

Board of Education Regular Meeting
Monday, November 21, 2016 7:00 PM
Superintendent's Office Wausa Public School
300 S. Bismark St.
PO Box 159
Wausa, NE 68786-0159

Wausa Public Schools Board of Education Vision Statement

We believe that all the youth of this community should be given an equal opportunity for a general education that will help them to become good citizens for democratic living.

We believe our school should provide an educational environment that will assist all student to fulfill their needs, interests, and abilities so that they may develop to their maximum capabilities.

We believe that it is as important to learn to live a full and complete life as it is to learn to be self-sufficient.

Therefore, the total development of each individual to his/her highest potential is the primary concern of the Wausa School System.

Wausa Public Schools: Educating Today's Students for Tomorrow's Future!

1. Call to Order
 - 1.1. Pledge of Allegiance
 - 1.2. Excuse Absent Board Members
2. Approval of Consent Agenda
 - 2.1. Agenda
 - 2.2. Minutes of previous meeting
3. Guests
4. Financial Reports
 - 4.1. Treasurer

- 4.2. Claims
- 4.3. Activity
5. Action Items
 - 5.1. Approve WEA For the 2018-19 School Year for the purpose of certified staff (teacher) negotiations.
 - 5.2. High School Assistant Boy's Basketball Coach
6. Reports
 - 6.1. Superintendent
 - 6.2. Principal
 - 6.3. Activities Director
7. Discussion Items
 - 7.1. Using the E-Meetings format for all future board meetings
 - 7.2. Strategic Planning Meeting Dates (retreat Date)
 - 7.3. Superintendent Evaluation update from Terry Johnson
8. Executive (Closed) Session (If needed)
9. Future Dates of Board Meetings
10. Adjourn

TREASURER'S REPORT
November 21, 2016

BALANCE ON HAND AT LAST MEETING		\$ 1,851,269.12
GENERAL FUND RECEIPTS:		
Commercial State Bank, interest	147	
Knox County Treasurer	6,973.22	
Preschool tuition	1,225.00	
Preschool snacks	718.05	
Cedar County Treasurer	5,257.78	
Pierce County Treasurer	245.77	
US Treasury, court order restitution payment	462.93	
Total Receipts		\$ 15,029.75
TOTAL FUNDS AVAILABLE		\$ 1,866,298.87
GENERAL FUND DISBURSEMENTS:		
Bills approved last month	55,531.04	
October payroll	180,383.00	
November payroll	174,190.70	
Total Disbursements		\$ 410,104.74
BALANCE ON HAND		\$ 1,456,194.13
less cash reserve		<u>\$ (700,000.00)</u>
		\$ 756,194.13
BALANCE ON HAND IN:		
Lunch fund, checking		\$ 34,153.59
Building fund, checking		\$ 603,898.26
Building fund, CD's		\$ 13,158.19
Qualified Capital fund, checking		\$ 70,614.16
Unemployment fund, checking		\$ 5,550.72
Unemployment fund, CD's		\$ 18,971.21
Depreciation fund, checking		\$ 487,887.70
Employee Benefit fund, checking		\$ 2,202.50
Cooperative fund, checking		\$ 236,632.72

