

Centura Board of Education Regular Meeting
Monday, September 10, 2018 6:00 PM
CENTURA JR./SR. HIGH SCHOOL BOARD ROOM CAIRO,
NEBRASKA
P.O. Box 430
Cairo, NE 68824

Agenda

1. Public hearing for the purposes of hearing support, opposition, criticism, suggestions, or observations of taxpayers related to the 2018-19 proposed budgets
2. Public hearing to discuss and approve or modify the district property tax request for the 2018-19 fiscal year.
3. Call the regular meeting to order
4. Pledge of Allegiance
5. Notation of Nebraska Open Meeting Laws
6. Roll call - excuse/not excuse board members who are absent
7. Approve meeting agenda as presented
8. Recognition of visitors and public comment
9. Board Reports
10. Items for Consideration and Action
 - 10.1. 2018-19 Proposed Budgets
 - 10.2. 2018-19 District Property Tax Request
 - 10.3. Approve August 7, 2018 Board Retreat minutes
 - 10.4. Approve August 13, 2018 regular meeting minutes
 - 10.5. Reading and approval of September 2018 general fund claims in the amount of \$73,071.69
 - 10.6. Reading and approval of September 2018 building fund claims in the amount of 160,417.00
 - 10.7. Reading and approval of August 2018 activity fund claims, revenue, and fund balances
 - 10.8. Treasurer's Report
 - 10.9. School Board Policy 408.03, Certificated Employee Retirement
 - 10.10. Planned Service Renewal with Johnson Controls
 - 10.11. Superintendent authorization to sell surplus merchandise
 - 10.12. Superintendent evaluation instrument
11. Reports
 - 11.1. Elementary Principal Report
 - 11.2. Secondary Principal / Activities Report
 - 11.3. Transportation Director report
 - 11.4. Superintendent report
12. Discussion items School lunch prices for adults.
13. Next Meeting date and time
14. Adjournment

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

_Centura_____ (_47_-_0100___) in Howard County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 10 day of September,

Clerk/Secretary

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers		Total Available Resources Before Property Taxes (5)	Fee and Delinquent Tax Allowance (6)	Total Personal and Real Property Tax Requirement (7)	
	2016-2017 (1)	2017-2018 (2)	2018-2019 (3)	Necessary Cash Reserve (4)				
General	\$6,586,021.00	\$5,945,471.00	\$8,279,412.00	\$2,090,730.00	\$4,634,047.00	\$57,940.30	\$5,794,035.30	Total Personal and Real Property Tax Requirement For Bonds
Depreciation	\$122,397.00	\$133,270.00	\$265,001.00		\$265,001.00			
Employee Benefit	\$ -	\$ -	\$17,399.00	\$ -	\$17,399.00			
Contingency	\$ -	\$ -	\$ -		\$ -			
Activities	\$387,073.00	\$390,000.00	\$472,479.00	\$ -	\$472,479.00			
School Nutrition	\$283,290.00	\$288,652.00	\$288,550.00	\$40,221.00	\$328,771.00			
Bond	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	Total Personal and Real Property Tax Requirement for ALL Other
Special Building	\$478,962.00	\$630,031.00	\$315,837.00		\$260,837.00	\$555.56	\$55,555.56	
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -			\$5,849,590.86
Student Fee	\$ -	\$ -	\$840.00	\$ -	\$840.00			
	\$ -	\$ -	\$ -	\$ -	\$ -			
TOTALS	\$7,857,743.00	\$7,387,424.00	\$9,639,518.00	\$2,130,951.00	\$5,979,374.00	\$58,495.86	\$5,849,590.86	

Notice of Special Hearing To Set Final Tax Request

__Centura_____ (_47_-_0100__) in Howard County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing body will meet on the 10 day

2017/18 Budget Information				2018/19 Budget Information	
Fund	2017-2018 Property Tax Request	2017 Tax Rate	Property Tax Rate (2017-2018 Request vided By 2018 Valuation)	2018-2019 Proposed Property Tax Request	Proposed 2018 Tax Rate
General Fund	5,591,171.66	.0.880998	0.945492	5,794,035.30	0.979798
Bond Fund(s) K - 12			0	-	0
Bond Fund(s) K - 8			0		0
Bond Fund(s) 9 - 12			0		0
Bond Fund _____			0		0
Special Building Fu	295,932.32	0.098725	0.050043	55,555.56	0.009395
Qualified Capital Purpose Undertaking Fund K - 12			0	-	0
Qualified Capital Purpose Undertaking Fund K - 8			0		0
Qualified Capital Purpose Undertaking Fund 9 - 12			0		0
Total	5,887,103.98	0.098725	0.995535	5,849,590.86	0.989193

