

Board of Education Regular Meeting
Monday, May 11, 2015 7:30 PM

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

Agenda

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda
 - 4.1. Approval of Minutes
 - 4.2. Approval of General Fund Bills
 - 4.3. Approval of Board Member Absence
5. Treasurer's report
6. Recognition of Students and Staff
7. ACTION ITEMS
 - 7.1. Approve resignation and retirement agreement for Priscilla Warren effective at the end of the 2014-15 school year.
 - 7.2. Approve proposal for external access control upgrades
 - 7.3. Approve proposal for security camera upgrades
 - 7.4. Approve Michelle Stark for the Curriculum/Assessment Coordinator beginning 2015-16 school year
8. DISCUSSION ITEMS
 - 8.1. Education Report
 - 8.2. External Visitation Report
 - 8.3. Policy 3520- Transportation
 - 8.4. Policy 1110- Bulletin Boards
 - 8.5. Policy 1115- Publications
 - 8.6. Policy 1125- Ordering of Supplies
 - 8.7. Policy 1130- Board of Education Meetings
 - 8.8. Policy 1135- Board Relations with the Public
 - 8.9. Educational Consulting Services Presentation
9. Principal Reports
 - 9.1. Elementary Principal
 - 9.2. Secondary Principal
10. Board Reports
11. Superintendent Report
12. Recognition of Visitors/Public Comment
13. Next meeting date and time: June 8, 2015 at 7:30 pm
14. Adjournment

Board of Education Regular Meeting

A meeting of the Board of Education of Tekamah-Herman Public Schools was convened in open session on April 13, 2015, at 7:30 PM in the Board Room, 112 N 13th Street, Tekamah, Nebraska.

Notice of the meeting was given in advance by publication and/or posting in accordance with the Board approved method for giving notice of meetings. Notice of this meeting was given in advance to all members of the Board of Education. The Secretary of the Board maintains a list of the news media requesting notification of meetings and advance notification to the listed media of the time and place of the meeting and the subjects to be discussed at this meeting was provided. Availability of the agenda was communicated in the publicized notice and a current copy of the Agenda was maintained as stated in the publicized notice. All proceedings of the Board of Education, except as may be hereinafter noted, were taken while the convened meeting was open to the attendance of the public.

Attendance Taken at 7:30 PM:

Present Board Members:

Becky Anderson
Bret Brodersen
Gordon Bryant
Trent Leichleiter
Rod Schmidt
Bill Skinner

1. Call the meeting to order
2. Open Meetings Law
3. Roll Call
4. Consent Agenda

Motion Passed: The motion to approve the Consent Agenda including the March 9, 2015 minutes and the April claims passed with a motion by Rod Schmidt and a second by Bret Brodersen.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

- 4.a. Approval of Minutes
- 4.b. Approval of General Fund Bills

5. Treasurer's report

Discussion:

Mr. Lavaley presented the February 2015 Treasurer's report.

6. Recognition of Students and Staff

Discussion:

Mr. Kreifels recognized the elementary students who earned lunch with the Principal: February-Addison Brandsetter, Ean Chase, Wade Lytle, Layla Pruess, Gabriel Stock, Emme Anderson, Carly Freidel, Brayden Waltke, Aaron Connealy, Emma Nilson, Kailey Voss, Madison Kellogg, Cameron Klaasen, Cole Bottger. March-Evan Brodersen, Bristol Gibson, Miley Bergman, Zach Wolf, Lily Sears, Brody Rogers, Barrett Lavaley, Danica Johnson, Neveah Crogan, Logan Birdsong, Addison Regalado, Wyatt Deemer, Leann Hawkins, Austin Marion.

Mr. Gross recognized the following students for their achievements:

FFA: Breanna Deacon, Josie Oliver, Amy Rogers, Samantha Surber, Katheryn Gegerson, Bryan Petersen, Jessica Fleischman, Kolton Fleischman, Hunter Pruess, Cory Leonard and Bailey Rasmussen.

FBLA: Emily Pawoll, Carter Walford, Leia Farrens, Hannah Tobin, Carson Cameron, Katie Bitter, Mark Heaney, Ellie Glup, and MaKendra Kellogg.

