

Board of Education Regular Meeting
Monday, February 10, 2025 5:30 PM

Tekamah-Herman Public Schools
112 N 13th St
Tekamah, NE 68061

Agenda

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of General Fund Bills
 - 4.3. Approval of Board Member Absence
5. Treasurer's report
6. Recognition of Students and Staff
7. Recognition of Visitors/Public Comment
8. ACTION ITEMS
 - 8.1. Approve Apple Computer Lease
 - 8.2. Approve the resignation of Haley Ransiear
 - 8.3. Approve the 2025-2026 THS School Calendar
 - 8.4. Approve Deaf/Hard of Hearing Educator Contract
 - 8.5. Approve Casey Harper as Agricultural Science teacher for 2025-2026
9. DISCUSSION ITEMS
 - 9.1. NE Education Based Medicaid Claiming System
10. Principal Reports
 - 10.1. Elementary Principal
 - 10.2. Secondary Principal
11. Board Reports
 - 11.1. Building, Grounds, Transportation Committee
12. Superintendent Report
 - 12.1. NDE Frameworks External Visitation Presentation Summary
13. Next meeting date and time: Monday, March 10th, 2025 at 5:30 pm in the THS Library
14. Adjournment

Board of Education Regular Meeting

Monday, January 13, 2025 5:30 PM

Tekamah-Herman Public Schools, 112 N 13th St, Tekamah, NE 68061

Chris Booth: Present
Abby Mathistad: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Absent
Sheryl Stansberry: Present

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|-------------------------------------|-------------------------------------|
| 1. Call the meeting to order | Speaker(s) : Board President |
| 2. Open Meetings Law | Speaker(s) : Board President |
| 3. Roll Call | Speaker(s) : Board President |

4. **Consent Agenda**

Action(s) :

The motion to approve the Consent Agenda including December 9th minutes and current claims as presented Passed with a motion by Burt Rogers and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

4.1. Approval of Minutes

4.2. Approval of General Fund Bills

4.3. Approval of Board Member Absence

5. **Treasurer's report**

Discussion: Mr. Kjar reviewed the November 2025 Treasurer's report with the Board.

6. **Recognition of Students and Staff**

Discussion: Mrs. Beck introduced the December students of the month. She also thanked the ROAR rally assembly planners.

Mr. Heitz introduced the Tiger Pride "Give It All You Got" award winners. Also recognized were the fall NSAA activity academic All-State recipients. Heitz introduced Brad Paul as the "Teacher of the Semester", an award voted on by the student leadership team.

7. **Recognition of Visitors/Public Comment**

8. **ACTION ITEMS**

8.1. Elect Board Officers for 2025

Action(s) :

The motion to nominate Mandyn Pruess as the board President and Burt Rogers as vice president. Heidi Lindberg was appointed to serve as the Board's Secretary/Treasurer for 2025 Passed with a motion by Sheryl Stansberry and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.2. Set Board Committee Assignments for 2025

Action(s) :

The motion to approve the committee assignments the same as 2024 with the changes to the negotiations committee and Budget/Finance committee Passed with a motion by Burt Rogers and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: 2025 Board Committee Assignments
American Civics: Rogers, Booth, and Stansberry
Policy: Pruess, Skinner, and Stansberry
Budget/Finance: Skinner, Pruess, and Stansberry
Building/Grounds/Transportation: Rogers: Stansberry, and Booth
Curriculum/Instruction/Technology: Pruess, Stansberry, and Mathistad
Negotiations: Skinner, Booth, and Mathistad

8.3. Select Board Representative to the Tekamah-Herman School Foundation for 2025

Action(s) :

The motion to approve Sheryl Stansberry as the Tekamah-Herman Schools board representative for the Tekamah-Herman School Foundation for 2025 Passed with a motion by Chris Booth and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.4. Approve Superintendent Evaluation and Contract

Action(s):

The motion to approve the superintendent's evaluation and contract as presented Passed with a motion by Sheryl Stansberry and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: The Board reviewed our Superintendent with a tool that evaluates the following: 1. Governance and Board Relations 2) Community Relations 3) Staff Relations 4) Business and Finance and 5) Instructional Leadership. Other components of his evaluation include student growth and progress towards district-wide goals. Superintendent Kjar scored well on all categories. The Board approved a 10.6% salary increase, bringing his base salary to \$154,000. The Board uses the evaluation tool and an area school array of salaries to stay competitive with salary and benefits.

8.5. Approve the annual lease for a skid loader

Action(s):

Motion to approve the skid steer lease as presented. Passed with a motion by Burt Rogers and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

8.6. Approve the resignation, retirement, of Don Wallace

Action(s):

The motion to approve the resignation/retirement of Don Wallace as presented Passed with a motion by Abby Mathistad and a second by Chris Booth.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: The Board and staff want to thank Don for his 44 years of service at Tekamah-Herman Schools. His accomplishments in the classroom, FFA, and technology have been outstanding during his time here. Happy reitement Don!

8.7. Approve the 2025-2026 THEA Negotiated Agreement

Action(s):

The motion to approve the 2025-2026 THEA Negotiated Agreement as presented Passed with a motion by Chris Booth and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Abstain (With Conflict)
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 4, Nay: 0, Absent: 1, Abstain (With Conflict): 1

Discussion:

Negotiated Agreement Changes for 2025-2026

Base increased by \$1250 to \$39,450

Added MA+27 and MA+36 to Schedule A

Will remove BA+36 once everyone currently on that column has moved or retired. No new hires will be able to start on BA+36

Personal days- receive 3 every year and can have a max of 6. You will only be able to take 4 personal days off in a row without administrative approval

Staff who have THS students in activities will be able to use up to 1 sick day to be gone for those activities

Added a Schedule B for CEC certified teachers who do not have a BA

Moved Cheer and Dance to group 3 on Schedule C, added iHelp to group 4

AD will be moved to an administrative contract.

Updated all the language from the past 2 years MOU.

8.8. Approve surplus items for immediate sale or disposal

Action(s):

The motion to approve the items presented as surplus for immediate sale or disposal Passed with a motion by Sheryl Stansberry and a second by Burt Rogers.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

Discussion: Items included our basketball warm-ups from past years.