Centura Public Schools



2017 Strategic Plan

*A community about students,
excellence and innovation.*

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Superintendent Julie Otero
Cory Bohling, Elementary Principal
Tammy Holcomb, High School Principal

Staff Leadership Team

Kim Steffen Staci Hargens Sara Bierhaus Ted Evans
Dorothy Moss Steph McInturf David Morris

Board of Education

Jason Bonsack, President
Gina Baldwin, Vice President
Chad Adams
Will Kemptar
Ryan Marr
Matt Nepl

Introduction

The school district Mission, Beliefs, and Priorities impact the student's development, learning and achievement. The Centura Strategic Plan is intended to assist the board, administrators, and staff in their responsibility to create and sustain a school district in which students are engaged and learning.

Public education is a complex and ever-changing environment in which educators must remain focused and poised to meet the total needs of all students. To ensure the school district is preparing for the future the board and administration must analyze district needs, growth, and stakeholder feedback to make certain the district provides a quality education in a safe learning environment.

In December of 2015, the board and administration conducted a Community Engagement Meeting for the purpose of receiving feedback from district patrons. Soon thereafter, the Superintendent and School Improvement Committee initiated a series of planning meetings to work through the development of the 2017 Centura Strategic Plan. The work of the committee included the review of data collected from the Centura Certificated and Classified staff members as well as the Board of Education.

The collaborative work of the School Improvement Committee, staff, community, administration, and Board of Education yielded the following direction:

Centura Public Schools Mission Statement

Centura and its collaborative partners are an innovative community empowering all students to be successful today and in the future.

Centura Public Schools Belief Statements

As a community, we will...

- ❖ Elect a board that ensures a quality education and a safe learning environment will be provided for all students.
- ❖ Inspire students to be respectful, resourceful, and responsible.
- ❖ Aspire for all students to grow academically.
- ❖ Encourage students to take ownership of their learning.
- ❖ Promote a positive and supportive learning environment.
- ❖ Evolve as an innovative staff through instruction and technology integration.
- ❖ Strengthen relationships with families and engage community members in partnership.

Centura Public Schools – Strategic Plan Priorities

- Priority I: Academics – To progress learning opportunities to support rigorous and effective curriculum.
- Priority II: Student Service Programs – To ensure students are engaged, empowered, and equipped through quality student service programs district-wide.
- Priority III: Technology – Ensure staff and students have access to comprehensive technology to support instruction, curriculum, learning, administrative management, communication, and information access.
- Priority IV: Staff – Recruit, hire, develop, and retain a quality staff.
- Priority V: District Culture – Strengthen relationships with families and engage community members in partnership.
- Priority VI: District Building and Grounds – Maintain and monitor district buildings and grounds to meet high energy, safety, security, and efficiency levels.

Implementation of the Strategic Plan

To ensure the success and implementation of the Centura Strategic Plan, district leadership will:

- A. Assign staff to manage and oversee Measures and Objectives
- B. Monitor and assess the implementation, making necessary and appropriate adjustments as needed
- C. Commit resources needed to ensure the progress and success of the plan
- D. Align the plan to the Board’s Annual Calendar and Monthly Meeting Agendas to measure progress and success of the plan
- E. Communicate progress of the plan to internal and external stakeholders annually

Priority

The Priority identifies the District function that will evolve if the Priority is carried out.

Objective

The objective details what the Priority will be when realized and in place. It suggests what students and staff will do as a result of the district's efforts and Priorities.

Indicators

The Indicator is a specific task, assignment, or action a staff member or group will take to meet the stated Objective.

Program/Building Level

The Program/Building Level identifies the point of impact.

Responsible

The Responsible identifies who or what group is responsible to oversee progress of the Indicator.

Target Date

The Target Date identifies when the indicator is to be assessed for progress and/or a target completion date.

Funding

The Funding identifies an approximate figure for how the program/service will impact district resources.

Evidence of Progress

The Evidence of Progress identifies the action that has been taken to meet the Indicator.



Centura Strategic Plan Framework

Priority I: Academics

Objective: To progress learning opportunities to support rigorous and effective curriculum.