April students of the Month: Kyle Quick and Rayna Hladke

7. ACTION ITEMS

7.a. Approve last day of 2014-15 school year

Motion Passed: A motion to approve the last day of classes for students on May 19th, and teachers on May 20th passed with a motion by Bret Brodersen and a second by Trent Leichleiter.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

7.b. Approve Policy 3520.1- Transportation Responsibilities

Motion Passed: The motion to approve Policy 3520.1 regarding transportation responsibilities passed with a motion by Rod Schmidt and a second by Trent Leichleiter.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

7.c. Approve Hannah Hyslop for Family Consumer Science teaching position beginning 2015-16 school year.

Motion Passed: The motion to approve Hannah Hyslop for Family Consumer Science teaching position beginning 2015-16 school year passed with a motion by Bret Brodersen and a second by Rod Schmidt.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

7.d. Accept, with regret, resignation of Shara Johnson effective at the end of the 2014-15 school year.

Motion Passed: The motion to accept the resignation of Shara Johnson passed with a motion by Rod Schmidt and a second by Bret Brodersen.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

7.e. Approve Siemens quote to replace valves and actuators.

Motion Passed: The motion to approve the Siemen's quote in the amount of \$20,350 for valve replacement and materials passed with a motion by Trent Leichleiter and a second by Becky Anderson.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

8. DISCUSSION ITEMS

8.a. Education Report

Discussion:

The School Improvement Team consisting of Holly Loftis, Pam O'mara, Shara Johnson, Becky Rogers, Jesse Zavadil, Leslie Brenneis, Jane Walford and Nishja Nuss gave a presentation on what their group is required to do and presented the Board with an agenda for April 22nd which is the External Team Visit.

8.b. Daily Schedule beginning 2015-16

Discussion:

Nishja Nuss, Guidance Counselor, addressed the Board with a possible change to the 2015-16 school year schedule. The changes include lengthening the school day and working with an 8-period day. Both Principals and Ms. Nuss will continue to develop the new schedule.

8.c. Busing Transportation

Discussion:

Mr. Lavaley addressed the Board with the current bussing situation. With a shortage of drivers, the Board is going to have to make adjustments to morning and afternoon routes. At this time, the Board asked Lavaley to ask for patron's opinions in his next newspaper clip.

8.d. Upgrading Safety System

Discussion:

The Board asked Mr. Lavaley to gather information on steps the Board could take to upgrade the safety system of the school building. Lavaley met with two companies who specialize in this field. The Board would like a quote on two things: buzzer/key access, and camera upgrades.

9. Principal Reports

9.a. Elementary Principal

Discussion:

Mr. Kreifels reported the Elementary is in the final stages of selecting the new science curriculum and the Discipline Review Committee has wrapped up their plans for the 2015-16 school year.

9.b. Secondary Principal

Discussion:

Mr. Gross reported that this is a very busy time of the year for the high school with all the extra curricular activities and testing. There will be a noon dismissal on April 21st for all students due to the high school track meet.

10. Board Reports

Discussion:

President Bryant reported the progress the consultant, Jerry McCall, has made on gathering data concerning the future plan for Tekamah-Herman.

11. Superintendent Report

Discussion:

Mr. Lavaley asked the Board to set up a committee to meet with Jerry McCall. The Board decided Brodersen, Schmidt, and Leichleiter would serve on this committee. Lavaley also addressed the closure of the Herman kitchen next year (hot meals catered in from the Tekamah building), the response from Oakland-Craig on interest in cooperating activities/athletics, and the Board's option on what they would like to do with the wrestling room.

12. Recognition of Visitors/Public Comment

Discussion:

Phil Hennig addressed the Board with his thoughts on the Tekamah-Herman FFA program.

13. Next meeting date and time: May 11, 2015 7:30 pm

Subsidiary Motion Passed: At 8:58 p.m., the motion to go into regular session to discuss personel passed with a motion by Bret Brodersen and a second by Rod Schmidt.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

Motion Passed: At 9:37 p.m., the motion to return to regular session with no action taken passed with a motion by Rod Schmidt and a second by Bret Brodersen.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

14. Adjournment

Motion Passed: The motion to adjourn the meeting at 9:38 p.m. passed with a motion by Rod Schmidt and a second by Trent Leichleiter.