<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>	<u>Check Total</u>
Checking	1		
Checking	1 Fund: 01 General Fund		
ALL SEASONS PROPERTY MAINTENANCE LLC	MAINTENANCE	1,587.68	
		Vendor Total:	1,587.68
APPLE INC	AUDIO-VISUAL	198.00	
		Vendor Total:	198.00
BARNES, ROLAND	BUS	7.50	
		Vendor Total:	7.50
BARNEY, JOSH	PRESCHOOL, SP ED, STAFF DEVELOP, POVERTY,	3,065.71	
		Vendor Total:	3,065.71
BIG RED MINI MART	TRANSPORTATION	697.96	
		Vendor Total:	697.96
BLACK HILLS ENERGY	UTILITIES	422.55	
BLACK HILLS ENERGY	UTILITIES	64.81	
BLACK HILLS ENERGY	UTILITIES	439.90	
		Vendor Total:	927.26
BLOOMFIELD COMMUNITY SCHOOL	INSTRUCTIONAL	1,956.84	
		Vendor Total:	1,956.84
BLOOMQUIST PLUMBING & ELECTRIC	MAINTENANCE	237.50	
		Vendor Total:	237.50
BROADWAY MERCANTILE	CUSTODIAL	369.44	
BROADWAY MERCANTILE	INSTRUCTIONAL	8.99	
		Vendor Total:	378.43
CARLSON HOME & AUTO	INSTRUCTIONAL	45.32	
CARLSON HOME & AUTO	BUS	2,524.98	
		Vendor Total:	2,570.30
CEDAR KNOX PPD	UTILITIES	2,431.09	
		Vendor Total:	2,431.09
CHS	TRANSPORTATION	1,365.86	
		Vendor Total:	1,365.86
CLASSIC CARPET CARE/RENTAL	CUSTODIAL	11.39	
CLASSIC CARPET CARE/RENTAL	CUSTODIAL	15.19	
		Vendor Total:	26.58
CREIGHTON PUBLIC SCHOOLS	NURSE	943.40	
		Vendor Total:	943.40
DJ SOFTWARE SPECIALTIES	SUPT, PRINCIPAL, BUS, VEHICLES	1,025.00	
		Vendor Total:	1,025.00
EAKES OFFICE PLUS	BUSINESS OFFICE	20.99	
		Vendor Total:	20.99
ELAN FINANCIAL SERVICES	INSTRUCTIONAL, LIBRARY, TRAINING, CUSTODI	756.49	
		Vendor Total:	756.49
ELITE DIESEL & AUTOMOTIVE REPAIR LLC	VEHICLES	75.66	
ELITE DIESEL & AUTOMOTIVE REPAIR LLC	VEHICLES	51.09	
ELITE DIESEL & AUTOMOTIVE REPAIR LLC	VEHICLES	76.21	
ELITE DIESEL & AUTOMOTIVE REPAIR LLC	VEHICLES	51.80	
		Vendor Total:	254.76
EMC INSURANCE COMPANIES	INSURANCE	52,636.00	
		Vendor Total:	52,636.00
ESU COORDINATING COUNCIL	STAFF DEVELOPMENT	875.00	
		Vendor Total:	875.00
ESU#1	STAFF DEVELOPMENT	30.00	

Jim Pesehel Cleaning Mops

Vans

Insurance Update

<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>	<u>Check Total</u>
ESU#1	SP ED	27,319.03	
		Vendor Total:	27,349.03
HILLYARD/SIOUX FALLS	CUSTODIAL	987.96	
HILLYARD/SIOUX FALLS	CUSTODIAL	248.12	
HILLYARD/SIOUX FALLS	CUSTODIAL	136.64	
HILLYARD/SIOUX FALLS	MAINTENANCE	182.89	
HILLYARD/SIOUX FALLS	MAINTENANCE	286.74	
HILLYARD/SIOUX FALLS	MAINTENANCE	270.18	
		Vendor Total:	2,112.53
HOMETOWN LEASING	COPIER LEASE	1,321.01	
		Vendor Total:	1,321.01
J.W. PEPPER & SON INC	INSTRUCTIONAL	61.37	
		Vendor Total:	61.37
K/V ELECTRIC LLC	MAINTENANCE	808.00	
<i>Shop Staff (Bulbs, outlet, Air) Fixed library Lights.</i>			
KEN'S BAND INSTRUMENT REPAIR	INSTRUCTIONAL	56.00	
		Vendor Total:	56.00
KEY SANITATION & ROLL-OFFS	CUSTODIAL	173.00	
		Vendor Total:	173.00
MAIN STREET GROCERY	CUSTODIAL	5.49	
MAIN STREET GROCERY	INSTRUCTIONAL	381.69	
		Vendor Total:	387.18
MATHESON TRI-GAS INC	INSTRUCTIONAL	41.08	
MATHESON TRI-GAS INC	INSTRUCTIONAL	184.91	
		Vendor Total:	225.99
MUTUAL OF OMAHA	INSURANCE	464.39	
<i>LTD</i>			
		Vendor Total:	464.39
NATIONWIDE	INSURANCE	100.00	
<i>Covering me (Bond) - Position on Greg & I writing checks.</i>			
NEBRASKA ASSOC OF SCHOOL BOARD	SUPT, BOARD	574.00	
		Vendor Total:	574.00
NENTA	INSTRUCTIONAL	900.00	
		Vendor Total:	900.00
NORTHEAST NEBRASKA NEWS COMPANY	ADVERTISING	78.24	
		Vendor Total:	78.24
OLSON'S PEST TECHNICIANS		90.00	
OLSON'S PEST TECHNICIANS	MAINTENANCE	90.00	
		Vendor Total:	180.00
RASMUSSEN MECHANICAL SERVICES INC	MAINTENANCE	388.04	
RASMUSSEN MECHANICAL SERVICES INC	MAINTENANCE	646.74	
		Vendor Total:	1,034.78
ROGER D WAMBERG	BUS	78.00	
ROGER D WAMBERG	BUS	523.50	
ROGER D WAMBERG	BUS	175.05	
ROGER D WAMBERG	VAN & BUS	966.75	
ROGER D WAMBERG	BUS	198.00	
		Vendor Total:	1,941.30
SCHOOL LUNCH PROGRAM	BOARD	68.00	
SCHOOL LUNCH PROGRAM	PRESCHOOL	198.90	
SCHOOL LUNCH PROGRAM	PRESCHOOL	102.05	
SCHOOL LUNCH PROGRAM	PRESCHOOL	232.05	
		Vendor Total:	601.00
SYNCB/AMAZON	INSTRUCTIONAL	274.99	
SYNCB/AMAZON	BOARD	283.94	
SYNCB/AMAZON	BOARD	299.92	
SYNCB/AMAZON	BOARD	299.92	

