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\insrsid3682047 Saturday, July 7, 2018 1:00 PM \par Superintendent's Office
300 S. Bismark St.
PO Box 159
Wausa, NE 68786-0159\fcs1 \af2 \ltrch\fcs0 \insrsid13595428

Mark Dawson (Board Member): Absent
Mike Kumm (Board President): Present
Terry Nelson (Board Secretary): Present
Dan Story: Present
Brian Wakeley (Board Vice-President): Present
Otto Woockman: Present

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1. Call to Order

2. Pledge of Allegiance

3. Approve Agenda as Presented

Motion to approve the retreat agenda as presented. Passed with a motion by Terry Nelson (Board Secretary) and a second by Dan Story.

Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Dan Story: Yea, Brian Wakeley (Board Vice-President): Yea, Otto Woockman: Yea
Yea: 5, Nay: 0

4. Conduct Retreat

Discussion was had on the following areas.

Academic

1. Train a select group of teachers in Capturing Kids Hearts.
2. Train selected leaders to participate in Process Champions.
3. Revisit K-8 standards alignment and instructional support/evaluation.
4. Expand ITE/Voc Ag Teaching Position for 2019-20 school year.
5. Coordinate class offerings with area colleges to expand college credit options
6. Research feasibility of early entry high school classes for 8th grade students
7. Expand Career Education and career pathway options.

Maintain/Expand Student enrollment

Research into providing a combination of housing, quality programs, jobs, and connection with alumni who want to return to Wausa. Wynot was discussed as a school in your area that is capitalizing on alumni returning or people moving into the district due to programs available for kids.

School Facilities

Focus area is continuing as planned. No further plans until this phase is completed or until the bond passes or fails.

Food Service Program

1. Contact Greg Frost, Vice President at OPAA Food Management. They work with several small schools in Nebraska. He did a great study of our program. I will forward you an email from him that has his contact information.
2. Determine the level of district support or areas where money could be saved in the program from this evaluation.
3. NDE also has a food service program called "smarter lunchroom movement". The consultant from NDE is Peggy Johnson. They also have a great evaluation instrument (we trained all building administrators) on this evaluation instrument. We do this with our lunchroom managers at each building every month.

Final discuss was mostly focused on ITE Building, new high school building, college credit options, early entry into high school credit, elementary alignment/classroom conditions, and lunchroom improvement.

5. Adjourn

Motion to adjourn the meeting at 1:44 PM. Passed with a motion by Terry Nelson (Board Secretary) and a second by Brian Wakeley (Board Vice-President).

Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Dan Story: Yea, Brian Wakeley (Board Vice-President): Yea, Otto Woockman: Yea
Yea: 5, Nay: 0

**WAUSA PUBLIC SCHOOLS
STRATEGIC PLANNING BOARD WORKSHOP
July 7, 2018, 1:00 PM**

AGENDA

I would like to welcome everyone to a retreat for the purposes of strategic planning scheduled for the Board of Education, Wausa Public Schools. All meetings are held in compliance set forth by LB 898, Nebraska Public Meetings Law. A copy of the law is available for your inspection at all meetings. It is also the intent of the Wausa Board of Education that all meetings requiring a quorum are duly noted and publicized in a timely manner prior to the meeting date. If at any time hearing becomes difficult, please let the board president know immediately. All proceedings during the regular meeting are recorded and for public knowledge, written or auditory.

- 1. Call to order Special Meeting**
- 2. Pledge of Allegiance**
- 3. Guest(s)**
- 4. Motion to approve the Retreat Agenda**
- 5. Welcome Facilitator: Dr. Dan Hoelsing, Superintendent, Schuyler Community Schools.**
- 6. Review & Update Strategic Plan**
 - a) School/Community Facilities:** Evaluate current school facilities and develop a plan to finance, maintain, maximize and modernize facilities to meet the changing education needs of the community.
 1. What have we accomplished?
 2. What is not yet accomplished?
 - b) Core Academic Programs Goal:** Research, develop and implement a plan to provide a competitive Core education program focused on increasing interest and enrollment in post-secondary education programs.
 1. What have we accomplished?
 2. What is not yet accomplished?

c) Vocational Programs Goal: Research, develop and implement a plan to provide a competitive vocational education program focused on increasing interest and enrollment in post-secondary education programs and a highly skilled workforce.