Becky Anderson	Yes
Bret Brodersen	Yes
Gordon Bryant	Yes
Trent Leichleiter	Yes
Rod Schmidt	Yes
Bill Skinner	Yes

Heidi Lindberg
Secretary

Tekamah-Herman Public Schools
05/11/2015 2:45 PM

ABM JANITORIAL	Custodial Service	10,772.86
Alert Solutions Inc	Supplies	937.50
American Broadband Clec	Telephone	226.75
Arctic Glacier International Inc.	Ice	44.10
Bomgaars Supply, Inc.	Supplies	343.06
Braniff Service	Service	3,892.74
Brown & Saenger	Supplies	653.95
Buddies	Fuel	259.74
Burt Co Service & Glenn's Alig	Service	6,046.77
Cannon	Lease Payment	798.67
Cass Plumbing	Repairs	1,294.99
City Of Tekamah	Water/Sewer/Compactor	397.84
Continuum Retail Energy Services,	Fuel	6,322.20
Cubby's, Inc.	Fuel	52.55
Devening, James	Service	400.00
Dietze Music House, Inc.	Music Supplies	65.00
DOLLAR GENERAL	SUPPLIES	13.91
EDUCATIONAL CONSULTING SERVICES	Consultant Fees	3,450.00
ERIKSON, ELLEN	Mileage	46.00
ESU #2	Service	3,119.00
ESU #3	Service	6,667.74
Farrens, Linda	Mileage	135.60
Father Flanagan's Boys Home	Tuition	2,394.57
FedEx	Postage	50.41
FISHER SCIENTIFIC	Supplies	2.53
Follett School Solutions, Inc.	Textbooks	115.99
Frickenstein Pumping & Portables	Service	495.00
GE CAPITAL	Equipment Lease	115,224.85
Great Plains Comm.	Telephone	1.12
Gross, Dan	Expenses	105.80
Handwriting Without Tears	Supplies	1,789.41
Hansen, Jodi	Reimbursement	52.00
Heartland Foundation	Services	330.00
HireRight Solutions Inc.	Supplies	56.00
Holiday Inn Express	Rooms	113.04
Hunter, Denise	Mileage	92.00
JOHNSON, SHARA	Mileage	149.50
KMENT, REBEKAH	Mileage	32.20
Kreifels, Ben	Travel Reimbursement	48.30
KSB SCHOOL LAW, PC LLO	Legal Council	1,490.00
Lavaley, Brandon	Mileage reimbursement	1,030.63
Learn 2 Move	Services	781.68
Mackin Library Media	Library Books	329.77
Matheson Tri-Gas, Inc	Supplies	13.80
Memorial Community Hospital	Bus Physicals	28.50
MESSERSMITH, JEFF	Mileage	119.60
Michl, Bob	Mileage	109.25
Nebraska Link	Ethernet Service	501.90
Nebraska Public Power	Electricity	4,035.48
Office Systems Co.	Maintenance	2,456.38
OPPD	Electricity	690.12
OTT, ABIE	Mileage	221.95
PAGELS, RYANN	MILEAGE REIMBURSEMENT	5.75
Payflex Systems USA, Inc.	Fees	123.75
Pioneer Telephone	Telephone	10.63
Plaindealer Publishing	Printing	242.78
Popplers Music Inc	Music Supplies	16.40
ROCHE, ALAINA	Mileage	59.80
Savemore Market	Supplies	130.17
Schroeder, Terry M.	Certified Water Operator	120.00
Shamburg Auto Supply, Inc.	Parts	401.53

