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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. Elect Board Officers for 2024
9. Set Board Committee Assignments
10. Select Board Representative to the Tekamah-Herman School Foundation
11. ACTION ITEMS
 - 11.1. Approve Superintendent Evaluation
 - 11.2. Approve the negotiated agreement with THEA for the 2023-24 school year
 - 11.3. Approve the 2023-2024 School Calendar
 - 11.4. Approve the lease agreement for the 2022 Caterpillar 242D3 skid steer loader
12. DISCUSSION ITEMS
 - 12.1. Discuss The District AQUESTT classification
13. Principal Reports

13.1. Elementary Principal

13.2. Secondary Principal

14. Board Reports

15. Superintendent Report

16. Next meeting date and time: Board Work Session on January 11, 2023 at 6:00 PM

17. Adjournment

Board of Education Regular Meeting

Monday, December 12, 2022 7:30 PM

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

Chris Booth: Present
Paul Potadle: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present

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):

Motion to approve the Consent Agenda as presented
Passed with a motion by Burt Rogers and a second
by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

4.1. Approval of Minutes

4.2. Approval of General Fund Bills

4.3. Approval of Board Member Absence

5. **Treasurer's report**

Discussion: The Board reviewed the October 2022
Treasurer's report.

6. **Recognition of Students and Staff**

Discussion: Mrs. Beck recognized the student's of
the month for November and the MTSS and PBIS Tier
I team: Abra Bridges, Becky Rogers, Amanda
Hansen, Carrie Braniff, Margaret Carlson, Kassie
Blender, and Jodi Hansen

Mr. Miller recognized the 7-12 Instrumental and
Vocal Music Concerts were on Monday, December 6.
As a first year band teacher, Ms. Fisher is
positive, creative and passionate. FBLA held a
canned food drive for the Tekamah-Herman Backpack
Program at Friday night's game.

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

Discussion: None.

8. ACTION ITEMS

8.1. Approve Grace Pille as a local substitute

Action(s) :

The motion to approve Grace Pille as a local substitute Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

Table the evaluation Tabled with a motion by Burt Rogers and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

8.2. Approve the superintendent evaluation

Action(s) :

The motion to table this item of business until the next regular Board meeting Tabled with a motion by Mandyn Pruess and a second by Burt Rogers.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: Mr. Gross was absent from the meeting due to a recent medical issue.

8.3. Accept the retirement of Margaret Carlson at the end of the 2022-23 school year.

Action(s) :

Accept the retirement of Janelle and Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: Mrs. Carlson has been teaching at Tekamah-Herman for 31 years-thanks Margaret!

8.4. Accept the retirement of Janelle Ray at the end of the 2022-23 school year

Action(s) :

The motion to accept the retirement letter from Janelle Ray at the end of the 2022-23 school year Passed with a motion by Chris Booth and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea

Paul Potadle: Yea

Mandyn Pruess: Yea

Burt Rogers: Yea

Bill Skinner: Yea

Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: Mrs. Ray has taught in both the Tekamah & Herman schools for 41 years-Thanks Janelle!

9. **DISCUSSION ITEMS**

9.1. Discuss the 2023-2024 school calendar

Discussion: The Board reviewed the 2023-24 school calendar. Some suggestions are switching parent/teacher conference days from September to October, move the Friday in-service after Labor day to the Friday before Labor Day, and to discuss January 2nd, 2024.

9.2. Discuss kindergarten proposal for second semester

Discussion: Due the large number of students in the Kindergarten class, Mrs. Beck is going to restructure the Title Teacher's focus to K-1st grade students at the beginning of the 2nd semester.

9.3. High School Counselor Presentation

Discussion: Ms. Nuss gave a presentation on the College Access grant and the new Counseling Dashboard.

10. **Principal Reports**

10.1. Elementary Principal

Discussion: Enrollment in the Elementary is -2 since the beginning of the year. Winter MAP testing for our K-6th students should be completed before the break, and we will use that information during our Data Days and MTSS meetings to plan for student needs.

10.2. Secondary Principal

Discussion: Enrollment in 7-12 is +3 since the beginning of the year. Final semester tests will take place the week of December 19-22nd. In grades 9-12 there is 57 students involved in

winter activities. The Jr. High boys have 53% out for basketball.

11. Board Reports

12. Superintendent Report

Discussion: The Board took a few minutes to iron out a few items regarding the Superintendent's search. The next meeting with the NRCSA is scheduled for January 4, 2022. All committees will be meeting on that day. Interviews will be held on January 11th and 12th.

13. Executive session to discuss a student issue to protect the interest of the individual

Action(s):

At 8:03pm the motion to exit regular session and move into executive session Passed with a motion by Chris Booth and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth:	Yea
Paul Potadle:	Yea
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: Executive session concluded at 9:14pm with no action taken.

14. Next meeting date and time: Wednesday, January 4th at 6:30

15. Adjournment

Action(s):

The motion to adjourn the meeting at 9:23pm Passed with a motion by Bill Skinner and a second by Chris Booth.

Voting Detail:

Chris Booth:	Yea
Paul Potadle:	Yea
Mandyn Pruess:	Yea
Burt Rogers:	Yea
Bill Skinner:	Yea
Sheryl Stansberry:	Yea

Voting Summary: Yea: 6, Nay: 0

Board of Education Work Session

Wednesday, January 4, 2023 6:30 PM

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

Chris Booth: Present
Paul Potadle: Present
Mandyn Pruess: Present
Burt Rogers: Present
Bill Skinner: Present
Sheryl Stansberry: Present

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. DISCUSSION ITEMS

Action(s):

The motion to select the following finalists, Dr. David Cunningham, Dr. Derek Ippensen, Bradley Kjar, and Drew Wagner, and authorize to contact the designated alternates referred to as Candidates "H" and "C" Passed with a motion by Sheryl Stansberry and a second by Burt Rogers.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

At 8:50pm, the motion to close regular session and move into executive session to discuss salary and benefits Passed with a motion by Bill Skinner and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

The motion to close regular session and reconvene in open session at 9:15pm with no action taken Passed with a motion by Sheryl Stansberry and a second by Bill Skinner.

Voting Detail:

Chris Booth: Yea

Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea
Bill Skinner: Yea
Sheryl
Stansberry: Yea

Voting Summary: Yea: 6, Nay: 0

Discussion: Board Chair Pruess turned the discussion over to the Nebraska Rural Community Schools Association, our Superintendent search hiring firm. Consultants Jim Havelka and Fred Helmink announced there are two main reasons for the board workshop: 1) to identify finalists and 2) to prepare for the interview. They announced the Board may need to take action to enter into Executive Session to prevent possible needless injury to the reputation of the applicants, for contract negotiations, and for other reasons allowed by law. General public comment will not be allowed at this meeting. The Board may request comments from its contractors and employees.

16 total candidates applied for the Tekamah-Herman School's Superintendent position. During the public meeting, the candidates were referred to as candidate A, B, C, etc. Havelka and Helmink introduced each candidate by letter with basic demographic information, education level, years of experience, strengths and weaknesses. Candidates were divided into three tiers. Board members were allowed to view each candidate's entire resume, but names and other identifying characteristics were kept confidential. After discussion and questions, each member listed their top four finalists.

Havelka immediately placed calls to the 4 finalists. Interviews are set up to take place on January 11th and 12th. A detailed interview schedule was given to the members of the Board, the community committee, and the staff committee. The Board finalized all plans for hosting the interviews.

5. Next meeting date and time: Regular Board Meeting January, 9, 2022

6. Adjournment

Action(s):

The motion to adjourn meeting at 9:16pm Passed with a motion by Burt Rogers and a second by Sheryl Stansberry.

