

October Board Meeting
Monday, October 11, 2021 6:00 PM

Media Center, Amherst School
100 N. Sycamore
Amherst, NE 68812-0008

Agenda

1. Call meeting to order
 - 1.1. Pledge of Allegiance
2. Notice of adherence to the Open Meeting Law
3. Roll Call
 - 3.1. Excuse absent Board members
4. Approval of Minutes, Claims and Reports
 - 4.1. Review previous meeting minutes
 - 4.2. Review financial reports and monthly claims
 - 4.3. Board Action on consolidated motion for approving Minutes, Claim and Financial Reports
5. Reports and communications from patrons or staff
6. Reports and communications from board members.
7. Principal's Report
8. Superintendent's Report
9. Old Business
10. New Business
 - 10.1. Recognize the Amherst Education Association as the exclusive bargaining agent for the District's non-supervisory certificated staff for the 2023-24 contract year.
 - 10.2. Transition to 11 man football for 2022 - 2023 NSAA Schedules.
 - 10.3. Approval of NASB Superintendent evaluation.
11. Miscellaneous or non-action items
 - 11.1. State School Board Convention, November 19-20.
12. Adjourn

Board of Education Regular Meeting

September 13, 2021 6:20 PM
Media Center

Present Board Members: Terry Abbott, Les Adelong, Ryan Fisher, Karen Harmony, Casey Mitchell, Jess Day

Visitors Present: Mr. Matt Gordon, Mr. Roger Thomsen, Andrea Lambertus, Faron Klingelhoefler, Nathan Dietz

Motion to approve minutes, claims and financial reports, **noting the correction to the September start time and the tally of the motion to approve a Resolution authorizing submission to the qualified voters of the School District at a special election...** Motion by Ryan Fisher and seconded by Les Adelong.

Vote: Day- Yes, Adelong - Yes, Fisher - Yes, Mitchell - Yes, Harmony - Yes, Abbott - Yes

Vote 6-0, motion carried

Motion to approve the Budget for 2021-2022 School Year as advertised in the Beacon Observer. Motion by Ryan Fisher and seconded by Terry Abbott,

Vote: Day- Yes, Adelong - Yes, Fisher - Yes, Mitchell - Yes, Harmony - Yes, Abbott - Yes

Vote 6-0, motion carried

Moved to approve 2021/2022 tax resolutions as read and the property tax levy for the 2021-2022 school year for the General Fund, Bond Fund, and Special Building Fund as advertised in the Beacon Observer. Motion by Les Adelong and second by Terry Abbott.

Vote: Day- Yes, Adelong - Yes, Fisher - Yes, Mitchell - Yes, Harmony - Yes, Abbott - Yes

Vote 6-0, motion carried

Motion to approve Title I contract with ESU 10. Motion by Ryan Fisher and second by Jess Day.

Vote: Day- Yes, Adelong - Yes, Fisher - Yes, Mitchell - Yes, Harmony - Abstain (with conflict), Abbott - Yes

Vote 5-0, motion carried

Motion to adjourn at 7:12. Motion by Casey Mitchell and seconded by Jess Day.

Vote: Day- Yes, Adelong - Yes, Fisher - Yes, Mitchell - Yes, Harmony - Yes, Abbott - Yes

Vote 6-0, motion carried

President Adelong began the Regular Board Meeting in the Media Center at 6:27 PM. President Adelong made known the location of the "Open Meetings Law" poster, which is hanging on the Media Center's wall. Superintendent Gordon shared information about the Committee on American Civics and gave a bond update. Football classification for 2022-23 and future numbers were discussed.

Note: Minutes published from June 14, 2021, contained an incorrect vote and should be recorded as follows; **Motion** to approve First National Capital Markets as the municipal advisor for the proposed building project. Motion by Ryan Fisher and second by Karen Harmony

Vote: Abbott - Yes, Adelong - Yes, Fisher - Yes, Harmony - Yes, Mitchell - Yes, Day - No

Vote 5-1, motion carried.

The next regular monthly meeting will be held Monday, October 11 in the Media Center at 7:00 PM

Amherst Public School District #119
Budget Hearing
Monday, September 13, 2021- 6:00 P.M.