- 1.1 To provide an aligned, rigorous, differentiated, and effective standards-based curriculum for all students.
- 1.2 To provide a diverse cross-section of opportunities for student involvement in academic and school related activities.
- 1.3 To provide College/Career Ready curriculum to enhance the expanded learning opportunities at Centura Public Schools.
- 1.4 To engage in Continuous Improvement Process and assess data to grow and improve the success of student learning and outcomes.

Priority II: Student Service Programs

Objective: To ensure students are engaged, empowered, and equipped through quality student service programs districtwide.

- 2.1 To provide a Before and After School Program to support the dynamics, services, and needs of the students and families.
- 2.2 To provide an expanded Early Childhood Program to support the growing needs and opportunities to engage students at an earlier age.
- 2.3 To provide expanded learning opportunities for Special Education students to support personal growth and development.
- 2.4 To ensure students have information about how to access to comprehensive social and emotional resource services.
- 2.5 To ensure students have access to ELL support services to ensure academic success.
- 2.6 To ensure identified students are provided with the food and nutrition needed to ensure their academic success.
- 2.7 To provide staff and students a safe, secure, and supportive environment as defined in the Centura Crisis & Safety Plan.

Priority III: Technology

Objective: Ensure staff and students have access to comprehensive technology to support instruction, curriculum, learning, administrative management, communication, and information access.

- 3.1 To provide a comprehensive district technology framework.
- 3.2 To provide comprehensive technology training, hardware and software to enhance instruction, learning, that supports growth and
- 3.3 To equip the district technology staff to develop, train, and support the technology framework, systems, and staff.

Priority IV: Staff

Objective: Recruit, hire, develop, and retain a quality staff.

- 4.1 To provide all administrators, teachers, and support staff with highly effective professional development to support continuous growth.
- 4.2 Ensure that support staff are highly skilled, engaged, and equipped to provide effective support services.
- 4.3 Ensure all staff understand the evaluation instrument then establish and adopt professional goals for self-improvement and growth.

Priority V: District Culture

Objective: Strengthen relationships with staff, families and engage community members in partnership.

- 5.1 Strengthen and enhance productive partnerships with internal staff, external patrons, and partners for education.
- 5.2 Develop and implement district standards and a methodology for how staff engage parents and families in positive and important communication throughout the school year.
- 5.3 Grow and sustain communications with internal and external stakeholders.

Priority VI: District Buildings and Grounds

Objective: Maintain and monitor district buildings and grounds to meet high energy, safety, security, and efficiency levels.

- 6.1 To ensure that the school and campus are effective, maintained, safe, and secure.



PRIORITY	DEVELOPED
I: Academics	September 2016

Objective: To progress learning opportunities to support rigorous and effective curriculum.

Strategy 1.1 To provide a rigorous, differentiated, and effective curriculum for all students.

INDICATORS	1.1(a) Provide a standards-based curriculum that is aligned to state standards, research, and best practice.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin Team	On-going	GF/Title 11A
	1.1(b) Provide curriculum scope and sequence guide to ensure staff provides timely and appropriate instruction to support successful student outcomes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	District	Admin Team	On-going	GF/Title 11A Scope and sequence/Syllabi	
	1.1(c) Provide for continuous revisions and updates to ensure a rigorous and effective curriculum.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	District	Admin Team	On-going	GF/Title 11A calendar of revisions	
	1.1(d) Adopt a curriculum review cycle to ensure curriculum is current and aligns to the standards, district mission, and vision.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	District	Admin Team	On-going	G/F Review Cycle	

Strategy 1.2 To provide a diverse cross-section of opportunities for student involvement in academics and school related activities.

INDICATORS	1.2(a) Ensure the district provides equitable opportunities for student involvement in a positive and supportive environment.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg level	All coaches, sponsors, teachers	On-going	
	1.2(b) Ensure programs promote a safe and positive connection for all students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg level	All coaches, sponsors, teachers	On-going	
	1.2(c) Review and assess all district programs and activities to ensure each student related opportunity is designed and implemented to build character, leadership, and a team focused experience.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg level	A.D	On-going	
	1.2(d) Review and assess current district policy and handbooks to ensure student and patron standards of behavior are identified and continually reinforced.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin	On-going	

Strategy 1.3 To provide College/Career Ready curriculum to enhance the expanded learning opportunities at Centura Public Schools.

