2. Pledge of Allegiance  
President Tegtmeier
  - 1.3. Announcement of the placement of the Open Meetings Act information  
President Tegtmeier
2. BUSINESS  
President Tegtmeier
  - 2.1. Information on Agency Hiring Process

2.2. Strategic Plan Update  
Commissioner Maher

3. ADJOURNMENT  
President Tegtmeier

The regularly scheduled meeting of the State Board of Education will reconvene at 9:00 a.m. tomorrow in this room.

# NDE Agency Hiring Processes



# Grounded in Board Policy

- AMP 2.01 Human Resources Policies
  - Personnel Policies
  - Professional Personnel Hiring
  - Labor Negotiations
  - Equal Opportunity Employment and Nondiscrimination



# AMP 2.01 Human Resources Policies

## **Personnel Policies**

- Personnel Administration
- Internal Operating Procedures (IOPs)
- Personnel Rules

## **Professional Personnel Hiring**

- Board approves the hiring of a Deputy Commissioner.
- Newly created professional positions.



# AMP 2.01 Human Resources Policies

## **Labor Negotiations**

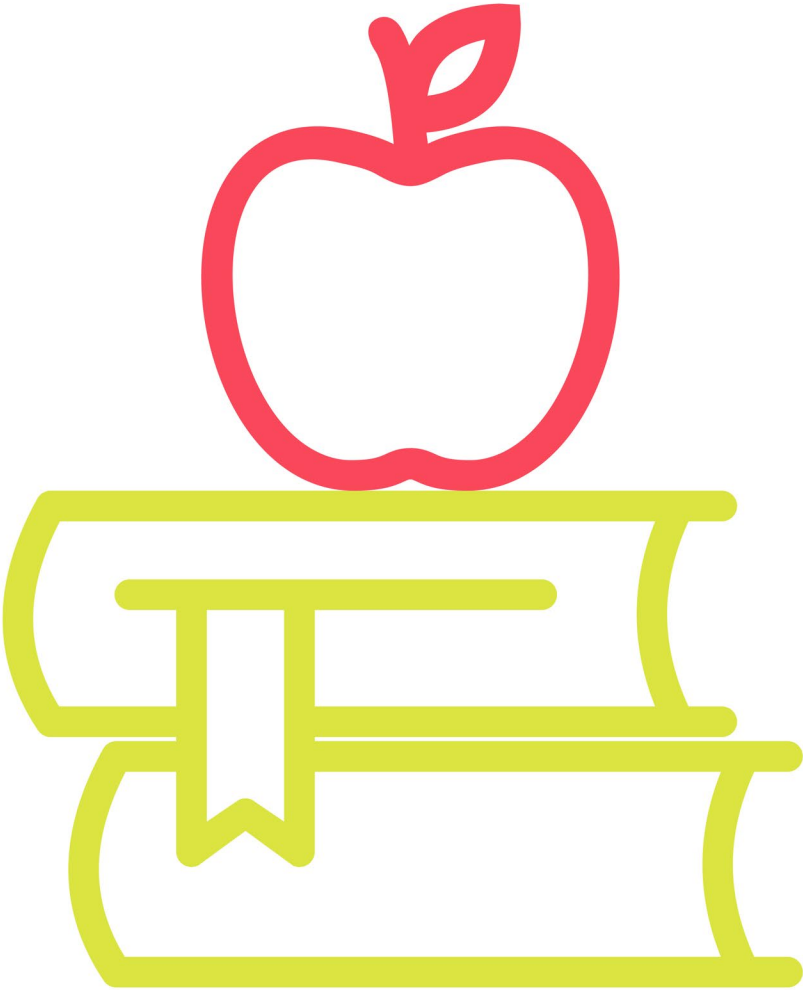
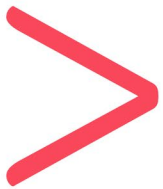
- Bargaining Agreements approved by the Board

## **EEO and Nondiscrimination**

- The Board prohibits employment practices by the Department that are a violation of state and federal law.