Present Board Members: Terry Abbott, Les Adelung, Ryan Fisher, Karen Harmoney, Casey Mitchell, Jess Day

Visitors Present: Mr. Matt Gordon, Mr. Roger Thomsen, Andrea Lambertus, Faron Klingelhoefner, Nathan Dietz

The Meeting was called to order at 6:00 P.M.

The board listened to support, opposition, criticism, suggestions or observations of taxpayers relating to the following proposed tax request for the 2021-2022 school year:

7,051,264.36	General Fund	
597,314.00	Depreciation Fund	
11,281.00	Employee Benefit	
493,578.00	Activity Fund	
226,382.00	School Lunch Fund	
158,921.00	Bond Fund	
1,946,846.00	Special Building Fund	
1,600.00	Qualified Capital Purpose Undertaking	
	TOTAL	10,487,186.36

No comments from the public

Amherst Public School District #119
Tax Request Hearing
Monday, September 13, 2021- 6:10 P.M.

Present Board Members: Terry Abbott, Les Adelung, Ryan Fisher, Karen Harmoney, Casey Mitchell, Jess Day

Visitors Present: Mr. Matt Gordon, Mr. Roger Thomsen, Andrea Lambertus, Faron Klingelhoefner, Nathan Dietz

The Meeting was called to order at 6:15 P.M.

The board listened to support, opposition, suggestions or observations of taxpayers relating to setting the final tax request, at a similar rate as the prior year tax request, for the 2021-2022 school year:

Tax Rate		Tax Request
Levy: .675545	General Fund	2,297,480.00
Levy: .139891	Special Building	475,758.00

No comments from the public.

FINANCIAL REPORT For September 30, 2020

Fund	Bank 09/30/21	Interest	Co. Treas 08/30/21	NSDLAF 09/30/21	Int.	TOTAL 09/30/21	Mo. Intr.	Balances 09/30/20
General	1,819,378.65	466.06	549,184.80	767.05	0.01	1,820,145.70	466.07	1,704,810.12
CD						1,000,000.00		
Lunch	24,394.75	1.54				24,394.75	1.54	29,489.14
Petty Cash	1,940.49					1,940.49		1,082.94
Activity	208,124.40	17.74				208,124.40	17.74	234,181.39
Retirement	42,070.56					42,070.56		40,583.03
Spe. Bld.	1,036,506.21	244.54	95,381.84	234.97	0.00	1,036,741.18	244.54	632,300.75
CD						500,000.00		
Handicp	1,102.72	0.56		502.91	0.00	1,605.63	0.56	1,102.16
Deprec.	597,484.41	147.00		438.54	0.00	597,922.95	147.00	595,692.00
Unemployment	9,049.48			2,221.59	0.02	11,271.07	0.02	9,059.48
Caf. Plan	7,534.82					7,534.82	0.00	7,536.32
Bond	103,514.67	25.70	18,146.53			103,514.67	25.70	618,147.63
TOTAL	3,851,101.16	903.14		4,165.06	0.03	5,355,266.22	903.17	3,873,984.96