1. What have we accomplished?
2. What is not yet accomplished?

d) Maintaining/expanding Student Enrollment by School/Community Partnerships: Identify and expand partnerships with area schools, communities, and local businesses to promote economic development and labor force retention. Develop and implement a plan to recruit new families to the community, expand community workforce and stabilize/increase student enrollment.

1. What have we accomplished?
2. What is not yet accomplished?

*****FOCUS AREAS IN MAINTENANCE STATUS*****

e) Food Service Program: Research, develop, and implement a plan to improve food service program options and involve student/parents

1. Areas of Strength: Better food, very few complaints
2. Areas of Growth: Budget

f) Technology Infrastructure and Programs: Research, develop, and implement a plan to provide students with state-of-the-art technology and programs and equip our students with 21st century skills.

1. Areas of strength: Better communication between Josh and administration
2. Areas of growth: Streamlining technology in order to be cost effective, yet still provide tools for our kids to be successful.

7. Other Discussion Items (Next Steps)

a) School/Community climate

b) Next steps as a board of education

8. Adjourn

WAUSA PUBLIC SCHOOLS MASTER STRATEGIC PLAN

Wausa Public Schools Board of Education Mission Statement

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

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

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

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

Wausa Public Schools Board of Education Objectives

A Board of Education that governs through orderly procedures, which focus efforts of the school upon quality learning, result in equitable opportunities for learning for all students, and ensure accountability to the local community.

- Administration that exercises leadership in the development and implementation of school goals and policies. Administrators who demonstrate leadership in management and operation of the school system, and in the improvement of curriculum and instruction. Building administrators who provide leadership to curriculum, instruction, assessment, and school improvement. They guide staff and students in achieving goals and fulfill other functions supportive of quality learning.
- School facilities and a general environment that supports quality learning. Facilities and grounds are safe, orderly, and well maintained, and learning facilities that are climate controlled and have adequate space, lighting, and furnishings. The environment is physically and emotionally safe and supportive and promotes respect, trust, and integrity and a welcoming environment for parents and the community.
- Library/media, and technology programs that provides a wide range of accessible print and electronic resources that expand opportunities for learning, contribute to information literacy, support the local curriculum, and enhance and enrich learning experiences, for all students. The program provides materials through onsite and electronic access that complement, supplement, and enrich curriculum and instruction. It facilitates research, supports and encourages personal interest reading and the study of current events, and develops technological and other skills for accessing, evaluating, and using resources.
- A curriculum that is based on state and national standards, is comprehensive, coordinated, and sequential and is directed toward locally approved goals and standards for student learning. It draws upon research, best practice, and reputable theory and provides the foundation for standards based instruction. The instructional program focuses on achievement and provides for the diverse learning needs of all students including learners with disabilities as well as high ability learners. Curriculum and instruction help students develop content and skill mastery, analytical thinking, problem solving, work ethics, creativity, and respect for diversity.
- Instructional staff who have appropriate training and preparation to work with the students assigned to them, who are knowledgeable of principles of child growth and development and of the curriculum content for which they are responsible, who use teaching strategies that engage students actively in learning, and who help students understand and apply content across subject areas. Staff development activities that support the school’s efforts in curriculum development, instructional improvement,

“Wausa Public Schools, Educating Today’s Students for Tomorrow’s Future!”

Last Updated: 07/04/2018

assessment, and general school improvement to achieve school improvement goals.

