

Board of Education
Tuesday, April 2, 2019 7:00 PM

High School Media Center
740 Sherman Avenue
Grant, Nebraska 69140

Agenda

1. Call to Order
 1. Pledge of Allegiance
 2. Reminder to public of Open Meetings Law
 3. Roll Call
 4. Verification of Notice of Meeting
 5. Approval of Agenda
2. Discussion Items/Action Items
 1. Discuss, consider, and take all necessary action to reduce and reorganize the curricular and/or extra-curricular programs offered by Perkins County Schools beginning in the 2019-2020 school year, including the Family Consumer Science and FCCLA programs.
 2. Discuss, consider, and take all necessary action to approve new principal contract for the 2019-2020 school year
 3. Accept staff member resignation.
3. Executive Session
4. Adjournment



TENETS

Accountability for a Quality Education System, Today and Tomorrow

Great things happen when we work together.

A quality education system helps make our state and communities strong. By collaborating and focusing on AQuESTT's six investment areas, we can help enhance the education system, positively impact our children and schools, and create a better Nebraska. So where do you fit in?

Success, Access, and Support



Positive Partnerships, Relationships, and Success

The State Board believes that student engagement through positive partnerships and relationships is fundamental to successful schools and districts. The State Board seeks to support schools and districts to implement best practices in student, family, and community engagement to enhance educational experiences and opportunities.

- Individualized or Personalized Learning Plans
- Attendance and Participation
- Family Engagement
- Community and Support Services



Transitions

The State Board believes that quality educational opportunities focus on supports for students transitioning between grade levels, programs, schools, districts, and ultimately, college and careers.

- Early Childhood-Elementary
- Elementary-Middle School
- Middle School-High School
- High School-Post High School



Educational Opportunities and Access

The State Board believes that all students should have access to comprehensive instructional opportunities to be prepared for postsecondary education and career goals.

- Early Childhood Education
- Comprehensive Learning Opportunities
- Expanded Learning Opportunities
- Blended Learning Opportunities

Teaching, Learning, and Serving



College, Career, and Civic Ready

The State Board of Education believes that every student upon completion of secondary education shall be prepared for postsecondary educational opportunities and to pursue his or her career goals.

- Rigorous College and Career Ready Standards for All Content Areas
- Technological and Digital Readiness
- Support for Career Awareness and Career/College Goals



Assessment

The State Board believes the results of multiple assessment sources (national, state, and classroom-based) should be used to measure student achievement of college and career ready standards and be used as an integral part of the instructional process.

- Individualized/Adaptive Assessments
- Classroom-Based Assessments
- State Assessments
- National/International Assessments



Educator Effectiveness

The State Board believes that students should be surrounded by effective educators throughout their learning experiences, such that schools and districts develop effective teachers and leaders who establish a culture of success.

- Nebraska Teacher and Principal Performance Framework
- Professional Development
- Building Leadership Supports
- Effective Local Policy Makers and Superintendents



NEBRASKA STANDARDS FOR

NEBRASKA DEPARTMENT OF EDUCATION

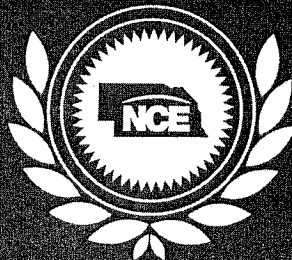
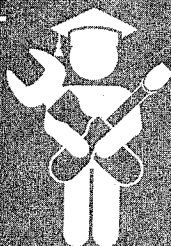


career readiness

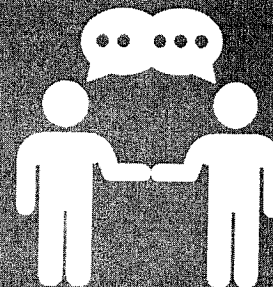
(www.education.ne.gov/nce/Standards.html)

PREPARATION FOR COLLEGE & CAREER

Applies Appropriate
**ACADEMIC &
TECHNICAL
SKILLS**

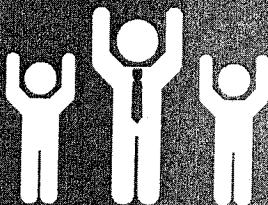


The career ready individual...

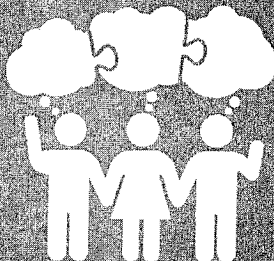


COMMUNICATES
Effectively & Appropriately

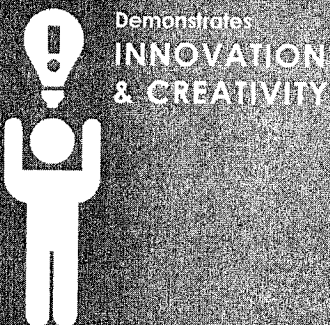
Contributes to
**EMPLOYER &
COMMUNITY
SUCCESS**



**MAKES SENSE
OF PROBLEMS**
& Perseveres In Solving Them

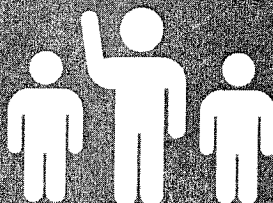


Uses
**CRITICAL
THINKING**



Demonstrates
**INNOVATION
& CREATIVITY**

Models Ethical
**LEADERSHIP
& EFFECTIVE
MANAGEMENT**



**WORKS
PRODUCTIVELY
IN TEAMS**
& Demonstrates
Cultural
Competency



Utilizes
TECHNOLOGY



Manages
**PERSONAL
CAREER
DEVELOPMENT**



Attends to
**PERSONAL &
FINANCIAL
WELL-BEING**

The Nebraska Standards for Career Ready Practice are an
outgrowth of the Nebraska Summit on Career Readiness held
November 3 and 4, 2009 in Lincoln, Nebraska.

