**1. Academic Program:** *Core Curriculum, Elective Course Offerings, College Credit/Early Entry, Alternative Education/Credit Recovery, Special Education Programs, Early Childhood Education and Title I, Rural Attendance Centers, Bi-lingual or Dual-language Programs*

1.a If the “perfect” school opened across the street from your building, what would they be doing to ensure all students achieve at or above grade level in core academic areas?

1.b Describe what effective schools do to ensure curriculum alignment and continuity of programs from elementary to middle and high school programs.

1.c Describe what schools of diversity could do to enhance learning, promote bilingual or dual language acquisition, and/or support academic achievement in the student’s/parent’s primary language.

1.d In the ideal school, what elective course offerings would they offer to provide a well-rounded education at your building/level?

1.e If the “perfect” school opened across the street from your building, what homework practices would they adopt to promote independent practice and extend learning opportunities at your building/level?

1.f Discuss the ideal specialized programs (Early Childhood, SPED, Title, Gifted, Credit Recovery, Alternative Education, College Credit). What would SCS need to do to provide these services at your building/level?

1.g If the “perfect” school opened across the street from your building, how would their school calendar/schedule ensure adequate time for all subject areas at your building/level? How many minutes per week, per class?

**Goal:** All students meet or exceed state standards in core academic areas.

**Goal:** K-12 curriculum that supports critical thinking, creativity, 21st century technology & vocational skills, visual & performing arts and bilingual education.

**Target Areas:**

1. Provide a well-articulated and aligned K-12 core curriculum.

**Strategy:** Develop a textbook cycle and system to coordinate textbook updates.

**Strategy:** Develop and implement a system to coordinate curriculum alignment.

**Strategy:** Adopted and implemented a new K-5 Language Arts/Writing Program.

1. Provide quality instruction at all levels/programs.

**Strategy:** Develop a professional development program to promote teaching/learning and classroom management.

**Strategy:** Submit grant applications for SMS to improve student engagement/promote student achievement (SIG, 21st Century)

**Strategy:** Develop the Schuyler Instructional Model

1. Balance the K-8 schedule to increase time for physical education, music, guidance, spelling, science, social studies, recess, etc…

**Strategy:** Develop K-8 PE program focused on skill development, motor coordination, and social development.

**Strategy:** Develop a schedule to provide a balance in core and elective programs at the elementary level.

1. Promote critical thinking, creativity, and 21st Century skills (honors, college credit classes, high ability, etc…)

**Strategy:** Develop a plan to provide increased opportunities for advanced learners at all grade levels.

**Strategy:** Develop and implement an after-school program for K-8 students/high ability learners.

**Stretegy:** Develop and implement a summer-school program for K-8 students/high ability learners.

**Strategy:** Improve access to college credit/dual credit classes for students pursuing post-secondary education.

1. Provide a comprehensive vocational program in grades 7-12

**Strategy:** Develop a 7-12 curriculum focused on skills/awareness of vocational/ technical education and industrial trades.

1. Provide opportunities for dual language/bilingual education

**Strategy:** Improve hiring practices with an emphasis on hiring bilingual teachers and support staff.

**Strategy:** Develop a plan to provide Spanish classes to students at the elementary and middle school levels.

**Strategy:** Adopt a program to certify high school students and staff as “Bilingual”.

1. Provide alternative education opportunities and improve support for students struggling in the regular high school curriculum.