8.9. Approve the contract for Jordan Roseborough as the District Technology Coordinator for 2025-2026

Action(s):

The motion to approve the contract of Jordan Roseborough as presented for 2025-2026 Passed with a motion by Chris Booth and a second by Abby Mathistad.

Voting Detail:

Chris Booth: Yea
Abby Mathistad: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

9. **DISCUSSION ITEMS**

10. **Principal Reports**

10.1. Elementary Principal

Discussion: Mrs. Beck reported enrollment is staying steady in the elementary, two students transferred out at the end of the year. Mrs. Beck reported she attended APL training for administrators at ESU2, and it was the best professional learning experience she has encountered in her career. APL is a series of teaching strategies that increases student engagement, and enhances direct instruction.

10.2. Secondary Principal

Discussion: Mr. Heitz reported it is time to review the Tiger Pride expectations, for both teachers and students. He also talked about sending out SEL student surveys. Social Emotional Learning surveys are a tool our school is using to hopefully identify students that are

struggling. Analyzing student responses help us serve our students. Mr. Heitz noted we are hosting District Wrestling on February 15th and Conference Speech on February 26th.

11. Board Reports

12. Superintendent Report

Discussion: Mr. Kjar talked briefly about our External Team Visit beginning tomorrow. The results of the visit will be communicated at the February Board Meeting.

13. Possible Executive Session: for the purpose of principal evaluations and compensation and to protect the reputation of the principals.

Action(s):

At 6:07pm, the motion to go into executive session for the purpose of principal evaluations and compensation in order to protect the reputation of the principals and the strategic financial planning for our District Passed with a motion by Burt Rogers and a second by Chris Booth.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Yea
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Absent
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

With Subsidiary Motions:

At 7:20pm, the motion to return to open session Passed with a motion by Abby Mathistad and a second by Chris Booth.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Yea
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Absent
Sheryl Stansberry:	Yea

Voting Summary: Yea: 5, Nay: 0, Absent: 1

14. Next meeting date and time: Monday, February 10th, 2025 at 5:30 pm in the school library.

15. Adjournment

Action(s):

The motion to adjourn meeting at 7:21pm Passed with a motion by Burt Rogers and a second by Chris Booth.

Voting Detail:

Chris Booth:	Yea
Abby Mathistad:	Yea

Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Absent
Sheryl Stansberry: Yea
Voting Summary: Yea: 5, Nay: 0, Absent: 1

Board Secretary

Check Number	Check Date	Entity Name	Amount
Auto	1/20/2025	ESRP	18,539.82
Auto	1/20/2025	Rise Broadband	240.38
144565	1/20/2025	First National Bank Omaha-Credit Card	29.35
144566	1/20/2025	First National Bank Omaha-Credit Card	15
144567	1/20/2025	First National Bank Omaha-Credit Card	1371.31
144568	1/20/2025	Heidi Lindberg (reimbursement for External Visit Hc	829.78
144569	02/10/2025	AINSWORTH COMMUNITY SCHOOLS	\$294.00
144570	02/10/2025	AJ'S SERVICE AND REPAIR	\$115.00
144571	02/10/2025	AMAZON CAPITAL SERVICES, INC	\$804.26
144572	02/10/2025	TANNER AYER	\$114.80
144573	02/10/2025	BOMGAARS SUPPLY INC	\$168.60
144574	02/10/2025	BRANIFF SERVICE	\$689.38
144575	02/10/2025	BRUMMOND DISPOSAL LLC	\$415.00
144576	02/10/2025	BUDDIES	\$422.14
144577	02/10/2025	Cannon	\$628.46
144578	02/10/2025	CASS PLUMBING	\$370.44
144579	02/10/2025	CENTURYLINK	\$516.08
144580	02/10/2025	CITY OF TEKAMAH	\$527.00
144581	02/10/2025	CITY OF TEKAMAH	\$75.00
144582	02/10/2025	CITY WIDE FACILITY SOLUTIONS	\$11,200.00
144583	02/10/2025	CRAIG RESOURCES INC, DBA CRAIG	\$3,449.81
144584	02/10/2025	DIETZ MUSIC HOUSE, INC	\$194.90
144585	02/10/2025	STEVE DIKE	\$14.43
144586	02/10/2025	Enterprise Pub Co.	\$75.00
144587	02/10/2025	ESU #2	\$3,580.00
144588	02/10/2025	ESU #2	\$4,366.99
144589	02/10/2025	ESU #2	\$99,598.59
144590	02/10/2025	GOODWILL INDUSTRIES INC	\$450.00
144591	02/10/2025	JARED HAAG	\$189.76
144592	02/10/2025	BRI HANSEN	\$125.02
144593	02/10/2025	HD SUPPLY	\$2,777.42
144594	02/10/2025	HEARTLAND COMMUNITY SCHOOLS	\$238.00
144595	02/10/2025	IMAGINE LEARNING	\$360.00
144596	02/10/2025	INSTITUTE FOR MULIT-SENSORY EDUCATION	\$272.95
144597	02/10/2025	BRAD KJAR	\$60.00
144598	02/10/2025	KSB SCHOOL LAW, PC LLO	\$798.50
144599	02/10/2025	BROOKE CHELEEN	\$829.90
144600	02/10/2025	LOFFLER	\$1,539.58
144601	02/10/2025	HOLLY LOFTIS	\$224.00
144602	02/10/2025	Master's Hand	\$66.00
144603	02/10/2025	MATHESON TRI-GAS, INC	\$1,096.28
144604	02/10/2025	Midwest Service Co.	\$1,122.39
144605	02/10/2025	Nebrasaka Association of School Boards	\$5,001.00
144606	02/10/2025	NEBRASKA PUBLIC POWER	\$6,400.00
144607	02/10/2025	NEBRASKA SAFETY CENTER	\$1,275.00
144608	02/10/2025	NORTHEAST COMMUNITY COLLEGE	\$344.44
144609	02/10/2025	OneSource	\$44.00
144610	02/10/2025	Popplers Music Inc	\$65.54
144611	02/10/2025	ROOTS TO WINGS	\$570.00
144612	02/10/2025	RUTT'S MECHANICAL SERVICES	\$11,697.52
144613	02/10/2025	SAVEMORE MARKET	\$1,403.54
144614	02/10/2025	THE SIGN DEPOT, LLC	\$340.86
144615	02/10/2025	Suburban Schools H.I. Program	\$7,869.08
144616	02/10/2025	BOB SWANBERG	\$8.50
144617	02/10/2025	TEACHER SYNERGY LLC	\$105.72
144618	02/10/2025	Tekamah Chamber of Commerce	\$300.00
144619	02/10/2025	ULINE	\$491.50
144620	02/10/2025	UNK ACADEMIC ADVISING & CAREER	\$150.00
144621	02/10/2025	VERIZON WIRELESS	\$90.30
144622	02/10/2025	VESTIS	\$211.86
144623	02/10/2025	WALTER LYDICK	\$3,200.00
144624	02/10/2025	West Harrison School	\$8,362.52
144625	02/10/2025	QUENTIN WITT	\$13.90
144626	02/10/2025	WOODRIVER ENERGY LLC	\$7,827.10
144627	02/10/2025	JIM YORK	\$16.47
	02/10/2025	BRIDGET ABRAHAM	\$240.80
	02/10/2025	MANNI BELFRAGE	\$56.00
	02/10/2025	VANESSA BRAND	\$201.60
	02/10/2025	CARRIE BRANIFF	\$61.60
	02/10/2025	BRIDGETTE BRAYMEN	\$182.00