To view the Summary and Synthesis Report visit:

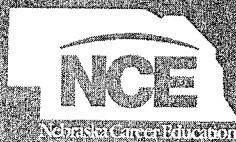
www.education.ne.gov/nce/documents/CareerReadinessSummit.pdf

We would like to express our sincere appreciation to the countless
individuals, schools, businesses and industries that contributed to
the creation and preparation of this document.

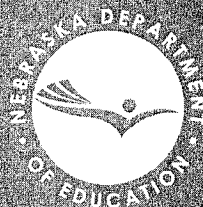
A detailed report of the Nebraska Summit on Career Readiness
can be found at: **www.education.ne.gov/nce/Standards.html**

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The Nebraska Standards for Career Ready Practice
were unanimously adopted by the Nebraska State
Board of Education on December 8, 2011.



A career ready person capitalizes on personal strengths, talents, education and experiences to bring value to the workplace and the community through his / her performance, skill, diligence, ethics and responsible behavior.

This simple sentence will change the face of Nebraska education. And, as a result, the future of our entire state.

Wouldn't it be something if every student graduating from a Nebraska high school fit this description? If every graduate was "Career Ready?" If every high school graduate brought these attributes to the next stage of his or her life—either in the workplace or on a college campus?

Imagine the effect on Nebraska communities, Nebraska businesses, Nebraska's economy. Imagine the effect on Nebraska's future.

Ensuring that every student who graduates from a Nebraska high school is Career Ready is not a simple task. And it won't happen overnight.

Career Readiness is our objective. And Nebraska's schools are determined to achieve it.

How are Nebraska schools going to achieve



Nebraska Standards for Career Ready Practice provide learning experiences that are valuable to every student regardless of career path or college plans.

By incorporating the **Nebraska Standards for Career Ready Practice** into appropriate curriculum, programs and extra curricular activities as they are developed, implemented and evaluated.

By integrating core academic courses and career education programs to bring even greater relevance and value to every student's school experience.

By providing opportunities for students to become aware of career choices throughout their education—as early as elementary school.

By helping students understand the relationship between today's educational choices and tomorrow's career potential.



Career Readiness for every student?

by developing *Personalized Learning Plans* for each student to help them match their educational plans, interests and talents with careers that offer the greatest promise for success.

By linking the student, the classroom and the counselor's office to facilitate student success in high school, college and the workplace.

By engaging students in ways that build their confidence, encourage personal responsibility and develop behaviors that are critical to success in their personal and professional lives.

By creating opportunities for parents and their children to explore career possibilities together.

By providing students who have the entrepreneurial spirit with the skills, encouragement and inspiration needed to start their own business.

By establishing even stronger relationships with business and industry to ensure that students are acquiring the skills needed for high skill, high wage and high demand Nebraska jobs of today and tomorrow.

All these initiatives are driven by one powerful, game-changing, life-changing concept in Nebraska schools: **Career Readiness.**

Career Readiness is about the next step in life.



Career exploration tools such as NebraskaCareerConnections.org can help students discover career options they didn't know they had—and the educational path that leads to success.

When students are **Career Ready**, they are prepared for the next step in their lives—whether that means getting their first job or beginning their college “career” (which eventually leads to the workplace as well)!

Every Nebraska student, regardless of background, interests or intent after graduating from high school, can and should be **Career Ready**. Because being **Career Ready** also means being ready for life.

Nebraska Standards for Career Ready Practice are about the basics. A strong academic foundation—and personal ethics. Speaking and writing effectively. Analyzing situations and solving problems. Understanding fundamental concepts in math and science. Being where you're expected to be—when you're expected to be there. Meeting deadlines. Conducting yourself professionally.

Career education courses help students discover their talents and may provide the entrepreneurial spark for them to start a business in their community.



And the many steps after that.

Career Readiness is about knowing your stuff. Understanding available technology and how and when to use it appropriately. Using what you know to address new challenges and new opportunities. Knowing what you don't know—and being enthusiastic about learning more and getting even better. Having the knowledge, drive and confidence to start your own business.

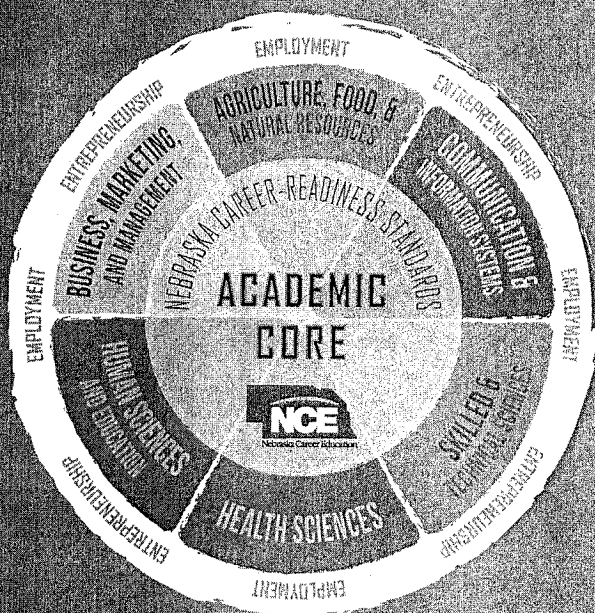
Career Readiness is about relationships. Collaborating with co-workers. Respecting the opinions, privacy and cultures of others. Working well on your own and as a member of a team. Accepting responsibility and understanding the consequences of your decisions. Making healthy choices. Understanding your role in the bigger picture of your community, state, nation and world.