SIFFRING LANDSCAPING & GARDEN	Mulch	940.00
Supplyworks	Materials	10,837.47
Tekamah Ford-Lincoln Mercury, Inc.	Bus Repairs	1,277.80
TERMINIX	Pest Control	80.00
Tri-State Communication	Monthly Service	114.50
TROTTER, MOLLY	Mileage	8.05
TRUCK CENTER COMPANIES	PARTS	89.43
U.S. Post Office	POSTAGE	119.00
Verizon Wireless	Telephone	39.29
VWR International Co. dba Sargent-	Supplies	12.04
Wallace, Don	Reimbursement	623.30
WALTER LYDICK	Service	350.00
Warren, Priscilla	Service	24.15
Wells Fargo Card Serivces	Fees/Travel Expenses	1,233.92
Wells, Erin	Mileage Reimbursement	171.05
Wragge Pharmacy	Supplies	17.02
Yutan FAB	District Music Fees	20.00
Zavadil, Jesse	Reimbursement	32.76

\$ 195,903.34

MARCH 2015 TREASURER'S REPORT		
CASH ON HAND	\$	977,825.21
GENERAL REIMBURSEMENT FUND	\$	3,891.19
BEGINNING BALANCE 1/1/2015		\$981,716.40
BURT COUNTY TAXES	\$	305,917.69
WASH COUNTY TAXES	\$	32,560.13
COUNTY FINES AND FEES	\$	24,373.31
INTEREST	\$	26.91
STATE AID	\$	5,739.81
SPEC ED PROGRAMS	\$	65,145.00
EDUCATION QUEST GRANT	\$	1,000.00
NON-REVENUE RECEIPTS	\$	21.59
MARCH REVENUE		\$ 434,784.44
	T. REVENUE	\$1,416,500.84
DISTRIBUTION:		
PAYROLL	\$	467,338.44
EXPENDITURES	\$	87,980.62
	T. EXPENDITURES	\$555,319.06
ENDING BALANCE 3/31/2015		\$861,181.78
PERCENTAGE OF BUDGET SPENT AS OF 03/31/2014		52%
PERCENTAGE OF BUDGET SPENT AS OF 03/31/2015		51%

Date: April 29, 2015

Date: _____, 2015

EXHIBIT A

April 29, 2015

Tekamah-Herman Board of Education
Tekamah-Herman Community Schools
112 N. 13th Street
Tekamah, NE 68061

Dear Members of the Board of Education:

I hereby resign my employment as a teacher at Tekamah-Herman Community Schools, effective at the end of the 2014-15 contract year.

Sincerely,

A handwritten signature in cursive script that reads "Priscilla Warren".

Priscilla Warren

External Visitation
Team Report
On the
Continuous Improvement Plan
And Process
For
Tekamah Herman Schools
Tekamah, Nebraska



April 22, 2015

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Tekamah Herman Schools

Mission Statement

*Tekamah Herman Schools
will provide a quality
education with the active
support of staff, parents and
community.*



**Tekamah Herman Schools
External Visitation Team Members**

Dr. Bob Michl, Principal
Freeman Public Schools
P.O. Box 259
Adams, NE 68301

Mr. Joey Lefdal, Superintendent
Santee Community Schools
206 E. Frazier Ave E
Niobrara, NE 68760

Mr. Brad Hoesing, Principal
Wausa Public School
300 S. Bismark
P.O. Box 159
Wausa, NE 68786

**Ms. Abie Ott, Educational
Planning Director**
Central Community College
Administrative Office
4500 63rd St.
P.O. Box 1027
Columbus, NE 68602

Mr. Jeff Messersmith, Superintendent, Chair
Wynot Public Schools
709 St. James Ave.
Wynot, NE 68792