02/10/2025	Abra Bridges	\$196.00
02/10/2025	CARI BRODERSEN	\$196.00
02/10/2025	ANDREA BROMM	\$112.00
02/10/2025	JAMIE BRUMMOND	\$140.00
02/10/2025	SARAH BRUSEGAARD	\$172.20
02/10/2025	WES OR LISA BURT	\$168.00
02/10/2025	SABINA CAMERON	\$140.00
02/10/2025	JILL CONNEALY	\$186.20
02/10/2025	ERIC OR CLARITY DEVNEY	\$277.20
02/10/2025	KENDAL DORN	\$53.20
02/10/2025	ROBERT & BREANNE EVASIC	\$148.40
02/10/2025	ASHLEY FISHER	\$168.00
02/10/2025	DEANNA GOODWIN	\$252.00
02/10/2025	JOEL HAMAN	\$232.40
02/10/2025	AMANDA HANSEN	\$88.20
02/10/2025	CHELSEA HANSEN	\$125.02
02/10/2025	JON HANSEN	\$142.80
02/10/2025	LINDSEY HANSEN	\$106.40
02/10/2025	BUCK OR ALLIE HOIER	\$93.10
02/10/2025	KATHY HUESER	\$215.60
02/10/2025	ANNABELLE OR FRANCOIS JACOBS	\$89.60
02/10/2025	CONNIE JARZYNKA	\$112.00
02/10/2025	MACKENZIE KAHLANDT	\$263.20
02/10/2025	JAMES KELLY	\$196.00
02/10/2025	PAIGE KNAUSS	\$302.40
02/10/2025	TIMOTHY OR GINA LANDSPERGER	\$81.20
02/10/2025	KATIE LEICHLITER	\$336.00
02/10/2025	MICHAELA MANN	\$140.00
02/10/2025	TIFFANY MARQUARDT	\$151.20
02/10/2025	LAURA MCELMURAY	\$103.60
02/10/2025	CARISSA OR ANDY OLIGMUELLER	\$39.20
02/10/2025	RYANN PAGELS	\$420.00
02/10/2025	CHRIS PETERSEN	\$53.20
02/10/2025	JACOB OR TIFFANY PETTIT	\$176.40
02/10/2025	BRITTANY RAY	\$179.20
02/10/2025	JESSICA SATORIE	\$112.00
02/10/2025	JODIE SCHUETT	\$184.80
02/10/2025	SHAUNA SELF	\$350.28
02/10/2025	TRISHA SHEETS	\$168.00
02/10/2025	AARON SNOW	\$95.20
02/10/2025	JILL SPENNER	\$224.00
02/10/2025	SEAN THIEMANN	\$232.40
02/10/2025	MICHELLE TOBIN	\$234.36
02/10/2025	ASHLEY TYSON	\$224.00
02/10/2025	ASHLEY WIMER	\$72.80
02/10/2025	HAILEY WOLF	\$355.60
02/10/2025	KILEY WORLEY	\$336.00
	TOTAL	\$223,771.53

DEPRECIATION

1071	02/10/2025	RIDDELL ALL AMERICAN SPORTS	\$3,686.20
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BUILDING

1751	02/10/2025	Menards	\$666.05
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GENERAL FUND		
Dec-24		
CASH ON HAND	\$	927,489.93
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 927,489.93
BURT COUNTY TAXES	\$	788,308.19
WASHINGTON COUNTY TAXES	\$	154,974.72
Special Ed Programs	\$	143,012.00
IDEA Special Ed Federal Reimbursement	\$	1,790.00
ARP HCY I	\$	500.00
STATE AID	\$	83,973.00
INTEREST	\$	275.34
	T. EXPENDITURES	\$ 1,172,833.25
		\$2,100,323.18
PAYROLL	\$	621,597.39
EXPENDITURES	\$	213,310.87
	T. EXPENDITURES	
		\$ 834,908.26
Ending Balance 12/31/2024		\$1,265,414.92
DEPRECIATION FUND		
Dec-24		
CASH ON HAND	\$	188,176.26
CASH BALANCE		\$ 188,176.26
TRANSFER		
INTEREST	\$	338.63
	TOTAL REVENUE	\$ 338.63
		\$188,514.89
EXPENDITURES	\$	48,980.00
	TOTAL EXPENDITURE	\$ 48,980.00
Ending Balance 12/31/2024		\$139,534.89
EMPLOYEE BENEFIT FUND		
Dec-24		
CASH ON HAND	\$	53,870.33
CASH BALANCE		\$ 53,870.33
INTEREST	\$	118.07
NON-REVENUE RECEIPTS (REFUND)		
		\$ 118.07
	TOTAL REVENUE	\$ 53,988.40