Career Readiness is about generating a powerful, homegrown workforce across Nebraska. Creating a steady supply of responsible leaders and skilled employees in a wide range of industries—in all 93 counties. Inspiring young entrepreneurs and young professionals to start businesses in their hometowns.

Career Readiness means a more vibrant economy, a sustainable business environment—and greater opportunity, growth and revenue for Nebraska at every level.

NEBRASKA STANDARDS FOR

Career readiness



The *Nebraska Standards for Career Ready Practice* describe varieties of expertise that educators at all levels should seek to develop in their students. These standards rest on important "practices and proficiencies" with long-standing importance in career education. These standards and related practices are not limited to formal CTE programs nor to the middle school or high school level. Rather, these standards and practices should be used over and over again with increasing complexity and relevance by students as they progress through their educational pathway. The standards themselves do not dictate curriculum, pedagogy or delivery of content. Schools and colleges may handle the teaching and assessing of these standards in many different ways.



The **Nebraska Standards for Career Ready Practice** were derived from extensive input from business and industry representatives expressing the most critical skills needed for employee and/or entrepreneur success. The standards were developed in conjunction with the *National Career Clusters Framework*. The *Career Cluster Framework* has been developed over the past decade with input from national business and industry committees representing the 16 comprehensive Career Clusters. In short, the **Nebraska Standards for Career Ready Practice** provide a valid source of workplace expectations for all students to be career ready.

The following standards are provided as a resource to assist schools, colleges, teachers and faculty members in defining curricular and assessment outcomes. The benchmarks are provided as examples and are neither exhaustive nor conclusive. Educators are encouraged to work with local business and industry councils to define learning objectives most appropriate for their situation.

An alignment study to Nebraska's academic standards is also available at: www.CEStandards.education.ne.gov.

Additionally, the Career Readiness Inventory (CRI) is now available on NebraskaCareerConnections.org. This tool allows students to assess their own performance on the **Nebraska Standards for Career Ready Practice** and receive feedback on their performance from three to five individuals. It also provides a graph of the students' self-assessment as well as a consolidated score from the other individuals.

NEBRASKA STANDARDS FOR

Career Readiness

Nebraska Career Education:



Career education courses help college-bound students make an easier transition between high school and college.

Nebraska Standards for Career Ready Practice are about improving the value, impact and relevance of students' education—from elementary through high school.

Nebraska Standards for Career Ready Practice are about improving the prospects for all students' success in college and the workplace.

Nebraska Standards for Career Ready Practice are about a shared vision and purpose for all professionals in a school system.

Nebraska Standards for Career Ready Practice are about strengthening the role of Nebraska schools in economic development throughout the state.

Nebraska Standards for Career Ready Practice are about providing a foundation to build strong individuals, families and communities across Nebraska.

For more information on Career Readiness and the career education programs in your school district, visit with your local school or go to:

www.education.ne.gov/nce/Standards.html



An important component in Career Readiness.

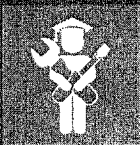
Career education courses play an important role in **Career Readiness** by offering real-life work experiences, leadership opportunities and confidence building. When career education courses are integrated with core academic courses, school counseling, parental involvement and collaboration with business and industry, it's no longer simply about education. It's also about sustainable economic development for every Nebraska community. Developing a skilled and talented workforce that is prepared to lead, collaborate and innovate in the industries and professions that matter to Nebraska's future. Improving the prospects of success as students transition from high school to college. Inspiring young entrepreneurs and professionals to start businesses in their hometowns. Creating involved citizens, strong families and economic vitality in every Nebraska county.

Career Readiness is purpose-driven education—and career education courses are critical to achieving **Career Readiness** in every Nebraska student.

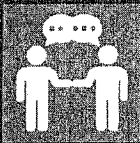
NEBRASKA STANDARDS FOR

Career readiness

THE CAREER READY INDIVIDUAL...



1. Applies appropriate academic and technical skills



2. Communicates effectively and appropriately



3. Contributes to employer and community success



4. Makes sense of problems and perseveres in solving them



5. Uses critical thinking



6. Demonstrates innovation and creativity



7. Models ethical leadership and effective management



8. Works productively in teams and demonstrates cultural competency



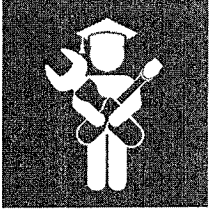
9. Utilizes technology



10. Manages personal career development



11. Attends to personal and financial well-being



The career ready individual...

1. Applies appropriate academic and technical skills

Academic skills and technical skills complement one another. A career ready individual applies these skills in a strategic manner to accomplish workplace tasks.

A. Academic Attainment

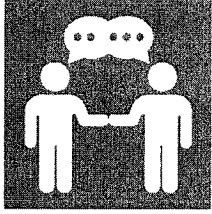
1. Demonstrates proficiency in the academic core standards. (Mathematics, English/Language Arts, Science, Social Studies).
2. Reads and comprehends written material in a variety of forms and levels of complexity.
3. Completes secondary courses to meet high school graduation requirements.
4. Assimilates and applies new learning, knowledge and skills.

B. Technical Skill Attainment

1. Identifies the training, education and certification requirements for entrance and advancement in a chosen occupation.
2. Completes a career and technical education program of study.
3. Passes certification tests to qualify for licensure and or certification in a chosen occupational area.