<u>Vendor Name</u>	<u>Description</u>	<u>Amount</u>	<u>Check Total</u>
SYNCB/AMAZON	BOARD	283.94	
SYNCB/AMAZON	AUDIO-VISUAL	287.23	
SYNCB/AMAZON	LIBRARY	275.02	
		Vendor Total:	2,004.96
TASC - CLIENT INVOICES	FLEX ADMINISTRATION	147.12	
		Vendor Total:	147.12
TENDER HEART PRESS	INSTRUCTIONAL	400.00	
		Vendor Total:	400.00
VIKING LUMBER INC	CUSTODIAL	34.18	
VIKING LUMBER INC	INSTRUCTIONAL	30.57	
VIKING LUMBER INC	INSTRUCTIONAL	1.85	
VIKING LUMBER INC	INSTRUCTIONAL	7.20	
VIKING LUMBER INC	MAINTENANCE	83.60	
VIKING LUMBER INC	MAINTENANCE	26.48	
VIKING LUMBER INC	MAINTENANCE	27.53	
VIKING LUMBER INC	INSTRUCTIONAL	28.94	
VIKING LUMBER INC	MAINTENANCE	55.49	
VIKING LUMBER INC	MAINTENANCE	7.52	
		Vendor Total:	303.36
WAUSA MEDICAL CLINIC	BUS	134.00	
		Vendor Total:	134.00
Y & Y LAWN SERVICE	MAINTENANCE	350.00	
		Vendor Total:	350.00
		Fund Total:	113,669.61
		Checking Account Total:	113,669.61

Bag Shop
Post, nuts
up keeps
Trash Cans
Posts for FB Field
zip ties

<u>Checking</u>	13			
Checking	13	Fund: 03	EMPLOYEE BENEFIT FUND	
MARKS, ROBERT			EMPLOYEE BENEFIT	528.29
				Vendor Total: 528.29
				Fund Total: 528.29
				Checking Account Total: 528.29

<u>Checking</u>	6			
Checking	6	Fund: 09	QUALIFIED CAPITAL Fund	
RASMUSSEN MECHANICAL SERVICES INC			QUALIFIED CAPITAL	14,881.00
				Vendor Total: 14,881.00
				Fund Total: 14,881.00
				Checking Account Total: 14,881.00

<u>Checking</u>	8			
Checking	8	Fund: 06	Lunch Fund	
MUTUAL OF OMAHA			INSURANCE	9.65
				Vendor Total: 9.65
				Fund Total: 9.65
				Checking Account Total: 9.65

LTD Insurance
Adria

<u>Vendor Name</u>		<u>Description</u>	<u>Amount</u>	<u>Check Total</u>
<u>Checking</u>	1			
Checking	1	Fund: 01 General Fund		
HILLYARD/SIOUX FALLS		CUSTODIAL	49.26	
			Vendor Total:	49.26
MARKS, ANTHONY A		BUS	57.50	
MARKS, ANTHONY A		BUS	7.50	
			Vendor Total:	65.00
NORTHERN NEBRASKA UNITED MUTUA		INSURANCE	558.10	
			Vendor Total:	558.10
QUILL CORPORATION		INSTRUCTIONAL	69.64	
			Vendor Total:	69.64
			Fund Total:	742.00
			Checking Account Total:	742.00