EXPENDITURES	\$	-	
	TOTAL EXPENDITURE	\$	-
ENDING BALANCE 12/31/2024			\$53,988.40
ACTIVITY FUND			
Dec-24			
CASH ON HAND	\$	185,407.45	
CASH BALANCE			\$ 185,407.45
DEPOSITS	\$	19,932.75	
TRANSFER IN	\$	411.66	
INTEREST			\$ 20,344.41
TOTAL REVENUE			\$205,751.86
EXPENDITURES	\$	27,459.30	
	TOTAL EXPENDITURE	\$	27,459.30
Ending Balance 12/31/2024			\$178,292.56
LUNCH FUND			
Dec-24			
CASH ON HAND	\$	123,445.53	
CASH BALANCE			\$ 123,445.53
DEPOSITS	\$	8,863.60	
TRANSFER IN			
INTEREST	\$	292.47	
			\$ 9,156.07
	TOTAL REVENUE	\$	132,601.60
PAYROLL	\$	12,023.17	
EXPENDITURES	\$	17,395.01	
			\$ 29,418.18
Ending Balance 12/31/2024			\$103,183.42
BOND FUND			
Dec-24			
CASH ON HAND	\$	694,449.66	
CASH BALANCE			\$ 694,449.66
BURT COUNTY TAXES	\$	147,934.10	
WASHINGTON COUNTY TAXES	\$	27,923.29	

INTEREST	\$ 1,519.90	
		\$ 177,377.29
	TOTAL REVENUE	\$871,826.95
EXPENDITURES	\$ -	
	TOTAL EXPENDITURES	\$ -
Ending Balance 12/31/2024		\$871,826.95
BUILDING FUND		
Dec-24		
CASH ON HAND	\$ 1,989,290.51	
CASH BALANCE		\$ 1,989,290.51
BURT COUNTY TAXES	\$ 68,947.44	
WASHINGTON COUNTY TAXES	\$ 13,597.72	
INTEREST	\$ 3,507.65	
		\$ 86,052.81
	TOTAL REVENUE	\$ 2,075,343.32
EXPENDITURES	\$ 10,792.60	
		\$ 10,792.60
Ending Balance 12/31/2024		\$ 2,064,550.72

Tekamah-Herman Board Meeting
Elementary Report

2/10/25

Staff and Student Recognition

- Students of the month for January were: Juliette Schuett, Presley Robinson, Owen Tallman, Drake Robinson, Skarlet Blunck, Sophia Rader, Charley Bridges, Ian Huffman, Buck Braniff, Ruby Kjar, Audrey Landsperger, Ayla Wofford, Joseph Martin, Renly Danielsen, and Mark Armbrust.
- While it was a team effort for sure, I'd like to specifically thank Holly Loftis, Mackenzie Kahlandt and Amanda Hansen for their work on our school improvement team during the last five years. These staff members contributed positively, and represented the elementary staff well during our work. Thank you!

Principal's Report

- Our enrollment for January was 288 students PK-6. We had two new students join us, and four students transferred out of the district.
- We continue to train staff members with our new ELA curriculum of Orton-Gillingham. In January Becky Rogers, Shyenne Langley, Carrie Braniff, Sarah Smith, and Payton Chmelka spent two days at ESU2 learning this curriculum with Caryn Zietlow. Our staff reported that it was a great couple days of learning, and I'm excited to continue planning for this change during our ELA block.

Tekamah-Herman Board Meeting
Secondary Report

2/10/25

Staff and Student Recognition

- STATE Girls Wrestling Qualifiers: Daisy Cameron, Kruze Leichleiter, Kristi Raue, Lily Willing
(Pep Rally, Feb. 18)
- EHC Honor Band: Christopher Smith and Lily Willing
- Middle School Honor Choir: Ben Beck, Brody Bromm, Rory Landsperger; Shelly Niewohner directed the honor choir performance at Stanton
- State FFA Qualifiers
 - Levi Blackford- Agriculture Sales- District Champion; Swine Production- Gold
 - Tate Pruess- Diversified Agriculture Production- Gold
 - Parke Loftis- Goats- District Champion
 - Jager Leichleiter- Wildlife Management and Production- District Champion

Principal's Report

- Education Career Fairs (UNK and WSC)
- EHC Principals meetings
- We HOST Conference Speech Wed. Feb. 26 (no school for students)
- Musical "Annie" performances, Feb. 27, 28, March 1
- Testing Day, March 25



Apple Inc. Education Price Quote

Customer:

Don Wallace
 TEKAMAH-HERMAN SCHOOLS
 Phone: 1402-374-2157
 Email: dwallace@esu2.org

Apple Inc:

Stephen Martin
 Phone: (512) 701-6967
 Email: stephen_martin@apple.com

Apple Quote:

2213293386

Quote Date:

January 21, 2025

Quote Valid Until:

February 17, 2025

Quote Comments:

Item #	Details	Qty	Unit List Price	Disc. Per Unit	Unit Disc. Price	Extended Disc. Price
1	13-inch MacBook Air: Apple M2 chip with 8-core CPU and 8-core GPU, 16GB, 256GB - Space Gray (Packaged in a 5-pack) Part Number: MC7Y4LL/A Configuration: 065-CCJT : Apple M2 chip with 8-core CPU, 8-core GPU, 16-core Neural Engine 065-CCJX : 16GB unified memory 065-CCJY : 256GB SSD storage 065-CD7F : 30W USB-C Power Adapter 065-CCLY : 1080p FaceTime HD camera 065-CCM0 : Two Thunderbolt / USB 4 ports 065-CCM1 : MagSafe 3 charging port 065-CCM2 : 13.6-inch Liquid Retina display with True Tone 065-CD5W : None 065-CD09 : Backlit Magic Keyboard with Touch ID - US English 065-CD0T : Accessory Kit	70	\$879.00	\$0.00	\$879.00	\$61,530.00

Extended Education List Price Total	\$61,530.00
Total Discount	\$0.00
Extended Discounted Price Subtotal	\$61,530.00
Additional Tax	\$0.00
Estimated Tax	\$0.00
Total Tax	\$0.00
Extended Discounted Total Price*	\$61,530.00

**In most cases Extended Discounted Total Price does not include Sales Tax
 If applicable, eWaste/Recycling Fees are included. Standard shipping is complimentary.

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Amount Financed	Term	Annual Payment
\$61,530.00	36 months	\$20,510.00

0% Interest Rate

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We deliver lifecycle management with innovative capabilities, just as you'd expect from Apple. Please contact your AFS Manager to move forward, or to explore other flexible options.