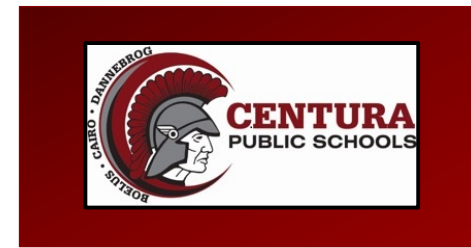
INDICATORS	1.3(a) Study and assess the value of College/Career Ready curriculum that provides students with a number of high quality pathways to graduate, including, but not limited to: volunteerism, mentorships, internships, certifications, career and technical education, dual enrollment.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	HS Principal Counselor	May 2017	
	1.3(b) Define a plan to implement and fund College/Career Ready curriculum, and instruction.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Superintendent H.S. Principal Counselor	May 2017	
	1.3(c) Consider and assess expanding electives for the grades 5 – 12 to ensure the district is providing Career, technical, and/or college ready courses at all levels.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Building Administrators Counselor	May 2017	Funding: General Fund
	1.3(d) Consider expanding, college level coursework and vocational training to support college/career ready curriculum for Grades 5-12.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Building Administrators Counselor	May 2017	

Strategy 1.4 To align district curriculum to standards and implement best practice instruction in all classrooms.

INDICATORS	1.4(a) Assess, identify, and modify district curriculum to support growth and improved ACT scores.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	H.S. Principal Counselor	May 2017	
	1.4(b) Study and consider the value of the Middle School concept as compared to the current Junior High setting.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin	May 2018	
	1.4(c) Provide life skills curriculum to support financial literacy and worth ethics.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Admin	May 2018	
	1.4(d) Study and consider the curriculum and costs associated with implementing a Family Consumer Science (FCS) program.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent H.S. Principal Counselor	May 2017	
	1.4(e) Monitor and assess the academic and social impact of student transitions.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Elementary Principal High School Principal	May 2017	

Strategy 1.5 To continually engage and assess data to grow and improve the success of student learning and outcomes.

INDICATORS	1.5(a) Use a data analysis process to analyze formative and summative assessments, current instructional practice, curriculum, and student outcomes to identify needs related support the growth and improvement of student outcomes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin SLT	On-going	
	1.5(b) Address the identified needs for growth and improvement realized through data assessment to support district decision-making related to staffing and training.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin SLT	On-going	
	1.5(c) Communicate the assessment outcomes to students, staff, and external stakeholders in a timely manner.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin	On-going	



PRIORITY	DEVELOPED
II: Student Service Programs	September 2016

Objective: To ensure students are engaged, empowered, and equipped through quality student service programs districtwide.

Strategy 2.1 To provide a Before and After School Program to support the dynamics, services, and needs of the students and families.

INDICATORS	2.1(a) Study, assess, and design a plan to support the implementation of a Before and After School Program for the PK-6 students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Cory Bohling	May 2017	

Strategy 2.2 To provide an expanded Early Childhood Program including Birth to 3to support the growing needs and opportunities to engage students at an earlier age.

INDICATORS	2.2(a) Study and assess the value and need for expanding the Preschool services to provide an all-day setting for students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Cory Bohling		Funding Source: Grant and State Aid
	2.2(b) Study and assess the value and need for expanding the Preschool enrollment program for 3-year-old students of the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Cory Bohling		
	2.2(c) Study and assess the value of a birth to 5-year old Day Care Center on site.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Cory Bohling		

Strategy 2.3 To provide expanded learning opportunities for Special Education students to support personal growth and development.

INDICATORS	2.3(a) Study and consider Community Based instruction to provide students with disabilities self-advocacy training, job opportunities, job skill training, job shadow opportunities, and personal life skills.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Tammy, Kay, Doug		

Strategy 2.4 To ensure students have information about how to access to comprehensive social and emotional resource services.

INDICATORS	2.4(a) Study and identify the student related social and emotional needs students are experiencing in the Centura School District.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Administrators and Counselor		
	2.4(b) Research and identify resources available to provide support services to aid in the social/emotional need identified in the Centura School District.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Administrators		

Strategy 2.5 To ensure students have access to ELL support services to ensure academic success.

INDICATORS	2.5(a) Study and assess the needs related to an effective ELL Program to support the needs and services to ensure student success.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Administrators and Counselor		
	2.5(b) Identify short-term services and staff that can provide immediate support should the district experience unexpected growth of ELL students during the school year.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Administrators and Counselor		

Strategy 2.6 To ensure identified students are provided with the food and nutrition needed to ensure their academic success.