**Strategy:** Improve academic performance/success and homework completion rates at the 9-12th grade level.

**Strategy:** Develop and implement an alternative education option for students within the high school setting.

**Action Plans**

1. 2016 Begin alignment of SCHS core curricula to the ACT Test (2016 Legislation on State Testing Program).
2. 2016 Contract with John Baylor on ACT Test Prep Program.NASB
3. 2016 Coordinate and implement four (4) dual/college credit options through WCS and CCC (12 Credits).
4. 2016 Develop and implement an achievement center program to support student achievement.
5. 2016 Career pathways program to provide eight (8) dual/college credit classes through CCC (24 Credits).
6. 2016 Develop and implement "project success" project based core classes as an alternative option for students.
7. 2016 Contract with McREL to analyze and develop improvement plans for English Language Learners (ELL).
8. 2016 Host APL Training (4 Days) for all teachers and administrators.
9. 2016 Develop and implement the Schuyler Instructional model (Marzano/APL).
10. 2016 Train and implement iObservation teacher/administration supervision and evaluation program district-wide.
11. 2016 Expand Spanish program at SCHS (1 FTE Teacher) to assess and certify Bilingual/Biliterate communication skills.
12. 2016 Implement a supplemental 4th grade social studies program that supports bilingual activities (Studies Weekly).
13. 2016 SMS continued partnership with Discovery Education. Implemented digital leaders core and instructional coaching.
14. 2016 SMS staff begins the writing of and implementation of learning scales (selected staff attended 2-day Marzano training)
15. 2015 Parent/Teachers/Administrators visited Language Immersion (bilingual) School in Lexington, NE.
16. 2015 Partnership with CCC to provide career pathway/vocational ed. program opportunities for 2016-17 school year.
17. 2015 Trained and implemented iObservation supervision and evaluation system for teachers and administrators.
18. 2015 4-Day district-wide APL training to promote implementation of Marzano instructional strategies. (Spring 2016)
19. 2015 Established a 21st Century K-8 Afterschool Program.
20. 2015 Expanded 21st Century Summer School Camps: June and July Sessions.
21. 2015 January Professional Development Focus: David Weber and VJ Smith.
22. 2015 April Professional Development Program: SCHS and selected staff: 1-Day APL Training.
23. 2014 Adopted and implemented Discovery Education Tech Books/Instruction model at SMS.
24. 2014 Recruited and retained bilingual teachers and support staff (preschool, SES, SMS, and SCHS).
25. 2014 Contracted with CTAC to promote and guide SIG process at SMS.
26. 2014 Developed Curriculum database program to provide alignment with curriculum goals and state standards.
27. 2014 Textbook/curriculum cycle. (K-5/9-12 Language Arts/Writing, K-5/9-12 Social Studies, FCS, K-12 Instr. Music, PE)
28. 2014 Changed elementary schedule to expand physical education, music education, and recess time.
29. 2014 Submitted and Awarded a school improvement grant for SMS.
30. 2014 Submitted and Awarded a K-8 21st Century Grant for afterschool/summer school programs.
31. 2014 Changed to Title I school-wide and implemented response-to-intervention (RTI) programs.
32. 2014 SES Organized PTA, Community Cafe (Parent Involvement).
33. 2014 Professional Development Focus: District-wide 3-Day Marzano Training.

**2. School Activities Program:** *Athletics, Fine Arts, Vocational and Social Clubs*

2.a If the “perfect” school opened across the street from your building, what would our activity (athletics and fine arts) programs need to do to compete with them?

2.b Describe the characteristics of a comprehensive health & physical education program and its contribution to a successful athletic program. How many minutes per week, per class?

2.c Describe a successful vocational, academic, and social club program.

2.d Describe what successful activities (athletics and fine arts) programs do to improve participation and retention of students from middle to high school.

**Goal:** All students participate in school activities that promote teamwork, physical fitness, work ethic, honesty, self-confidence, and sportsmanship.

**Target Areas:**

1. Comprehensive Physical Education program to promote health, fitness, skill development, and participation.

**Strategy:** Develop a plan to provide K-8 physical education that promotes skill development, fine and gross motor coordination, and social development.

1. Provide a competitive athletic program.

**Strategy:** Develop a plan to expand youth athletic programs to promote interest, skill development, and knowledge of sport.