# Recruitment Process



# Pre-Process Information

- Position Type
- Classification and Compensation System
- HR assigns a classification
- Bargaining Agreement and Personnel Rules requirements



# Hiring Process: Before Posting

- Approval to post
- Hiring consultation
- Positions are posted



# Hiring Process: During & After Posting

- HR Application Review
- Application Review Panel
- Interview Selection



# Hiring Process: Interviews & References

- Interviews
- Finalist Selection
- References



# Hiring Process: Offers

- Request to offer
- Offer and communication
- Offer letter
- Final steps



# General Information

- HR drafts all documents and provides guidance
- HR is the main point of contact
- HR collaborates with Legal Services



Thank you



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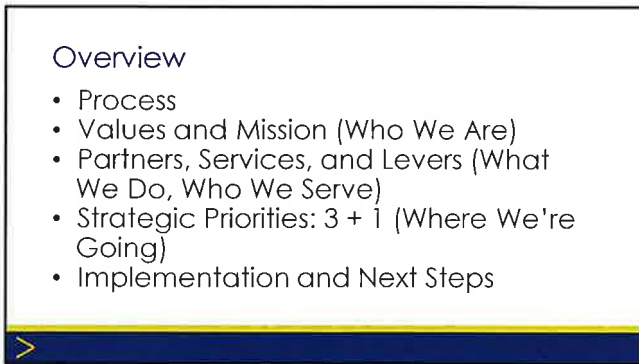
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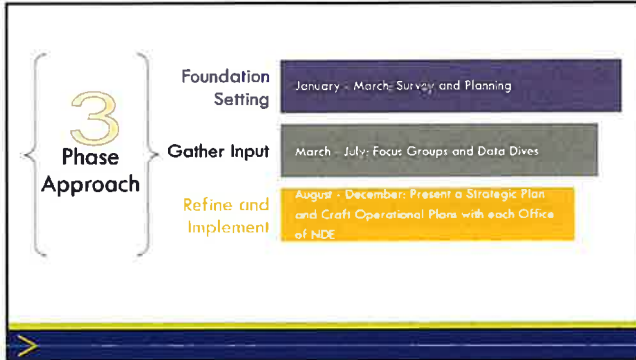
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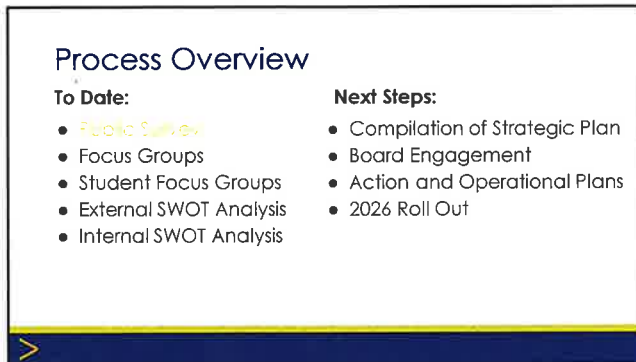
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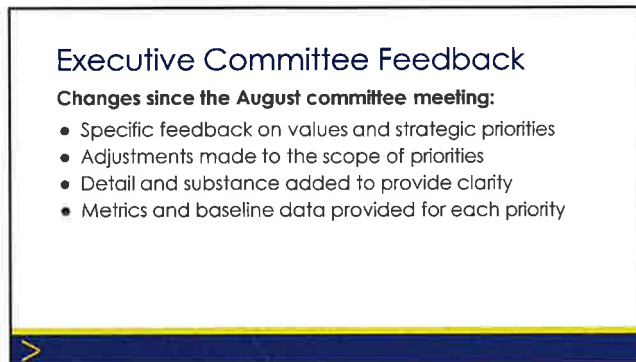
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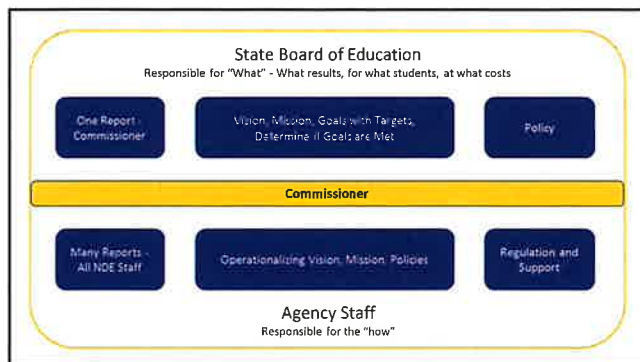
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<b>What resonates with me...</b>	<b>I have questions about...</b>

