

**Board of Education Special Meeting**

Tuesday, March 1, 2022 6:00 PM

Media Center at the Palmyra District OR-1 Public Schools

425 F Street

Palmyra, NE 68418

1. Call to Order and Pledge of Allegiance
2. Announcement of the Open Meetings Act Posting
3. Strategic Planning Update
4. Closed Session
5. Next Regular Meeting
6. Adjournment

---

Chairperson

---

Superintendent



DISTRICT OR-1  
STRATEGIC OVERVIEW COMMITTEE  
FINAL REPORT 2021

DISTRICT OR-1  
STRATEGIC OVERVIEW COMMITTEE  
FINAL REPORT 2021

---

We would like to thank the Strategic Overview Committee for their contributions and recommendations to the SWOT Analysis and the Mission, Philosophy, Vision, and Belief Statements.

**Administrators**

Mike Hart  
Heath Johnson  
Burke Brown  
Aaron Hoeft

**Board Members**

Brandon Desch, President  
Lisa Wilen  
Josh Penterman  
Jaimi Calfee  
Clayton Maahs  
Dean Busch

Mike Chafee, Staff  
Selina Heitt, Staff  
Rebecca Dvorak, Staff  
Cassidy Buescher, Staff  
Laura Dawson, Staff  
Lisa Dowding, Staff  
Dan Desmond, Staff  
Lisa Stedman, Staff  
Brad Gabriel, Staff  
Sarah Swartzendruber, Staff  
Zach Wemhoff, Staff  
Jane Powell, Staff  
Tyler Maas, Staff

Rebecca Gill-Rose, Staff  
Lydia Lang, Student  
Serenity Wheeler, Student  
Kylee Kment, Student  
Iziah Freeman, Student  
Hailey Darrah, Student  
Owen Raemakers, Student  
Makenna Martin, Student  
Shane King, Community  
Julie Hippen, Community  
Tim Watson, Community  
Jared Kerkman, Community  
Kris Phillips, Community

Dana Jensen, Community  
Bryce Wilson, Community  
Tim Cheney, Community  
James Waltke, Community  
Peter Simmons, Community  
Kinsley Havranek, Community  
Stacy Ptacnik, Community  
Dave Hall, Community  
Rick Wilen, Community  
Lisa Davis-Kovarik, Community  
Darin Corder, Community  
Tammy Ringland, Community  
Mychelle Thompson, Community

At the conclusion of the Strategic Overview Committee meetings, these are the proposals for the Board and Administration to consider as we move forward in the Strategic Planning Process. There were 8 groups within the SOC that brainstormed Strengths, Weaknesses, Opportunities, and Threats for District OR-1. A summary of the findings follows.

## STRENGTHS

### *Summary of Findings:*

- Family/community involvement/engagement/support – (8)
- Facilities – (7)
- Extra Opportunities for extracurriculars/activities – (6)
- Teacher to Student Ratio/Class Size – (5)
- Location – (4)
- Small town atmosphere/feel – (4)
- Expanding community/size – (4)
- Great staff/teachers – (4)
- Teacher/staff retention – (3)
- Sense of community within school/culture – (2)
- Strong communication w/community – (2)
- Student/Teacher genuine relationships – (2)
- New academic offerings/opportunities – (2)
- Forward looking board/admin
- Strong relationship between teachers' association & board
- Pride of students
- High moral/ethical character in staff
- Participation in SENCAP
- Strong Ag Education program
- Character Education programs
- Unified Effort
- Positive feedback in the news
- Alumni returning
- Technology Plans
- Looping – teachers have same students several years in a row

## WEAKNESSES

### *Summary of Findings:*

- Space for growth/crowding – (8)
- Gym space/availability – (4)
- Staffing for growth – (4)
- Capacity/growth at Elementary – (3)
- Rec space – (2)
- Lincoln proximity – (2)
- Student/teacher ratio/class size – (2)
- Absence of/limited Diversity – (2)
- Softball/Baseball/Soccer
- More 1:1 content in high school
- Dual credit access
- Breath of activities
- Retaining staff/keeping competitive salaries
- Two separate campuses
- Smaller student body/less options
- Staying competitive/keeping involvement
- Pick-up/Drop-off
- Another bond
- Drug and alcohol availability
- Gap between Bennet/Palmyra
- Academic offering
- Name of District
- Providing for Special Needs to Our Students
- Garbage Service Closer to Elementary
- Relocating Loading Doc
- Facility/Maintenance Manager
- Lack of Seating at Olson Complex