Tekamah-Herman External Team Visit

April 22, 2015

Agenda

- 8:00 – 8:30 Arrival of external team/External Team Chair meets with External Team
Rolls and Coffee will be provided – H.S. Library
- Nishja and Shara to greet team
- 8:30 – 9:30 Presentation by School Improvement Steering Committee – H.S. Library
Question / Answer session to follow
- Administration to attend
- 9:30 – 10:45 Facilities Tour
- Tekamah Facilities
 - NHS Officers to lead Tekamah tour
 - Herman Facilities
 - Shara and Nishja to transport / lead tour
 - Herman Teacher/Staff Interview
 - Janelle Ray, Mary Oliver, Wendy Carlson
 - Herman Student Interview
 - Drew Jensen, Kody Bitter, Neligh Walpole, Ella Booth
- 10:45 – 11:15 Student Interviews
- Elementary Students with part of external team – Distance Learning
- Olivia Chatt, Barrett Lavaley, Nery Pintor, Anna Stork, Kaleb Quick, Aubrynn Sheets, Molly Olson, Rylee Hansen
- HS/Middle School Student with part of external team - H.S. Library
- Luke Wakehouse, Maggie Braniff, Sydnee Brummond, Brandon Schram, Koralynn Voskamp, Max Hansen, Olivia Deemer, Luke Green, Allie Snow, Carter Walford, Scot Anderson, Tessa Chandler
- 11:15 – 11:45 Teacher/Staff Interview with entire external team – H.S. Library
- Elementary teachers: Abra Bridges, Carrie Braniff, Jaccie Mencke, Connie Jarzynka
 - Middle/High School teachers: Rebekah Kment, Kevin Breedlove, Juliet Jensen, Molly Miller
- 11:45 – 12:30 Lunch
- External team, School Board, School Improvement Team, Admin – HS Library
- 12:30 – 1:30 Classroom Observations (optional)
- 1:30 – 3:15 External Team work time – HS Library
- 3:15 – 3:45 Meet with Administration to report findings
- 3:45 – 4:15 Exit Report with full staff - Auditorium

INTRODUCTION Purpose of the Visit

Tekamah Herman School hosted a Nebraska Frameworks External Visitation on April 22, 2015. The External Visitation team was hosted to validate the efforts of their school improvement program and their intervention strategies. The External Team reviewed the data compiled by the respective local committees and the rubric developed as a result of the data.

The External Visitation Team members further reviewed information and supplemental data and results provided the day of the visit. Written materials provided by the local Steering Committee included but were not limited to information as follows: the School Improvement Goal, the Purpose Statement for Tekamah Herman Schools, data reviewing student achievement, surveys of students, staff, parents, and graduates, data supplied by the State Report Card, classroom assessments, and previewing pertinent demographics unique to the Tekamah Herman District.

The External Team also conducted interviews with the Steering Committee, select staff focus group members, select students from 2nd through 12th grade, administration, Board of Education and the School Improvement Team.

External Team focus was centered on data interpretation. The incorporation of staff awareness and development in the instructional strategies to be implemented with regard to improved student achievement was reviewed. The attitude of the improvement process for the leaders and the administration was enthusiastic and this vitality will provide the forward motion as the district continues its improvement strategy.

Efforts of the Tekamah Herman school improvement leaders and committees are commended for instituting recognized reading programs including: DIBELS (K-6), “Rock ’N Readers” program, Pearson Reading Street, and RAP. Likewise, in the high school the following interventions can be found: L to J, use of an advisory period, Silent Sustained Reading, and “Title Blasters”.

It is important to note, the school district demonstrates active participation by some stakeholder groups and a distinct commitment to the Continuous improvement process by creating a fulltime School Improvement coordinator. However, to truly represent everyone in the district, Tekamah Herman Schools are encouraged to find ways to get input from all stakeholders and schedule a couple of meetings a year with this group to keep everyone informed as to what is going on. How much do parents and community members realize what is being done to improve reading in the district? Involve them in every step of the process. They are your opportunity to promote everything you do, and what you want to accomplish.

The district’s vision guides allocations of time and human, material and fiscal resources and truly is a highly functional district under the CIP rubric. Likewise, the administrative team has come together and created a vision for improvement that will not only move the district forward but also create opportunities to be more fiscally credible to the stakeholders.

Curriculum committees meet once each month, they are the district movers and shakers, focusing on curriculum and school improvement. Ultimately, study district survey data from each specific group surveyed, including the students. The student focus group had a lot to say about things they saw as strengths and weaknesses. Make sure they are an integral part of your decision making process. Students are the “product” of your school and will be outstanding assets to your school now and in the future. As for facilities, GET ALL OF THESE PEOPLE INTO YOUR

BUILDING TO LET THEM SEE THE PROBLEMS.