**Strategy:** Develop a plan to promote student participation and program success at the middle and high school levels.

1. Provide a competitive visual and performing arts and social club programs.

**Strategy:** Develop a plan to promote student participation and improve program quality at the high school level.

**Strategy:** Improve coordination, expansion, and scheduling of the 5-12 Band Program

1. Promote student/parent/community support at school activities.

**Strategy:** Develop a plan to promote parent/student/community involvement at student activities.

**Action Plans:**

1. 2016 Hire 7-8 Asst. Principal/AD to support student achievement and coordinate and promote junior high activities.
2. 2016 Reassigned K-6 AD to expand and improve coordination of K-6 Youth Programs in the community.
3. 2016 Restructure adult activity pass program to increase attendance at school activities and promote access to the field house.
4. 2016 Add a .5 FTE instructor to improve middle school instrumental music program and high school marching band program.
5. 2016 Expand marching band program to include 8th grade students.
6. 2016 Replace high school band uniforms to accommodate increased numbers of marching band.
7. 2016 Increase participation and competitive speech/drama programs. 2015 Class B One-Act Play State Champions.
8. 2016 Competitive Athletic Programs: Wrestling Individual State Champions and State Qualifier in Boys Soccer.
9. 2015 Promoted business sponsorships of home football games to increase attendance.
10. 2015 SMS/SCHS $10 Student Activity Fee Program to promote student attendance at school activities. (Fee waiver eligible)
11. 2015 Hire a K-8 youth programs director for school/community activities.
12. 2015 Assigned SCHS speech class connected to competitive speech program to improve participation numbers.
13. 2015 Increased vocal music at SMS and SCHS show choir to incorporate dance into the music program.
14. 2014 Implemented preschool/Afterschool tuition waiver program implemented to promote parent involvement.
15. 2014 Implemented increased frequency and expanded K-8 physical education curriculum and staff.
16. 2014 Implemented increased participation in activities at SMS (football, volleyball, cross-country, wrestling, basketball, and track)
17. 2014 Conducted parent focus groups to improve parent involvement.
18. 2014 Host annual meetings with parent core group to develop PTA at SES.
19. 2014 Host Community Cafe at SES (Parent driven group looking at ways they can be more involved in the school setting)

**3. Technology Program:** *IT infrastructure, Hardware and Software, Curriculum and Training*

3.a If the “perfect” school opened across the street from your building and had a state-of-the-art technology program, what would that look like?

3.b If the “perfect” school opened across the street from your building, what core technology competencies would they require at your grade level?

3.c If the “perfect” school opened across the street from your building, what professional development would they provide to promote effective use of technology in the classroom?

3.d Describe the characteristics of an innovative, state-of-the-art technology program at your building/level.

**Goal:** State-of-the-art technology program to improve learning for students and promote an effective learning environment.

**Target Areas:**

1. Hire an IT staff to support implementation of technology for teaching and learning.

**Strategy:** Develop job descriptions and hire/assign technology staff.

**Strategy:** Develop a professional development plan to promote technology implementation and improved student achievement.

1. Develop and implement a professional development program in support of staff/student learning

**Strategy:** Develop and implement a program to manage staff requests and equipment maintenance.

**Strategy:** Host district-wide professional development workshops in support of learning with technology.

**Strategy:** Provide ongoing professional development

1. Develop a technology plan to prioritize hardware and software purchases at each building.

**Strategy:** Develop a budget and timeline to support hardware & software purchases and professional development.

**Action Plans**

1. 2016 Host the fall technology conference (contract speakers, secure vendors, develop schedule, etc…)
2. 2016 Develop and implement iPad replacement program for SMS/SCHS and expand iPad use at K-5 levels
3. 2016 Replaced teacher computers and iPads and installed file wave to manage all district equipment.
4. 2016 Contract with Gaggle to provide support for communication management and student safety (Grades 6-12).
5. 2015 Received e-rate support to upgrade WIFI (wiring, access points, new AP’s, new switches) $100,000 investment.