INDICATORS	2.6(a) Grow and sustain the Back Pack Program to ensure all students and/or families needing services are receiving the support and nutrition this student support provides.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Cory	Ongoing	Funding: Food Pantry/Dunlap Grant As long as it is financially feasible
	2.6(b) Study and consider alternative options for providing an efficient and high quality Food Service Program to support the Breakfast, Lunch, PK snack and K-3 morning milk services.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent	Ongoing	Funding: General Fund/Federal & State

Strategy 2.7 To provide staff and students a safe, secure, and supportive environment as defined in the Centura Crisis & Safety Plan.

INDICATORS	2.7(a) Maintain and support the Centura Crisis & Safety Team to provide a safe learning environment both for staff and students.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent	Ongoing	Funding: General Fund



PRIORITY	DEVELOPED
III: Technology	September 2016

Objective: Ensure staff and students have access to comprehensive technology to support instruction, curriculum, learning, administrative management, communication, and information access.

Strategy 3.1 To provide a comprehensive district technology framework.

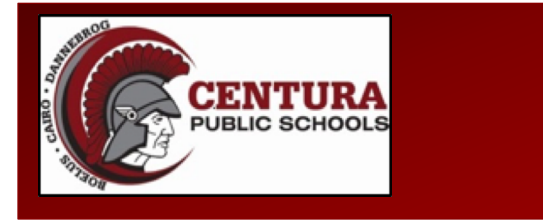
INDICATORS	3.1(a) Develop and sustain a short and long-term plan to support the growth and improvement of the technology framework including hardware, software, professional development, policy, student engagement and resources.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
			District	Superintendent Tech Staff	
	3.1(b) Expand and grow the district's technology framework to support the ever changing needs of integrated technology in the learning environment.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent Tech Staff		
	3.1(c) Plan and commit the resources needed to provide a quality technology framework to support integrated and student management technology district-wide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent		CETA folks go to NETA

Strategy 3.2 To provide comprehensive technology training, hardware and software to enhance instruction, learning, that supports growth and improved student learning outcomes.

INDICATORS	3.2(a) Ensure staff and students have equitable access to technology to support instruction and learning outcomes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Tech Team		
	3.2(b) Enable teachers to explore, identify, and integrate technology enhanced activities to achieve learning objectives.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Admin		
	3.2(c) Encourage staff to share and cross-train peers in the use of technology software and technology enhanced activities to achieve learning outcomes within their respective departments.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Admin; Tech Team		
	3.2(d) Provide staff with a technology professional development plan annually to ensure ongoing training and educational learning opportunities to effectively engage the use and integration of technology.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Admin; Tech Team		
	3.2(e) Provide students with training and education to learn proper use of technology and the internet.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Tech Team		Boot camp
	3.2(f) Engage and instruct parents annually in the responsibilities and safety protocols and procedures students must follow when utilizing technology and the internet.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Admin/ Tech Team		Boot Camp

Strategy 3.3 To equip the district technology staff to develop, train, and support the technology framework, systems, and staff.

INDICATORS	3.3(a) Provide professional development for the IT staff to grow and develop their working knowledge and expertise to support the district technology framework, systems, and staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent		
	3.3(b) Provide support and resources needed for IT staff to participate in continuous learning opportunities to grow knowledge and resources available to enhance a comprehensive technology framework district-wide.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent		
	3.3 (c) Enable staff to develop, research, and deliver timely and required technology training and support to grow individual skills and knowledge.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Admin		



PRIORITY	DEVELOPED
IV. Staff	September 2016

Objective: Recruit, hire, develop, and retain a quality staff.

Strategy 4.1 To provide all administrators, teachers, and support staff with highly effective professional development to support continuous growth.

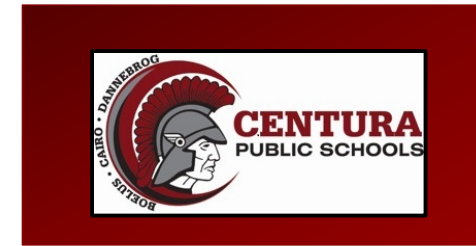
INDICATOR	4.1(a) Annually design and adopt a professional development plan to support need, opportunity, and resources to engage staff in workshops and learning opportunities designed to support instruction and student learning outcomes.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
			District	Admin; SLT	
INDICATOR	4.1(b) Remain diligent in providing district-focused professional development in the areas of instructional strategies, formative assessments, classroom management, instructional technology, writing, and adolescent literacy.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		Funding: GF/Grants
INDICATOR	4.1(c) Provide continued education, support and training for staff instructional strategies including, but not limited to APL, ALP, and L to J.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		
INDICATOR	4.1(d) Establish the opportunity or system to enable staff to share knowledge and skill with other district staff following professional development workshops and/or conferences.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		
INDICATOR	4.1(e) Adopt and maintain annually a school calendar that supports the growth and learning of staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		

Strategy 4.2 Ensure that support staff are highly skilled, engaged, and equipped to provide effective support services.