## OPPORTUNITIES

### *Summary of Findings:*

- Expand Industrial Tech/Job Training/Career Academy (CTE) – (7)
- More College Credit/AP Opportunities in Person – (4)
- (5-8) or (6-8) Jr. High/Middle School Community - (4)
- Increase Support Staff/Staff – (3)
- Strength/Weight Training Facilities - (3)
- More choices for Academic Offerings (staff) – (3)
- Bigger/More Space/Facilities – (3)
- More Life Ready/Skills Curriculum – (2)
- Mental Health Needs Increased/Mental Health Specialist – (2)
- Unified Campus/ District Unity between Two School Buildings – (2)
- Shared Facilities with Community – (2)
- Auditorium – (2)
- Emotional Support Opportunities (animals)
- Utilize Alumni
- Athletic Offerings
- 1 on 1 Additional Services (space & staff)
- Another Bond
- Wrestling Room
- Student to Student mentorship – high school to elementary school
- Additional Administration
- Rigor in Curriculum
- More Classrooms & Practice Space
- Youth Group
- Getting more Students Involved
- Arts having their own facility
- Scheduling (electives)
- School to Career Focus
- Band Opportunities/Performance Trips
- Expand Technology in All Educational Programs
- Expand Ag Facilities
- Athletic Tranier on Staff & Student Training Opportunity
- Locally sourced food for Nutrition Programs
- Increase Wages for All Staff
- Work Study/Intern Program
- Senior Friday – Career Learning
- Ability to meet all Special and Behavior Needs
- Generational Community Connections
- One location

## THREATS

### *Summary of Findings:*

- Proximity to/Growth of Lincoln/Encroachment – (6)
- Money/Funding/Costs – (6)
- Legislative Mandates/Changes to Legislature – (4)
- Proximity to Other School Districts/Competition – (3)
- Space/Landlocked – (3)
- Staffing/Teacher Shortage – (2)
- Economy/Rapid Growth – (2)
- Staying Personal (Student/Staff)
- Keeping up with Offerings
- Learning Style (virtual)
- Culture Created by Excessive Transfers
- Drug/Alcohol Use
- “Asking for Money” to Stay Competitive
- Resistance to Increased Taxes
- Growing School Needs, but no Huge Increase in Businesses in Community
- Lesser Progressive People in Community
- The Questioning of the Need for More Facilities
- Grant Availability
- Not Moving Fast Enough
- Community Communication
- Division Between the Communities
- Number of Staff to Fill Additional Course Load
- HWY 2 Safety
- Misinformation
- Transportation Costs
- Class Scheduling

The final charge that the Strategic Overview Committee was given was to review District OR-1's Mission Statement, Philosophy, Vision Statement, and Belief Statements. Following are the recommended changes to each statement along with a summary of comments and suggestions.

## MISSION (PURPOSE) STATEMENT

### Proposed Mission Statement –

**Together, we prepare our students to successfully rise above.**

**CURRENT - *Together, we prepare our students to successfully meet the challenges of the future.***

#### Summary of Comments:

- Change end to say: “challenges of today and the future” or “challenges of their today and tomorrow”
- After Together, the community and school,
- Adding today and future
- Instead of meet use thrive, or engage, or skilled, or integrity
- It's broad but definitive
- How is it being measured?
- Seize the opportunities? Going above and beyond?
- Who is we?
- Instead of meet use exceed, overcome, or rise above

#### Suggested Mission Statements:

- Palmyra/Bennet (together) as a community we prepare our students to successfully exceed the challenges of the future
- Our schools and communities prepare our student to succeed the challenges of the future
- Together, our district and communities prepare out students to successfully meet the challenges of the future
- Together, we strive to guide our students to successfully be prepared for their futures
- Together, we prepare our students to be productive, responsible citizens in a changing society through superior educational programs in a safe and supportive environment...unites students, families, educators, and the community...
- Together, we prepare our students to successfully meet the challenges of today and tomorrow
- Together, we prepare our students to successfully seize the opportunities of the future

## DISTRICT OR-1 PHILOSOPHY

### Proposed Philosophy Statement –

District OR-1 Schools will provide exceptional educational opportunities for each of its students in an environment that encourages meaningful intellectual, social-emotional, creative, and physical development.