Tim Guiling

Apple Financial Services
tguiling@apple.com



Review

Finalize product selections and payment plan.



Confirm

Provide signer contact details, and we'll send documentation.



Order

Submit signed documentation and we'll place your order.



Right tools.

The right tools empower your learning environment. We build payment plans aligned to your budget to get the right tools.



Right time.

The right timing can make all the difference. We provide flexible terms that put you in control of when to deploy and refresh.



Sustainable.

Creating a predictable lifecycle plan is an important element for ensuring a sustainable implementation.

Tekamah-Herman Public Schools

112th North 13th Street

Tekamah, Ne 68061

Dear Administration,

Please accept this letter as formal notification that I will not be returning to Tekamah-Herman Public Schools next year. I have accepted a teaching position at Norris High School for the 2025-2026 school year.

I want to thank you for the opportunity to work at Tekamah-Herman Public Schools over the last 7 years. I have enjoyed working with the district during this time and will miss the kids, my family's, the teaching staff, my building and the community more than I can put in to words.

While I am excited by the new opportunities this move provides for my family, but I will always remember my time at Tekamah-Herman with affection. I would like to be able to help make the teacher transition as easy and painless for the new teacher and the kids as possible, so however you need me to participate and whatever you need me to do, please communicate with me. I love this program and want to do best by it. Please do not hesitate to contact me if you need further information.

Kind regards,

A handwritten signature in black ink that reads "Haley Ranisear". The signature is written in a cursive, flowing style.

Haley Ranisear



Tekamah-Herman Schools

2025-2026 School Calendar

Version B

****SCHOOL WILL DISMISS AT 2:00PM EVERY FRIDAY****



JULY 2025						
S	M	T	W	Th	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

14 - School Board Meeting

187 Teacher Days / 174 Student Days

JANUARY 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

1 - Winter Break, No School
2 - Winter Break, No School
5 - Teacher PD, No School for Students
6 - Noon Dismissal
12 - School Board Meeting

(S-19, T-20)

AUGUST 2025						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

6 - Teacher PD Day
7 - Teacher PD Day
8 - Teacher PD Day
11 - School Board Meeting
11 - Teacher PD Day
12 - First Day of School
12:00pm Dismissal

(S-14, T-18)

FEBRUARY 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

9 - School Board Meeting
9 - Teacher PD Day
No School for Students
26 - Parent/Teacher Conf (8am-8pm)
27 - No School Spring Break

(S-19, T-20)

SEPTEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

1 - Labor Day, No School
8 - School Board Meeting
15 - Teacher PD, No School for Students

(S-20, T-21)

MARCH 2026						
S	M	T	W	Th	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

2 - No School Spring Break
9 - School Board Meeting
23 - Teacher PD, No School for Students

(S-18, T-20)

OCTOBER 2025						
S	M	T	W	Th	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

1 - Parent/Teacher Conferences
2:00 Dismissal
2 - Parent/Teacher Conferences
2:00 Dismissal
3 - No School
6 - Teacher PD, No School for Students
13 - School Board Meeting

(S-21, T-22)

APRIL 2026						
S	M	T	W	Th	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

3 - Easter Break, No School
6 - Teacher PD, No School for Students
13 - School Board Meeting
21 - Noon Dismissal HS Track Meet

(S-20, T-21)

NOVEMBER 2025						
S	M	T	W	Th	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

10 - School Board Meeting
18 - Teacher PD, No School for Students
26 - Noon Dismissal
27 - Thanksgiving Day, No School
28 - Thanksgiving Break, No School

(S-17, T-18)

MAY 2026						
S	M	T	W	Th	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

9 - Graduation
11 - School Board Meeting
15 - Last Day of School
Noon Dismissal
18 - Teacher Workday

(S-11, T-12)
187 Teacher Days / 174 Student Days

DECEMBER 2025						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

8 - School Board Meeting
19 - Noon Dismissal
22-31 - Winter Break, No School

(S-15, T-15)

JUNE 2026						
S	M	T	W	Th	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

8 - School Board Meeting

CONTRACT FOR SPECIAL EDUCATION SERVICES FOR STUDENTS WHO ARE DEAF AND HARD OF HEARING

SUBURBAN SCHOOLS' PROGRAM FOR CHILDREN WHO ARE DEAF AND HARD OF HEARING BIRTH TO 21 YEARS

AGREEMENT made August 1, 2024 OR with initiation of student services, between the Program of Ralston Public Schools in the County of Douglas, State of Nebraska, (hereinafter referred to as the Servicing Program) and the Tekamah-Herman Public Schools (hereinafter referred to as the District).

CENTER-BASED SCHOOL-AGED PROGRAM

The District agrees to pay to the Servicing Program a sum equal to the per pupil cost for the school-aged educational program provided See Attachment A resident(s) of the District and who has a verified handicapping condition. The District agrees to pay \$48,948.00 per student, per year for the instruction of the named student or a daily amount equal to the Servicing Program's daily rate of \$277.00/day. Service/instruction for the named student(s) will begin August 12, 2024 OR with initiation of student services, and end May 22, 2025, a period of 177 school/working days. (Snow days may be made up at the end of the regular school year per the Ralston superintendent's decision.) The Servicing Program agrees to formally bill the District for the total number of students enrolled at the per student yearly rate; the District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill. This agreement covers the academic days only. Extra-curricular activity hours will be billed separately, based on actual service hours. Nebraska Department of Education required testing will be administered by Suburban Schools' Program staff using the student's state assessment username and password provided by the Nebraska Dept. of Education. Scores are reported to the resident district.

CENTER-BASED PRESCHOOL CLASSROOM IN RALSTON (3-5 YRS.on an IEP)

The District agrees to pay to the Servicing Program a sum equal to the per pupil cost for the preschool age educational program provided See Attachment A resident(s) of the District and who has a verified handicapping condition. The District agrees to pay \$26,601.00 per year for the instruction of the named student(s) or a daily rate of \$150.00 to the Servicing Program. Service/instruction for the named student(s) will begin August 12, 2024 OR with initiation of student services, and end May 22, 2025 a period of 177 school/working days. (Snow days may be made up at the end of the regular school year per the Ralston superintendent's decision.) The Servicing Program agrees to formally bill the District for the total number of students enrolled at the per student yearly rate; the District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill.