INDICATORS	4.2(a) Provide a job description for all staff that includes duties and responsibilities.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		
	4.2(b) Create a mentoring process for certified and support staff to include proper training to support their independent success and retention.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Principals		
	4.2(c) Provide job-related learning opportunities for support staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District/Bldg	Ad,om		

Strategy 4.3 Ensure certificated staff understand the evaluation instrument then establish and adopt professional goals for self-improvement and growth.

INDICATORS	4.(3a) Present the teacher evaluation and model and expectations to staff each year to inform and engage staff to support success in the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Principals		
	4.3(b) Provide meaningful feedback to staff to support continuous individual growth.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Principals		
	4.3(c) Provide an effective mentor program for certified and classified staff and utilize feedback surveys to grow and improve how new staff hires are on-boarded.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Bldg	Principals		
	4.3(d) Utilize exit surveys with staff to inform administrators what the district can do to improve, engage, and retain staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent		
	4.3(e) Provide staff with the opportunity to earn an educational endorsement in critical areas to support the curriculum and/or instructional needs of the district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent		



PRIORITY	DEVELOPED
V. District Culture	September 2016

Objective: Strengthen relationships with staff, families, and engage community members in partnership.

Strategy 5.1 Strengthen and enhance productive partnerships with internal staff, external patrons, and partners for education.

	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
5.1(a) Grow parent engagement focused on academic growth and social/emotional development of students to ensure academic success of every student.	Bldg	Heather Evans		
	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
5.1(b) Provide the opportunity for staff to assess the working environment and student support services provided by the school district.	Bldg	Principals		end of year interviews
	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
5.1(c) Engage external stakeholders and/or the business communities to establish work related skills and knowledge to support College/Career Ready training at the secondary level.	Bldg	Principal/Counselor/Career Counselor		
	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
5.1(d) Study and assess the dynamics of district patrons according to age, families with children, single parent households, households with no children, etc.	District	Superintendent		
	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
5.1(e) Increase the number of business related internships, job shadowing opportunities, and mentoring partners to support College/Career coursework and curriculum.	Bldg	Principal/Counselor/Career Counselor		
	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18

Strategy 5.2 Develop and implement district standards and a methodology for how staff will engage parents and families in positive and important communication throughout the school year.

INDICATORS	5.2(a) Promote the use of technology for the purpose of parent engagement to support the success of student learning and outcomes	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		Power school Remind, Web facebook, twitter	Admin		
	5.2(b) Ensure all district communication is accessible and translated to support the diversity of district parents and patrons.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
			Admin		
	5.2(c) Develop and implement a method to promote and celebrate district success. (Example: Did You Know? Postcard mailer quarterly)	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
			Admin		

Strategy 5.3 Grow and sustain communications with internal and external stakeholders.

INDICATORS	5.3(a) Review and assess how the district currently communicates with stakeholders (e.g., Website, Newsletter, Email List Serve, Foundation, Alumni Association, Classroom to Home, Social Media, and the Annual District Report).	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		
	5.4(b) Identify methods to grow and expand communications to support timely, effective, and measures to elevate communications with internal and external stakeholders.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Admin		
	5.4(c) Host community and school activities/events at the school to promote community involvement and partnerships to support education.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	District	Admin			
	5.4(d) Continue to identify opportunities to engage community stakeholders to develop and sustain their role in the success of the school district.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
	District	Admin			



PRIORITY	DEVELOPED
VI. District Buildings and Grounds	September 2016

Objective: Maintain and monitor district buildings and grounds to meet high energy, safety, security, and efficiency levels.

Strategy 6.1 To ensure that the school and campus are effective, maintained, safe, and secure.