- A school system that demonstrates accountability to the school community. School staff periodically assesses and report student progress towards accomplishment of academic content standards. Results are used to plan and make needed changes to improve instruction for all students.
- A systematic ongoing process that guides planning, implementation, and evaluation and renewal of school improvement activities to meet local and statewide goals and priorities. The school improvement process focuses on improving student learning. The process includes a periodic review by visiting educators who provide consultation to the school/community in continued accomplishment of plans and goals.
- Assessment procedures and results that assist teachers in planning and providing appropriate instruction for all students. Assessment results also provide information for monitoring program success, and for reporting to parents, policy makers, and the community. The school periodically reviews procedures to improve assessment quality and increase student learning. The information assists schools in establishing and achieving improvement goals.
- An instructional program that focuses on achievement and provides for the needs of all students including learners with disabilities and high ability learners. It draws upon research, best practice, and reputable theory broad enough yet with sufficient depth to allow education for all of the students.
- An activities program that is scheduled outside the regular school day, focuses on active participation of all students involved in the activity, and promotes a positive image of the school and community.

“Wausa Public Schools, Educating Today’s Students for Tomorrow’s Future!”

Last Updated: 07/04/2018

Wausa Board of Education Members, Offices, Committees

Board Members:	Mark Dawson, Mike Kumm, Terry Nelson Daniel Story, Brian Wakeley, Otto Woockman
President of the Board:	Mike Kumm
Vice-President of the Board:	Brian Wakeley
Secretary of the Board:	Terry Nelson
Treasurer of the Board:	Nancy Erickson

Committees of the Board of Education:

i. Board Governance & Policy, Handbooks, Calendar, Future Planning

i. Terry Nelson, Daniel Story, Otto Woockman

- Meet with administrators/WEA Leadership Committee to review recommendations for Student/Parent handbooks.
- Serves with the Board President as a watchdog on strategic planning accountability.
- Works with the Superintendent to create Master Calendar, Board and Strategic planning calendar.
- Host parent/community meeting to review handbooks and give input on recommended changes
- Review current board policies to make sure policies are up to date and effective

ii. Americanism, Curriculum, Instruction, & Technology

i. Mike Kumm, Otto Woockman, Daniel Story

- Ensure that all students and staff are equipped with technology and technology professional development to meet the needs of 21st century learning
- Ensure equity/fairness and an equal opportunity for an education to all families/students residing in the district
- Review curriculum offerings, develop, implement, and maintain a textbook/curriculum review cycle.
- Review current career awareness programs and develop a plan to expand career exploration.

iii. Budget & Finance, Negotiations, Personnel

i. Mark Dawson, Terry Nelson, Brian Wakeley

- Host budget and finance meetings/workshops to help the community understand school finance, property taxes, federal and state programs, etc...
- Develop budget and finance summary reports to support board member understanding of current budget information (expenditure and revenue patterns, budget mechanics, year/year comparisons, etc...)
- Develop a plan for staff recruitment, development, and retention
- Review early retirement program options to manage staff turnover and program consistency.

iv. Building and Grounds, Transportation

i. Brian Wakeley, Mark Dawson, Mike Kumm

- Develop, implement, and evaluate a building and grounds maintenance plan and update cycle
- Develop and implement a vehicle maintenance and replacement plan
- Ensure that the building and grounds are welcoming, safe & secure, and meet the needs of 21st century teaching and learning.

“Wausa Public Schools, Educating Today’s Students for Tomorrow’s Future!”

Last Updated: 07/04/2018

Wausa Board of Education Code of Ethics

➤ **Caring, or Kindness: Being friendly, generous, and considerate.**

- I will be fair, just, and impartial in all my decisions and actions.
- I will accord others the respect I wish for myself.

➤ **Character: Moral quality to do what’s right when no-one is watching.**

- I will keep confidential information that is privileged by law or that will needlessly harm the District if disclosed.
- I will be continuously guided by what is best for all students of the District.

➤ **Citizenship: Getting involved and making your community a better place.**

- I will be responsive to the community by seeking its involvement in District affairs and by communicating its priorities and concerns.
- I will consistently uphold all applicable laws, rules, policies, and governance procedures.

➤ **Courage: Doing what’s right in the face of adversity or fear.**

- I will share my views while working for consensus.
- I will base my decisions on fact rather than supposition, opinion, or public favor.

➤ **Determination: Persevere to set and reach your goals.**

- I will seek continuing education that will enhance my ability to fulfill my duties effectively.
- I will diligently prepare for and attend Board meetings.