SES: Completed Preschool: Completed Alternative Ed: Completed

SMS: Completed SCHS: Completed Richland/Fishers: Completed

1. Moved the Schuyler Resource Center to the Homestead Center, installed and maintain Internet service and lab support.
2. 2015 Hosted SCS Fall Tech Fair to promote digital literacy, technology awareness, and connected learning.
3. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
4. 2015 Participated in planning sessions for Schuyler Media Network.
5. 2015 Purchased and installed 35 new projectors across the district to replace out-of-date equipment.
6. 2015 Replaced 40 teacher laptops across the district.
7. 2015 SMS Broadcasting Studio: Installed equipment and developed class.
8. 2015 Preschool: All teachers received iPads, 4 classrooms received projectors/whiteboards, moved copier from Richland.
9. 2015 SES: All teachers received new iPads. 50 MBP laptops replaced two netbook carts, new copiers, 3 carts (75 iPads) rolled down from SCHS and SMS students.
10. 2015 Fishers: All teachers received new iPads, new copier, 10 iPads rolled down from SCHS and SMS students.
11. 2015 Richland: All teachers received new iPads, new copier, 10 MBP laptop cart.
12. 2015 SMS: Installed new fiber backbone between wiring closets, new copier.
13. 2015 SCHS: Class of 2019 received new iPad Air 2’s. (130 iPads)
14. 2015 Develop a replacement cycle for technology hardware and software programs.
15. 2015 Develop a replacement/redistribution cycle for copy machines across the district.
16. 2015 Develop a plan an submit an RFP to upgrade building networks (e-rate funded).
17. 2015 Expand computer and iPad access at SES and Rural Attendance Centers.
18. 2014 Implemented STRIV activities video streaming program at SMS and SCHS.
19. 2014 Expanded tech support for Discovery Education Program implementation at SMS.
20. 2014 Expanded tech support for Community Training and Assistance Center (CTAC) at SMS.
21. 2014 SMS Staff attend Spring NETA Conference as per SIG Program (tech team, SMS staff).
22. 2014 Support staff professional development program using the portal and EMC videos.
23. 2014 All 6th and 7th grade SMS students received iPads (SIG Grant).
24. 2014 Relocated technology department to SMS east wing to improve coordination of services
25. 2014 Expanded tech team from a 2-person department to a 5-person department.
26. 2014 Developed and implemented a filemaker database to track and communicate technology maintenance and repairs.

**4. Transportation Program:** *Vehicles/Fleet, Transportation System, Traffic Management Arrival and Dismissal*

4.a If the “perfect” school opened across the street from your building, what would their transportation program and scheduling system include to accommodate their academic/activity program needs?

4.b If the “perfect” school opened across the street from your building, what additional vehicles would they include in their fleet to accommodate their academic/activity program needs? How often would they update their vehicles?

4.c In the ideal school system, what would our transportation program need to do to better accommodate family needs and improve traffic flow and safety around your building?

**Goal:** Safe and efficient transportation system.

**Target Areas:**

1. Provide safe routes to schools (Sidewalks, streets, etc…)

**Strategy:** In coordination with the City of Schuyler, develop a plan to provide safe routes at the elementary building.

**Strategy:** In coordination with the City of Schuyler, develop a plan to provide safe routes at the middle school building (Highway 15 and 9th Street)

1. Provide a K-5 transportation program

**Strategy:** Develop a proposal to provide inter-city transportation program for students.

**Strategy:** Develop and implement an afterschool program to stagger release times and improve traffic flow at the elementary building.

1. Develop a transportation system and vehicle replacement plan

**Strategy:** Develop and implement a vehicle management and maintenance plan.

**Strategy:** Develop and implement a vehicle replacement cycle and budget plan.

**Strategy:** Develop and implement a system to manage transportation requests and vehicle assignment.

**Action Plans**

1. 2016 Purchased a 2017 Blue Bird Bus. (Bus 77B)
2. 2016 Purchased a 2016 Ford Taurus. (Car 49)
3. 2016 Purchased a 2011 Maintenance Pickup. (Red Truck)
4. 2016 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
5. 2015 Purchased a 2009 Maintenance Pickup. (Blue Truck)
6. 2015 Purchased a 2014 Econoline E350 Van. (Van #6)
7. 2015 Purchased a 2016 Blue Bird Bus. (77A)
8. 2015 Develop transportation management and request system on the portal.
9. 2015 City of Schuyler, NDOR and SCS: Highway 15 crossing at SMS. (Approved, not completed).
10. 2014 Inter-City K-5 before and after school busing program to reduce traffic congestion.
11. 2014 Purchased a 2014 Ford Taurus. (Car 17)
12. 2014 Purchased a 2014 Econoline E350 Van. (Van 8)
13. 2014 Purchased a 2016 Blue Bird Bus. (Bus 77)
14. 2014 Fix north parking lot lights at SES (Safety and Security) (Completed December 2014).
15. 2014 City of Schuyler provided crossing guard at SMS.
16. 2014 Recruit, train and expand the number of licensed route bus drivers in the district.
17. 2014 Changed K-5 building before and after school pickup traffic routes at SES.