C. Strategic Thinking

1. Practices reasoning and systems-level thinking to deal with varied concepts and complexity.
2. Analyzes elements of a problem situation to develop solutions.
3. Uses acquired academic and technical skills to improve a situation or process.
4. Seeks to enhance knowledge and skills through ongoing professional development.



The career ready individual...

2. Communicates effectively and appropriately

Expressing ideas, providing instruction, informing others, sharing knowledge and providing customer service are critical in a career.

A. Speaking

1. Asks pertinent questions to acquire or confirm information.
2. Demonstrates interpretation of verbal and non-verbal messages in a conversation.
3. Converses with diverse individuals in an all-inclusive manner to foster positive relationships.
4. Practices active and attentive listening skills.

B. Writing

1. Produces clear and coherent written communication in which the development, organization and style are appropriate to task, purpose and audience.
2. Composes focused written documents such as: agendas, audio-visuals, bibliographies, drafts, emails, forms, notes, oral presentations, reports and technical documents.
3. Constructs a well reasoned position, based on an openness to new information and ideas, to support a theory or validate a point of view.

C. Presentations

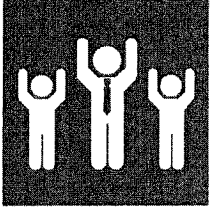
1. Prepares presentations to provide information for specific purposes and audiences.
2. Delivers presentations that sustain listeners' attention and interest.
3. Uses technology appropriately to effectively present information.

D. Professional Etiquette

1. Uses professional etiquette and observes social protocols when communicating.
2. Practices appropriate use of social media in personal and professional environments.
3. Uses proper word choice and tone when communicating to superiors, customers/clients and co-workers.

E. Customer Service

1. Establishes positive relationship with internal/external customers.
2. Identifies and addresses customer's needs and wants.
3. Recommends appropriate products and services.
4. Uses effective follow-up techniques to assure that the needs of the customer have been met.



The career ready individual...

3. Contributes to employer and community success

Career ready means more than attending to self-interest. It also means the ability to see the bigger picture of playing a role in the success of the employer and community through personal, civic and community actions.

A. Personal Responsibility

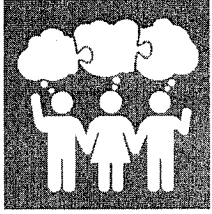
1. Takes responsibility for individual and shared group work tasks.
2. Models behaviors that demonstrate reliability, dependability and commitment to the organization.
3. Pursues results with personal energy and drive to completion.

B. Meets Workplace Expectations

1. Arrives on time to work, appointments or meetings adequately prepared and appropriately dressed.
2. Complies with workplace policies, norms/culture, procedures and protocols.
3. Exhibits professional etiquette in all interactions.
4. Understands the importance of health, safety, human resource and environmental regulations.

C. Civic Responsibility and Service

1. Participates in leadership and teamwork opportunities available through professional organizations and community groups/boards/committees.
2. Engages in local government through attendance, participation and service.
3. Demonstrates a respect for laws and regulations and those who enforce them.



The career ready individual..

4. Makes sense of problems and perseveres in solving them

Recognizing and solving problems is a daily requirement of nearly every American worker and entrepreneur. From small technical issues, to group dynamics, to design of overall systems, opportunities abound for the career ready individual to solve problems in the workplace.

A. Perceptiveness

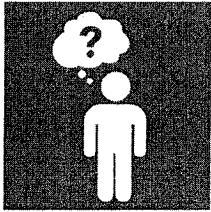
1. Accurately defines a problem or issue.
2. Recognizes factors, constraints, goals and relationships in a problem situation.
3. Identifies irregularities in processes and environments and seeks to understand their cause.

B. Problem Solving

1. Presents multiple solutions to the problem based on evidence and insights.
2. Evaluates solutions and determines the potential value toward solving the problem.
3. Employs critical thinking skills independently and in teams to solve problems and make decisions.

C. Perseverance/Work Ethic

1. Establishes and executes plans to completion even when faced with setbacks.
2. Requires minimal supervision to successfully complete tasks on schedule.
3. Prioritizes tasks to ensure progress toward stated objectives.



The career ready individual...

5. Uses critical thinking

Nearly all careers now require interaction with complex systems of technical components, complex dynamics of people or both. Many decisions are not simple and straightforward; rather, they require the ability to intelligently reason through and make complex decisions.

A. Critical Thinking

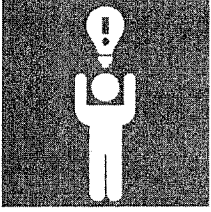
1. Demonstrates the ability to reason critically and systematically.
2. Uses reason and logic to evaluate situations from multiple perspectives.
3. Critiques possible solutions using valid research, historical context and balanced judgment.
4. Recognizes and makes use of systems and relationships including interdependent cause-and-effect analysis and feedback.

B. Decision Making

1. Conducts research, gathers input and analyzes information necessary for decision-making.
2. Develops and prioritizes possible solutions with supporting rationale.
3. Determines a course of action with the greatest perceived potential for success while considering its impact on the human resources (workforce) of the organization.

C. Adaptability

1. Demonstrates a willingness to learn new knowledge and skills.
2. Considers multiple and diverse points of view.
3. Manages multiple tasks and priorities.
4. Exhibits the ability to focus, prioritize, organize and handle ambiguity.



The career ready individual...

6. Demonstrates innovation and creativity

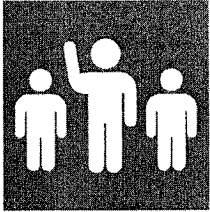
The 21st century workplace requires innovation through creative thinking. Successful individuals will be expected to generate and share new ideas.