Voting Detail:

Chris Booth: Yea
Paul Potadle: Yea
Mandyn Pruess: Yea
Burt Rogers: Yea

Bill Skinner: Yea
Sheryl
Stansberry: Yea
Voting Summary: Yea: 6, Nay: 0

Board Secretary

Tekamah-Herman Public Schools

142657	AJ'S SERVICE AND REPAIR	240.00
142658	AMAZON CAPITAL SERVICES, INC	153.99
142659	Associated Fire Protection	886.90
142660	APRYL BECK	689.00
142661	Bomgaars Supply, Inc.	471.52
142662	Braniff Service	676.06
142663	MICHAEL BRANIFF	31.63
142664	BRUMMOND DISPOSAL	415.00
142665	Buddies	112.88
142666	Cannon	628.46
142667	Cass Plumbing	558.04
142668	CENTURYLINK	516.08
142669	City Of Tekamah	503.23
142670	CITY WIDE FACILITY SOLUTIONS	11,200.00
142671	Cubby's, Inc.	124.38
142672	Dietze Music House, Inc.	223.50
142673	DWF OMAHA	196.11
142674	ENGINEERED CONTROLS INC	1,643.18
142675	ESU #2	40,000.00
142676	FASTWYRE	586.18
142677	FIRST NATIONAL BANK OMAHA	162.64
142678	FIRST NATIONAL BANK OMAHA	133.81
142679	FIRST NATIONAL BANK OMAHA	6.25
142680	General Reimbursement Fund	200.00
142681	Daniel Gross	599.00
142682	KYLIE HANSEN	122.50
142683	THE HOME DEPOT PRO	4,298.58
142684	JONATHAN JAWORSKI	30.00
142685	Jaymar Business Forms Inc.	154.72
142686	KSB SCHOOL LAW, PC LLO	1,536.00
142687	Learn 2 Move	689.00
142688	LEE ENTERPRISES ADVERTISING	839.44
142689	Heidi Lindberg	126.51
142690	LOFFLER	1,539.58
142691	Holly Loftis	150.00
142692	Matheson Tri-Gas, Inc	620.65
142693	Midwest Service Co.	136.07
142694	NICK MILLER	676.10
142695	SARA MOSER	135.00
142696	Nebraska Public Power	6,000.00
142697	MICHELLE NIEWOHNER	65.63
142698	Payflex Systems USA, Inc.	100.00
142699	Savemore Market	439.87
142700	Shamburg Auto Supply, Inc.	90.84
142701	SPARQDATA SOLUTIONS	4,016.00
142702	KERRI STRODE	112.50
142703	Tekamah Chamber of Commerce	300.00
142704	WOODRIVER ENERGY LLC	2,342.83
142705	Lisa Zabel	175.00
142706	Walter Lydick	1,500.00
	BRIDGET ABRAHAM	161.25
	MANNI BELFRAGE	37.50
	VANESSA BRAND	130.00
	CARRIE BRANIFF	41.25
	BRIDGETTE BRAYMEN	121.88
	Abra Bridges	131.25
	CARI BRODERSEN	131.25
	ANDREA BROMM	75.00
	JAIME BRUMMOND	93.75
	SARAH BRUSEGAARD	143.50
	SABINA CAMERON	93.75
	JILL CONNEALY	131.25
	KENDAL DORN	35.63
	ROBERT & BREANNE EVASIC	99.38
	ASHLEY FISHER	112.50
	ASHLEY GOBEL TYSON	150.00
	DEANNA GOODWIN	168.75
	JOEL HAMAN	155.63
	AMANDA HANSEN	65.63
	LINDSEY HANSEN	70.00
	TARYN HANSEN	173.75
	BUCK OR ALLIE HOIER	56.88
	KATHY HUESER	144.38
	MACKENZIE KAHLANDT	176.25

JAMES KELLY	288.75
DANIELL KRAUSE	67.50
BECKY KUNZ	113.75
TIMOTHY OR GINA LANDSPERGER	52.50
KATIE LEICHLER	225.00
MICHAELA MANN	87.50
TIFFANY MARQUARDT	101.25
LAURA MCELMURAY	69.38
CARISSA OR ANDY OLIGMUELLER	26.25
RYANN PAGELS	281.25
CHRIS PETERSEN	32.50
CURT OR RENEE PETERSEN	112.50
JENNIFER POTADLE	65.63
REBECCA RAUE	195.00
BRITTANY RAY	120.00
JESSICA SATORIE	70.00
SHAUNA SELF	243.25
TRISHA SHEETS	112.50
CHRIS SMUTNY	93.75
SEAN THIEMANN	354.75
MICHELLE TOBIN	174.38
Kiley Worley	210.00
	\$ 92,952.46

GENERAL FUND		
Nov-22		
CASH ON HAND	\$ 2,119,325.07	
GENERAL REIMBURSEMENT FUND		
CASH BALANCE		\$ 2,119,325.07
BURT COUNTY TAXES	\$ 54,771.36	
WASH COUNTY TAXES	\$ 13,550.28	
REFUND	\$ 103.97	
BURT COUNTY FINES AND FEES	\$ 1,598.70	
ESSERS 1	\$ 47,705.00	
STATE AID	\$ 6,584.00	
INTEREST	\$ 1,434.45	
	T. REVENUE	\$ 125,747.76
		\$2,245,072.83
PAYROLL	\$ 561,820.52	
EXPENDITURES	\$ 90,697.66	
	T. EXPENDITURES	\$ 652,518.18
		\$1,592,554.65
PERCENTAGE OF BUDGET SPENT AS OF 11/30/2021		18.90%
PERCENTAGE OF BUDGET SPENT AS OF 11/30/2022		19.50%
DEPRECIATION FUND		
Nov-22		
CASH ON HAND	\$ 86,412.22	
CASH BALANCE		\$ 86,412.22
INTEREST	\$ 39.06	\$ 39.06
	TOTAL REVENUE	\$86,451.28
EXPENDITURES		
	TOTAL EXPENDITURES	\$ -
Ending Balance 11/30/2022		\$86,451.28
EMPLOYEE BENEFIT FUND		
Nov-22		

CASH ON HAND	\$	51,452.29	
CASH BALANCE			\$ 51,452.29
INTEREST	\$	1.91	
			\$ 1.91
		TOTAL REVENUE	\$ 51,454.20
EXPENDITURES	\$	-	
		TOTAL EXPENDITURES	\$ -
Ending Balance 11/30/2022			\$51,454.20
ACTIVITY FUND			
Nov-22			
CASH ON HAND	\$	107,009.82	
CASH BALANCE			\$ 107,009.82
DEPOSITS	\$	34,331.98	
INTEREST	\$	15.21	
			\$ 34,347.19
TOTAL REVENUE			\$141,357.01
EXPENDITURES	\$	31,790.41	
		TOTAL EXPENDITURES	\$ 31,790.41
Ending Balance 11/30/2022			\$109,566.60
LUNCH FUND			
Nov-22			
CASH ON HAND	\$	82,166.63	
CASH BALANCE			\$ 82,166.63
DEPOSITS	\$	10,918.20	
INTEREST	\$	9.42	
			\$ 10,927.62
		TOTAL REVENUE	\$ 93,094.25
EXPENDITURES	\$	39,267.31	
			\$ 39,267.31
Ending Balance 11/30/2022			\$53,826.94

BOND FUND		
Nov-22		
CASH ON HAND	\$ 486,192.22	
CASH BALANCE		\$ 486,192.22
BURT COUNTY TAXES	\$ 4,290.18	
WASHINGTON COUNTY TAXES	\$ 1,375.46	
INTEREST	\$ 96.60	
		\$ 5,762.24
	TOTAL REVENUE	\$491,954.46
EXPENDITURES		
	TOTAL EXPENDITURES	\$ -
Ending Balance 11/30/2022		\$491,954.46
BUILDING FUND		
Nov-22		
CASH ON HAND	\$ 2,050,841.81	
CASH BALANCE		\$ 2,050,841.81
BURT COUNTY TAXES	\$ 2,043.72	
WASHINGTON COUNTY TAXES	\$ 655.24	
INTEREST	\$ 570.05	
		\$ 3,269.01
	TOTAL REVENUE	\$ 2,054,110.82
EXPENDITURES		
		\$ -
Ending Balance 11/30/2022		\$2,054,110.82