interest.35% General fund, Bond Fund, Special Building, and Depreciation Funds

interest .1% on all other accounts

General Fund CD 12 month (7/19/22) @ .75%

Special Building 12 month (11/19/21) @ .45

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
01 - GENERAL FUND				
	00033642	10/10/2021	Am. Family Life Assurance Co	1,573.36
	00033643	10/10/2021	AFLAC	67.39
	00033644	10/10/2021	Country Partners Cooperative	4,326.61
	00033645	10/10/2021	Amherst Post Office	330.00
	00033646	10/10/2021	DAS State Accounting - Central Finance	3,029.96
	00033647	10/10/2021	ASK Supply Co.	2,385.82
	00033648	10/10/2021	Auto Tech Specialist	974.81
	00033649	10/10/2021	Kearney Auto Value	91.72
	00033650	10/10/2021	Axmann Heating & Air Conditioning	864.11
	00033651	10/10/2021	Heartland Bank	15.00
	00033652	10/10/2021	Blue Cross-Blue Shield	48,957.64
	00033653	10/10/2021	Capital One Bank	42.69
	00033654	10/10/2021	Cash Drawer-amherst School	39.61
	00033655	10/10/2021	Cdw Government, Inc	848.29
	00033656	10/10/2021	City of Kearney	4.00
	00033657	10/10/2021	Coachmaster's Inc	213.48
	00033658	10/10/2021	Culligan of Kearney	138.00
	00033659	10/10/2021	Dawson Co Pub Power	5,461.65
	00033660	10/10/2021	Eakes Office Plus	1,324.35
	00033661	10/10/2021	Ecolab Pest Elimination	73.42
	00033662	10/10/2021	ESU 10	30,442.74
	00033663	10/10/2021	First Bankcard	2,639.41
	00033664	10/10/2021	Frontier	474.36
	00033665	10/10/2021	Heartland Bank	52,858.30
	00033666	10/10/2021	Hometown Leasing	492.30
	00033667	10/10/2021	Horace Mann	24.66
	00033668	10/10/2021	Horace Mann	25.00
	00033669	10/10/2021	Houghton Mifflin Company	1,863.82
	00033670	10/10/2021	Innovative Office Solutions	30.24
	00033671	10/10/2021	Island Supply Welding Co	29.44
	00033672	10/10/2021	IXL Learning	344.00
	00033673	10/10/2021	JJ And Sons Ag Tires	576.69
	00033674	10/10/2021	Jami Klingelhoef	100.00
	00033675	10/10/2021	Liberty National Life Ins. Co	245.06
	00033676	10/10/2021	Matheson-Linweld Tri-Gas Inc	714.14
	00033677	10/10/2021	Mcgraw-hill School Education Holdings, LLC	735.94
	00033678	10/10/2021	Menards - Kearney	440.19
	00033679	10/10/2021	Ken Mestl	60.98
	00033680	10/10/2021	EEA Technologies Inc (Methe)	75.00
	00033681	10/10/2021	Midwest Floor Specialists	1,862.95
	00033682	10/10/2021	Midwest Technology Products	606.93

Consolidated Check Listing

Direct Dep.	Check	Check Date	Payable To	Amount
	00033683	10/10/2021	Miscellaneous Cash Account	1,254.79
	00033684	10/10/2021	Ne Assoc Of School Boards	225.00
	00033685	10/10/2021	NCS Pearson, Inc	90.00
	00033686	10/10/2021	Nebraska Safety & Fire Equip	5,489.00
	00033687	10/10/2021	TK Elevator Corporation	1,223.98
	00033688	10/10/2021	Principal Life	647.11
	00033689	10/10/2021	Quill Corp	76.84
	00033690	10/10/2021	Ravenna Sanitation	433.00
	00033691	10/10/2021	Retirement	44,371.38
	00033692	10/10/2021	Heartland Bank	7,821.55
	00033693	10/10/2021	Karla Rohde	107.88
	00033694	10/10/2021	School Nurse Supply, Inc	88.79
	00033695	10/10/2021	Black Hills Energy	397.34
	00033696	10/10/2021	Spracklin Chiropractic	90.00
	00033697	10/10/2021	Heartland Bank	4,699.16
	00033698	10/10/2021	TASC	1,918.00
	00033699	10/10/2021	Verizon Wireless	48.36
	00033700	10/10/2021	Village Of Amherst Water Dept	922.56
	00033701	10/10/2021	Virco	723.20
	00033702	10/10/2021	Wellness Councils of America	88.75
	00033703	10/10/2021	Wilkins Architecture Design Planning LLC	1,333.92
	00033704	10/10/2021	Kearney Winnelson Co.	154.15
	00033705	10/10/2021	Yandas Music	203.80
			01 - GENERAL FUND Totals:	237,812.62
06 - LUNCH FUND				
	00004340	10/10/2021	Belschner Custom Meats	279.44
	00004341	10/10/2021	Cash-wa Dist Co	13,407.48
	00004342	10/10/2021	Heartland Bank	2,223.10
	00004343	10/10/2021	Mi6 Pizza, Inc	1,447.20
	00004344	10/10/2021	Miscellaneous Cash Account	300.32
	00004345	10/10/2021	Retirement	2,102.31
	00004346	10/10/2021	Heartland Bank	348.64
	00004347	10/10/2021	The Thompson Co - US FOODS	3,209.63
	00004348	10/10/2021	Sherri Thomsen	112.20
			06 - LUNCH FUND Totals:	23,430.32
			Report Total:	261,242.94