ACTIVITIES FUND BALANCE
November 21, 2016

FUND	BALANCE 10/17/2016	RECEIPTS	DISBURSEMENTS	BALANCE 11/21/2016
Student Reimbursement	360.29	154.22	150.00	364.51
Courtesy Fund	1,584.98	28.72	0.00	1,613.70
Athletics	27,854.52	2,498.28	602.00	29,750.80
Class of 2021	280.00	.00	.00	280.00
Music	12,453.87	0.00	401.74	12,052.13
Speech	11,326.53	0.00	0.00	11,326.53
Viking Yearbook	8,880.21	2,159.65	82.25	10,957.61
W-Club	1,663.94	662.83	282.25	2,044.52
Class of 2022	130.00	50.00	0.00	180.00
Class of 2017	1,836.93	0.00	0.00	1,836.93
Class of 2019	1,961.05	85.30	0.00	2,046.35
Class of 2018	1,708.92	1,915.00	0.00	3,623.92
HS Student Council	1,270.59	0.00	0.00	1,270.59
Class of 2020	1,206.00	0.00	0.00	1,206.00
Honor Society	1,483.46	0.00	0.00	1,483.46
Target Fund	2,920.28	0.00	0.00	2,920.28
Elem AR/Viking Store	7,009.67	545.29	0.00	7,554.96
FBLA	11,340.07	722.00	269.34	11,792.73
Elementary Garden	153.50	0.00	0.00	153.50
One-Act	9,160.83	3,575.85	3,532.70	9,203.98
Viking Achievement Award	121.10	0.00	0.00	121.10
Athletic Uniform Fund	0.00	0.00	0.00	0.00
Music Trip	3,330.81	0.00	0.00	3,330.81
Misc. Fund	192,917.69	0.00	0.00	192,917.69
FFA	5,300.34	0.00	0.00	5,300.34
Laptop Initiative	19,533.16	329.00	96.95	19,765.21
Music Chimes	3,047.67	0.00	0.00	3,047.67
TOTALS	\$328,836.41	\$12,726.14	\$5,417.23	\$336,145.32

November 21, 2016

Wausa Public Schools

Board of Education

Wausa, NE 68786

Dear Negotiations Committee:

The Wausa Education Association requests that the Wausa Public Schools Board of Education take action to recognize the Wausa Education Association as the exclusive bargaining agent for the district's non-supervisory certificated staff for the 2018-2019 contract year.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kyle Stevens', with a horizontal line extending to the right.

Kyle Stevens

President

Wausa Education Association

Federal and other applications

Several applications are currently in progress, completed or needing to be started. These include the following:

- Title I consolidated Application (completed)
- REAP application now open
- Poverty Enrollment and LEP applications (completed)
- Technology Plan (Completed)
- E-rate forms 470 (December date)

Negotiations

We have had two meetings on Negotiations finished. The Wausa Negotiations committee will provide an update on where they are at in that process.

Strategic Planning

We just finished our community input meetings on November 5th and 6th. I want to thank all of you for your commitment to attending and participating in all of our meetings so far. It will pay large dividends down the road. Next steps are the following:

1. The date for our retreat.
2. Finalize the plan, define who is responsible for various portions of the plan, and define action plans for each area we define as a goal.

I submitted the data from our input. Note the darker the cell, the lower the priority. The lighter the cell, the higher the priority.

NASB Fall Conference, New Board Member Meeting:

The NASB is conducting their annual Fall Conference on Nov. 16-18. TJ and I will be attending and will providing input into the meeting.

The NASB New board member workshop is held on December 6th. I will contact Otto and Dan and if they have time I will sign them up to attend. Even though it is a new board member meeting, it is a great meeting, because it goes over protocols designed to protect you and the school district. Consider attending if you have a free night.

Update on Lightning strike

DSN is working this week to get the FOB system back up. Josh has the computer systems (internet, servers, etc.) back on line and working. Fire alarms are back and working. Last items are doors and camera replacements. I also would like to ask Dave Noecker to look at putting in three more cameras (each floor of the North wing, and another one on 2nd floor) because those areas are still not covered. We can discuss that at the meeting.

Teammates Discussion

Darren will provide an outline of a teammates Dr. Osborne visit.