***CURRENT - It is the philosophy of the District OR-1 Public Schools to provide the highest educational opportunities for each of its students in an environment conducive to maximum individual, intellectual, social, and physical development.***

### Summary of Comments:

- Change social to social-emotional – (2)
- Change highest to most relevant
- Add creative
- More of an expectation than inspiring
- Every student rather than its students
- Adding endeavors after Schools
- Omit individual
- Defining who District OR-1 is
- Change/Reword the ending after “conducive to”
- Omit maximum individual
- Define “environment conducive to” better
- Will provide a safe, positive, and active learning environment to ensure students strive for excellence while obtaining the knowledge and skills necessary to become lifelong learners
- Ending: environment conducive to succeed in todays
- It is the philosophy of the District OR-1 Public Schools to provide the most relevant educational opportunities for every student in an environment conducive to emotional, intellectual, social, meaningful, and physical development.

## VISION (DIRECTION) STATEMENT

### Proposed Vision Statement -

**Our schools and communities strive for excellence to empower  
our children to thrive.**

***CURRENT - District OR-1 commits to a course of action providing continued academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future high-tech facility and staffing needs.***

### Summary of Comments:

- Not inspiring – (2)
- Somewhat inspiring
- Yes inspiring, more so than purpose
- What does high-tech facility mean?

### Suggested Vision Statements:

- District OR-1 commits to providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain attentive to current and future high-tech facility and staffing needs.
- District OR-1 commits to a course of action providing continued, not just academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, use resources wisely and remain attentive to current and future facility and staffing needs.
- District OR-1 commits to a course of action providing continued student growth through a curriculum that recognizes potential in a positive future for every student. With a sense of community responsibility, we will remain attentive to current and future facility and staffing needs.
- District OR-1 commits to providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain attentive to current and future high-tech facility and staffing needs.
- District OR-1 commits to providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of ownership, we will remain fiscally accountable and attentive to current and future facility and staffing needs.
- District OR-1 pledges to a course of action providing continued growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future facility and staffing needs.
- District OR-1 pledges to a course of action providing academic and activity growth through a curriculum that recognizes potential and confidence in a positive future for every student. With a sense of community ownership and responsibility, we will remain fiscally accountable and attentive to current and future needs.
- District OR-1 commits to a course of action providing continued academic growth through a curriculum that recognizes limitless potential and inspires faith in a positive future for every student. With a sense of community ownership and responsibility, we will remain attentive to current and future needs.