A. Creativity

1. Uses information, knowledge and experience to generate original ideas and challenge assumptions.
2. Initiates brainstorming to generate ideas to solve problems or maximize opportunities.
3. Appreciates new and creative ideas of others.
4. Knows when to curb the creative process and begin implementation.

B. Innovation

1. Searches for new ways to improve the efficiency of existing processes.
2. Determines the feasibility of improvements for ideas and concepts.
3. Accepts and incorporates constructive criticism into proposals for innovation.
4. Takes informed risks to introduce innovation while understanding the limits of authority.



The career ready individual...

7. Models ethical leadership and effective management

The ability to influence others relies on leadership. Today's workplace provides greater transparency and accountability where the ability to ethically lead and manage is essential.

A. Leadership

1. Employs organizational development skills to foster positive working relationships and accomplish goals.
2. Enlists the support of others to accomplish a goal.
3. Models the positive attributes of effective leaders (e.g. self awareness, self-regulation, motivation, empathy and social skills).

B. Ethics

1. Considers the ethical implications of decisions and actions and their impact on personal reputation and credibility.
2. Recognizes personal and long-term workplace consequences of unethical or illegal behaviors.
3. Practices ethical behavior at all times and complies with organizational code of conduct.

C. Management

1. Differentiates between leadership and management.
2. Determines the objectives, parameters and deadlines involved in managing a project prior to beginning work.
3. Develops personal management skills to function effectively and efficiently.



The career ready individual...

8. Works productively in teams and demonstrates cultural competency

Teams of individuals with diverse cultural backgrounds have become the new norm of operation in the American workplace. The career ready individual is prepared to collaborate with colleagues representing various backgrounds.

A. Teamwork

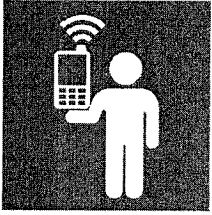
1. Builds consensus within a team to accomplish results.
2. Contributes to team-oriented projects and assignments.
3. Engages team members and utilizes individual talents and skills.

B. Conflict Resolution

1. Anticipates potential sources of conflict and employs conflict resolution skills to facilitate solutions.
2. Disagrees with a team member without causing personal offense.
3. Negotiates with conflicting parties to agree on a reasonable and mutually acceptable solution.

C. Social and Cultural Competence

1. Gives and earns respect by interacting positively with people of different backgrounds, experiences and beliefs.
2. Stays aware of current local, national and global news and issues.
3. Uses awareness of world cultures and languages to effectively communicate with co-workers and customers/clients.



The career ready individual...

9. Utilizes technology

The career ready individual has an understanding of how to use technology and apply it successfully in the workplace. Advances in technology require individuals to quickly learn and use many tools and applications.

A. Data Gathering, Access and Management

1. Uses various methods to search for valid, relevant data to complete workplace tasks.
2. Evaluates Internet resources for reliability and validity.
3. Develops and uses a consistent approach for managing data.

B. Tools and Applications

1. Uses the appropriate technology tools for conveying information, solving problems and expediting workplace processes.
2. Demonstrates the technology skills needed for a chosen career field.
3. Identifies the workplace value of technology tools and applications.

C. Technology Ethics

1. Understands the ethical uses of information and technology related to privacy, intellectual property and workplace issues.
2. Uses computer and Internet protocols that ensure cyber security and confidentiality of private information.
3. Abides by organizational policies on the acceptable use of workplace technology.



The career ready individual...

10. Manages personal career development

Continued on the following page.

Managing a personal career includes exploration, preparation and participation. Each person is responsible for creating and maintaining their own career. Career management includes understanding and meeting the expectations for behavior and skills in the workplace.

A. Planning

1. Identifies opportunities in one or more career pathways that aligns with personal interests and aptitudes.
2. Develops career goals and objectives.
3. Develops a personal education and career plan to meet goals and objectives.

B. Job Seeking

1. Uses multiple resources, including personal and professional networks, to locate job opportunities.
2. Researches information about a prospective employer to successfully complete an application.
3. Uses professional digital media to create a personal brand.
4. Markets self effectively to potential employers.

C. Résumés, Portfolios and Interviews

1. Prepares a professional résumé appropriate for each situation.
2. Produces a record of education and work experiences, licenses, certifications and projects/products to include in a portfolio.
3. Presents a professional image appropriate for the job interview.
4. Communicates experiences, knowledge and skills identified in the résumé and portfolio when interviewing.



The career ready individual...

10. Manages personal career development

D. Professional Development

1. Identifies opportunities for career advancement.
2. Uses resources to develop goals that address training, education and self-improvement issues.
3. Maintains licensure, certification and credentialing requirements.

E. Entrepreneurship

1. Understands the knowledge and skills required of an entrepreneur.
2. Describes the opportunities for entrepreneurship in a given industry.
3. Weighs the opportunities, benefits and risks of entrepreneurship versus employment in a career.



The career ready individual...

11. Attends to personal and financial well-being

The career ready individual recognizes the benefits of physical, mental, social and financial well-being to be successful in a career.

A. Personal Well-being

1. Recognizes the value of a wide range of knowledge and experiences from the arts, culture and humanities to promote intellectual curiosity.
2. Follows a personal wellness plan that includes healthy eating, exercise and disease prevention.
3. Builds positive social relationships with supportive friends and family in a community.

B. Financial Well-being

1. Analyzes choices available to consumers for saving and investing.
2. Develops a personal budget that aligns to near-term and long-term priorities.
3. Establishes a good credit history by using credit responsibly.
4. Understands principles of insurance and identifies appropriate coverage.
5. Makes wise consumer purchasing decisions and avoids fraudulent financial practices.
6. Files and pays local, state and federal taxes in a correct and timely manner.

