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\binsrsid3682047\charrsid3682047 Board of Education Bi-Annual Retreat \par }{\rtlch\fcs1 \af2
\ltrch\fcs0 \insrsid3682047 Monday, March 14, 2022 7:00 PM \par WPS Library/Media Center
300 S. Bismark St.

Wausa, NE 68786\af2 \ltrch\fcs0 \insrsid13595428

- Derek Cunningham (Board Member): Present
- Mark Dawson (Board Member): Absent
- Mike Kumm (Board President): Present
- Terry Nelson (Board Secretary): Present
- Brian Wakeley (Board Vice-President): Absent
- Pepper West (Board Member): Present

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1. Call to Order

1.1. Excuse Absent Board Members

Motion to excuse Brian Wakeley and Mark Dawson from the board meeting. Passed with a motion by Terry Nelson (Board Secretary) and a second by Pepper West (Board Member).
Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Pepper West (Board Member): Yea
Yea: 4, Nay: 0

2. Approval of Consent Agenda

2.1. Agenda

Motion to approve the agenda as presented Passed with a motion by Derek Cunningham (Board Member) and a second by Terry Nelson (Board Secretary).
Derek Cunningham (Board Member): Yea, Mike Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Pepper West (Board Member): Yea
Yea: 4, Nay: 0

3. Retreat:

A discussion was had in the retreat around the results of the community survey work conducted by the board. 3 objectives and 8 action plans were considered by the board and accepted. Mr. Hoelsing and Mr. Anderson will have 2 months to draw up action steps around the 8 action plans, to be presented to the board in May for final approval.

4. Adjourn

Motion to adjourn meeting at 9:04 PM. Passed with a motion by Pepper West (Board Member) and a second by Mark Dawson (Board Member).

Derek Cunningham (Board Member): Yea, Mark Dawson (Board Member): Yea, Mike

Kumm (Board President): Yea, Terry Nelson (Board Secretary): Yea, Brian Wakeley (Board Vice-President): Yea, Pepper West (Board Member): Yea

Yea: 6, Nay: 0

WAUSA PUBLIC SCHOOLS
Board Workshop Session
March 14th, 2022 7:00 PM
WPS Board Meeting Room

1. Call to order

I would like to welcome everyone to the semi-annual board retreat 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.

2. Excuse Board Members (if necessary)

3. Approval of Consent Agenda

4. Purpose and Benefits of Strategic Plan

- i. Everyone operates with the same goals in mind
- ii. No hidden or individual agendas to contend with
- iii. Board, administration, and staff are proactive instead of reactive
- iv. Increases a sense of trust between board, administration, and staff
- v. Provides a sense of direction for board, administration, and staff
- vi. Increases probability of accomplishing district goals
- vii. Provides a basis for establishing benchmarks and measuring progress
- viii. Greater continuity when board, administration, and/or staff changes
- ix. Increases accountability to district patrons and communicates priorities

5. Review Data from Stakeholder Survey work - Identify those areas that are highest & lowest averages, as well as those areas which might be most contentious.

6. Review District Mission Statement, Beliefs, & Parameters

7. Prioritize Objectives-Those areas which might have the most desired end results.

8. Prioritize Strategies - Those things or plans that enable you to succeed at your chosen Objectives. (Must be measurable).

9. Identify Next Steps -

- i. Who or what groups are responsible for next steps
- ii. Timelines (strategic planning timeline chart)

10. Closure - (final questions and answers)



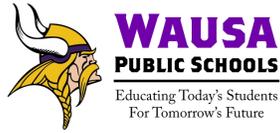
WAUSA

PUBLIC SCHOOLS

Educating Today's Students
For Tomorrow's Future

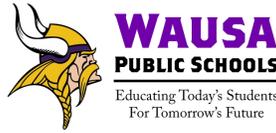
STRATEGIC PLAN

2022-2026



Mission Statement:	2
Beliefs	2
Parameters	2
Objectives	4
Strategies	4
Action Plans	4
Strategy 1:	5
Specific Result 1.1:	5
Specific Result 1.2:	6
Specific Result 1.3:	7
Strategy 2:	8
Specific Result 2.1:	8
Specific Result 2.2:	9
Specific Result 2.3:	10
Strategy 3:	11
Specific Result 3.1:	11
Specific Result 3.2:	12
Specific Result 3.3:	13

NOT READY YET, DRAFT ONLY



Mission Statement

The loftiest aspiration of our organization.

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 strong moral 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.

Beliefs

Fundamental values, ethical codes, and overriding convictions and principles.