Secondary Notes
Board of Education Meeting
January 9, 2023

Principal's Report

- Enrollment:
 - As a whole, 7-12 enrollment is +1 from this time last year, and is up three students since the beginning of the school year
- AP Update:
 - AP rosters were switched from individual grades, to students from grade 7-12 in each class. Builds community, provide leadership opportunities for upperclassmen
 - Structured days throughout the week for students to check their grades, develop plans for classes they may be behind in, as well as wellness lessons and some fun competitions between AP's
 - Data that we are tracking to monitor effectiveness are the number of failed courses throughout the term, and data from our Ineligibility List and Honor Roll

Staff & Student Recognition

- Honor Roll:
 - JH - 47 students total (60.3%) made the Honor Roll (90%+ Grade Average), with 25 of those being Distinguished Honor Roll (93%+ Grade Average)
 - HS - 68 students total (44.4%) made the Honor Roll (90%+ Grade Average), with 50 of those being Distinguished Honor Roll (93%+ Grade Average)
- Attendance:
 - 50% of JH students had 3 absences or fewer this semester
 - 44% of HS students had 3 absences or fewer this semester

Enrollment by Class		
	Jan. 2022	Jan. 2023
6th	35	
7th	42	36
8th	40	42
9th	44	39
10th	35	45
11th	37	32
12th		37
Total	233	231

Total Enrollment		
	Jan. 2022	Jan. 2023
Jr. High	82	78
High School	148	153
Total	230	231

2022-2023 Enrollment by Month										
	Aug	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May
7th	36	36	36	36	36	36				
8th	41	41	41	42	41	42				
9th	39	40	40	39	39	39				
10th	44	45	45	45	46	45				
11th	32	32	32	32	32	32				
12th	36	36	36	37	37	37				
Total	228	230	230	231	231	231				



Tekamah-Herman Schools Superintendent Evaluation Fall 2022

With Fall 2021 Comparisons



Superintendent

Dan Gross

Board of Education

Mandyn Pruess, President

Chris Booth

Paul Potadle

Burt Rogers

Bill Skinner

Sheryl Stansberry

Board Evaluation Standard Averages

(listed highest to lowest)

Fall 2022

5.63 - Standard VIII: Board-Superintendent Relations
5.58 - Standard II: Policy
5.51 - Standard III: Budget Planning & Management
5.29 - Standard VI: Community Relations
5.22 - Standard IV: Educational Leadership
5.17 - Standard VII: Professional Leadership
5.06 - Standard I: Mission, Vision, & Goals
5.06 - Standard V: Organizational & Cultural Leadership

Fall 2021

5.48 - Standard II: Policy
5.31 - Standard III: Budget Planning & Management
5.27 - Standard VIII: Board-Superintendent Relations
5.20 - Standard VII: Professional Leadership
5.12 - Standard IV: Educational Leadership
5.02 - Standard VI: Community Relations
4.86 - Standard I: Mission, Vision, & Goals
4.65 - Standard V: Organizational & Cultural Leadership

*Averages range from 1.00-6.00 with averages closer to 6.00 indicating strengths and averages closer to 1.00 indicating areas for growth.
Scale: Excellent (6.00); Good (5.00); Average (4.00); Unsure (3.00); Fair (2.00); Poor (1.00)*

Standard I: Mission, Vision, & Goals

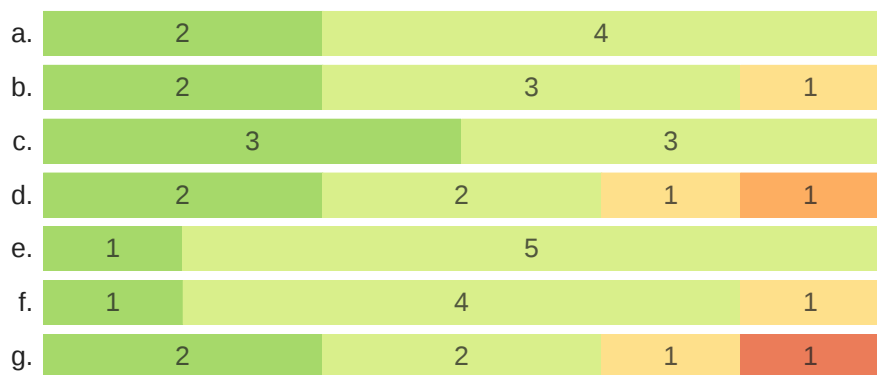
Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.

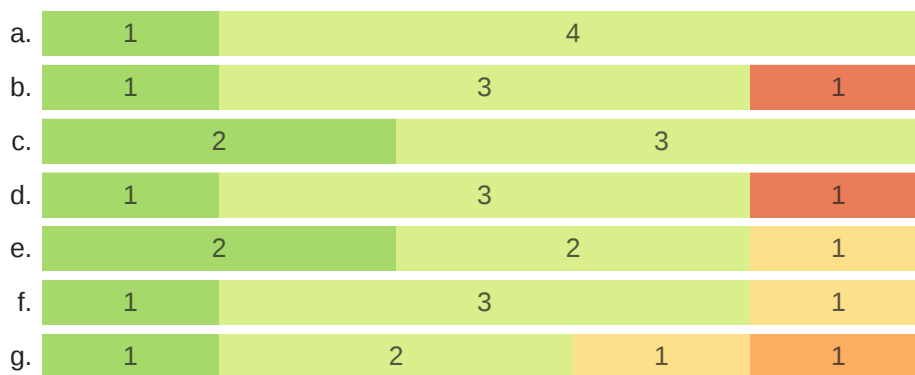
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.	5.3	a.	5.2
b. Assumes the key leadership role and responsibility for growth and improved student learning.	5.2	b.	4.4
c. Seeks input from the board when appropriate.	5.5	c.	5.4
d. Engages internal stakeholder and external stakeholders in the discussion of long-term plans and goals.	4.7	d.	4.4
e. Effectively utilizes data to guide and monitor progress of district goals.	5.2	e.	5.2
f. Implements and monitors progress of the district/strategic plan.	5.0	f.	5.0
g. Identifies and proactively addresses potential barriers to ensure the success of the school district.	4.5	g.	4.4

Fall 2022



Fall 2021



● Excellent
 ● Good
 ● Average
 ● Fair
 ● Poor
 ● Unsure

Standard I: Mission, Vision, & Goals

Fall 2022 Responses

Provide evidence to support your choices above.

N/A

Dan seeks input from the board when appropriate. Keeps us up to date on the student performance data and does well with organizing meetings and agendas.

He has always done a super job of working closely with the Board, teachers, and parents.

-

School improvement plan.

Mr. Gross provides the board with ongoing education programs in place and results of the programs by using his staff to present to the board of those activities during monthly board or committee meetings

If you were to suggest one area of growth in the superintendent's performance within Mission, Vision, & Goals for the upcoming year, what would it be?

Continue to have discussions about education successes and hurdles within classrooms. Should have topic of discussion of our curriculum every month throughout the school year.

No area of growth to suggest. Thank you for your good work at THS. Dan is retiring from the District in the Spring of '23.

Stay progressive. Provide ideas to the board rather than vs. versa.

Define the district goals more clearly for the board.

*

N/A

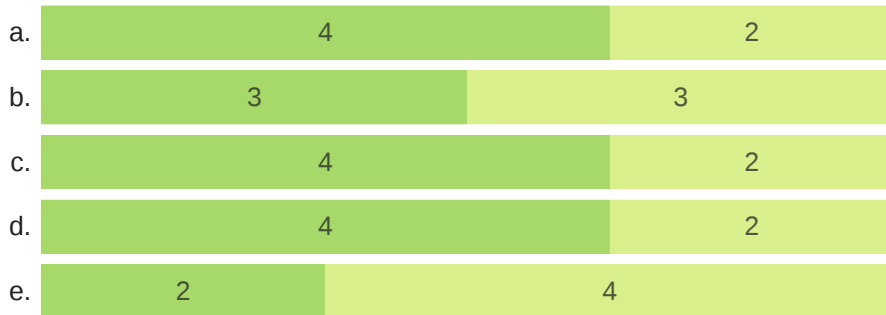
Standard II: Policy

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.
Please indicate what you feel is the most accurate descriptor to the following statements.