INDICATORS	6.1(a) Develop and monitor a building and grounds preventative maintenance plan to support short and long-term planning and the budget and management of resources needed to support the plan.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Superintendent/Blgs & Grounds supervisor		
	6.1(b) Develop and maintain a short and long-term building and grounds plan to support instruction, learning, and a safe environment for students and staff.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District/BOE	Superintendent		
	6.1(c) Monitor, assess, and address school safety issues.	Program/Bldg. Level	Responsible	Target Date	Funding/Evidence of Progress 2017-18
		District	Administrators		Funding: General Fund

NOTICE OF BUDGET HEARING AND BUDGET SUMMARY

_Centura_____ (_47_-_0100___) in Howard County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Sections 13-501 to 13-513, that the governing body will meet on the 10 day of September,

Clerk/Secretary

FUNDS	Actual Disbursements & Transfers	Actual/Estimated Disbursements & Transfers	Budgeted Disbursements & Transfers		Total Available Resources Before Property Taxes (5)	Fee and Delinquent Tax Allowance (6)	Total Personal and Real Property Tax Requirement (7)	
	2016-2017 (1)	2017-2018 (2)	2018-2019 (3)	Necessary Cash Reserve (4)				
General	\$6,586,021.00	\$5,945,471.00	\$8,279,412.00	\$2,090,730.00	\$4,634,047.00	\$57,940.30	\$5,794,035.30	Total Personal and Real Property Tax Requirement For Bonds
Depreciation	\$122,397.00	\$133,270.00	\$265,001.00		\$265,001.00			
Employee Benefit	\$ -	\$ -	\$17,399.00	\$ -	\$17,399.00			
Contingency	\$ -	\$ -	\$ -		\$ -			
Activities	\$387,073.00	\$390,000.00	\$472,479.00	\$ -	\$472,479.00			
School Nutrition	\$283,290.00	\$288,652.00	\$288,550.00	\$40,221.00	\$328,771.00			Total Personal and Real Property Tax Requirement for ALL Other
Bond	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Special Building	\$478,962.00	\$630,031.00	\$315,837.00		\$260,837.00	\$555.56	\$55,555.56	
Qualified Capital Purpose Undertaking	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
Cooperative	\$ -	\$ -	\$ -	\$ -	\$ -			
Student Fee	\$ -	\$ -	\$840.00	\$ -	\$840.00			\$5,849,590.86
	\$ -	\$ -	\$ -	\$ -	\$ -			
TOTALS	\$7,857,743.00	\$7,387,424.00	\$9,639,518.00	\$2,130,951.00	\$5,979,374.00	\$58,495.86	\$5,849,590.86	

Notice of Special Hearing To Set Final Tax Request

____Centura_____ (_47_-_0100___) in Howard County, Nebraska

PUBLIC NOTICE is hereby given, in compliance with the provisions of State Statute Section 77-1601.02, that the governing

2017/18 Budget Information				2018/19 Budget Information		
Fund	2017-2018 Property Tax Request	2017 Tax Rate	Property Tax Rate 2017-2018 Request By 2018 Valua		2018-2019 Proposed Property Tax Request	Proposed 2018 Tax Rate
General Fund	5,591,171.66	.0.880998	0.945492		5,794,035.30	0.979798
Bond Fund(s) K - 12			0		-	0
Bond Fund(s) K - 8			0			0
Bond Fund(s) 9 - 12			0			0
Bond Fund _____			0			0
Special Building	295,932.32	0.098725	0.050043		55,555.56	0.009395
Qualified Capital Purpose Undertaking Fund K - 12			0		-	0
Qualified Capital Purpose Undertaking Fund K - 8			0			0
Qualified Capital Purpose Undertaking Fund 9 - 12			0			0
Total	5,887,103.98	0.098725	0.995535		5,849,590.86	0.989193



STOP

1

CHEVROLET 48500

SCHOOL STUDENTS

PIIRLI



SCHOOL BUS
LOADING AREA
PROCEED
UNLESS BUS
STOP SIGNAL ARM
IS EXTENDED

GRASS HOPPER

725

WARNING
READ THE OPERATOR'S MANUAL
BEFORE USING THIS EQUIPMENT.
FAILURE TO FOLLOW THESE
INSTRUCTIONS MAY RESULT IN
DEATH OR SERIOUS INJURY.

⚠ DANGER
KEEP HANDS AND FEET AWAY FROM
MOVING PARTS.
FAILURE TO FOLLOW THESE
INSTRUCTIONS MAY RESULT IN
DEATH OR SERIOUS INJURY.

⚠ WARNING
DO NOT OPERATE THIS EQUIPMENT
UNLESS YOU ARE TRAINED AND
CERTIFIED TO DO SO.
FAILURE TO FOLLOW THESE
INSTRUCTIONS MAY RESULT IN
DEATH OR SERIOUS INJURY.