Stakeholders need to be more than administration and staff. Like with the CIP group, it must be students, teachers, administrators, board members, parents, and community members. CREATE ways to get people into the building. Don't give them an option to see the building if they want to. Show them the media center, the gym, the classrooms, the hallways, the ceilings, and everything else that is in need of repair/replacement.

Members of the External Team wish to express their gratitude to Tekamah Herman Schools for their hospitality, courtesies, and professional candor during the review. It was an extremely rewarding and professional experience for the team; we hope for the hosts as well. The External Team advised the district that the team as a whole or as individual members would be willing to return in the future at any point in the Continuous Improvement Process as they might determine. Finally, the External Team wishes Tekamah Herman Schools continued success in their school improvement endeavors.



Overview of the District Improvement Process

Reviewer's Names

Bob Michl

Brad Hoelsing

Abie Ott

Joey Lefdal

Jeff Messersmith

- I. Description of the Continuous Improvement Process:** (team membership, timelines, summary of activities, and for public schools, a description of how multicultural education is incorporated into the process.)

A. The CIP process is sustainable.

- The Board and Administration are supporting the CIP efforts.
- Calendar is already set for 2015-16 CIP dates. Meetings are organized (agendas, minutes) and include administrative support.
- On-going collaboration and cross-curricular grade-level discussions.
- Accountability has been improved for the CIP work (plan, agenda and minutes).

B. Teacher-led staff involved school improvement process (CIP).

- Committee members include cross-curricular teams.
- Data team compiles the data and presents to the entire staff. Data analysis has been conducted and needs to be on an annual basis.
- A plan for data collection and analysis is already implemented. Teachers demonstrate an interest in understanding MAP, NeSA and DIBELS and are willing to attend training to support this effort.
- Teachers understand that Tekamah Herman School staff share a common goal of doing what is best for kids. They have high expectations for their students and openly model enthusiasm, respect, and flexibility on a daily basis.

II. Commendations: (successful activities, procedures and accomplishments in the overall progress of the school improvement process)

A. There is a commitment to continuous improvement at Tekamah-Herman:

- New administration has put structures in place to move forward and grow (early outs, monthly staff meetings, PLCs).
- An assessment and curriculum director has been put in place and is a support for faculty.

B. The district is open about the continuous improvement work they have yet to do:

- Tekamah-Herman has recently started (2013) using NWEA Measure of Academic Progress (MAP) assessments in addition to reviewing NeSA student performance data (3-11) and DIBELS (K-6) results.
- There is a concerted effort to improve the use of data in the district and they are looking forward to adding BrightBytes next year (2015-16) through a co-op facilitated by their ESU.

C. Community support, communication, and relationships:

- The district has made a concerted effort to improve communication with stakeholders. The use of weekly elementary parent newsletters, Powerschool accessibility to parents, a marquee and a weekly superintendent's blog to update the community, and a school website maintained by students work together to keep stakeholders up-to-date.
- The school provides service to its community. In addition to the many activities with solid student participation, the district has an I-HELP group comprised of over 100 students who volunteer for community service projects throughout the year.

The Computer Club provides an annual “Medicare Day” to assist senior community members with online registrations, etc.

- Support for college and career readiness is evident in the vocational educational opportunities available at Tekamah-Herman. The local Ford dealership is a partner with the district’s auto mechanic program and works to assist students achieve ASE (Automotive Service Excellence) certification. Students also have the opportunity to graduate with college credit by succeeding in dual or college credit courses delivered through distance learning or online technologies or by taking a dual credit business course from their high school instructor.

D. Student - Teacher support, communication, and relationships:

- Students and teachers were observably pleasant and proud of their school, despite their facility challenges.
- Students report that doing well in school is important to them and that, overall, their teachers and administration treat them fairly and expect them to do their best. These high expectations of students and established trust will continue to foster growth in student performance.
- With the implementation of a one-to-one (1:1) laptop initiative at the high school, the district adopted a new learning management system. This system (Canvas) along with PowerSchool provides a platform for open communication between teachers, administration, and students.
- The superintendent holds monthly post-board meetings to update teachers and provide an additional opportunity for teacher input and questions.