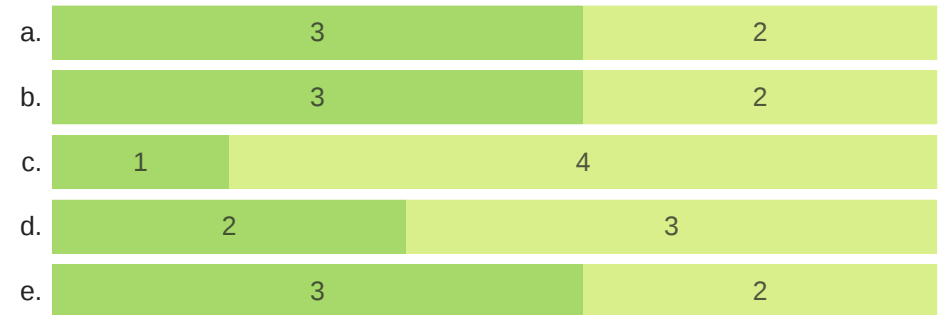
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Works with the board to review, update and adopt effective and purposeful district policy.	5.7	a.	5.6
b. Governs consistently through board policy and administrative protocol and procedures.	5.5	b.	5.6
c. Provides public access to district policy.	5.7	c.	5.2
d. Ensures all handbooks are aligned to district policy.	5.7	d.	5.4
e. Implements a policy to ensure curriculum is reviewed and aligned with current state standards.	5.3	e.	5.6

Fall 2022



Fall 2021



● Excellent
 ● Good
 ● Average
 ● Fair
 ● Poor
 ● Unsure

Standard II: Policy

Fall 2022 Responses

Provide evidence to support your choices above.

N/A

Does a great job keeping the board up to date on policy and any updates that happen throughout the year. Handbooks are all updated and aligned to match policy.

Good with progress updates of the board's work with policy.

solid

Provides the Board with progress/updates with District policies.

Mr. Gross has adopted practices to highlight and review a set of policies during our monthly board meetings. He displays the rules and policies that are expected of his staff thru his presence at the school and being involved with activities at school.

If you were to suggest one area of growth in the superintendent's performance within Policy for the upcoming year, what would it be?

Identify any policies that maybe reviewed more in depth because of our school's missions, not just completely rely on our legal team to supply the necessary required updates.

No area of growth to suggest. Thank you for your good work at THS. Dan is retiring from the District in the Spring of '23.

solid

I can not think of any.

*

N/A

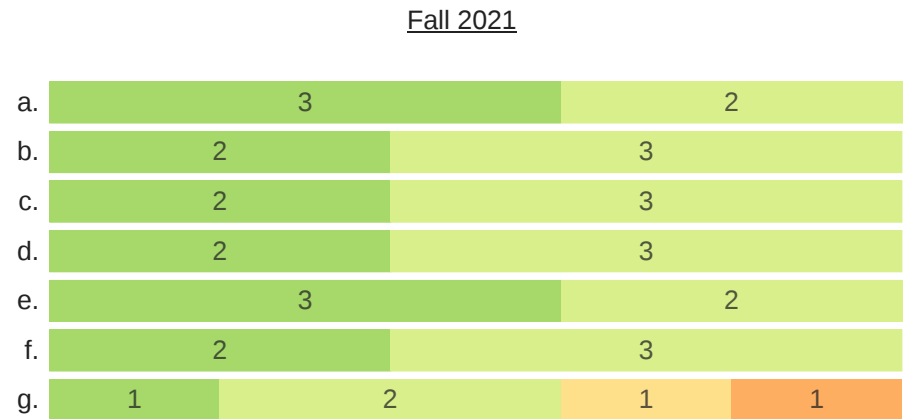
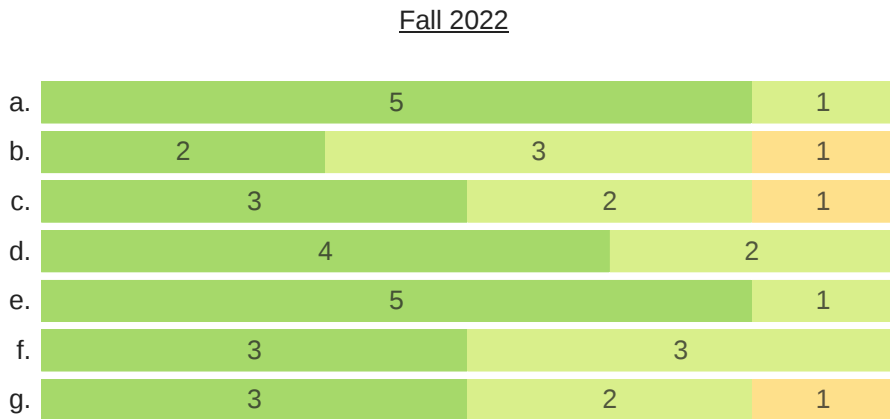
Standard III: Budget Planning & Management

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

The Superintendent . . .

Indicator	Fall 2022		Indicator	Fall 2021 Avg.
		Avg.		
a. Upholds fiscal responsibility and accountability.		5.8	a.	5.6
b. Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.		5.2	b.	5.4
c. Utilizes data, research, and informed decision-making to support the allocation of district resources.		5.3	c.	5.4
d. Updates board with historical and current budget data to monitor revenue and expenditures.		5.7	d.	5.4
e. Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.		5.8	e.	5.6
f. Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.		5.5	f.	5.4
g. Ensures the maintenance and upkeep of facilities.		5.3	g.	4.4



● Excellent
 ● Good
 ● Average
 ● Fair
 ● Poor
 ● Unsure

Standard III: Budget Planning & Management

Fall 2022 Responses

Provide evidence to support your choices above.

Dan does an excellent job with the districts finances and management of the budget.

Dan is very good at understanding all aspects of the budget!

Dan works well on keeping the Board informed in the budget as well as the District Audit and five year facility plan.

Mr. Gross provided the board with the finalized budget for our September board meeting and filed in a timely manner required by the state. Mr. Gross provides the monthly statements of all the expenditures for the month and our percentage of meeting the budget of current year to past year. Mr. Gross provided in our November board meeting the annual audit performed by the auditor with no deficiencies. Mr. Gross monitors the budget throughout the year and maintains that the district stays with budget.

N/A

solid

If you were to suggest one area of growth in the superintendent's performance within Budget Planning & Management for the upcoming year, what would it be?

*

N/A

No area of growth to suggest. Thank you for your good work at THS. Dan retires from the District in the Spring of '23.

Nothing to improve on here.

Present the entire budget to the board to fully understand the budgeting process he is having with the committee.

solid

Standard IV: Educational Leadership

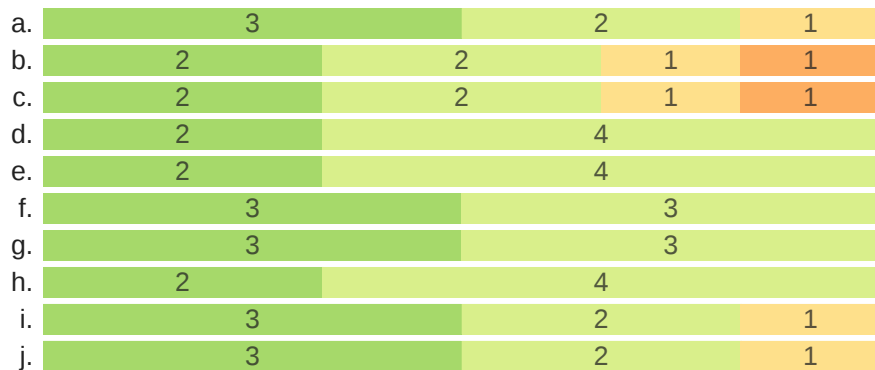
Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current and/or applicable curriculum/ assessments to support student success.