➤ **Effort: Giving your best and making the most of every opportunity.**

- I will focus my attention on fulfilling the Board's responsibilities of goal setting, policy making, and evaluation.
- I will work for compromise in order to promote win-win situations.

➤ **Resilient: Become stronger or adapt after misfortune or change.**

- I will refuse to surrender judgment to any individual or group at the expense of the District as a whole.
- I will consider alternatives and work to promote district initiatives adopted by the Board of Education.

➤ **Respect: Honoring what others do and believe.**

- I will respect the majority decision as the decision of the Board.
- I will encourage expressions of different opinions and listen with an open mind to others' ideas.

➤ **Responsibility: Accountable for your words, for your actions, and for finishing what you start.**

- I will be accountable to the public by representing District policies, programs, priorities and progress accurately.
- I will work to ensure prudent and accountable use of District resources.

➤ **Trustworthy: Being loyal, reliable, and always doing the right thing.**

- I will tell the truth.
- I will make no personal promise or take private action that may compromise my performance of my responsibilities.

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Last Updated: 07/04/2018

Wausa Public Schools Strategic Plan
Goals, Target Strategies, Action Plans.

******NOTE: Each Board member who is not board president assumes accountability for one Goal. WPS Board President assumes accountability on all 5 goals.***

1. Educational Programs Goal: Research, develop and implement a plan to provide a competitive vocational education program focused on increasing interest and enrollment in post-secondary education programs and a highly skilled workforce.

*****BOE MEMBER RESPONSIBLE: Otto Woockman*****

Comprehensive Academic Target Strategies

1. Develop a textbook cycle and system to coordinate textbook updates.
2. Develop and implement a system to coordinate curriculum alignment.
3. Develop a comprehensive Professional Development schedule.
4. Improve/Update after-school & summer school opportunities for all students K-12

ACTION PLANS:

2017 Spring-Develop and Complete Textbook Cycle (**COMPLETE**)

2017 Spring-Curriculum Alignment Schedule (**COMPLETE**)

2017 Spring-Find New Writing Curriculum K-6 (**COMPLETE, WITHIN OUR NEW READING SERIES**)

2017 Summer-Present a Professional Development schedule for 2017-18 School Year (**COMPLETE**)

2018 Summer-Create a new evaluation tool, designate appropriate people to evaluate all staff (Administration, Teaching, Support Staff, Technology, Classified, Coaching, Transportation.)

Core Academic Courses Target Strategies

1. Expand core academic courses and increase schedule options, and expand advanced course and college credit offerings to Junior/Senior Students (Every-other-year courses, area schools, UNL independent study high school)
2. Develop a scholarship program to provide support for students enrolling in college credit courses at the Junior/Senior levels.

ACTION PLANS:

2017 Spring- Provide Fridays’ at Northeast program as an option for kids. (**COMPLETE**)

2017 Fall-Start Master High School staff on a process to teach dual credit courses through Northeast Community College. (**COMPLETE**)

2018 Spring-Align all Core curriculum in the high school to meet both state standards as well as standards set forth by ACT (**COMPLETE**)

2018 Spring-Reach out to UNL High School, expand curriculum offerings for students taking dual credit courses through UNL, Northeast, Wayne State College etc. (**IN PROGRESS**)

-Implemented a Pre-Calculus Dual Credit Course

-Implemented a Calculus Dual Credit Course

-Implemented a World History Dual Credit Course

-Implemented an American History Dual Credit Course

2018 Fall-Create an incentive program for taking dual credit courses (**NOT COMPLETE**)

Vocational Courses Target Strategies

1. Review the Knox County labor study that outlines current and future job opportunities in our community.
2. Offer an entrepreneurial course that provides options for vocational internships, job shadow program, etc... with local and area businesses.
3. Expand college course options in the vocational areas to promote post-secondary education enrollment in licensure programs, 2-year Associate’s Degree, 4-year bachelors in the vocational fields (construction, plumbing, Electrical, Agriculture, and Health Services Careers)
4. Coordinate a career awareness program or local job fair to promote job opportunities within our community and in the area.
5. Work with local businesses to develop a plan to recruit, develop and retain job opportunities in the community following graduation from high school or college.