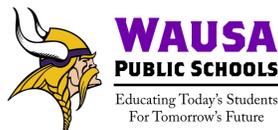
We Believe...

- Excellence is an expectation and worth the investment.
- Every person is worthy and valued.
- Educating the whole child creates productive citizens and lifelong learners.
- Relationships, as well as supportive, safe, and trustworthy environments, are essential.
- Collaboration of all stakeholders is essential for creating exceptional and expanded opportunities for all students.
- High expectations promote high achievement.
- Change and innovation are necessary to the process of education.
- Investment in others today creates a better tomorrow.

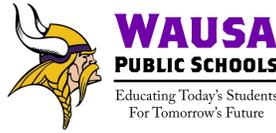
Parameters

*Established guidelines from which Wausa Public Schools will operate.
Self-imposed regulations: things we will always do.*

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, 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 focuses on active participation of all students involved in the activity, and promotes a positive image of the school and community.

Objectives

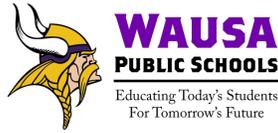
Desired end results.

- Wausa Public School Students will have the opportunity to excel academically, possess diverse coursework with strong rigor, a solid foundation of skills in elementary, and an opportunity to have a well-rounded education (both curricular and extra-curricular) consistent with WPS Beliefs and parameters in order to achieve their personal goals.
- Wausa Public Schools will have the technology, facilities and transportation resources to meet the needs of 21st century learning while enabling our school to grow enrollment and community..
- Wausa Public Schools will meet the needs of our community, grow our school population, build relationships with other communities, and promote parent and community involvement within our school system.

Strategies

Strategies are intended to close the gap between our baseline data (where we are) and our mission (where we want to be). Desired and measurable end results.

TBD



Action Plans

Objective: 1

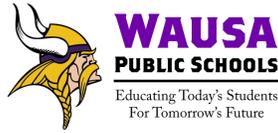
Strategy Number: 1.1

Date: May 16th 2022

Objective 1: Wausa Public School students will have the opportunity to excel academically, possess diverse coursework with strong rigor, a solid foundation of skills in elementary, and an opportunity to have a well-rounded education (both curricular and extra-curricular) consistent with WPS Beliefs and parameters in order to achieve their personal goals.

Strategy 1.1:

ACTION STEPS



Objective: 1

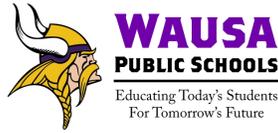
Strategy Number: 1.2

Date: May 25, 2022

Objective 1: Wausa Public School students will have the opportunity to excel academically, possess diverse coursework with strong rigor, a solid foundation of skills in elementary, and an opportunity to have a well-rounded education (both curricular and extra-curricular) consistent with WPS Beliefs and parameters in order to achieve their personal goals.

Strategy 1.2:

ACTION STEPS



Objective: 1

Strategy Number: 1.3

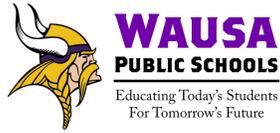
Date: May 16th 2022

Objective 1: Wausa Public School students will have the opportunity to excel academically, possess diverse coursework with strong rigor, a solid foundation of skills in elementary, and an opportunity to have a well-rounded education (both curricular and extra-curricular) consistent with WPS Beliefs and parameters in order to achieve their personal goals.

Strategy 1.3:

ACTION STEPS

1.



Objective: 2

Strategy Number: 2.1

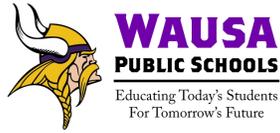
Date: May 16th 2022

Objective 2: Wausa Public Schools will have the technology, facilities and transportation resources to meet the needs of 21st century learning while enabling our school to grow enrollment and community.

Strategy 2.1:

ACTION STEPS

1.



Objective: 2

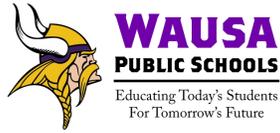
Strategy Number: 2.2

Date: May 16th 2022

Objective 2: Wausa Public Schools will have the technology, facilities and transportation resources to meet the needs of 21st century learning while enabling our school to grow enrollment and community.

Strategy 2.2:

ACTION STEPS



Objective: 2

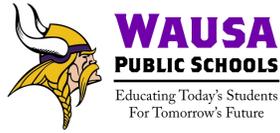
Strategy Number: 2.3

Date: May 16th 2022

Objective 2: Wausa Public Schools will have the technology, facilities and transportation resources to meet the needs of 21st century learning while enabling our school to grow enrollment and community.