Please indicate what you feel is the most accurate descriptor to the following statements.

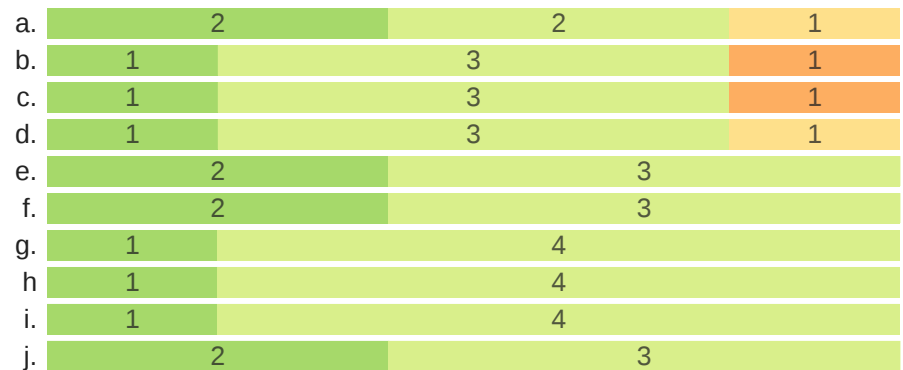
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Advocates for the learning needs of all students.	5.3	a.	5.2
b. Promotes a student-centered culture.	4.7	b.	4.6
c. Advocates for the engagement of parents/families as partners in the education of students.	4.7	c.	4.6
d. Ensures curricular and instructional decision-making is based upon current research, data, and best practice.	5.3	d.	5.0
e. Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.	5.3	e.	5.4
f. Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.	5.5	f.	5.4
g. Ensures the district-adopted instructional framework is implemented consistently.	5.5	g.	5.2
h. Integrates the district-adopted instructional framework into certificated staff evaluations.	5.3	h.	5.2
i. Advocates for curriculum and instruction that challenges each student.	5.3	i.	5.2
j. Optimizes alignment of resources, curriculum, and assessments to support student success.	5.3	j.	5.4

Fall 2022



Fall 2021



Standard IV: Educational Leadership

Fall 2022 Responses

Provide evidence to support your choices above.

N/A

Great job in supporting student success and monitoring curriculum updates. Keeps us informed when there is upcoming curriculum that will be updated.

Does a great job tracking student performance goals and student performance data

Student Culture and Student Support could improve

Dan advocates for the learning needs of all students.

Mr. Gross provides the board with ongoing education programs in place and results of the programs by using his staff to present to the board of those activities during monthly board or committee meetings. Mr. Gross reviews the results of required standard test at our board meeting. Mr. Gross has a designated staff for school improvement.

If you were to suggest one area of growth in the superintendent's performance within Educational Leadership for the upcoming year, what would it be?

*

Continue to provide data of areas of concern and what are the goals in place to improve the curriculum.

Maybe a little more feedback to the board in this area.

N/A

No area of growth to suggest. Thank you for your good work at THS. Dan is retiring from the District in the Spring of '23.

Student Culture and Student Support could improve

Standard V: Organizational & Cultural Leadership

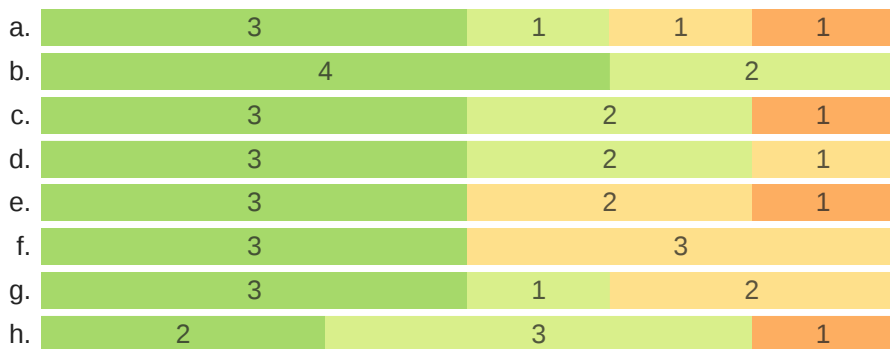
Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

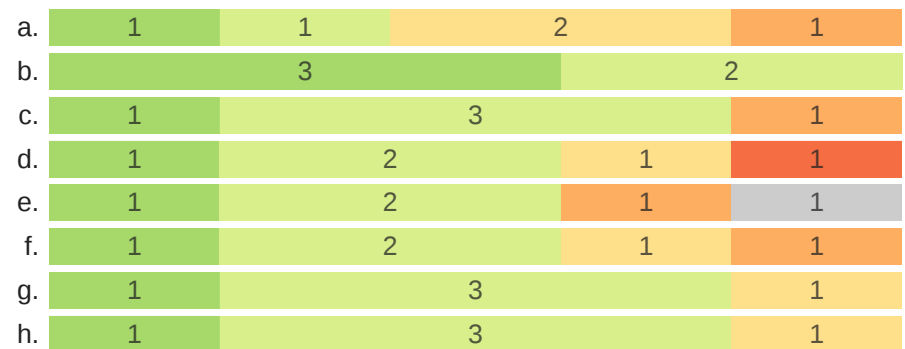
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Contributes to a unified school environment of trust and respect among students, staff, families, and community members.	4.8	a.	4.2
b. Develops, implements, and sustains a responsive district crisis and safety plan.	5.7	b.	5.6
c. Commits to developing a high-performing leadership team.	5.0	c.	4.6
d. Ensures a purposeful and equitable recruiting and hiring process.	5.3	d.	4.2
e. Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.	4.7	e.	4.2
f. Promotes a culture of shared expectations and mutual accountability.	5.0	f.	4.4
g. Provides leadership to support the health and well-being of staff and students.	5.2	g.	5.0
h. Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.	4.8	h.	5.0

Fall 2022



Fall 2021



● Excellent
 ● Good
 ● Average
 ● Fair
 ● Poor
 ● Unsure

Standard V: Organizational & Cultural Leadership

Fall 2022 Responses

Provide evidence to support your choices above.

-
Dan promotes a culture of shared expectations and mutual accountability.

Does a good job with crisis and safety plans.

Mr. Gross has a dedicated staff for a Crisis and safety team. They meet regularly to review protocols. Mr. Gross establishes good relations with our local law enforcement and EMS departments to allow tours of the school to ensure they know the layout of the school in case of an emergency. Mr. Gross has regular scheduled teacher in-services for professional development improvements.

N/A

Shares and promotes a culture of shared expectations and accountability amongst staff.

If you were to suggest one area of growth in the superintendent's performance within Organizational & Cultural Leadership for the upcoming year, what would it be?

Improve on addressing accountability with staff. More timely manner of addressing issues with families on concerns with their students.

No area of growth to suggest. Thank you for your good work at THS. Dan retires from the District in the Spring of '23.

-

None here.

*

N/A

Standard VI: Community Relations

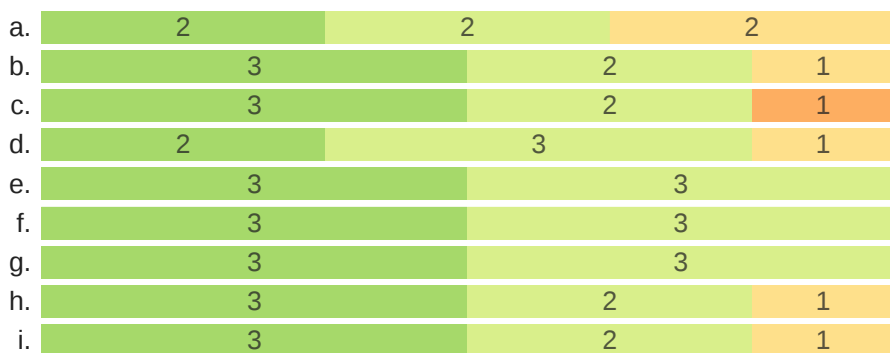
Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.