July 2021

- Listening to Board and Staff
- Hold meetings over breakfast and lunch at local restaurants individually with each board member and gather input on meeting structures and communication moving forward begin to build personal and professional relationships.
- Make myself available to board members via cell phone text or other forms of communication as needed
- Meet with Administrative team as they are available
- Take a tour of the building and grounds.
- Meet Technology, our Special Education team, and food Service as they are available in July.
- Meet with community leaders as listed in this plan
- Visit with High School students during summer open gym/weights/camps
- Attend Student Summer Athletics
- Start Budget Review (continue during each month)
- Meet with Village and County Officials
- Bring my family to local events
- Attending Buffalo County Fair festivities taking advantage of other community opportunities to begin building community relationships.
- Attend Administrator Days (Meet with Nebraska Department of Education Finance to Begin the Budget process for 21-22)

August 2021

- Review Parent Feedback and Customer Service Data available
- Plan for the Opening of the New School Year with my Administrative team
- Work with Board to set short and long term budgetary priorities
- Host Back to School Staff Picnic
- Finalize plan for Staff Professional Development
- Be visible in the building with priorities being relationship building with students and staff. Being available before and after school to greet parents as students are picked up/dropped off.
- Use Social Media, local papers, and YouTube (Personal Video-Log) to share district information
- Finalize District Budget
- Attend District Sporting events with my family

September 2021

- Hold Budget Hearing and Property Tax Resolution Hearing
- Attend area Superintendent meetings
- Work with the Curriculum Committee to analyze data and make instructional recommendations for improving academic achievement
- Analyze data, input, and information about the current district vision, mission, values, goals, and implementation of the district's strategic plan.
- Make recommendations for any modifications that might be necessary after reviewing the first 90 days with the board

September 23, 2021

Les Adelung, President
Amherst Public School Board of Education
100 North Sycamore
Amherst, NE 68812

Dear President Adelung:

The Amherst Education Association requests that the school board of the Amherst Public Schools take action to recognize Amherst Education Association as exclusive bargaining agent for the district's non-supervisory certificated staff **for the 2023-24 contract year**.

Please direct your response to the undersigned.

Sincerely,

A handwritten signature in black ink that reads "Kenneth Mestl". The signature is written in a cursive style with a large initial "K" and a stylized "M".

Kenneth Mestl, Head Negotiator
Amherst Education Association

Current Grades 2021-2022 School Year

Boys

11=15 boys
 10=24 boys
 9=18 boys
 8=15 boys
 7=21 boys
 6=11 boys *class of 20 total students and could grow to 28
 5=16 boys
 4=17 boys
 3=11 boys
 2=13 boys
 1=10 boys
 K=18 boys
 Pre-K=13 boys

Year	<u>2021*</u>	<u>2022</u>	<u>2023*</u>	<u>2024</u>
Grades	11,10, 9	10,9,8	9,8,7	8,7,6*
Boy Total	57 total	57 total	54 total	47 total
# of Player's	35 to 30	39 to 29	39 to 28	43 to 30

Year	<u>2025*</u>	<u>2026</u>	<u>2027*</u>	<u>2028</u>
Grades	7,6*,5	6*,5,4	5,4,3	4,3,2
Boy Total	48 total	44 total	40 total	41total
# of Player's	45 to 27			

* is new football cycle years

Those schools with a BOY three-grade enrollment (9th-11th grades) in excess of 47 as submitted in September of 2021 are not eligible for the 8-man football playoffs in 2022 and 2023, unless they're within the one-classification waiver period.

Must be 47 and below to be playoff eligible for 8man. We opted down the last cycle.