ITINERANT DEAF EDUCATION SERVICES IN A RESIDENT DISTRICT SETTING

The District agrees to pay to the Servicing Program a sum equal to the full time equivalent (FTE) required to provide services to the district. The cost for the preschool and school-aged itinerant deaf education services is calculated on FTE equivalents of HOURLY, .05, .1, .15, .2, .25, etc. (see Appendix chart 1 for costs). See Attachment A for a listing of students used for the calculation of the service. Itinerant deaf education costs will include travel time to reach the destination (see Appendix chart 2 for travel time) and direct and consultative services to the student(s) as well as all associated meetings. Round trip mileage will be tracked and billed with services. The District agrees to pay \$14,305.00 for .15 FTE per year for the instruction of the named student(s). Service/instruction for the named student will begin August 12, 2024 OR with initiation of student services, and end May 22, 2025, a period of 177 school/working days. The Servicing Program agrees to formally bill the District a total of \$14,305.00 for .15 FTE and mileage charge. The District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill.


PARENT-INFANT (0-3 YRS. on an IFSP)

The District agrees to pay to the Servicing Program a sum equal to the per pupil cost for the birth-3 years educational program provided See Attachment A resident(s) of the District and who has a verified handicapping condition. The District agrees to pay \$90.00/hour per student visit and drive time, for the instruction of the named student(s). Service/instruction for the named student will begin August 6, 2024 OR with initiation of student services and end August 5, 2025. The Servicing Program agrees to formally bill the District for the total number of hours of service provided to students enrolled in the Parent-Infant Program. The District agrees to pay the Servicing Program within 30 days of the receipt of each formal bill.

Special Education Program Code 28-0054

Service Code 10-800-202151-00

December 6, 2024
Date

Signed by 
Servicing Program Officer

12-12-2024
Date

Signed by 
District Officer

Attached: Appendix and Attachment A

Appendix

Services for the 2024-25 school year are based upon service usage or FTE from 2023-24 and any new students added at the beginning of the 2024-25 school year. FTE time is calculated based on the amount of weekly direct service to students and/or meetings and round-trip travel time to destination. Example: IEP meeting or direct services total 1 hour per week and drive time to location roundtrip is 1 hour so total FTE would be based on 2 hours per week.

Chart 1: FTE calculation chart

FTE percentage	Minutes per week	FTE cost per year
.05	Up to 90 minutes per week	\$ 4,768.00 per year
.10	90 minutes to 3 hours per week	\$ 9,536.00 per year
.15	Up to 4.5 hours per week	\$14,305.00 per year
.20	Up to 6 hours per day or 1 day per week	\$19,073.00 per year
.25	Up to 7.5 hours or 1.25 days per week	\$23,841.00 per year
.30	Up to 9 hours or 1.5 days per week	\$28,609.00 per year
.35	Up to 10.5 hours or 1.75 days per week	\$33,377.00 per year
.40	Up to 12 hours or 2 days per week	\$38,146.00 per year
.45	Up to 13.5 hours or 2.25 days per week	\$42,914.00 per year
.50	Up to 15 hours or 2.5 days per week	\$47,682.00 per year
.55	Up to 16.5 hours or 2.75 days per week	\$52,450.00 per year
.60	Up to 18 hours or 3 days per week	\$57,218.00 per year
.65	Up to 19.5 hours or 3.25 days per week	\$61,986.00 per year
.70	Up to 21 hours or 3.5 days per week	\$66,755.00 per year
.75	Up to 22.5 hours or 3.75 days per week	\$71,523.00 per year
.80	Up to 24 hours or 4 days per week	\$76,291.00 per year
.85	Up to 25.5 hours or 4.25 days per week	\$81,060.00 per year
.90	Up to 27 hours or 4.5 days per week	\$85,827.00 per year
.95	Up to 28.5 hours or 4.75 days per week	\$90,596.00 per year
1.0	Up to 30 hours or 5 days per week	\$95,364.00 per year
Hourly	For districts that have occasional use of service	\$90.00/hour

Chart 2: Travel calculation chart based on roundtrip Mapquest predicted times from Ralston Middle School (office location) to central school district location.

District	Round-trip Travel Time	District	Round-trip Travel Time
Arlington	1.5 hours	Mead	1.25 hours
Ashland-Greenwood	1.0 hour	Millard	.75 hours
Bennington	1.0 hour	North Bend Central	2.0 hours
Blair	1.25 hours	Oakland-Craig	2.25 hours
Cedar Bluffs	1.75 hours	Plattsmouth	1.0 hour
Conestoga	1.25 hours	Ralston	.5 hours
DC West	1.0 hour	Raymond Central	2.0 hours
Elkhorn	.75 hours	Scribner-Snyder	2.0 hours
Elmwood-Murdock	1.5 hours	Springfield Platteview	.75 hours
Fort Calhoun	1 hour	Tekamah-Herman	2.0 hours
Fremont	1.5 hours	Wahoo	1.5 hours
Gretna	1.0 hour	Weeping Water	1.75 hours
Logan View	1.75 hours	West Point - Beemer	2.5 hours
Louisville	1.0 hour	Yutan	1.0 hours
Lyons-Decatur	2.25 hours		

TEACHER'S CONTRACT

THIS CONTRACT made by and between the School District of Tekamah-Herman Schools, District #1 in the County of Burt, in the State of Nebraska, hereinafter referred to as "District" and, Casey Harper a legally qualified teacher, hereinafter referred to as "Teacher".

WITNESSETH: That the Board of Education of the Tekamah-Herman District hereby agrees to employ the Teacher above named in the schools of the district for a school year, which shall begin on or about August 12, 2025, and end on or about June 1, 2026, and shall consist of 185 days of employment at a salary of \$58,780.50 and under the following conditions.

BENEFITS:

LIFE INSURANCE	\$ 20,000.00
FAMILY BLUE CROSS BLUE SHEILD WITH \$1050 DEDUCTIBLE with SINGLE DENTAL	\$ 26,662.56
INCOME PROTECTION	\$ 307.60

FIRST: The salary of the teacher shall be payable in 12 equal installments. The first installment shall be payable on the 19th day of September, 2025, and the remaining installments shall be payable on the 19th day of each month thereafter.