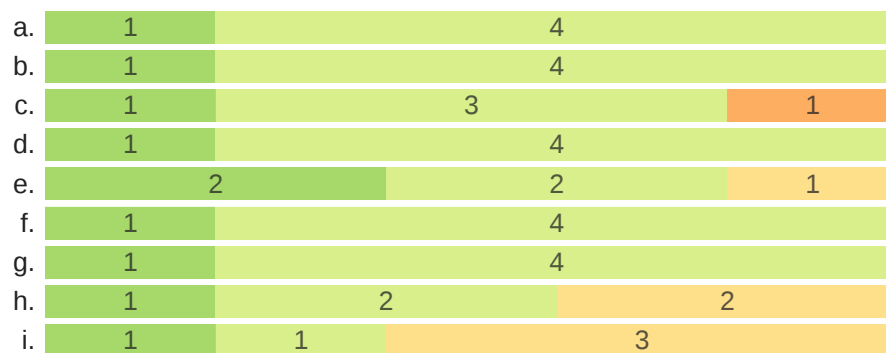
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Establishes a visible presence in the district and community.	5.0	a.	5.2
b. Regularly attends and participates in school activities, events, and programs.	5.3	b.	5.2
c. Interacts and expresses genuine interest in building a connection with students.	5.0	c.	4.6
d. Develops collaborative partnerships to foster support for the school district.	5.2	d.	5.2
e. Effectively communicates key public information in a timely manner.	5.5	e.	5.2
f. Promotes a positive image of the district.	5.5	f.	5.2
g. Understands and is respectful of the political, economic, and social aspects of the community.	5.5	g.	5.2
h. Seeks a positive relationship with parents and community members.	5.3	h.	4.8
i. Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.	5.3	i.	4.6

Fall 2022



Fall 2021



Standard VI: Community Relations

Fall 2022 Responses

Provide evidence to support your choices above.

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Dan does a great job with the support of TH Foundation.

Dan provides a visible presence in the District and the community.

Mr. Gross is present at school related activities in Tekamah or away activities to have good representation of our district. Mr. Gross makes an effort while school is in session and at afterschool activities to intermingle with students and staff. Mr. Gross is active with the local Library foundation board. Mr. Gross engages is staff and students with the Tekamah Herman Scholarship Foundation group.

N/A

If you were to suggest one area of growth in the superintendent's performance within Community Relations for the upcoming year, what would it be?

N/A

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No area of growth to suggest. Thank you for your good work at THS. Dan is retiring from the District in the Spring of '23.

Engagement with our local businesses to promote educational opportunities and involvement within the community for our students outside of classroom.

Standard VII: Professional Leadership

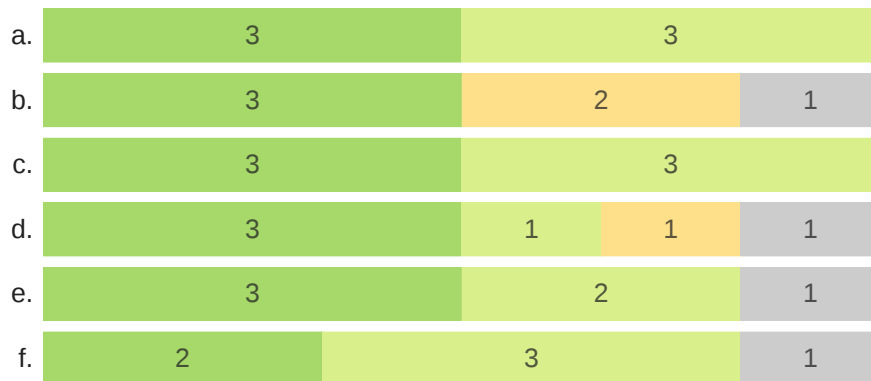
Standard Descriptor: The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.

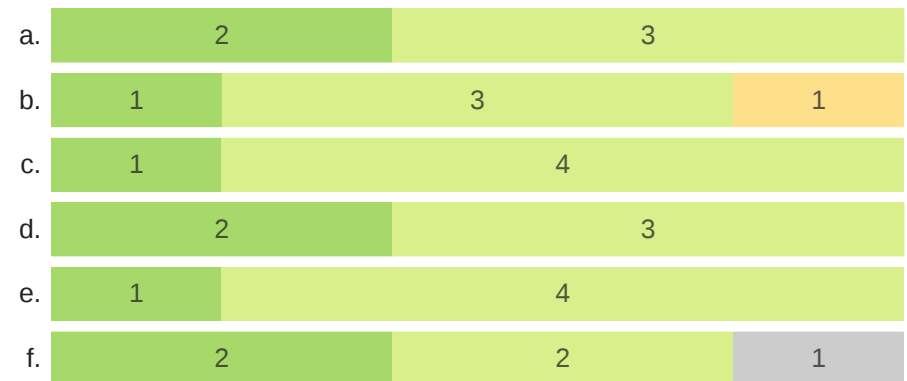
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Models positive and professional leadership based upon ethics, trust, integrity, and respect.	5.5	a.	5.4
b. Addresses concerns and opinions with respect and confidence.	4.8	b.	5.0
c. Provides professional development for you to fulfill your responsibilities and grow in your position.	5.5	c.	5.2
d. Provides an effective evaluation process with constructive feedback.	5.0	d.	5.4
e. Exemplifies a life-long learning model to grow personal and professional knowledge.	5.2	e.	5.2
f. Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.	5.0	f.	5.0

Fall 2022



Fall 2021



● Excellent
 ● Good
 ● Average
 ● Fair
 ● Poor
 ● Unsure

Standard VII: Professional Leadership

Fall 2022 Responses

Provide evidence to support your choices above.

N/A

Exemplifies a life-long learning model to grow personal and professional knowledge. Always informing of upcoming opportunities to professionally develop for staff and board.

-

-

Dan models positive and professional leadership based upon ethics, trust, integrity and respect.

There are established workshops for staff throughout the school year. Allows staff to attend conferences to gain professional development within their areas.

If you were to suggest one area of growth in the superintendent's performance within Professional Leadership for the upcoming year, what would it be?

To inform the board of staff goals and what is being provided for resources to our staff that helps maintain their professional development.

No area of growth to suggest. Thank you for your good work at THS. Dan is retiring from the District in the Spring of '23.

N/A

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Standard VIII: Board-Superintendent Relations

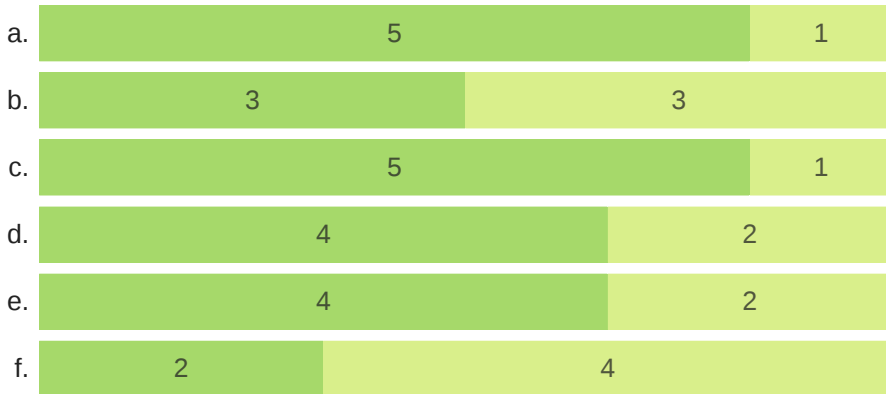
Standard Descriptor: The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.