- I. **Elementary Coin Challenge (Put on by the elementary Parent Council)**
 - Elementary raised \$662.39 in coins
 - The Bank matched our first \$200 collected
 - 10% went to charity of 4th graders choice since they were the winners of the coin collection challenge. They wanted \$65.00 to go to the new swimming pool.
 - Elementary parent council provided \$402.61 to total \$1200.00 to purchase PE supplies such as flag football equipment, soccer nets and badminton equipment

- II. **New Curriculum Review**
 - Free Webinar – November 18 – Elementary teachers will be attending a Webinar after school with a Journey's reading company representative to help walk through the curriculum and to answer any questions.
 - Elementary teachers met and went through the new curriculum to develop questions for their Webinar to help drive the discussion.

- III. **Workshops/Professional Development/Field Trips**
 - Miss Wieblehaus attended a SPED workshop
 - Final days of APL workshop were attended by Mrs. Allie Bloomquist, Mrs. Sheila Hoelsing and Miss Carmen Schwieger.
 - Miss Allen will take 8 students to the Fall Science Olympiad on November 22nd.

Monday, November 21stth 2016
Activities Director's Report

AD Report

1. Football

All District: Luc Bloomquist and Gaige Hegge. Honorable Mention: John Rosberg and Austin Belger

2. Volleyball

All Conference West Division: Regan Hennings. Honorable Mention Marry Johnson and Clare Lundberg.

3. Vocal Music

Competing in the Class D All State Band and Choir on November 16th -18th are Seniors Regan Hennings and Hannah Nelson.

4. Boys and Girls Basketball

Boys and Girls basketball started on Monday, November 14th with 12 boys and 22 girls participating for both squads. The Viking squads will travel to Walthill on Tuesday, November 22nd to play in a Nebraska High School Sports Hall of Fame Jamboree game with the girls tip off scheduled for 6:00pm.

5. NSIAAA Conference

On November 5th through the 7, Mr. Conn attended the annual Nebraska State Athletic Directors Conference in Kearney. Topics that are being considered are the re-classification for football, also Teams that have consistently had tremendous success in a sport for a period of time would have to move up a class for state playoff competition. Karen Hasse presented on the Nebraska State Statute on Concussions for clarifications and where we are headed as far as football is concerned. Classification was also the topic at had for the Class D Caucus and the District III Cracker Barrel meeting.