NEBRASKA STANDARDS FOR
career readiness



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It is the policy of the Nebraska Department of Education not to discriminate on the basis of sex, disability, race, color, religion, marital status, age, or national origin in its education programs, admission policies, employment, or other agency programs.

Non-Core Related Electives 2019

Agriculture Courses	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Intro to AG	8	6	16	10	12	7	4	0	16	4	9	20
Welding I	7	x	10	x	8	x	7	x	9	x	9	10
Welding II	x	7	x	6	x	7	x	9	x	9	8	10
Plant Science	x	9	x	11	x	8	x	9	x	16	11	20
Animal Science	14	x	8	x	10	x	13	x	10	x	11	20
Ag. Business	8	x	4	x	6	x	6	x	5	x	6	20
Leadership	x	10	x	11	x	16	x	7	x	7	10	20
Horticulture	14	x	3	x	7	x	6	x	13	x	8	20
Landscaping	x	18	x	6	x	9	x	2	x	9	9	20

Art Courses	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Art 9	15	15	11	11	10	11	21	27	17	31	17	18
Art 10	15	19	10	8	5	5	4	5	17	20	10	18
Art 11	9	12	18	15	11	11	6	11	0	4	10	18
Art 12	16	18	11	8	11	15	14	12	16	22	15	18
Computer Art	1	6	15	17	6	10	7	11	10	8	9	18
College Art	x	10	x	5	x	5	x	0	x	0	4	18

Business Courses	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Beg. Acct	5	4	0	2	7	5	7	5	2	2	4	15
Adv. Acct	2	2	3	3	0	0	0	1	0	0	1	15
Bus. Law	2	x	1	x	8	x	2	x	5	x	4	15
Econ /Personal Finance	x	9	4	x	5	x	x	5	x	6	6	15
Entrepreneurship	x	x	x	x	x	x	6	x	10	x	8	15
Internaut I	1	7	2	3	x	6	x	4	x	12	5	15
Interanut II	x	x	1	1	x	x	x	x	x	x	x	15

Family Consumer Science	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Careers	2	x	4	x	2	x	1	x	0	x	2	20
Social Issues	x	1	x	4	x	2	x	1	x	1	2	20
Parenting	x	5	x	3	x	0	x	1	x	0	2	20
Family Living	0	x	1	x	1	x	2	x	0	x	1	20
Foods	13	4	1	16	6	8	7	11	13	20	10	20

Industrial Technology	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Drafting	12	x	11	x	24	x	15	x	11	x	15	15
Woods I	x	6	x	16	19	x	x	9	x	8	12	10
Bld. Const.	14	17	19	16	13	14	14	11	13	5	14	16
Small Engines	8	x	9	x	5	x	4	x	6	x	7	8
Basic Elec.	x	11	x	5	x	4	x	4	x	5	6	8
Woods II	5	4	4	5	8	8	17	16	11	11	9	16

Music	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Band			35	11	13	16	12	14	16	17	17	50
Choir	20	22	22	22	20	22	22	20	26	22	22	50

Non-Core Related Electives 2019

Agriculture Courses	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Intro to AG	8	6	16	10	12	7	4	0	16	4	9	20
Welding I	7	x	10	x	8	x	7	x	9	x	9	10
Welding II	x	7	x	6	x	7	x	9	x	9	8	10
Plant Science	x	9	x	11	x	8	x	9	x	16	11	20
Animal Science	14	x	8	x	10	x	13	x	10	x	11	20
Ag. Business	8	x	4	x	6	x	6	x	5	x	6	20
Leadership	x	10	x	11	x	16	x	7	x	7	10	20
Horticulture	14	x	3	x	7	x	6	x	13	x	8	20
Landscaping	x	18	x	6	x	9	x	2	x	9	9	20

Art Courses	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Art 9	15	15	11	11	10	11	21	27	17	31	17	18
Art 10	15	19	10	8	5	5	4	5	17	20	10	18
Art 11	9	12	18	15	11	11	6	11	0	4	10	18
Art 12	16	18	11	8	11	15	14	12	16	22	15	18
Computer Art	1	6	15	17	6	10	7	11	10	8	9	18
College Art	x	10	x	5	x	5	x	0	x	0	4	18

Business Courses	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Beg. Acct	5	4	0	2	7	5	7	5	2	2	4	15
Adv. Acct	2	2	3	3	0	0	0	1	0	0	1	15
Bus. Law	2	x	1	x	8	x	2	x	5	x	4	15
Econ /Personal Finance	x	9	4	x	5	x	x	5	x	6	6	15
Entrepreneurship	x	x	x	x	x	x	6	x	10	x	8	15
Internaut I	1	7	2	3	x	6	x	4	x	12	5	15
Interanut II	x	x	1	1	x	x	x	x	x	x	x	15

Family Consumer Science	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Careers	2	x	4	x	2	x	1	x	0	x	2	20
Social Issues	x	1	x	4	x	2	x	1	x	1	2	20
Parenting	x	5	x	3	x	0	x	1	x	0	2	20
Family Living	0	x	1	x	1	x	2	x	0	x	1	20
Foods	13	4	1	16	6	8	7	11	13	20	10	20

Industrial Technology	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Drafting	12	x	11	x	24	x	15	x	11	x	15	15
Woods I	x	6	x	16	19	x	x	9	x	8	12	10
Bld. Const.	14	17	19	16	13	14	14	11	13	5	14	16
Small Engines	8	x	9	x	5	x	4	x	6	x	7	8
Basic Elec.	x	11	x	5	x	4	x	4	x	5	6	8
Woods II	5	4	4	5	8	8	17	16	11	11	9	16