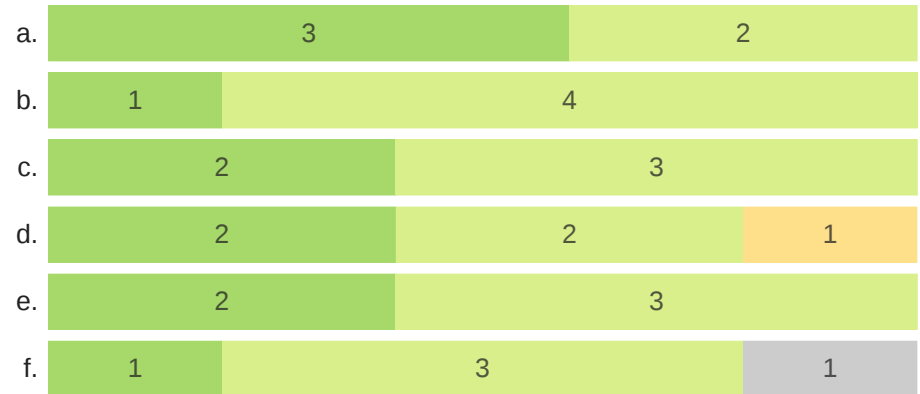
The Superintendent . . .

Indicator	Fall 2022 Avg.	Indicator	Fall 2021 Avg.
a. Maintains an appropriate and professional relationship with the board.	5.8	a.	5.6
b. Keeps all board members informed with consistent and open communication.	5.5	b.	5.2
c. Demonstrates support and respect for the board and refrains from public criticism of the board.	5.8	c.	5.4
d. Demonstrates collaborative problem solving and decision-making.	5.7	d.	5.2
e. Supports board committee work as part of effective board decision-making.	5.7	e.	5.4
f. Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.	5.3	f.	4.8

Fall 2022



Fall 2021



● Excellent
 ● Good
 ● Average
 ● Fair
 ● Poor
 ● Unsure

Standard VIII: Board-Superintendent Relations

Fall 2022 Responses

Provide evidence to support your choices above.

Mr. Gross prepares, communicates, and attends the monthly board meetings. Provides the agenda in a timely manner to all members prior to the Monday board meeting for us to review and able to make any additions or corrections to the agenda. The use of the NASB online meeting is a great tool for board members to use to be able to review agenda for current board meeting and minutes from prior month board meetings. Arrange meetings with board members on a regular basis to keep projects and information on task.

Dan maintains an appropriate and professional relationship with the Board.

always works well with the board

-

Supports board committee work as part of effective board-decision making.

N/A

If you were to suggest one area of growth in the superintendent's performance within Board-Superintendent Relations for the upcoming year, what would it be?

N/A

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solid

No area of growth to suggest. Thank you for your good work at THS. Dan is retiring from the District in the Spring of '23.

Provide updates to other board members on discussions items from committee meetings.

Additional Comments (optional):

N/A

He has done a great job here!

Board-Identified Top 3 Standards

Standard VIII | Standard Avg. 5.63

Standard II | Standard Avg. 5.58

Standard III | Standard Avg. 5.51

Self-Identified Top 3 Standards

Standard V | Standard Avg. 6.00

Standard II | Standard Avg. 5.88

Standard III | Standard Avg. 5.86

Board-Identified Bottom 3 Standards

Standard V | Standard Avg. 5.06

Standard I | Standard Avg. 5.06

Standard VII | Standard Avg. 5.17

Self-Identified Bottom 3 Standards

Standard I | Standard Avg. 5.43

Standard VII | Standard Avg. 5.57

Standard VIII | Standard Avg. 5.67

Superintendent's Response

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent's personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent)

(Date)

(Signature of Board President)

(Date)

PROPOSAL AGREEMENT FOR 2023-24

On Wednesday, January 4, THEA voted to agree to the following changes to the negotiated agreement for the 2023-24 and 2024-25 school years.

New Proposals

- **Increase the base for 2023-24 from \$36,800 to \$37,500 (increase of \$700)**
- **Increase the base for 2024-25 from \$37,500 to \$38,200 (increase of \$700)**

All other terms and conditions of employment will remain the same as in other previous agreements.

TEKAMAH-HERMAN SCHOOLS

2023-2024 School Calendar

		AUGUST 2023						
		S	M	T	W	T	F	S
14	Teacher In-Service			1	2	3	4	5
15	Teacher In-Service	6	7	8	9	10	11	12
16	Teacher In-Service	13	14	15	16	17	18	19
17	First Day for Students (Noon Dismissal)	20	21	22	23	24	25	26
		27	28	29	30	31		

		JANUARY 2024						
		S	M	T	W	T	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			

- No School
- Teacher In-Service
- Teacher In-Service
- School Resumes

		SEPTEMBER 2023						
		S	M	T	W	T	F	S
4	No School - Labor Day							
18	Teacher In-Service						1	2
		3	4	5	6	7	8	9
		10	11	12	12	14	15	16
		17	18	19	20	21	22	23
		24	25	26	27	28	29	30

		FEBRUARY 2024						
		S	M	T	W	T	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		

- Teacher In-Service
- No School

		OCTOBER 2023						
		S	M	T	W	T	F	S
20	End of 1st Quarter		2	3	4	5	6	7
17	P/T Conf. (2:00pm Dismissal)	8	9	10	11	12	13	14
19	P/T Conf. (2:00pm Dismissal)	15	16	17	18	19	20	21
20	No School	22	23	24	25	26	27	28
		29	30	31				

		MARCH 2024						
		S	M	T	W	T	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						

- End of 3rd Quarter
- P/T Conf. (2pm Dismissal)
- P/T Conf. (2pm Dismissal)
- No School
- No School - Spring Break

		NOVEMBER 2023						
		S	M	T	W	T	F	S
1	Teacher In-Service				1	2	3	4
22	2:00pm Dismissal	5	6	7	8	9	10	11
23	No School - Thanksgiving	12	13	14	15	16	17	18
24	No School	19	20	21	22	23	24	25
		26	27	28	29	30		

		APRIL 2024						
		S	M	T	W	T	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				

- No School - Spring Break
- Teacher In-Service
- 2:00pm Dismissal
(Teacher In-Service)

		DECEMBER 2023						
		S	M	T	W	T	F	S
21	End of 2nd Quarter (Noon Dismissal)						1	2
	Winter Break	3	4	5	6	7	8	9
		10	11	12	13	14	15	16
		17	18	19	20	21	22	23
		24/31	25	26	27	28	29	30

		MAY 2024						
		S	M	T	W	T	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	

- Graduation
- Last Day for Students
(Noon Dismissal)
- Teacher Work Day

NO SCHOOL FOR STUDENTS (TEACHER IN-SERVICE)

- August 14, 2023
- August 15, 2023
- August 16, 2023
- September 18, 2023
- November 1, 2023
- January 2, 2024
- January 3, 2024
- February 15, 2024
- April 10, 2024
- May 22, 2024

NO SCHOOL FOR STUDENTS AND STAFF

- September 4, 2023
- October 20, 2023
- November 23, 2023
- November 24, 2023
- December 22 - 28, 2023
- January 1-2, 2024
- February 16, 2024
- March 22, 2024
- March 29, 2024
- April 1, 2024

EARLY DISMISSAL DAYS FOR STUDENTS

- August 17, 2023 (12pm)
- October 17, 2023 (2pm)
- October 19, 2023 (2pm)
- November 22, 2023 (2pm)
- December 21, 2023 (12pm)
- March 19, 2024 (2pm)
- March 21, 2024 (2pm)
- April 26, 2024 (2pm)
- May 21, 2024 (12pm)

END OF TERM DATES

- Q1: October 20, 2023 (44 days)
- Q2: December 21, 2023 (41 days)
- Q3: March 15, 2024 (50 days)
- Q4: May 21, 2024 (43 days)
- S1: December 21, 2023
- S2: May 21, 2024

Number of Student Days	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
	11	19	21	19	15	20	19	19	20	15
	11	30	51	70	85	105	124	143	163	178

Number of Staff Days	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May
	14	20	21	20	15	21	20	19	21	16
	14	34	55	75	90	111	131	150	171	187

Student School Hours
Elementary - 8:15am to 3:25pm
JH & HS - 8:10am to 3:40pm

Tekamah-Herman Board Meeting
Elementary Report

1/9/23

Staff and Student Recognition

- The following students were recognized as students of the month for December: Oakley Ray, Grayson Wilcox, Sam Desmond, Lily Cameron, Millie Santigo, Hayes Hoier, Alaina Thiemann, Easton Dorn, Shelton Sheets, Mason Langley, Bea Gustavson, Emily Loftis, McKinley Goodwin, Ellie Pruess, Payton Olson
- Building our MTSS and PBIS systems is a priority this year, and part of that involves teachers working collaboratively on teams to develop interventions for students that require more intensive support to be successful. Our Tier II team consists of Deanna Goodwin, Molly Braniff, Mackenzie Kahlandt, Kayla Cass, Ellen Eriksen, Katie Burnett, Holly Loftis, Tracy Nathan, and Jodi Hansen.