Wausa Strategic Planning Prioritization Survey Results

Wausa Strategic Planning Prioritization Survey Results					
1. School Governance/Public Relations Pillar Focus	Staff Results	Community Results	Board Results	TOTAL RESULTS (Unweighted)	TOTAL RESULTS (Weighted)
1. Develop a schedule and identify programs to promote parent-community involvement and communication.	3.345	3.348	2.833	3.309	3.175
2. Develop communication between the school and community that promotes our school as an invaluable part of our community. Promote Wausa's small town lifestyle advantages that include Community, Businesses, and School.	3.500	3.804	3.667	3.685	3.657
3. Develop communication between the school, it's foundation, our town, economic development, our business community, and potentially other school districts that mutually benefit both parties involved. Develop plans (economic development, labor force recruitment)	3.897	4.404	4.500	4.232	4.267
4. Develop communication and a long term relationship between Wausa School and businesses within Wausa to develop long range plans for skilled labor needs, as well as retention, growth, and eventual succession plans for our businesses.	3.552	3.638	4.167	3.646	3.786
2. Academic Programs Pillar Focus	Staff Results	Community Results	Board Results	TOTAL RESULTS (Unweighted)	TOTAL RESULTS (Weighted)
1. Develop a plan to increase math, science offerings (especially health science) at the high school level and improve performance on district and college entrance assessments.	3.621	4.043	4.500	3.927	4.054
2. Develop and implement a plan to increase rigor, expand course offerings, and promote enrollment in College Credit and Advanced Placement courses for high school students for the 2016-17 school year.	3.793	4.021	4.167	3.951	3.994
3. Develop a plan for extended day and extended year programs to provide supplemental services and promote high ability learning and advanced problem solving skills.	3.069	3.681	3.167	3.427	3.305
4. Research new program options in both elementary and secondary levels to promote core academic programs.	3.483	3.750	3.000	3.602	3.411
5. Develop a plan to reduce schedule conflicts and improve scheduling options for high school students.	3.414	3.191	3.667	3.305	3.424
6. Develop a plan to increase vocational course offerings for both career readiness and lifeskills development... Industrial Technology, Business (FBLA)and Family and Consumer Science at the middle school and high school levels.	3.690	4.146	4.667	4.024	4.167
7. Create a plan to develop, train, and implement a comprehensive elementary guidance program as well as high school career preparedness with a focus on character education, career education, self esteem, interpersonal, and social skills.	3.241	3.319	2.833	3.256	3.131
8. Research options in promoting academic integrity and hard work without overloading students (preventing burnout.)	2.931	3.170	3.000	3.073	3.034
9. Develop a plan to increase physical education opportunities to our students. Incorporate sports into PE programs to teach kids lifelong skills while developing them for high school.	2.759	2.563	3.333	2.687	2.885
3. School Activities Programs Pillar Focus	Staff Results	Community Results	Board Results	TOTAL RESULTS (Unweighted)	TOTAL RESULTS (Weighted)
1. Develop a plan in coordination with other programs in our community (City, Wausa Youth Leagues, community club, etc.) to create a unified system for developing students in their respective extra curricular activities.	3.552	3.511	3.833	3.549	3.632
2. Address the strengths of our programs, those programs that we can effectively "share" with other communities. Host meetings with area schools to address lower participation in extra-curricular programs at the junior high school and high school levels.	2.793	3.617	3.167	3.293	3.192
3. Provide ongoing professional development to extra curricular activity sponsors, and provide a consistent observation/coaching/evaluation system to work with those coaches/sponsors and monitor their effectiveness within their own programs.	3.034	3.426	3.667	3.305	3.376
4. Technology Pillar Focus	Staff Results	Community Results	Board Results	TOTAL RESULTS (Unweighted)	TOTAL RESULTS (Weighted)
1. The district will continue to explore available funding sources, i.e., REAP, and other local, state, and Federal Grants, etc.	3.966	4.234	3.500	4.085	3.900
2. Develop a plan to continuously update and maintain technology to meet the needs of 21st century learning.	4.172	3.957	4.000	4.037	4.043
3. Develop a plan to improve infusion of technology in teaching and learning.	3.931	3.681	4.000	3.793	3.871
5-7. Building, Grounds, Transportation, and Support Programs Pillars Focus	Staff Results	Community Results	Board Results	TOTAL RESULTS (Unweighted)	TOTAL RESULTS (Weighted)
1. Develop a facilities plan to outline a schedule for building maintenance and future facility upgrades.	4.517	4.021	4.167	4.207	4.235
2. Develop a plan to improve "Cash Walk" or first impressions of visitors and parents entering our building without compromising student/staff safety in our building.	3.466	3.404	3.500	3.433	3.457
3. Research feasibility and finance options to replace the aging high school building, while looking at additional options like modernizing and combining our elementary and high school libraries into media centers.	4.103	4.042	4.667	4.108	4.271
4. Research feasibility of adding an additional gymnasium/auditorium and/or a track to accommodate educational and extra-curricular offerings, as well as community offerings.	3.931	3.292	3.500	3.530	3.574
5. Research purchasing a charter bus so that students can ride to activities and back in comfort and be ready for the next school day.	1.862	1.978	1.500	1.901	1.780
6. Develop a plan to increase opportunities for students and parents to provide input on the food service program and menu. Use this data to improve the food service program.	3.862	3.936	4.333	3.939	4.044

8. Professional Development, School Climate, Budget and Finance, Planning Pillar Focus	Staff Results	Community Results	Board Results	TOTAL RESULTS (Unweighted)	TOTAL RESULTS (Weighted)
1. Host a budget workshop to promote community input and education about school finance and budget programs.	2.655	3.174	3.333	3.000	3.054
2. Create a curriculum cycle to ensure adequate and equalized funding for all courses, subjects, and grade levels	3.897	3.565	3.333	3.667	3.598
3. Create a long term financial plan to promote and retain the strengths of our district, while addressing the needs of our district as well as those uncontrollable items such as potential falling enrollment in the future.	3.966	4.217	4.167	4.123	4.117
4. Develop a plan to promote positive and supportive interactions between staff and students so that all students feel secure.	3.138	3.652	3.167	3.432	3.319
5. Conduct a study to review class size and teacher assignment(s) to reduce or eliminate overload scheduling and balance teacher loads, while finding ways to recruit and retain quality staff.	3.759	3.848	3.667	3.802	3.758
6. Create a plan that drives focus in technology training and implementation	3.138	3.106	3.000	3.110	3.081
7. Create and provide professional development on a plan that focuses on consistency in all academic areas in terms of delivery of content and grading of content areas.	3.034	3.362	3.000	3.220	3.132
8. Create a plan that drives professional development in core and career/college ready academic areas	3.172	3.915	3.500	3.622	3.529