ACTION PLANS:

2018 Fall-Have the board committee on Americanism, Curriculum, Instruction and Technology read the Knox County Labor Study.

2018 Fall- Conduct a survey on local business needs with businesses in Wausa and the surrounding area.

2018 Fall-Meet w/local businesses to explore job exploration opportunities, and the exposure of Wausa student to potential employers.

2018 Fall-Create a Draft for Vocational Education (Career Academy) handbook for Wausa’s Students and Businesses. (**COMPLETE**)

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2018 Fall-Work with the Foundation to create a scholarship program for career ready students through the career academy

2. Maintain and Expand Student Enrollment Goal: Develop and implement a plan to recruit new families to the community, expand community workforce and stabilize/increase student enrollment.

*****BOE MEMBER RESPONSIBLE: Terry Nelson*****

School/Community Relations Target Strategies

1. Start a meaningful relationship process to develop relationships with the following community entities:
 - a. City of Wausa-Town board
 - b. Lincoln Township Board
 - c. Economic Development & Community Club and
 - d. Wausa Community Foundation
 - e. Agriculture community
 - f. Ministerial Association
 - g. Senior Citizens
 - h. Wausa Youth Leagues
2. Create joint committees, and perhaps Joint Public Agencies with the community entities listed above to work together for the betterment of the students who reside in the Wausa school district. Involve the entities above in order to share resources, and develop plans to address concerns that may impact both the school district and the community entities listed above.

ACTION PLANS:

2018 Summer-Meet at least once with all the following groups. Showcase the master strategic plan

2018 Summer-Create joint committees with the entities listed above on sharing common strengths while addressing common needs.

2018 Summer-Work with youth parents to create a uniform set of standards for youth sports programs that aligns with high school expectations and facilities sequential growth. **(Mr. Conn is working on this)**

Student Enrollment/Community Development Target Strategies

1. Develop a plan to increase housing in our community.
2. Work with community groups to expand job opportunities in our community.
3. Develop a plan to recruit, employ, and retain families/students in our school and community.

ACTION PLANS:

2017 Fall-Coordinate with Wausa Economic Development and Town Board to explore housing opportunities in Wausa.

2017 Fall-Meet w/local businesses to explore job exploration opportunities, and the exposure of Wausa student to potential employers.

3. School Facilities/Transportation Goal: Evaluate current school facilities and develop a plan to finance, maintain, maximize and modernize facilities to meet the changing education needs of the community.

*****BOE MEMBER RESPONSIBLE: Brian Wakeley*****

School Facilities Target Strategies

1. Develop a plan, timeline, and budget for maintenance of current K-12 school facilities.
2. Develop a plan, timeline and budget to remodel or replace the 1913 high school building, and budget to construct a new practice gymnasium.

ACTION PLANS:

2017 Spring-Meet w/architect to explore options on remodeling/replacing 1913 building **(COMPLETE)**

2017 Spring-Meet w/building & grounds committee to set priorities in other buildings. **(COMPLETE)**

2017 Summer-Set facilities maintenance plan (roofing, flooring, lighting, paint, storage, etc.) **(COMPLETE)**

2018 Spring-Create and approve a multi-phase plan for new gym and old building replacement. **(COMPLETE)**

2018 Spring- Conduct an independent building survey. **(COMPLETE)**

Transportation Target Strategies

1. Develop a program to manage vehicle and large equipment maintenance and replacement cycle.
(buses, vans, mowers, snow blowers, scrubbers, etc...)

ACTION PLANS:

2017 Spring- Meet with custodial staff to create a list of vehicles for replacement and maintenance schedules. **(COMPLETE)**

2017 Spring- Meet with custodial staff to create a list of custodial equipment (scrubbers, mowers, snowblowers, etc.) for replacement and maintenance schedules. **(COMPLETE)**

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2018 Fall- Meet with head custodian to establish a list of custodial supply lists that is needed for WPS operations. **(COMPLETE)**

4. Food Service Program Goal: Research, develop, and implement a plan to improve food service program options and involve student/parents in the process.