D1 has 57 total teams, 32 make the playoffs
 C2 has 32 total teams, 16 make the playoffs

2021 Western 2 Districts in C2

C2-6 District

Bridgeport
 Chase County
 Gorgon-Rushville
 Hershey
 NPSP
 Valentine

C2-5 District

Centura
 Gibbon
 GICC
 Ord
 Twin River

Current Grades 2021-2022 School Year

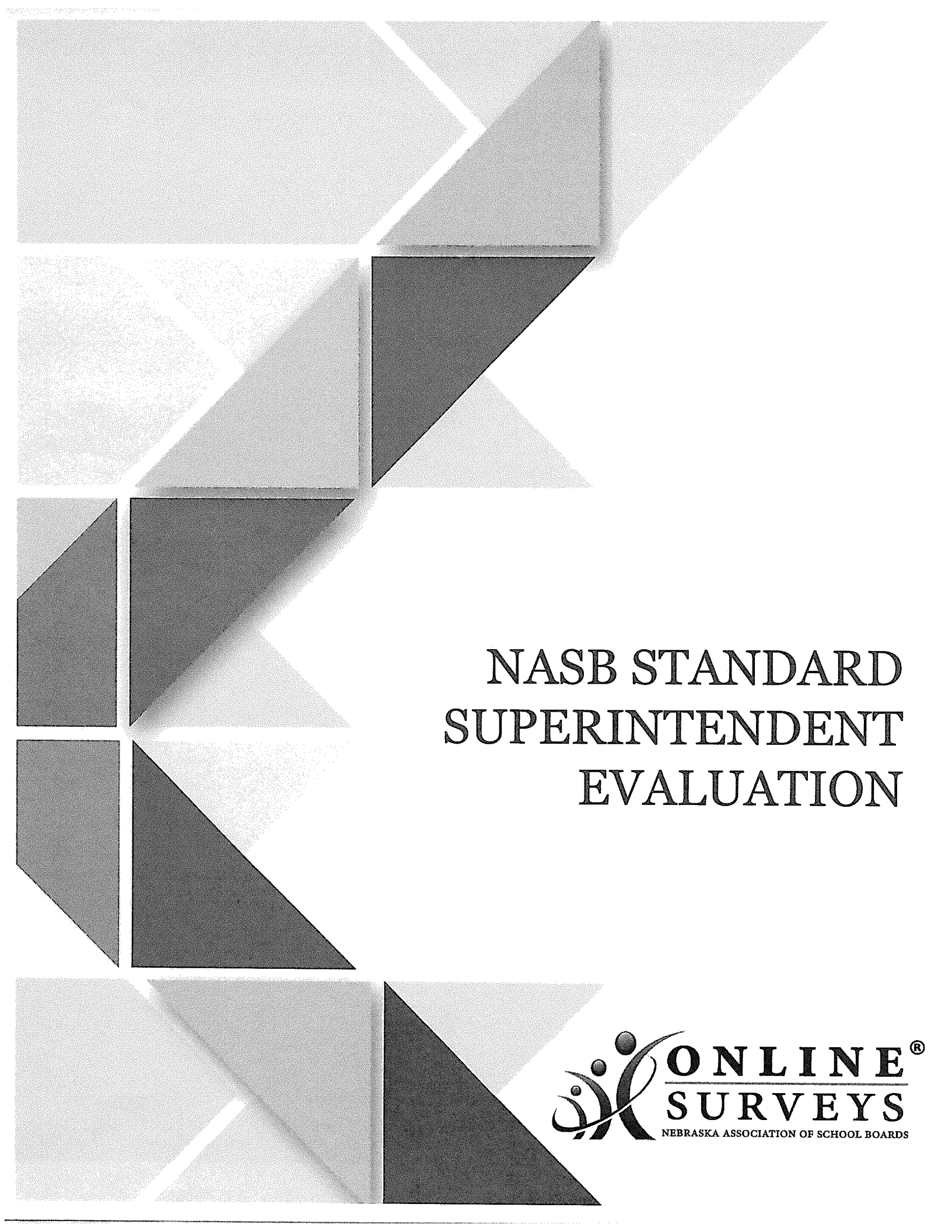
Girls

11th=15 girls
10th=22 girls
9th=8 girls
8th=14 girls
7th=7 girls
6th=10 girls **class of 20 could grow to 28**
5th=10 girls
4th=13 girls
3rd=12 girls
2nd=13 girls
1st=15 girls
K=13 girls