**5. Building and Grounds Program:** *Maintenance Reporting System, New Construction/Remodel Program, and Safety Program*

5.a If the “perfect” school opened across the street from your building, what additional facilities would SCS need to add to compete with their academic and activities programs?

5.b In the ideal school, what suggestions would you share to assist the board of education in determining priorities for facilities maintenance, remodeling, and new construction?

5.c If the “perfect” school opened across the street from your building, what would SCS need to do to upgrade your campus to provide state-of-the-art facilities and improve safety and security?

5.d What ideas would you share to encourage better use of our present facilities (North Ward, Rural Schools) to accommodate increased enrollment numbers at the elementary level?

**Goal:** Secure, quality, modern educational facilities.

**Target Areas:**

1. Provide quality education facilities to support for all academic programs

**Strategy:** Develop a system to manage maintenance requests and timeline for facility improvement.

**Strategy:** Develop a plan to expand classroom space at the high school building for vocal and instrumental music and social studies.

1. Provide quality education facilities for early childhood program expansion

**Strategy:** Explore options to renovate the Northward building to provide improved environment for early childhood programs.

1. Provide quality practice and contest facilities for all athletic/fitness programs

**Strategy:** Develop a plan to expand physical education and athletic practice facilities at the middle school building.

4. Provide quality facilities for fine-arts programs.

**Strategy:** Develop a finance plan and timeline for the construction of a new visual and performing arts education center.

**Action Plans:**

1. 2016 Tuckpoint, caulk, paint, and seal exterior brick surface of the preschool building.
2. 2016 Improve preschool playground, landscaping and perimeter fence.
3. 2016 Develop preliminary plans for SCHS building classroom addition (Phase 1)
4. 2016 Remodeled SCHS west hallway, painted mural, and added trophy cases, and epoxy floor in west gym area.
5. 2016 Replaced SMS gym floor, paint the walls and repainted mural on east wall.
6. 2016 Replaced two (2) HVAC units at the middle school site.
7. 2016 Replaced sewer lines in the middle school science and food service areas.
8. 2016 Installed new lights on the south side of the middle school building (street and parking).
9. 2016 Completed highway 15 mid-block crosswalks at the SMS, city provides crossing guards before and after school.
10. 2016 Replaced partitions in the 6th and 7th Grade restrooms at SMS and repainted restrooms at SES..
11. 2016 Installed underground sprinkler system on the east lawn of the high school building.
12. 2016 Expanded shot put and discus facilities and painted the concession stand at the high school football/track complex.
13. 2016 Constructed a storage loft at SES garage and installed storage room shelves at SES and SMS.
14. 2016 Updated the fire alarm system and replace smoke detectors at SCHS.
15. 2016 Repainted main hallway and Kindergarten classroom door at Fishers #24.
16. 2016 New carpet in the 5th/6th/ 7th/8th grade classroom at Richland.
17. 2015 Begin construction for SMS Rec. Center: Completion, November 2016.
18. 2015 Let bids and award the contract to Bierman Contractors to build the Rec. Center at SMS.
19. 2015 Remodeled SCHS West Lobby and Restrooms.
20. 2015 Install new lighting in the middle school gymnasium.
21. 2015 Hire an architect and approve the plan to build a Rec. Center at SMS.
22. 2015 Install new lighting in the East Gymnasium
23. 2015 Visit indoor recreation facilities in Omaha and Lincoln.
24. 2015 Architects develop a plan to install a fire escape and use of the 2nd floor for early childhood programs.
25. 2015 Recruit a contractor and award a contract to construct the fire escape as proposed.
26. 2015 Remodel 2nd floor of the Preschool Building.
27. 2014 Upgrade SES playground with donation from PTA.
28. 2014 Install new lighting in the West Gymnasium.
29. 2014 Develop and implement building improvement and remodeling plan.
30. 2014 Develop and implement maintenance request program on the FMP portal.
31. 2015 Develop a building, finance, and construction plan for a new Rec. Center at SMS.
32. 2015 Update playground equipment for preschool that meets Rule 11.
33. 2014 Develop and implement a program to manage maintenance requests and schedule for building updates.
34. 2014 Remodel the 1st floor of the Preschool Building.
35. 2014 New flooring in the SCHS Men’s and Women’s Locker Rooms.