## BELIEF STATEMENTS

### Proposed Belief Statements -

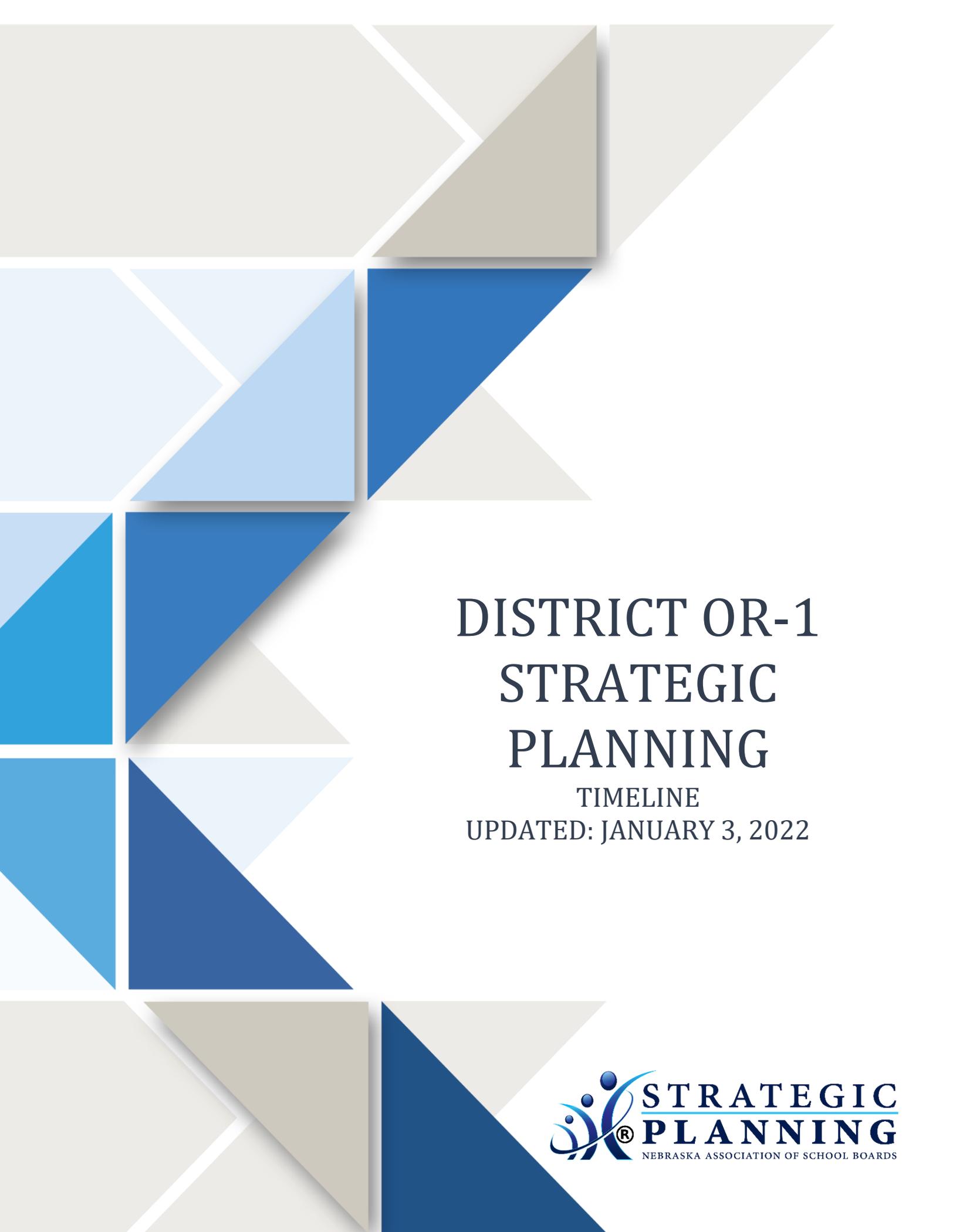
To not have belief statements

### CURRENT - District OR-1 will . . .

- 1. Model and reinforce self-respect and respect for others.*
- 2. Provide equal opportunity for each student to develop his/her potential.*
- 3. Seek to develop a sense of individual responsibility and integrity.*
- 4. Seek and integrate educationally sound innovations into the curriculum.*
- 5. Provide a safe learning environment.*

### Summary of Comments:

- #4 – educationally sound innovations – underlined – (2)
- Do we need more than a mission and vision? Extra statements/beliefs seem to be wordy and distracting
- #5 change learning to educational
- Need something about providing unique opportunities
- Need something about opportunities for student/teacher relationships
- #5 and physically and emotionally after a
- #2 change each to all & make student plural and change his/her to their
- #2 - change his/her to their
- #2 – omit equal & make opportunity plural
- #3 – omit Seeks to
- #4 – omit Seek and
- #5 – change learning to kind, unbiased, or non-bullying
- All of them are good
- #5 – expand learning environment to include extra-curricular activities somehow
- We like these goals; feel they stand true today
- Not sure how these statements differentiate us
- #4 – Seek and integrate relevant educational methods and innovations into the curriculum
- #4 – embed?
- #5 – Provide a safe community involvement environment for learning to activities



# DISTRICT OR-1 STRATEGIC PLANNING

TIMELINE

UPDATED: JANUARY 3, 2022

## District OR-1: Detailed Prospective Timeline

The draft timeline provides a general scope of the project and the optimum timeline for strategic planning. The timeline for a district will vary based upon the ability to schedule stakeholder engagement meetings.