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<b>Additional input</b>	<b>What I heard...</b>

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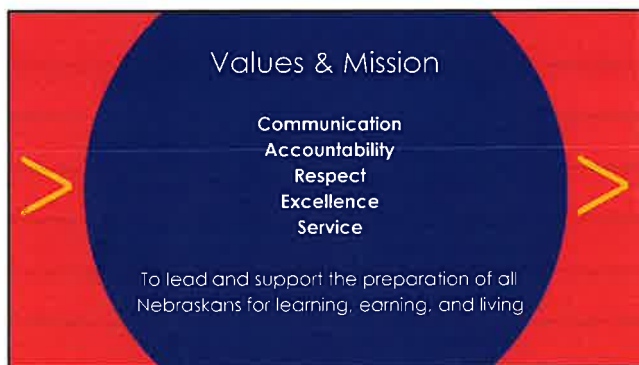
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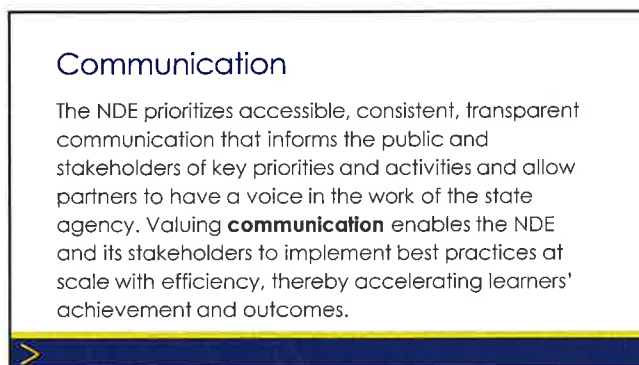
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### Accountability

The NDE is accountable to our partners when we use resources wisely, follow through and show integrity, take responsibility for our actions and outcomes, and uphold a standard for excellence. Valuing **accountability** will lead the NDE to support our partners improving outcomes and opportunities for all learners.



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### Respect

Nebraska is a state with diverse geographies, demographics, languages, backgrounds, cultures, and needs, and the NDE will engage in open-minded, intentional, and consistent listening and decision-making processes. Valuing **respect**, the NDE will operate similar to Nebraska's classrooms where respect builds a positive learning environment; the NDE will model respect in all processes, allowing partners to contribute to the statewide education system.



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### Excellence

As the state education agency, the NDE will be a model for educational and workplace excellence in Nebraska. The NDE will strive for operational excellence in our services. Similarly, the NDE will expect excellence of external partners serving learners throughout Nebraska. Valuing **excellence** will elevate the level of performance across the education system.



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### Service

As the state education agency, our work depends upon the service we provide to students, educators, families, communities, and external partners. Valuing **service** will allow the NDE to strengthen partnerships and achieve greater results.