**6. Support Programs:** *Food Service, Nursing, Health, Emergency/Crisis, and Para-Educator Programs*

6.a If the “perfect” school opened across the street from your building, what would their food service program provide?

6.b If the “perfect” school opened across the street from your building, what would their nursing program provide in response to the increased medical/dietary needs of students?

6.c If the “perfect” school opened across the street from your building, what role would para-educators provide in supporting student learning in regular or special service classrooms?

6.d Schools must be prepared to deal with a variety of emergency and crisis situations. Identify those items Schuyler would need to include in their crisis intervention plan to ensure an appropriate response and promote a safe environment for all students and staff?

**Goal:** Quality Food Service, Nursing, Para-Educator, and Safety/Security

**Target Areas:**

1. Provide a student friendly food service program with a balance of menu options.

**Strategy:** Coordinate efforts to allow students/parents input on monthly menu options.

1. Provide job descriptions and adequate training program for para-educators working with students.

**Strategy:** Develop job descriptions and evaluation instruments to guide para-educators in their work.

**Strategy:** Develop and implement a professional development program and schedule for para-educators.

1. Provide a safe and secure learning environment for all students.

**Strategy:** Review and update the district-wide security/crisis plan.

**Strategy:** Review and update safety and security assessment, protocol, training, and support.

4. Provide guidance counselors and program training at the elementary and middle school levels.

**Strategy:** Increase guidance counselor FTE at the elementary and middle school buildings.

**Strategy:** Expand programs and training at the elementary and middle school levels.

**Action Plans:**

1. 2016 Expand elementary guidance program and increased from 1.5 to 2 full-time counselors.
2. 2016 Expand middle school guidance program and increased from .5 to 1 full-time counselor.
3. 2016 Partner with East Central Health to provide a behavior health counselor at SMS/SCHS (2 days per week).
4. 2016 Finalize Colfax County Crisis Preparedness Manual.
5. 2016 Complete District-wide Crisis and Emergency Response Manual.
6. 2016 Contract with Nesbitt and Associates to conduct the annual School Safety and Security Assessment Report.
7. 2015 Staff completed Crisis/Safety Survey to inform future professional development needs and facility upgrades.
8. 2015 Review 2015-16 Nursing program and feasibility of providing full-time nurses at SES, SMS, and SCHS.
9. 2015 Expand food service at SES and SMS to include: breakfast, lunch, and supper programs.
10. 2015 Expand Foundation Staff Recognition Program to include food service, custodial, and office personnel.
11. 2015 Pilot Food Service Program:  Offer fruit/salad option to Rural Schools (March/April/May).
12. 2015 Offer scratch meal one day per week for the remainder of the 2014-15 school year.
13. 2015 Nesbitt and Associates conduct Crisis Response training for all PK-12 all staff and first responders.
14. 2015 Hired Nesbitt and Associates, Inc. to provide new Crisis Manuals and update safety protocol across the district.
15. 2015 Schedule the Crisis Response Program training for first responders and members of the district crisis team.
16. 2015 Implement the EMC professional development program for support staff.
17. 2014 Expanded breakfast program at SMS and SCHS to include Grab-n-Go breakfast.
18. 2014 Conducted workshops to train access to the Rapid Responder website to manage crisis team information.
19. 2014 Develop and implement job descriptions, self-evaluation and evaluation instruments for para-educators.
20. 2014 Implement the EMC professional development program for support staff.