Phase One		
Organize and Plan the Process	Target Date	Date Complete
Identify district point person	July 15, 2021	July 15, 2021
Identify Strategic Overview Committee	August 9, 2021 (BOE meeting)	August 9, 2021
Identify community members and business leaders to engage	August 9, 2021 (BOE meeting)	August 9, 2021
Distribute communications packet	October,15 2021	Completed
Create a proposed timeline to support: <ul style="list-style-type: none"> <li>▪ Strategic Overview Committee meetings</li> <li>▪ Staff engagement meetings</li> <li>▪ Community engagement meetings</li> <li>▪ Business leader engagement</li> <li>▪ Other</li> <li>▪ Community Engagement Meetings (Added January 2022)</li> </ul>	September 13, 2021 (BOE Meeting)	Completed
	January 19, 2022	Bennet Elementary
	January 26, 2022	Palmyra High School
Meeting preparation	October 14, 2021	completed
Send invites, press release, social media promo	October 17, 2021	completed
Verify attendance	October 24, 2021	Completed
Phase Two		
District Needs Assessment	Target Date	Date Complete
Administrators Complete *Survey *Comprehensive Needs Index (CNI) *Program-Service Overview	August 4, 2021	Complete
Conduct Strategic Overview Committee Meeting: *Meeting I – Review Mission, Vision, Beliefs/Values, Conduct SWOT *Meeting II – Review SWOT Results and Mission, Vision, etc. *Meeting III – Present Proposed Strategic Plan Framework	November 7, 2021 November 10, 2021 *February 2, 2022	Sunday, November 7 <sup>th</sup> 5:00 – 6:30 p.m. And Wednesday, November 10 <sup>th</sup> from 6:00 – 7:30 p.m. – completed
Administer Stakeholder engagement surveys: *Certified *Classified *Parents *Students	October 7, 2021 October 7, 2021 October 7,2021 October 7, 2021	Completed
Conduct Community and Business Leader Focus Groups/Surveys *Community – Focus Group *Business Leader – Focus Group and/or Online Survey	Updated: November 7,2021 November 7, 2021	7:00-8:30 p.m. at Palmyra High School Completed.
NASB compiles all stakeholder data	December 1, 2021	Completed
NASB develop District Needs Analysis	December 13, 2021	Completed

<b>Phase Three</b>		
<b>Define and Build the Plan</b>	<b>Target Date</b>	<b>Date Complete</b>
Develop Strategic Plan Framework	January 2022	Completed
Present “Needs Analysis” Data to Administration	February 2022	February 24, 2022
Present “Needs Analysis” Data to Board of Education	February 2022	March 1, 2022
Present Strategic Plan Framework to Administration	February 2 2022	February 24, 2022
<b>Phase Four</b>		
<b>Implement and Monitor</b>	<b>Target Date</b>	<b>Date Complete</b>
Present final plan to all SOC – Meeting III	February 9, 2022	March 2022
Administer the Strategy Prioritization Assessment	February 21, 2022	Completed
Align Strategic Plan Strategies (e.g., AQuESTT, School Improvement, NE Framework/COGNIA, other	March 1, 2022	
Promote plan internally and externally	April 11, 2022	Spring 2022
Establish Strategic Implementation Team to monitor progress and success at regular intervals	April 20, 2022	Spring 2022
<b>Phase Five</b>		
<b>Support and Evaluation</b>	<b>Target Date</b>	<b>Date Complete</b>
Establish superintendent evaluation aligned to strategic plan	July 2022	
Establish board self-assessment aligned to strategic plan	July 2022	
NASB re-engages internal and external stakeholders	September 2022	
Contact, schedule, and conduct Progress Assessment with NASB	February 15, 2023	