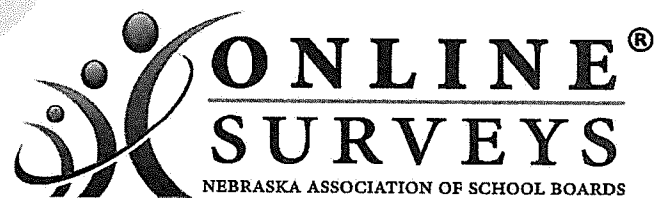
Year	<u>2021</u>	<u>2022</u>	<u>2023</u>	<u>2024</u>
Grades	11,10,9	10,9,8	9,8,7	8,7,6*
Girl Total	45 Total	44 Total	29 Total	31

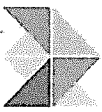
Year	<u>2025</u>	<u>2026</u>	<u>2027</u>	<u>2028</u>
Grades	7,6*,5	6*,5,4	5,4,3	4,3,2
Girl Total	27 Total	33 Total	35 Total	38 Total

Volleyball C2/D1 =39
Basketball C2/D1=41



NASB STANDARD SUPERINTENDENT EVALUATION





Standard I: Mission, Vision, & Goals

Standard Descriptor: The superintendent works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals to ensure the progress and success of student learning and achievement.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
I.a.	Works collaboratively with the board to define, adopt, and institute the district mission, vision, and goals.						
I.b.	Assumes the key leadership role and responsibility for growth and improved student learning.						
I.c.	Seeks input from the board when appropriate.						
I.d.	Engages internal stakeholders (i.e. administration, staff, students) and external stakeholders (i.e. parents, community) in the discussion of long-term plans and goals.						
I.e.	Effectively utilizes data to guide and monitor progress of district goals.						
I.f.	Implements and monitors progress of the district/strategic plan.						
I.g.	Identifies and proactively addresses potential barriers to ensure the success of the school district.						
	<p>Provide evidence to support your choices above.</p> <p><i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • District strategic plan/district goals • Plan for implementing, monitoring and reporting progress of strategic plan/district goals • School improvement plan (including updates/assessment of progress and modifications) • School improvement teams • Superintendent performance plan aligned with district priorities and indicators to measure progress and success • Student performance data • Engagement/communication plan • Meeting agendas/minutes 						
	If you were to suggest one improvement to Mission, Vision, and Goals for the upcoming year, what would it be?						





Standard II: Policy

Standard Descriptor: The superintendent works collaboratively with the board to define, update, and adopt effective and purposeful district policy.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent...

		Excellent	Good	Average	Fair	Poor	Unsure
II.a.	Works with the board to review, update and adopt effective and purposeful district policy.						
II.b.	Governs consistently through board policy and administrative protocol and procedures.						
II.c.	Provides public access to district policy.						
II.d.	Ensures all handbooks are aligned to district policy.						
II.e.	Implements a policy to ensure curriculum is reviewed and aligned with current state standards.						
II.f.	Ensures student discipline is implemented with integrity and consistency.						
II.g.	Personnel policies are clear and implemented consistently.						
II.h.	Monitors administrators' implementation of policy and procedures.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District adopted policy review process/calendar • Progress/updates of the board's work with policy • Policy committee minutes • Curriculum review policy • Meeting agendas/minutes 						
	If you were to suggest one improvement to Policy for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard III: Budget Planning & Management

Standard Descriptor: The superintendent provides organizational leadership district-wide to ensure fiscal responsibility by allocating, using, and investing district resources to support effective instruction and improved student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent...