**7. School Governance and Public Relations:** *School Board, Administration, Guidance and Counseling,*

*Parent Involvement, Business Partnerships*

7.a If the “perfect” school opened across the street from your building, what communication systems would their board and administration use to promote trust and transparency?

7.b If the “perfect” school opened across the street from your building, what strategies would their board of education use to prioritize spending, determine financial stability, and ensure sufficient capital to carry out short and long range goals?

7.c Describe an effective guidance, counseling, and career education program and its role in providing personal, social, academic, college and career information to students/parents.

7.d What management personnel, resources, skills and/or equipment would we need to create the ideal office environment at your building/level?

7.e Describe effective leadership and identify your administrators’ role in supporting professional development and developing an effective learning climate at your building.

7.f If the “perfect” school opened across the street from your building, what would their parents say about their school?

7.g If the “perfect’ school opened across the street from your building, what would their business community do to build a strong relationship with the school and encourage their youth to return to Schuyler as young adults?

**Goal:** Board and Administration reflect quality leadership, management and communication skills to promote staff morale and involvement from all stakeholders.

**Target Areas:**

1. Provide a system to promote staff and community input and improve internal/external communication with all stakeholders.

**Strategy:** Expand the district website to provide increased access to information and promote staff/parent/community relations.

**Strategy:** Develop a plan to make better use of newspapers, local TV programs, school electronic signs, Cargill Bulletin Board, and school/community meetings to communicate with our parents and district patrons.

**Strategy:** Develop a schedule for parent/community workshops to promote increased involvement and awareness of technology used in the district.

**Strategy:** Explore options for electronically translating websites, meeting information, etc… to allow parents and non-English speaking community members’ access to important information.

**Strategy:** Develop a plan to increase the number of professionals proficient in both English and Spanish.

**Strategy:** Develop a plan to expand opportunities for parents and community members to volunteer at the elementary level.

**Strategy:** Expand community partnerships in support of improved communication, programs, housing, and leadership.

**Action Plans**

1. 2016 Replaced the depleted general fund cash reserve and balanced budgets in all district programs.
2. 2016 Continue to expand and support school/community partnerships (education, activities, housing, leadership, etc…)
3. 2016 Contract with Flippin Group: Leadership Blueprint to business/community leaders (May 25 & 26) at Retreat Center.
4. 2016 Improve monthly coordination of websites, electronic boards, media players, print media, etc…
5. 2016 Schuyler Home Builder’s Association constructs 8 workforce houses with “Rent Guarantee Program”.
6. 2016 Schuyler Home Builder’s Association constructs 7 duplex rentals (14 units) for senior citizens.
7. 2016 Board of Education adopts workforce housing incentive plan.
8. 2015 Home Builders Association expanded speculative housing projects in Schuyler from 1 to 4 houses per year.
9. 2015 Home Builders Association/City of Schuyler agreement with Messner Development to plan/build homes in Schuyler.
10. 2015 Schuyler Utilities completed sanitary lift station opening the Water Tower 2nd Subdivision for future home building.
11. 2015 Participated in Planning for Schuyler Media Network and Creation of Schuyler News Bureau.
12. 2015 Purchased touch screen and installed hallway monitors at SCHS (to be completed January 2016)
13. 2015 Signed agreement with Homestead Bank for office space for Community Resource and UNL Extension Educator.
14. 2015 Partnership with NE Dept. of Labor and Cargill and changed Resource Center to Colfax County Workforce Center.
15. 2015 City of Schuyler signed inter-local agreement with SCS to promote and support housing development.
16. 2015 Partner with Schuyler Foundation to raise $100,000 in support of the Rec. Center project.
17. 2015 Sign agreement with Cargill Meat Solutions to donate $276,000 to the Rec Center project.
18. 2015 $226,000 donation from a Schuyler Alumni to Foundation for student scholarships.
19. 2015 Hosted student/staff/parent technology workshop (Kevin Honeycutt) in January 2015.
20. 2015 Expanded Foundation Staff Recognition Program to include food service, custodial, and office personnel.
21. 2014 Meet annually with community patrons, Cargill employees, and community leaders to set strategic planning priorities.
22. 2014 Annual Schuyler Lumber and SCS contract for house construction project.
23. 2014 Expanded and updated websites to include Facebook and Twitter.
24. 2014 Coordinate with Schuyler Community Development and Housing Director to conduct a district-wide housing survey.
25. 2014 City of Schuyler hired a full-time housing director to develop housing program.