Music	Year 14-15		Year 15-16		Year 16-17		Year 17-18		Year 18-19		Ave #'s	Size Limit
	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2	S 1	S 2		
Band			35	11	13	16	12	14	16	17	17	50
Choir	20	22	22	22	20	22	22	20	26	22	22	50

Rule 10- PCS Offerings - Units & Credits

	Rule 10		
Must have 400 instructional units.	Math (IU 77.44) 80 Credits Offered	Career and Technical Ed. (IU 174.24)	Visual and Performing Arts (IU 77.44)
Minimum Instructional Units	Algebra I	Drafting (1 Sem)	Band
Scicene (40)	Algebra II	Woods I (1 Sem)	Choir
Language Arts (60)	Geometry	Woods II & III	Intro. to Speech (1 Sem)
Social Science (40)	Trigonometry (1 Sem)	Building Construction	Art 9
Mathematics (40)	Calculus (1 Sem)	Basic Electricity (1 Sem)	Art 10
Foreign Language (20)	Math Analysis (1 Sem)	Small Engines (1 Sem)	Art 11
Career and Tech Ed. (80)	College Algebra DC (1 Sem)	Intro to Agriculture	Art 12
Health and Phys Ed (20)	Algebra IA	Welding I (1 Sem)	Computer Art
Visual and Perf. Arts (40)	Algebra IIA	Welding II (1 Sem)	College Art DC (1 Sem)
Instructional Units based on 50 minute periods for 180 days.	Geometry A	Landscaping (1 Sem)	80 Credits Offered
PCS Inst. Units based on 51 min pd. x 144 days & 43 min x 32 day = 9.68 Instructional Units	Basic Math I Resourse (offered every third year)	Horticulture (1 Sem)	Social Science (IU 58.08) 50 Credits
	Basic Math II Resourse (offered every third year)	Agri Business (1 Sem)	Geography (1 Sem)
Language Arts (IU 77.44) 80 Credits Offered	Basic Math III Resourse (offered every third year)	Leadership (1 Sem)	World History
Practical English I (offered every other year)		Accounting	American History
Practical English II (offered every other year)	Science (IU 77.44) 80 Credits Offered	Advanced Accounting	American Government
Practical English III (offered every other year)	Science 9	Business Law (1 Sem)	Recent History
Practical English IV (offered every other year)	Biology 10	Economics (1 Sem)	Social Issues (1 Sem)
English 9	Anatomy	Parenting (1 Sem)	Psychology
English 10	Chemistry	Foods	
English 11	Physics	Family Living (1 Sem)	Hlth & Phy. Ed (IU 29.04) 30 Credits
World Literature	Animal Science (1 Sem)	Careers (1 Sem)	Health 9 (1 Sem)
Creative Writing	Plant Science (1 Sem)	Street Law	Physical Education 9 (1 Sem)
Journalism	Experimental Science	Yearbook	Life Sports
	Astronomy (1 Sem)	Internaut I	Weight Training
Foreign Language (IU 29.04) 30 Credits Offered	Meteorology (1 Sem)	Internaut II	Offered in Past but not Presently
Spanish I		Computer Applications (1 Sem)	Clothing 1 & 2
Spanish II			Expanded Communications
Spanish III		180 Credits Offered	Music Theory & History
270 Credits Required for Graduation		Key	
(10) Technology	(30) Mathetics	Classes Created in last 5-10 yrs	PCS Total Units= 600.16
(30) Science	(20) Foreign Language		Min. Instructional Hrs Rqd 1080
(45) Language Arts & Speech	(10) Health and Phys. Ed	Classes offered every other year	
(30) Social Science	(100) Electives	Classes offered every other year	

Culture (5-16-18; 6-20-18;9-17-18;10-15-18)

SMART Goal Statement: PCS will increase community involvement by leveraging the booster club & YDC by expanding into the whole school including the expansion of the youth booster impact.

Strategies

1. Communicate w/ admin about Booster Club growth
2. Awareness of improved/growing Booster Club
3. Increased involvement
4. Sponsorship

Responsible

1. Angie Patrick
2. Jamie Picquet
3. Tami Cook/Ashley
4. Adair Reese/Tami

Timeline

June

?

Curriculum- Differentiated Instruction (5-16-18; 6-20-18)

Perkins County Schools will develop professional development to differentiated instruction to meet critical thinking skills in accordance with the career readiness standards and PCS instructional model.

Strategic Action Plan

1. What are we currently doing

Responsible

1. Mrs. Long & Mr. Picquet

Timeline

1. Oct. 1

Evidence of Effectiveness

1. Report to the board

Curriculum (5-16-18; 6-20-18)

The Perkins County Schools will improve its curriculum by incorporating class offerings to prepare our students for college and career opportunities.

Strategic Action Plan

1. Review course offerings; Career Tech Ed offerings
2. Survey student course/class interests (current and former students)

Responsible

1. & 2. Mr. Friedel; Mrs. Johnson; Mrs. Bishop
Curriculum Committee

Timeline

November 26th

**PERKINS COUNTY SCHOOLS
PRINCIPAL'S CONTRACT**

It is hereby agreed by and between the Board of Education of the Perkins County School District No. 001, located in Perkins County, in the State of Nebraska (hereinafter called the Board) and Ben Jones (hereinafter called the Principal), that the said Board has and does hereby employ Ben Jones as Principal for a 1-year period commencing the 1st day of August, 2019. Both parties agree that said employee shall perform the duties of the Principal in and for the Perkins County Schools for 10.5 months, consisting of at least 220 days of service, of each year contracted in said District as prescribed by the law of the State of Nebraska and by the rules, policies, and regulations made thereunder by the Board of said District.