Strategy 2.3:

ACTION STEPS



Objective: 3

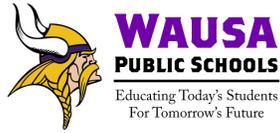
Strategy Number: 3.1

Date: May 16th 2022

Objective 3: Wausa Public Schools will meet the needs of our community, grow our school population, build relationships with other communities, and promote parent and community involvement within our school system.

Strategy 3.1:

ACTION STEPS



Objective: 3

Strategy Number: 3.2

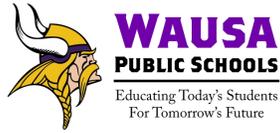
Date: May 16th 2022

Objective 3: Wausa Public Schools will meet the needs of our community, grow our school population, build relationships with other communities, and promote parent and community involvement within our school system.

Strategy 3.2:

ACTION STEPS

1.



Objective: 3

Strategy Number: 3.3

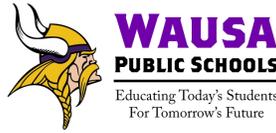
Date: May 16th 2022

Objective 3: Wausa Public Schools will meet the needs of our community, grow our school population, build relationships with other communities, and promote parent and community involvement within our school system.

Strategy 3.3:

ACTION STEPS

1.



Objective: EXAMPLE

Strategy Number: EXAMPLE

Date: May 16th 2022

Objective 3: Wausa Public Schools will meet the needs of our community, grow our school population, build relationships with other communities, and promote parent and community involvement within our school system.

Strategy 3.3: Develop communication between the school, it's foundation, our town, economic development, our business community, and potentially other school districts that mutually benefit both parties involved. Develop plans (economic development, labor force recruitment and retainment, affordable housing opportunity for young families) to benefit the community of Wausa as a whole, both school and community. (3)

ACTION STEPS

Create and promote a district brand that celebrates who we are and what we do.

- a. Involve students and alumni to share the positive stories of our district with intention
- b. Plan for and utilize consistent communication across multiple platforms (e.g. social media, website, newsletters, newspaper, etc)

Enhance the district website with increased searchability and current content for both elementary and secondary buildings.

- c. Explore additional human resource support for web site maintenance
- d. Highlight key materials at determined times of the year (e.g. graduation requirements and course offerings in April)

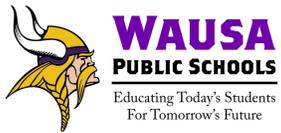
Expand the social media presence at WPS.

- e. Clearly define the expectations for the social media coordinator
- f. Explore additional human resource support for social media
- g. Establish and communicate expectations for staff to share materials with the social media coordinator
- h. Push key materials through social media at determined times of the year (e.g. graduation requirements and course offerings in April)

Communicate and educate parents about the process of logging in to the PowerSchool app. (e.g. Open House help desk, Getting elem. Parent council involved, Parent-Teacher conferences, providing handouts, etc.)

Consider having one app (platform, tool, Apptegy, etc) to communicate push notifications in addition to communication with various social media accounts (Facebook, Twitter, etc).

Evaluate the plan annually.