**8. School Climate (Students and Adults): Virginia Semerad, Brian Vavricek, Rich Brabec**

 *Professional Development, Professional Conduct and Commitment, Program, Staffing/Assignment/Student/Teacher Ratio, Learning Environment, Behavior Management*

8.a If the “perfect” school opened across the street from your building, what would their staff say about their building climate, school culture, learning environment, class sizes, etc..?

8.b If the “perfect” school opened across the street from your building, what would their professional development program focus on to promote a balance in individual and district-wide staff training and program improvement?

8.c Describe the impact of successful staff development and positive school climate and its impact on achieving the desired behavior and professionalism at your building or level.

8.d If the “perfect” school opened across the street from your building, what would their students say about their school?

8.e Describe the educational programs used in effective schools at your level to promote cultural awareness and genuine interest in students.

8.c Describe expected behavior of students in effective schools at your level and your perspective on the impact of education vs. punishment in achieving the desired behavior.

**Goal:** Create and support a safe, positive, caring learning environment focused on improvement and success.

**Target Areas:**

1. Provide a positive work/school environment.

**Strategy:** Develop and implement a plan to emphasize the impact of a positive staff/student climate on student achievement and staff retention.

**Strategy:** Research and develop a behavior management system that promotes consistent expectations, and improved student performance.

**Strategy:** Expand recognition program to recognize and reward employee performance.

1. Provide an effective orientation system and a strong mentor program for new teachers.

**Strategy:** Develop an orientation and professional development program to support new teachers to the district.

1. Provide classroom resources, technology, and training to meet the educational needs of all students.

**Strategy:** Develop a district-wide system to coordinate teacher requisition and classroom inventory.

**Strategy:** Develop a professional development calendar outlining educational programs for certificated and classified staff throughout the school year.

**Action Plans:**

1. 2016 Awarded a 5-year School Improvement Grant at SCHS focused on improving student engagement and achievement.
2. 2016 Coordinate employee recognition programs to recognize longevity, performance, retirement, etc…
3. 2016 Train the APL model to provide consistency in classroom instruction and behavior management.
4. 2016 Develop and implement a focus on Respect, Responsibility, and Work Ethic district-wide.
5. 2016 Develop and coordinate parent/teacher conference schedule to improve parent participation at SMS/SCHS.
6. 2016 Contract with the Flippin Group to train/implement "Capturing Kids Hearts" program at SES.
7. 2016 Expand the new teacher orientation program to include APL Training in September (WSC/ESU 1).
8. 2016 Join NENTA (Northeast Nebraska Teacher Academy) at WSC to expand sub pool and recruit prospective teachers.
9. 2015 Team of administrators/staff completed Capturing Kids Hearts Training and Certification.
10. 2015 Developed and implemented a district-wide “new” teacher orientation program.
11. 2015 SMS/SCHS mentoring programs to promote student/teacher relationships and improve communication with parents.
12. 2015 SCHS/selected staff members participated in 1 Day APL workshop. 4-Day district-wide training (Spring 2016)
13. 2015 Hosted district-wide professional development workshop to promote staff relationships and morale. (Dave Weber)
14. 2015 Hosted district-wide professional development workshop to promote communication. (VJ Smith)
15. 2014 Hired CTAC to work with SMS staff on managing change, school climate, and interpreting school data.
16. 2014 Developed and implemented Counseling Center focused on providing support for teacher/student relationships.
17. 2014 Developed and implemented annual SCS teacher incentive program.
18. 2014 Implemented new annual requisition program to streamline purchasing and inventory management.