Principal's Report

- In the month of December we were unchanged in total enrollment.
- This month our Tier II team will be implementing a behavioral intervention with identified students called Check In/Check Out. This pairs students with a mentor teacher outside of their regular classroom teacher to provide feedback and goal reflection on the behavioral goals determined for each student.

12/12/22

Staff and Student Recognition

- The following students were recognized as students of the month for November: Christine McMillen, Brynlee Hansen, Anna Larsen, Kai Stierwalt, Piper Welte, Brenna Sheets, Noah Kendall, Braxtyn Olson, Kahla McElmuray, Elle Olson, Daisy Bohn, Olivia Struss, Mya Santiago, Shawn Watts, Georgia Johnson
- Building our MTSS and PBIS systems is a priority this year, and on November 14, 2022 our MTSS Tier I team attended professional learning through a Zoom conference with Nebraska PBIS through NDE. Our Tier I team is: Abra Bridges, Becky Rogers, Amanada Hansen, Carrie Braniff, Margaret Carlson, Kassie Blender, and Jodi Hansen.

Principal's Report

- In the month of November we were -2 in students reflected in preschool and sixth grade.
- Winter MAP testing for our K-6 students should be completed before winter break, and we will use that information during our Data Days and MTSS meetings to plan for student needs going into the second semester.

Early Intervention Plan

- Starting in the second semester we are planning to utilize our Title teachers, Mackenzie Kahlandt and Kayla Cass, as small group instructors during math and reading in our kindergarten, first, and second grade classes. This is in response to the large kindergarten class, as well as the diverse needs of our students. Research-based instruction and intervention will continue to be in place as we monitor student progress and our practices.

“Other large scale, scientifically conducted research (Mehta et al., 2005; Olson et al., 2014) has found that children at risk for reading problems are very likely to end up where they start out, relative to other students, unless intensive intervention counteracts this prediction. ‘Defying the odds’ of chronic reading failure becomes progressively more difficult after first grade (Olson et al., 2014)”

-LETRS, Volume 1, Units 1-4 by Moats and Tolman

11/14/22

Staff and Student Recognition

- The following students were recognized as students of the month for September: Grayson Graef, Charley Bridges, Merrick Miller, Laynie Worley, Josie Rieck, Easton Schuett, Anthony Belgarde, Melody Capalite, Remington Brummond, Kenzie Walton, Oakley Sheets, Owyn Ricker, Layten Burt, Sophie Vosik, Hayden Renz
- Mrs. Bridges and Mrs. Eriksen worked with Lee Valley and Scott Olson to secure a field trip to Skinny Bones free of charge for our families. I am grateful for the community partnerships here in Tekamah.

Principal’s Report

- In the month of October we gained one student, reflected in kindergarten.
- Our first ROAR Rally took place on Oct 31, 2022 , and we recognized several students for following our school-wide expectations of be respectful, be responsible, and be safe.

- Holly Loftis is here to present about the learning opportunities for our 5th and 6th grade students.

10/10/22

Staff and Student Recognition

- The following students were recognized as students of the month for September: Wyatt Hansen, Tula Urbanski-Gowen, Henlea Welte, Colby Schuett, Garrett Abraham, Slader Ray, Cole Peterson, Carter Woodcock, Haylee Hansen, Teagan Hansen, Ivy Johnson, Hailie Hall, Graysen Abraham, Maryn Paul, Iris Booth
- The Tiger Branch of First Northeast Bank of Nebraska has opened, and our 6th grade students have been trained as tellers. The bank is off to a great start this year! Thanks to Julie Fleischman and Margaret Carlson for working with Kristi Braniff to organize the teller training.

Principal's Report

- In the month of September our enrollment numbers did not change.
- Per the Nebraska Reading Improvement Act, individual reading plans have been written and communicated to parents.
- During the fall parent-teacher conferences our staff connected with 100% of parents. An incredible achievement!

9/12/22

Staff and Student Recognition

- Alexis Gibson and Amanda Hansen began trips to the Burt County Museum with our second graders to support various topics embedded in our curriculum.
- Approximately 85 elementary students have been individually recognized by their teachers for following our building-wide expectations of being responsible, respectful and safe. We will recognize these students again at our first ROAR Rally in October.
- Our special education team of teachers and paraprofessionals attended CPI restraint training on Friday, 9/9/22. This is important training to keep our students and staff safe at school.

Principal's Report

- In the last month our enrollment has not changed.
- Alexis Gibson and Amanda Hansen will discuss our new standards-based report cards for students grade K-3.
- I would like to share my professional goals for the year, which have been shared with my staff as well:
 - listen
 - strengthen communication between all stakeholders in our building
 - build trust
 - strengthen and make clear expectations for students and staff
 - retain our paraprofessional team for 2023-2024

In January I plan to survey my staff to gauge progress towards these goals.

- Our staff has been trained on the data warehouse for our formal evaluations, called ESU2 Grows, and formal evaluations are underway for the year.

8/8/22

Staff Recognition

- On August 4, 2022 several staff members attended a curriculum refresh course for Math Expressions, our K-6 math materials. It was led by Dr. Georgious from ESU 2.
 - Ellen Eriksen, Alexis Gibson, Katie Burnett, Justine Marshall, Janelle Ray, Kayla Cass, Shelly Stark, Apryl Beck
- On August 5, 2022 Caryn Zietlow from ESU 2 provided initial training for our English/language arts curriculum, Expeditionary Learning.
 - Katie Burnett, Justine Marshall, Shelly Stark, Apryl Beck
- Jennifer Gahan and art club students painted the four-square courts, and they are beautiful!

Enrollment Note

- From May 2022 to August 2022, our enrollment is +1, reflected in second grade

Secondary Notes
Board of Education Meeting
January 9, 2023

Principal's Report

- Enrollment:
 - As a whole, 7-12 enrollment is +1 from this time last year, and is up three students since the beginning of the school year
- AP Update:
 - AP rosters were switched from individual grades, to students from grade 7-12 in each class. Builds community, provide leadership opportunities for upperclassmen
 - Structured days throughout the week for students to check their grades, develop plans for classes they may be behind in, as well as wellness lessons and some fun competitions between AP's
 - Data that we are tracking to monitor effectiveness are the number of failed courses throughout the term, and data from our Ineligibility List and Honor Roll

Staff & Student Recognition

- Honor Roll:
 - JH - 47 students total (60.3%) made the Honor Roll (90%+ Grade Average), with 25 of those being Distinguished Honor Roll (93%+ Grade Average)
 - HS - 68 students total (44.4%) made the Honor Roll (90%+ Grade Average), with 50 of those being Distinguished Honor Roll (93%+ Grade Average)
- Attendance:
 - 50% of JH students had 3 absences or fewer this semester
 - 44% of HS students had 3 absences or fewer this semester

Enrollment by Class		
	Jan. 2022	Jan. 2023
6th	35	
7th	42	36
8th	40	42
9th	44	39
10th	35	45
11th	37	32
12th		37
Total	233	231

Total Enrollment		
	Jan. 2022	Jan. 2023
Jr. High	82	78
High School	148	153
Total	230	231

2022-2023 Enrollment by Month										
	Aug	Sept.	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May
7th	36	36	36	36	36	36				
8th	41	41	41	42	41	42				
9th	39	40	40	39	39	39				
10th	44	45	45	45	46	45				
11th	32	32	32	32	32	32				
12th	36	36	36	37	37	37				
Total	228	230	230	231	231	231				