		Excellent	Good	Average	Fair	Poor	Unsure
III.a.	Upholds fiscal responsibility and accountability.						
III.b.	Leads a collaborative board and administrative budget planning process to align resources with the district mission, vision, and goals.						
III.c.	Utilizes data, research, and informed decision-making to support the allocation of district resources.						
III.d.	Updates board with historical and current budget data to monitor revenue and expenditures.						
III.e.	Ensures that the district completes an annual CPA audit and discloses findings to the finance committee/board.						
I.f.	Advocates for and pursues innovative solutions to improve and expand fiscal and human resources.						
II.g.	Ensures the maintenance and upkeep of facilities.						
	<p>Provide evidence to support your choices above.</p> <p><i>*Suggested supplemental evidence for this standard includes but is not limited to:</i></p> <ul style="list-style-type: none"> • Budget strategic/district goals • Professional development plan • Monthly budget reports • Quarterly expenditure updates • District audit • Management and use of alternative resources (i.e. ESU funding, all grant applications, etc.) • Five/Ten-year facility plan • Budget development calendar/board • Financial policies • Forecast financial data 						
	If you were to suggest one improvement to Budget Planning and Management for the upcoming year, what would it be?						





Standard IV: Educational Leadership

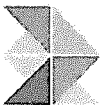
Standard Descriptor: The superintendent provides educational leadership ensuring resources align and support best practice for instructional standards, as well as implementation of current/applicable curriculum and assessments to support student success.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent . . .

		Excellent	Good	Average	Fair	Poor	Unsure
IV.a.	Advocates for the learning needs of all students.						
IV.b.	Promotes a student-centered culture.						
IV.c.	Advocates for the engagement of parents/families as partners in the education of students.						
IV.d.	Ensures curricular and instructional decision-making is based upon current research, data, and best practice.						
IV.e.	Provides the time and resources to align curriculum vertically, horizontally, and to the state standards.						
IV.f.	Provides comprehensive coursework and opportunities to ensure college/career readiness for every student.						
IV.g.	Ensures the district-adopted instructional framework is implemented consistently.						
IV.h.	Integrates the district-adopted instructional framework into certificated staff evaluations.						
IV.i.	Advocates for curriculum and instruction that challenges each student.						
IV.j.	Optimizes alignment of resources, curriculum, and assessments to support student success.						
IV.k.	Provides integrated technology curriculum and resources.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • District strategic plan/district goals • School improvement plan (including assessment of progress and modifications) • School improvement teams • District calendar • Curriculum review cycle plan and updated policy for curriculum and assessment review • Curriculum review committee minutes • Student performance data and goals • Data to support instruction strategies and student-centered initiatives • Curriculum/programs additions/modifications • Instructional model 						
	If you were to suggest one improvement to Educational Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard V: Organizational & Cultural Leadership
Standard Descriptor: The superintendent provides cultural leadership through accountability, inclusiveness, engagement, and advocacy for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.
 The Superintendent ...

		Excellent	Good	Average	Fair	Poor	Unsure
V.a.	Contributes to a unified school environment of trust and respect among students, staff, families, and community members.						
V.b.	Develops, implements, and sustains a responsive district crisis and safety plan.						
V.c.	Commits to developing a high-performing leadership team.						
V.d.	Ensures a purposeful and equitable recruiting and hiring process.						
V.e.	Integrates an effective conflict resolution process to address matters in a purposeful and timely manner.						
V.f.	Promotes a culture of shared expectations and mutual accountability.						
V.g.	Provides leadership to support the health and well-being of staff and students.						
V.h.	Promotes an environment where differing opinions and backgrounds are welcomed and embraced among staff and students.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Conflict resolution process • Leadership development plan • Professional development plan • Crisis and safety plan • Executive summary of the safety audit • Hiring protocols and procedures • Evidence to validate engagement of parents/families • Diversity, equity and inclusion initiatives • Personnel policies 						
	If you were to suggest one improvement to Organizational and Cultural Leadership for the upcoming year, what would it be?						

Standard VI: Community Relations
Standard Descriptor: The superintendent establishes and sustains effective communication to inform and engage the board, parents, students, staff, local and state government officials, community members, and business leaders.

Please indicate what you feel is the most accurate descriptor to the following statements.



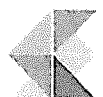


The Superintendent...