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## CARES

-  COMMUNICATION
-  ACCOUNTABILITY
-  RESPECT
-  EXCELLENCE
-  SERVICE

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Partners, Services, and Levers

What We Do and  
Who We Serve

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### Partners

Direct Service	Indirect Service
Vocational Rehabilitation clients and businesses	Students - Classroom instruction
Applicants for certifications	Families
PK-12 institutions	Current and future workforce
Educators - e.g. school leaders, teachers	
Postsecondary educational institutions	
Families/Citizens - e.g. family seeking exempt school filing	
Student - Career and Technical Student Organization participation	
Educational Service Units (ESUs)	



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### Services: Quality Assurance

- Certification, e.g., educators
- Coordination with other government/non-governmental agencies
- Direct services to students/learners/clients
- Grant funding opportunities to education entities and third parties
- Program and fiscal compliance/monitoring
- Program approval/accreditation
- Professional development
- School and continuous improvement
- School accountability, e.g., content standards and assessment
- Technical assistance



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### Levers

- In addition to the roles and services set out by statute, the NDE further creates change and drives improvement through:
- Boldly setting the vision for the statewide education system
  - Consistently promoting evidence-based practices
  - Continuously assessing school systems
  - Effectively implementing policy
  - Intentionally monitoring for compliance
  - Responsibly reporting and messaging data
  - Strategically allocating state and federal funding



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Discussion

- Do the values, partners, services, and levers resonate?
- What are we missing or how could we clarify?

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Strategic Priorities

*Where are We Going?*

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Strategic Priorities: 3+1

Accelerate student achievement  
Grow the educator pipeline  
Equip the workforce  
+  
Provide exceptional service

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Strategic Priority #1:  
Accelerate Student  
Achievement

Strategic Outcomes:

Improved student  
learning

Decreased chronic  
absence

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Strategic Priority #1: Accelerate Student Achievement

**Strategic Outcome: Improved Student Learning**

- 75% of 3rd grade students will score proficient in the English language arts statewide assessment by 2030.
  - 2023-24 Baseline: 58.9%
- 80% of 8th grade students will score proficient in the mathematics statewide assessment by 2030.
  - 2023-24 Baseline: 56.56%
- 71% of 11th grade students will score proficient in math and 73% will score proficient in ELA as measured by the ACT assessment by 2030.
  - 2023-24 Baseline: 42.1% in math and 45.5% in ELA

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### Strategic Priority #1: Accelerate Student Achievement

**Strategic Outcome: Decreased Chronic Absence**

- Reduce chronic absenteeism by 50% by 2030
  - 2023-24 Baseline: Current rate of chronic absenteeism is 22%



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**Strategic Priority #2: Grow the Educator Pipeline**

Strategic Outcomes:

Increased the supply of teachers

Retention and effectiveness?

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### Strategic Priority #2: Grow the Educator Pipeline

**Strategic Outcome: Increased Supply of Educators**

- 1,100 students per year will concentrate in the education and training program of study by 2030.
  - 2023-24 baseline: 552
- Decrease the teacher vacancy and unfilled positions in half by 2030.
  - 2023-24 baseline: 200 vacant and 669 unfilled positions
- Teacher apprenticeship metric?



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**Strategic Priority #3:  
Equip the Workforce**

Strategic Outcomes:

- Increased postsecondary access and attainment
- Improved skill attainment for learners and clients

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**Strategic Priority #3: Equip the Workforce**

**Strategic Outcome: Increased postsecondary access and attainment**

- 94% of students will graduate by 2030.
  - 2023-24 baseline: 88%
- Nebraska's ACT Composite will be 20 by 2030.
  - 2023-24 - 19.1
- 50% of students will engage in dual enrollment by 2030.
  - 2023-24 Baseline: 33%
- 77% of students will concentrate in a CTE career cluster by 2030.
  - 2023-24 Baseline: 54%

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**Strategic Priority #3: Equip the Workforce**

**Strategic Outcome: Improved skill attainment for learners and clients**

- 47.2% of clients will receive a credential of value
  - 2023-24 Baseline: 42%
- 63.6% of clients will be employed in quarter 4 after exit
  - 2023-24 Baseline: 56.7%
- 1,000 students per year will achieve the Seal of Biliteracy.
  - 2023-24 Baseline: 384