SECOND: The teacher hereby agrees to be governed by the policies of the Board of Education of the District and that the teaching duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with the approval of the Board of Education of the District; and further agrees to devote full time, during days of school to his/her position in all respects, to diligently and faithfully perform the assigned duties as Teacher to the best of his/her professional ability.

THIRD: In addition to the teaching duties set forth herein, the Teacher may be assigned such "extra duty" assignments as defined from time to time by the parties of this agreement which shall be upon such terms and conditions and at such additional stated rate of compensation as the Teacher and District may from time to time agree upon.

FOURTH: This contract may be cancelled or amended by a majority of the members of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the teacher's certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the provisions of 79-12,110, R.R.S.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Teacher from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to 185 days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Teacher.

SIXTH: There shall be no penalty for release or resignation by the Teacher from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the district and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulations governing deductions from the above stated compensation with reference to withholding tax, Social Security and teacher's retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Teacher hereby affirms that he/she is not under contract with another School Board or Board of Education within this state covering a part or all the same time of performance as is contemplated by this agreement. The Teacher further affirms that at the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate. It is understood and agreed that this contract is not valid until the teacher's certificate, as herein listed, is registered in the office of the superintendent of the schools in this district and that the Teacher shall not be compensated for any service performed prior to the date of registration of this certificate.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may from time to time, be mutually agreed upon by and between the board and teachers or a duly recognized collective bargaining agent for said teachers, and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or renewal contracts must be executed by the Teacher and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the district. Said Renewal Agreement or renewal contract shall not be offered to the Teacher prior to March 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirement of Section 79-121,111 through 79-12,114 R.R.S. and any other applicable state statues.

Executed _____, 2025.


TEACHER

Executed _____, 2025.

Tekamah-Herman School District #1

County of Burt

Board President

Attest: _____
Secretary of the Board

Tekamah-Herman Board Meeting
Elementary Report

2/10/25

Staff and Student Recognition

- Students of the month for January were: Juliette Schuett, Presley Robinson, Owen Tallman, Drake Robinson, Skarlet Blunck, Sophia Rader, Charley Bridges, Ian Huffman, Buck Braniff, Ruby Kjar, Audrey Landsperger, Ayla Wofford, Joseph Martin, Renly Danielsen, and Mark Armbrust.
- While it was a team effort for sure, I'd like to specifically thank Holly Loftis, Mackenzie Kahlandt and Amanda Hansen for their work on our school improvement team during the last five years. These staff members contributed positively, and represented the elementary staff well during our work. Thank you!

Principal's Report

- Our enrollment for January was 288 students PK-6. We had two new students join us, and four students transferred out of the district.
- We continue to train staff members with our new ELA curriculum of Orton-Gillingham. In January Becky Rogers, Shyenne Langley, Carrie Braniff, Sarah Smith, and Payton Chmelka spent two days at ESU2 learning this curriculum with Caryn Zietlow. Our staff reported that it was a great couple days of learning, and I'm excited to continue planning for this change during our ELA block.

Tekamah-Herman Board Meeting
Secondary Report

2/10/25

Staff and Student Recognition

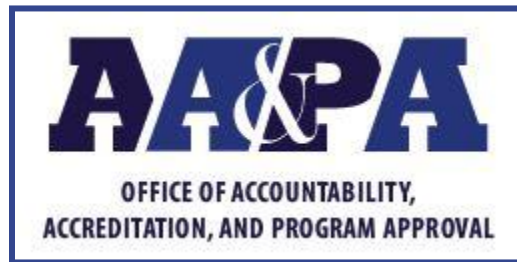
- STATE Girls Wrestling Qualifiers: Daisy Cameron, Kruze Leichleiter, Kristi Raue, Lily Willing
(Pep Rally, Feb. 18)
- EHC Honor Band: Christopher Smith and Lily Willing
- Middle School Honor Choir: Ben Beck, Brody Bromm, Rory Landsperger; Shelly Niewohner directed the honor choir performance at Stanton
- State FFA Qualifiers
 - Levi Blackford- Agriculture Sales- District Champion; Swine Production- Gold
 - Tate Pruess- Diversified Agriculture Production- Gold
 - Parke Loftis- Goats- District Champion
 - Jager Leichleiter- Wildlife Management and Production- District Champion

Principal's Report

- Education Career Fairs (UNK and WSC)
- EHC Principals meetings
- We HOST Conference Speech Wed. Feb. 26 (no school for students)
- Musical "Annie" performances, Feb. 27, 28, March 1
- Testing Day, March 25

NEBRASKA CONTINUOUS IMPROVEMENT EXTERNAL REPORT

(Revised, July, 2022)



Prepared For:	Tekamah-Herman
Head Administrator:	Mr. Bradley Kjar
Dates of Visit:	January 14-15, 2025



TABLE OF CONTENTS

Introduction and Purpose of the Visit
External Visitation Team
On-Site Agenda
Review of Continuous Improvement Process
Review of Progress on Continuous Improvement Goals
Summary

Introduction and Purpose of the Visit

92 NAC 10 “Regulations and Procedures for the Accreditation of Nebraska Schools”

Section 009 of Rule 10 describes Continuous Improvement as, *“A systematic on-going process guides planning, implementation, and evaluation and renewal of continuous school improvement activities to meet local and statewide goals and priorities. The school improvement process focuses on improving student learning. The process includes a periodic review by visiting educators who provide consultation to the local school/community in continued accomplishment of plans and goals.”*

The purpose of the External Visit is to review the documentation and efforts for continuous improvement by the school system and to affirm compliance with Section 009 of Rule 10. External Visits serve to also provide meaningful feedback that can be used to continue improvement goals. In Nebraska, a network of professional peers volunteer to serve on External Teams. Prior to the visit team members verse themselves on best practices and data literacy for Continuous Improvement.

The last visit for Tekamah-Herman Schools was **February 4-5, 2020**.

The recommendations from that visit were as follows:

- Communication with the community
- Putting teacher-leaders in charge of the CIP process and creating more “buy-in.”

- Individual goals connected to the AQUESTT tenets.