III. Recommendations: (next steps in the overall school improvement process)

- A. Align professional development opportunities with district goals. Utilize ESU professional development staff to assist in targeting and delivering in-house training and seek opportunities to send teachers out to receive relevant information about best practices in teaching and learning to help students achieve gains in reading comprehension across the curriculum. Include additional support and training for teachers in a 1:1 environment, including classroom management tips such as teaching from the back of the classroom, etc.
- Solidify an assessment process that will support instructional decisions and interventions for student learning.
 - Disaggregate student performance data to identify what type of learner is performing at each level and what their specific learning need may be.
 - Target interventions to assist those learners make improvements.
 - Consider developing an articulated assessment schedule and guided data review to allow teachers to make program and instructional decisions that will support student success.
- B. Look for ways to collaborate around a set of standards, objectives, and/or learning goals. Cross-collaborate to develop shared language and contextualized learning that will help students make connections between concepts and application of those concepts.
- C. Help students understand their learning targets and assessment goals. Find ways to be specific with students about the criteria for their success.



Student Performance Goal Reports

Reviewer's Names

Bob Michl

Brad Hoelsing

Abie Ott

Joey Lefdal

Jeff Messersmith

I. State the Goal

“All students will improve reading comprehension skills across the curriculum.”

II. Comments about the student performance goal. This section should include comments about goals, assessments, interventions/strategies, and/or staff development.

Tekamah-Herman Community Schools has recently begun using NWEA’s Measures of Academic Progress (MAP) assessment (2013) but is still working to identify best assessment practices and timing in their district. The district also utilizes NeSA data to monitor student progress in math, science, reading, and writing.

The district has implemented research-based interventions in K-6:

- DIBELS (K-6) and the implementation of data team meetings after DIBELS and MAP testing
- Providing recognition for students who achieve reading goals in the “Rock ’N Readers” program
- Pearson Reading Street in 90-minute blocks
- RAP Readers Intervention that reinforces classroom instruction in preparation for MAP and NeSA assessment
- Rock ’N Readers program encouraging students to read for enjoyment

The district has implemented research-based interventions in 7-12:

- L to J in all classrooms

- use of an advisory period to include reading activities (e.g. Silent Sustained Reading and “Title Blasters” reading incentive program that includes book talks with the media specialist)
- recent implementation of specific reading instruction for junior high students during advising period

K-6 has had a focus on DIBELS training, data review, and preparing for a new reading series while 7-12 staff development has most recently been focused on technology integration in the classroom. As the district continues to acclimate to a 1:1 laptop initiative in the high school (implemented 2014-15), faculty continue to make adjustments to their instruction and find ways to incorporate technology.

III. Successful activities or strategies. This section should affirm for the host school those activities that have been successfully accomplished or hold promise for success.

With the implementation of MAP assessments, the district has begun collecting data that will be useful for instruction. Support structures are in place to provide time for and guided study of student performance data including monthly staff meetings, Professional Learning Communities, and early dismissals. The district has added a full-time curriculum director to assist the district with continuous improvement planning and to serve as an additional instructional leader/resource for teachers. The district has mapped out plans to focus and increase their understanding and use of student performance data to guide interventions and instruction.

IV. Recommendations for next steps. This section provides advice and suggestions for consideration by the local district staff.

While the district has focused most of its reading improvement efforts in the elementary, there is opportunity for expanded professional development and improvement efforts across the curriculum in the junior high and high school. All faculty can help students make reading improvements, not

just Language Arts teachers. Professional development should include a focus on content comprehension to help students apply reading strategies in all areas. Cross-disciplinary planning to focus on contextualizing state standards or other learning objectives may be an area of exploration for the district.

The Tekamah district truly has committed to a shared purpose and direction. Although they continue to struggle with their building concerns, the sense of collaboration and growth in the district is evident. The stakeholders are all operating under the same purpose but may need to come together and come to a consensus of what direction would be best. The district moves teeters between operational and highly functional in the continuous improvement process.

Take the comments from the consultant and get board of education consensus on your next plan, whether it is renovation, new building, consolidation, etc. The board may not agree 100% throughout the process, but when a decision time comes, get a 6-0 vote and make sure all board members are committed to the decision. When making this decision, also get the naysayers in the community at meetings. Get their input. Tell them you value what they have to say. You may not get their vote, but at least you can get them to accept your rationale in the hope they won't lobby against what you want to do.