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**Strategic Priority #4:  
Provide Exceptional Service**



Strategic Outcomes:

- Efficiency
- Responsiveness and communication
- Capacity building

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**Theme/Catchphrase**

- Align to "Good Life is Calling" - Department of Economic Development
  - Good Life, Excellent Education
  - Growing the Good Life
  - Foundations for the Good Life



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**Discussion**

- Do these strategic priorities reflect what you heard in the community focus groups?
- Do these strategic outcomes reflect what you heard in the community focus groups?
- Do these metrics make sense for measuring the outcomes?
- What's missing?



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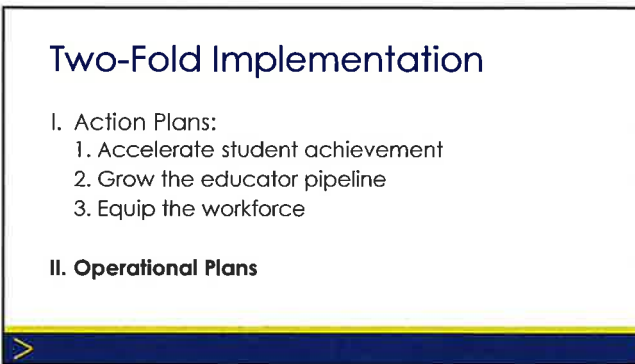
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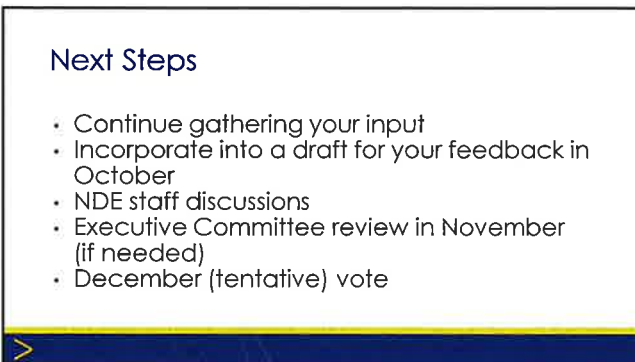
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Strategic Plan Work Session  
September 4, 2025

*Mission:*

To lead and support the preparation of all Nebraskans for learning, earning, and living.

*Values:*

- Communication - The NDE prioritizes accessible, consistent, transparent communication that informs the public and stakeholders of key priorities and activities and allow partners to have a voice in the work of the state agency. Valuing **communication** enables the NDE and its stakeholders to implement best practices at scale with efficiency, thereby accelerating learners' achievement and outcomes.
- Accountability - The NDE is accountable to our partners when we use resources wisely, follow through and show integrity, take responsibility for our actions and outcomes, and uphold a standard for excellence. Valuing **accountability** will lead the NDE to support our partners improving outcomes and opportunities for all learners.
- Respect - Nebraska is a state with diverse geographies, demographics, languages, backgrounds, cultures, and needs, and the NDE will engage in open-minded, intentional, and consistent listening and decision-making processes. Valuing **respect**, the NDE will operate similar to Nebraska's classrooms where respect builds a positive learning environment; the NDE will model respect in all processes, allowing partners to contribute to the statewide education system.
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- Service - As the state education agency, our work depends upon the service we provide to students, educators, families, communities, and external partners. Valuing **service** will allow the NDE to strengthen partnerships and achieve greater results.

*Partners:*

<b>Direct Service</b>	<b>Indirect Service</b>
Vocational Rehabilitation clients and businesses	<i>Students - Classroom instruction</i>
<i>Applicants for certifications</i>	<i>Families</i>
<i>PK-12 institutions</i>	<i>Current and future workforce</i>
<i>Educators - e.g. school leaders, teachers</i>	
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*Services: Grounded in Quality Assurance*

- Certification, e.g., educators
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  - Teacher apprenticeship metric?
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