Wausa Public Schools 2021-22 Strategic Planning Survey Results

1. School Governance/Public Relations Pillar Focus	Board Average	Staff Average	Parent Average	Community Average	Board Contention	Staff Contention	Parent Contention	Community Contention
1. Develop a schedule and identify programs to promote parent-community involvement and communication.	3.600	3.767	3.971	3.841	0.300	0.530	0.911	0.896
2. Develop communication between the school and community that promotes our school as an invaluable part of our community. Promote Wausa's small town lifestyle advantages that include Community, Businesses, and School.	4.200	4.226	3.914	4.231	0.700	0.581	1.316	0.985
3. Develop communication between the school, it's foundation, our town, economic development, our business community, and potentially other school districts that mutually benefit both parties involved. Develop plans (economic development, labor force recruitment and retention, affordable housing opportunity for young families) to benefit the community of Wausa as a whole, both school and community.	4.400	4.097	3.886	4.135	0.800	0.624	1.222	0.766
4. Develop a long term plan on keeping Sunday/Wednesday for the most part free of extra curricular activities/sports, both in Youth as well as Junior and Senior High	3.000	3.226	3.457	4.261	2.500	2.114	2.373	1.439
5. Develop communication and a long term relationship between Wausa School and businesses within Wausa to develop long range plans for skilled labor needs, as well as retention, growth, and eventual succession plans for our businesses.	4.000	4.233	4.029	4.365	0.500	0.668	1.146	0.717
2. Academic Programs Pillar Focus	Board Average	Staff Average	Parent Average	Community Average	Board Contention	Staff Contention	Parent Contention	Community Contention
1. Develop a plan to increase dual or college credit math, science offerings (especially health and ag sciences) at the high school level and improve performance on district and college entrance assessments.	4.400	4.000	4.086	4.256	0.300	1.133	1.022	0.761
2. Develop and implement a plan to increase rigor, expand course offerings, and promote enrollment in College Credit and Advanced Placement courses for high school students..	4.000	4.065	3.912	4.115	0.500	1.262	0.992	0.735
3. Develop a plan for extended day and extended year programs to provide supplemental services and promote high ability learning and advanced problem solving skills.	3.400	3.452	3.771	3.569	0.300	1.256	1.182	0.803
4. Research new program options in both elementary and secondary levels to promote core academic programs.	3.800	3.710	3.914	3.949	0.200	1.346	1.139	1.052
5. Develop a plan to reduce schedule conflicts and improve scheduling options for high school students.	3.800	4.065	3.706	3.943	0.700	1.196	1.062	0.949
6. Develop a plan to increase vocational course offerings for both career readiness and lifeskills development... Industrial Technology, Business (FBLA)and Family and Consumer Science at the middle school and high school levels.	4.000	3.903	3.686	4.178	1.000	1.224	1.692	0.878
7. Create a plan to develop, train, and implement a comprehensivePK-12 guidance program as well as high school career preparedness with a focus on character education, career education, self esteem, interpersonal, and social skills.	3.400	4.290	4.057	3.840	0.800	1.146	0.879	1.378
8. Research options in promoting academic integrity and hard work without overloading students (preventing burnout.) Allow students who have a certain amount of extra curricular activities and/or dual/college credit courses additional time and support to accomplish those goals	3.600	3.700	3.657	3.852	0.800	1.252	1.291	1.128
9. Develop a plan to improve the music program, providing greater access to music education at the highs school, middle school, and elementary school.	3.200	3.419	3.686	3.779	0.200	1.118	1.339	1.158
10. Develop a plan to increase physical education opportunities to our students, with an increased emphasis on sport related physical activities.	3.400	3.387	3.657	3.212	0.300	1.445	0.879	0.932
11. Develop a plan to increase Industrial Technology (Shop class) Options for our school district, including increased staffing and/or increased opportunities for our students both inside as well as outside of school.	3.400	3.242	3.686	4.013	1.300	1.448	1.634	1.171
12. Develop a plan to increase opportunities for college credit/work/internship programs for seniors who have enough academic credits to graduate (work/internship programs or opportunities for students to take credits at Northease Community College during the school day).	4.400	4.226	4.206	4.128	0.300	1.047	1.320	1.095
3. School Activities Programs Pillar Focus	Board Average	Staff Average	Parent Average	Community Average	Board Contention	Staff Contention	Parent Contention	Community Contention
1. Develop a plan in coordination with other programs in our community (City, Wausa Youth Leagues, community club, etc.) to create a unified system for developing students in their respective extra curricular activities.	3.600	3.710	3.829	3.594	0.800	1.146	1.205	1.075
2. Continue to look at ways in which wwe can share oppourtunities with other Communities (Cooping sports/arts/academic areas).	3.800	3.903	3.743	3.654	1.200	0.690	1.608	1.216
3. Provide ongoing professional development to extra curricular activity sponsors, and provide a consistent observation/coaching/evaluation system to work with those coaches/sponsors and monitor their effectiveness within their own programs.	4.400	4.065	4.176	3.639	0.800	0.996	0.938	1.091
4. Technology Pillar Focus	Board Average	Staff Average	Parent Average	Community Average	Board Contention	Staff Contention	Parent Contention	Community Contention
1. The district will continue to explore available funding sources, i.e., REAP, and other local, state, and Federal Grants, etc.	4.000	4.677	3.943	4.465	0.500	0.359	1.114	0.821
2. Develop a plan to continuously update and maintain technology to meet the needs of 21st century learning.	4.200	4.516	4.171	4.395	0.700	0.525	1.029	0.878
3. Develop a plan to provide further technical support (software, hardware, and infrastructure) to our staff and studetns above and beyond what we are currently doing.	4.000	4.484	3.882	3.761	0.500	0.458	1.077	0.973
5-7. Building, Grounds, Transportation, and Support Programs Pillars Focus	Board Average	Staff Average	Parent Average	Community Average	Board Contention	Staff Contention	Parent Contention	Community Contention
1. Develop a facilities plan for our playground, ensuring that we update the playground to meet the needs of our students.	4.400	4.323	3.853	3.558	0.300	0.626	1.160	1.212