1. In consideration of salary and benefits as follows:

Salary	\$ 83,500.00
Health Insurance	Single BC/BS/Single Dental
Professional Dues	\$ 800.00
Travel & Mileage	
Allowance (w/receipts)	As Needed

2. In consideration of leave as follows:

Sick Leave: Thirteen contract days accredited at the beginning of each school year, cumulative to a maximum sick leave of forty days. The total number of sick days available to principals will be documented on monthly paycheck stubs. Maternity and paternity leave will be treated as personal illness. Further leave will be deducted at the ratio the number of days absent bears to 220 days times the salary of the individual principal.

Bereavement Leave: Principals shall be allowed up to two days per year. Any additional leave shall be deducted from sick leave.

Professional Leave: With the superintendent's approval, the principal shall continue professional development by attending appropriate professional meetings at the local, state, and national levels.

Personal Leave: Three days of personal leave, which have been approved by the superintendent will be granted to the principal. The Principal will be reimbursed for each unused personal day at the end of the contract year at the current substitute teacher rate.

FIRST: The salary of the Principal shall be payable in 12 equal installments. The first installment shall be payable on the 15th day of August, 2019 and the remaining installments shall be payable on the 15th day of each month thereafter.

SECOND: The Principal hereby agrees to be governed by the policies of the Board of Education of the district and that the Principal duties to be performed by him/her under this contract shall be subject to assignment of the Superintendent of the District with approval of the Board of Education of the District: and further agrees to devote full time, during the days of school to his/her position in all respects, to diligently and faithfully perform assigned duties as Principal to the best of his/her ability.

THIRD: The Principal is authorized to organize, recognize, and arrange the teaching and support staff of the school assigned with the concurrence of the Superintendent and the Board of Education. The Principal shall have the authority to plan, implement, and evaluate the daily operation of the school he/she is assigned. The Principal shall be directly responsible to the Superintendent and will assist the Superintendent in carrying out the programs and policies of the District.

FOURTH: This contract may be canceled or amended by a majority of the member of the school board during the school year for any of the following reasons: (a) upon cancellation, termination, revocation or suspension of the administrative certificate by the State Board of Education; (b) breach of any of the material provisions of this contract; (c) for any reason set forth in this contract; (d) incompetence; (e) neglect of duty; (f) unprofessional conduct; (g) insubordination; (h) immorality, or (i) physical or mental incapacity. Cancellation or amendment under this contract shall be governed by the applicable provisions of Nebraska Statutes.

FIFTH: That upon termination of this contract for just cause, or upon the release of the Principal from this contract, the compensation paid or to be paid hereunder shall be an amount which bears the same ratio to the yearly salary herein specified as the number of days of service to the date of such termination bears to the number of days of service. Any unearned fractional portion of an installment paid but not earned prior to termination of the contract shall be refunded by the Principal.

SIXTH: There shall be no penalty for release of resignation by the Principal from this contract; provided no resignation shall become effective until the close of the school year unless accepted by the Board of Education of the District and the Board shall fix the time at which the resignation is to take effect.

SEVENTH: This contract shall conform to the regulation governing deductions from the above stated compensation with reference to withholding tax, Social Security and retirement. Other deductions may be withheld as agreed to by the parties to this contract.

EIGHTH: The Principal hereby affirms that he/she is not under contract with another School Board of Education within this state covering part or all of the same type of employment as is contemplated by this agreement. The Principal further affirms that the beginning of the term of this contract and throughout the term of this contract he/she holds or will hold a valid Nebraska Teaching Certificate with appropriate principal endorsement. It is understood and agreed that this contract is not valid until the teaching certificate, as herein listed, is registered in the office of the Superintendent of Schools.

NINTH: Terms and conditions set forth in this agreement shall be subject to such wages and conditions of employment as may, from time to time, be mutually agreed upon by and between the Board and Principal; and said agreement, when reduced to writing and executed by the parties, shall be deemed to be included herein by reference and shall become a part hereof. The Principal shall receive personal benefits accorded to other professional employees of the District and any other such benefits that may be determined by the Board.

TENTH: Hereafter, this contract may be continued by a separate, annual written "Renewal Agreement" which shall incorporate all the provisions hereof by reference, except as stated on such Renewal Agreement. Renewal Agreements or Renewal Contracts must be executed by the Principal and delivered to the Superintendent of Schools or the Secretary of the Board of Education of the District within fifteen (15) calendar days of receipt thereof from the District Said Renewal Agreement or Renewal Contract shall not be offered to the Principal prior to February 15th. Contract renewal, amendment, termination or cancellation shall also be subject to the requirement of Sections 79-12, 111 through 79-12, 114 R.R.S (1982 Supp) and any other applicable state statutes.

ELEVENTH: The failure to obtain a provisional administrative endorsement from the Nebraska Department of Education by August 31, 2019, shall render this contract null and void.

TWELFTH: INDEMNIFICATION CLAUSE FOR ADMINISTRATORS CONTRACT
The District shall include the Principal as a named insured in its liability and errors and omissions insurance policies. To the full extent permitted by law, the District shall defend, hold harmless, and indemnify the Principal from any and all demands, claims, suits, actions, and legal and/or employee of the District, provided that the incident arose while the Principal was acting (or, in good faith, reasonably believed that he was acting) within the scope of his employment as the Principal of the District.

Executed _____
Principal Signature Date

Executed _____
District Board President Date

Attest: _____ Date By: _____ District Board Secretary