It is the understanding of this team that these recommendations were addressed during the current CIP cycle.

The evidence for the on-site review was organized by the CIP team lead, **Shelly Stark**.

The visit opened with a comprehensive overview for the on-site team by the **Tekamah-Herman** CIP team. The remainder of the first day included focus interviews. On the second day of the visit the agenda included time for more interviews and classroom visits. These interview opportunities provided correlations between the artifacts submitted and the information shared during the opening presentation.

External Visitation Team

The responsibilities of the External Team include:

- 1) Review school system evidence of Continuous Improvement.
- 2) Observe educational services provided by the school system.
- 3) Assess the progress and effectiveness of the Action Plan.
- 4) Provide feedback for continued improvement.

Peer review is a common strategy for supporting school and teacher improvement. Research suggests the potential value in peer review as a part of larger school improvement initiatives. Of particular note, some suggest that peer reviews may reduce “top-down” accountability mindsets and generate greater practitioner-driven innovations. Several states utilize peer review as part of their larger school quality, accountability, or accreditation processes, though peer review is rarely linked to a broader CI process. *(Data Literacy Workbook, Hanover Research, February 2022)*

Serving as an External Visit volunteer is an important responsibility. The Nebraska Department of Education (NDE) appreciates the leadership skills and peer collegiality of educators throughout the state who

volunteer for this role.

External Team Roster

	Name	Position	Phone	Email
Team Leader	Jim York	Elementary Principal, O'Neill Public Schools	402-366-1937	jimyork@oneillschools.org
Member	Steve Dike	7-12 Principal, Ainsworth Community Schools	402-387-2082 (w) 913-240-5459 (c)	sdike@ainsworthschools.org
Member	Jared Haag	Elementary Principal, Bennet Elementary, District OR-1	402-560-9869 (c)	haag.jar@districtor1.net
Member	Dana Reinke	Elementary Principal, Heartland Community Schools	308-520-0303 (c)	dreinke@heartlandschools.net
Member	Quentin Witt	5-12th Grade Principal Boyd County Schools Spencer, NE	402-270-4044 (c)	qwitt@boydcounty.org

Agenda

The On-Site Visit was scheduled for **2:00 pm-8:00 pm on January 14th and 7:45-4:30 on January 15th**. Prior to the visit the agenda was planned by both the external team lead and the **Tekamah-Herman** CIP team leads. The External Team participated in an Orientation Meeting prior to the visit to discuss responsibilities and to plan for the review of the Action Plan and School Profile.

Review of Continuous Improvement

NAC 92 Chapter 10

009.01A The school system develops and implements a continuous school improvement process to promote quality learning for all students. This process includes procedures and strategies to address quality learning, equity, and accountability.

The **Tekamah-Herman** Continuous Improvement Process includes participation from a cross-section of staff and administration who meet monthly. Data is used to identify goals and to track progress toward those goals. Adjustments to CIP goals and action steps are based on data and teacher feedback.

009.01A1 Review and update of the mission and vision statements.

The CIP team has indicated the mission and vision statements were reviewed and revised in 2021 after administering a staff survey accepting suggestions for possible revisions and/ or changes.

Mission:

Tekamah-Herman Schools, parents, and communities will provide a safe environment for learners to develop academic, technological and life skills needed to be career and/or college ready.

Vision:

Empowering learners to contribute to a changing world.

009.01A2 Collection and analysis of data about student performance, demographics, learning climate, and former high school students.

The district shared comprehensive data that has been collected regarding student performance, demographics, and stakeholder perceptions. Student performance data includes multiple measures specifically related to district CIP goals. Perceptual data has been collected by both the CIP team as well as the school board. This data has been collected through traditional surveys, mainly Panorama.

During the initial presentation, the external team learned of different fiscal, staff-related, and facility issues that helped shape the changes made over the past five years.

It is evident that there has been major positive changes made to the entire district at all levels.

009.01A3 Selection of improvement goals. At least one goal is directed toward improving student academic achievement

The school system formulated an academic goal based on longitudinal data of student performance on math assessments.

The school also looked at longitudinal qualitative data to set a staff well-being goal.

009.01A4 Development and implementation of an improvement plan which includes procedures, strategies, actions to achieve goals, and an aligned professional development plan.

Goal #1 - One hundred percent of Tekamah Herman School's cohorts will annually show growth in math achievement as evidenced by one of the following: Acadience Math, MAP Math Growth, NSCAS Math Growth, PreACT Math, and ACT Math assessments.

Commendations: The staff of Tekamah-Herman Schools have participated in professional development related to their curriculum adoption. The staff has also spent significant time using and analyzing assessments, which teachers say has benefited the students. The two main commendations are below:

1. Updated math curriculum and trained the staff.
2. Data digs focused on all assessments.

Recommendations:

1. Develop more specific objectives or goals focused on growth.
2. Development of priority standards.

009.01A5 Evaluation of progress toward improvement goals.

Goal #2 - Tekamah Herman Schools will improve the overall satisfaction and well-being of our staff and students to promote a positive school climate as evidenced by school climate surveys.

Commendations: It is evident this goal has been achieved. Staff feel satisfaction with their jobs and enjoy their time at school. The commendations are below.

1. The staff feels appreciated and enjoys working here.
2. The staff feels like they have a voice.
3. This goal is data-based. Panorama is working.

Recommendations:

1. Keep this goal intentional. Make sure all staff understand the importance of their jobs.

Summary

Tekamah-Herman Schools has gone through many transitions over the past five years. But, they have done an admirable job of sticking to their goals, developing effective plans, and implementing changes that positively impact both students and staff.

After spending time in the district, it's easy to see that the school is moving in one, positive direction. The school leadership team indicated they believe the district intends to keep up the work they have started moving forward. This is commendable.

Overall, the external team has three overall recommendations:

1. Continue focusing on staff well-being. Add student well-being to the goal.
2. Write more specific objectives related to academic goals (i.e. grade-specific goals).
3. Continue to use Tenet teams to develop shared-leadership & build a new staff evaluation form connected to the Marzano Framework.

1. Finalize the report and download as a PDF.
2. Submit the PDF, including the Improvement/ Action Plan, via email to the school system and the NDE at: nde.accreditation@nebraska.gov