*****BOE MEMBER RESPONSIBLE: Daniel Story*****

*****Goal Put on Monitor Status for the 2017-18 School Year*****

Food Service Target Strategies

1. Explore options to expand food purchase options (buy local, farmers markets, etc...)
2. Develop a plan to involve students/parents in menu preparation and meal sponsorships
3. Explore options to work with FCS program to incorporate the Prostart program with an emphasis on exposure to culinary arts as a career opportunity.

ACTION PLANS:

2017 Spring-Attend Beef in schools Program by Knox County Cattlemen’s **(COMPLETE)**

2017 Spring-Contact NDE to find out schools that buy locally. Meet w/those schools to set up comparison costs. **(COMPLETE)**

2017 Spring-Explore ProStart Program, contact NDE on small schools that incorporate ProStart in their curriculum. **(COMPLETE, NO SCHOOL BELOW CLASS B DOES PRO-START)**

2018 FALL -Conduct a student/parent survey of the lunch program. Meet w/student council to discuss results.

5. Technology Infrastructure and Programs Goal: Research, develop, and implement a plan to provide students with state-of-the-art technology and programs and equip our students with 21st century skills.

*****BOE MEMBER RESPONSIBLE: Mark Dawson*****

*****Goal Put on Monitor Status for the 2017-18 School Year*****

Technology Infrastructure and Support Target Strategies

1. Develop a plan for purchase, replacement, and disposal of technology equipment in the district. (computers, copiers, ITE/FCS/Business, etc.)
2. Develop a plan to improve internal and external communication programs, improve transparency, and expand access while maintaining a safe and secure network.
3. Develop the job of Technology Coordinator. Hire the Technology Coordinator as a full time employee of Wausa Public Schools.

ACTION PLANS:

2017 Spring -Conduct a survey with Elementary to target appropriate technology by grade level. **(COMPLETE)**

2017 Fall-Create a formal hardware & Software replacement schedule. **(COMPLETE)**

2017 Summer-Meet w/ESU#1 schools of similar size to determine technology coordinator job description and expectations. **(COMPLETE)**

2017 Fall-Use E-Rate to upgrade Wireless and broadband service to WPS. **(COMPLETE)**

2017 Summer-Update Technology Coordinator Contract to reflect job description required by WPS. **(COMPLETE)**

2017 Fall-Create a replacement strategy for the aging interactive whiteboards in the school **(COMPLETE)**

Technology Program Target Strategies

1. Develop/Update a comprehensive K-12 technology curriculum designed to promote infusion of technology for teaching and learning.
2. Develop a plan to provide professional development and technology support for K-12 staff, students, and parents.

ACTION PLANS:

2017 Summer-Create a comprehensive K-6 Elementary Technology Curriculum. **(COMPLETE)**

2018 Spring- Include in Professional Development Plan Technology support systems.

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Community Boards and Entities

Wausa Village Board

Mike Burns
Kevin Kaiser
Ron Nelson
Bill Schumacher
Jason Seagren

Lied Lincoln Township Library Board

Bruce Pfeil
Katie Clausen
Vicki Mainquist
Kyle Stevens
Dawn Friedrich
Wendy Ketelsen

WPS School Foundation

Doug Johnson, President
Theresa Korth
Mike Kumm (Board Member Representative)
Cynthia Kumm
Connie Bloomquist
Bruce Pfeil

Wausa Community Foundation

Darren Vanness
Caroline Hall Johnson
Brian Eldorado
Gene Johnson
Deb Vanness
Rod Banks
Robert Marks

Wausa Development Corporation

Gene Baker
Mike Burns
Doug Johnson
Lori Bengston
Jeff Friedrich
Terry Johnson
Lyle Rorvick
Dan Munter
Darren Vanness
Frank Weberg

Wausa Ministerial Association

Interim Pastor-Evangelical Covenant
Interim-Golgotha Lutheran
Carl Sirotzki-Thabor Lutheran
Judy Carlson-United Methodist