Finally, there are lots of great things going on in this building and in the district. Students, staff, administration, and BOE are committed and passionate about Tekamah-Herman Public Schools. There is a great deal of pride coming from these people. Continue your focus on student engagement and your purpose and drive student centered for your continuous improvement process.



The school district under provision of state law and regulations will provide transportation for pupils.

Elementary Students

Transportation shall be provided for all elementary students, kindergarten through grade six, who live outside the city limits of an incorporate village or city.

If room on a school bus is not available, those students residing closest to the city and within the four mile limit, as set forth by statute will be eliminated from the bus route. All students living beyond the four-mile limit will be placed on a bus route.

Secondary Students.

Transportation shall be provided for all students in grades seven through twelve who live outside the city limits of Tekamah.

Students residing in an incorporated village or city other than Tekamah will be picked up at place designated by the administration for transportation to Tekamah.

The board of education reserves its right to adjust its policies for the transportation of students as it may deem necessary to provide safe transportation of students to or from school.

The responsibility for administrating the transportation in the school district shall rest with the superintendent of schools who shall be assisted by the elementary and secondary principals and the school district bus personnel.

Refer to AR-3520, Use of School Owned Vehicles.

Refer to Policy 6315, Field Trips.

Legal Reference: §79-608 Pupils, Transportation, Operator, Annual Examination.

§79-609 Pupils, Transportation, Instruction in Safe Riding.

Policy Adopted: June, 1998

School bulletin boards, display cases, and posting areas are for the purposes of conveying information about school activities and programs to students, staff, and visiting public as deemed appropriate by the school administrators. The building principals may, at their discretion, authorize the posting or displaying of non-school related information which is not political or commercial in nature.

Legal Reference: §79-526 Board Authority for Supervision and Control

The board of education welcomes the active participation of print and electronic mass media in promoting educational programs in the school district. All resultant news coverage of academic or extracurricular activities must be presented in the public interest.

The school district will not endorse any political activity. The district will not participate in the broadcast of school activities which may be sponsored by any alcoholic beverage or tobacco companies.

All radio and television broadcasts of any school activity or contest originating from the facilities of this school district must be coordinated through the office of the superintendent of schools or the principal who may have the responsibility for the activity being reported.

Companies interested in broadcasting an activity will: (1) Contact the superintendent of schools or the principal who may be the responsibility for the activity at least forty-eight (48) hours in advance of the event to gain permission and make arrangements for attending the activity. (2) Any company interested in broadcasting an activity will be responsible for all necessary equipment, transmission lines, power sources, and accompanying expenses. (3) Any company interested in broadcasting an activity will be responsible for any financial and legal liabilities pertaining to its own equipment and personnel.

Legal Reference: §79-526

Board Authority for Supervision and Control.

Any school employee who orders any supplies or equipment outside of that which has been included in the annual budget and without written authorization of the superintendent of schools or his or her designee shall be personally liable for payment of the supplies or equipment purchased.

School employees or students purchasing supplies and equipment out of an activity account must first secure a requisition form approved by the superintendent of schools or his or her designee, authorizing the purchase before any purchase is made. A copy of the 'charge slip' must be signed by the person authorized to make the purchase and the 'charge slip' shall be returned to the office of the superintendent. Failure to follow these procedures may cause the individual to be personally liable for the payment for the material purchased.

Legal Reference: §79-526 Board Authority for Supervision and Control.

Policy Adopted: June, 1998

Policy Revised: February 12, 2007

Members of the board, individually and collectively, recognize and welcome their responsibilities for listening to the comments and suggestions from the residents of the school district.

Board members individually will refer compliments, suggestions, and constructive criticism about operational matters directly to the superintendent of schools for appropriate consideration and action. Comments affecting policy will be routed through regular channels to the board meeting agenda for consideration by the board as a whole.

Unless so authorized by the board of education, no board member individually will speak for, or in the mane of, the total board.

Legal Reference: §84-1408 Open Meeting Law

Policy Adopted: June, 1998