CENTURA
Performance Objectives Evaluation Instrument
2018-19

**** Ryan needs to be evaluated once per semester for 2018-19 and then once annually after**

Student-Centered

- Creating and maintaining a culture that is committed to doing what is best for all kids
 - *Evidence of emphasizing this at staff meetings, with admin team, Ryan creating a “student advisory committee,” etc.*
- Continue to enhance and expand curriculum opportunities
 - *Ryan to demonstrate various curriculum additions he and the admin team are looking into*
 - *Surveying staff, students, and community about curriculum needs and wants*
- Enhancement and communication of school safety and security initiatives
 - *Emphasized with staff, at community coffees, lunch & learns, in newsletters, on website, etc.*

GRADE FOR RYAN IN THIS AREA: A B C D F

COMMENTS:

Communication and Accessibility

- Open door policy
- Developing relationships with students, staff, and stakeholders in all communities
 - *Ryan to host meetings in all communities this fall*
 - *Student advisory committee*
 - *Staff advisory committee*
- Visible and involved at school and community events
- Transparent communication with all stakeholders through newsletters, special mailings, social media, website, local media, and other outlets
- Reach out to “older generation” through face-to-face meetings, Community Coffees, Lunch & Learns, and other outlets
 - *Keep a log of such meetings and special invitation events*
- Do a better job of getting Centura activity schedules, posters, “good news,” and info to businesses and facilities throughout the school district
 - *Visit local businesses with handouts from the school*
- Work to enhance relationships with local media to better promote Centura
- Timely communication via email and/or texts with board at least weekly and more often, as needed

GRADE FOR RYAN IN THIS AREA: A B C D F

COMMENTS:

Budget

- Development and communication of long-range planning to include 1, 3, and 5 year outlooks for facility needs, vehicle fleet replacements, technology upgrades, and all major facets of the school system
- Steady and consistent tax request and levy rate
- Transparent communication of school finance issues, over-reliance on local property taxes, and trying to explain where our tax dollars go
 - *Work on a "Budget 101" presentation to give to board, staff, and community this fall*

GRADE FOR RYAN IN THIS AREA: A B C D F

COMMENTS:

Energy and Enthusiasm

- Challenging the status quo
- Displaying and emphasizing school pride
- Increase staff attendance at school activities
 - *Emphasized at staff meetings*
 - *Perhaps have a halftime "staff recognition" at a ball game*
- High expectations for professional learning environment
 - *Dress code issues, professional development initiatives, etc.*

GRADE FOR RYAN IN THIS AREA: A B C D F

COMMENTS:

Overall Leadership

- Leading by example with honesty, integrity, and a strong work ethic
- Attention to detail
- Exude confidence to help instill trust and confidence in others

GRADE FOR RYAN IN THIS AREA: **A** **B** **C** **D** **F**

COMMENTS:

OVERALL GRADE FROM BOARD: **A** **B** **C** **D** **F**

OVERALL SUMMARY COMMENTS:

1. Thank you to all the board and finance committee for your efforts in developing the budget and finalizing a goal to achieve.
2. Evaluation information/completion:
 - a. Student-Centered
 - i. We have 26 students taking online college credit classes.
 - ii. Discussed school safety at the Boelus community meeting. Administration discussion and planning are currently taking place to incorporate intruder and fire drills simultaneously.
 - b. Communication and Accessibility
 - i. Beginning stages of a newsletter (requested at town meetings) to be delivered 3 to 4 times per year.
 - ii. Advise all to be on Twitter/Instagram to follow me, Ryan Ruhl, in promoting Centura. Twitter: @ryruhl hashtag #CenturaPride Instagram follow CenturaPride
 - iii. Weekly texts to the board.
 - c. Budget
 - i. Budget 101 presentations--3 communities August 27,28,29. Cairo at the Vault-17 present, Boelus at Gold Nugget- 24 present, and Dannebrog at the Danish Bakery- 17 present. Topics included: Superintendent background/ introduction, Centura Pride, and Budget 101.
 - ii. Tax asking remained at 0.98 consistent with last year.
 - d. Energy and Enthusiasm
 - i. School pride--Centura Pride on social media, attending events, pride actions (peace).
 - ii. Delivered polo shirts to staff.
 - iii. Personal professional development at Labor Relations Conference Sept. 5 and 6.
 - iv. Self Reflection
3. Strategic Plan--Priority VI--District Buildings and Grounds. Board considers as a goal for this year. Use as main focus goal. (Example--Fire Marshal request we install sprinklers).
4. Celebration--I have a basement.