		Excellent	Good	Average	Fair	Poor	Unsure
VI.a.	Establishes a visible presence in the district and community.						
VI.b.	Regularly attends and participates in school activities, events, and programs.						
VI.c.	Interacts and expresses genuine interest in building a connection with students.						
VI.d.	Develops collaborative partnerships to foster support for the school district.						
VI.e.	Effectively communicates key public information in a timely manner.						
VI.f.	Promotes a positive image of the district.						
VI.g.	Understands and is respectful of the political, economic, and social aspects of the community.						
VI.h.	Seeks a positive relationship with parents and community members.						
VI.i.	Engages special interest groups to work collaboratively to address concerns and opinions that may present conflict.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Community engagement summary/report • District partnerships and initiatives established to provide resources and support • Partnership support received through the district foundation, scholarships, grant monies, etc. • Inter-local agreements • District annual report • Communications designed by and distributed to generate support of the district • Membership and participation with civic, community and state organizations • Meeting invitations/agendas 						
	If you were to suggest one improvement to Community Relations for the upcoming year, what would it be?						

Standard VII: Professional Leadership
The superintendent models and demonstrates professional leadership, ethics, and a commitment to growth and improved instruction and learning for staff and students.

Please indicate what you feel is the most accurate descriptor to the following statements.
 The Superintendent...





		Excellent	Good	Average	Fair	Poor	Unsure
VII.a.	Models positive and professional leadership based upon ethics, trust, integrity, and respect.						
VII.b.	Addresses concerns and opinions with respect and confidence.						
VII.c.	Provides professional development for you to fulfill your responsibilities and grow in your position.						
VII.d.	Provides an effective evaluation process with constructive feedback.						
VII.e.	Exemplifies a life-long learning model to grow personal and professional knowledge.						
VII.f.	Demonstrates knowledge of current evidence-based practices for teaching and learning and seeks to develop others in this area.						
VII.g.	Establishes clear and consistent expectations for staff.						
	<p>Provide evidence to support your choices above.</p> <p>*Suggested supplemental evidence for this standard includes but is not limited to:</p> <ul style="list-style-type: none"> • Memberships • Professional development activities (including, but not limited to conferences, workshops, committee work, studies, research, and published works) • Educational growth plan (professional goals and development) • Leadership team development plan • District staff professional development plan 						
	If you were to suggest one improvement to Professional Leadership for the upcoming year, what would it be?						

**Grey-highlighted questions indicate that they are asked only to the superintendent in the self-evaluation.*





Standard VIII: Board-Superintendent Relations

The superintendent collaborates with the board to define district expectations, policies, and goals to support instruction and student learning.

Please indicate what you feel is the most accurate descriptor to the following statements.
The Superintendent...

		Excellent	Good	Average	Fair	Poor	Unsure
VIII.a.	Maintains an appropriate and professional relationship with the board.						
VIII.b.	Keeps all board members informed with consistent and open communication.						
VIII.c.	Demonstrates support and respect for the board and refrains from public criticism of the board.						
VIII.d.	Demonstrates collaborative problem solving and decision-making.						
VIII.e.	Supports board committee work as part of effective board decision-making.						
VIII.f.	Collaboratively supports or opposes, local, state and/or federal legislation impacting the district.						
	Provide evidence to support your choices above. <i>*Suggested supplemental evidence for this standard includes but is not limited to:</i> <ul style="list-style-type: none"> • Superintendent performance plan/goals • Board committee minutes • Communication plan • Board development plan • Board policies • Meeting agendas/minutes • Retreat agendas/minutes 						
	If you were to suggest one improvement to Board-Superintendent Relations for the upcoming year, what would it be?						





Superintendent's Response:

Superintendent Evaluation Summary

The superintendent should identify no more than four performance areas on which to focus their growth professionally. Note: Targeting in excess of four performance areas will make it difficult for the individual to address the areas adequately. When his/her performance is at a high-level, sustaining, refining, and replicating the performance is the goal. Follow through will ensure the success of the superintendent and the board.

The Performance Plan should consist of:

- goals (**what** must he/she do to achieve the objective or what is the intended result)
- performance indicators (**how** will the board measure progress and/or success)
- timeline (**when** will progress/success be assessed or completion date)
- signature (once the Performance Plan has been completed and reviewed the board president and superintendent will both sign and date placing a copy in the superintendent's personnel file and a copy will be retained by the board president)

Note: The Performance Plan should be reviewed and updated throughout the year to assess progress and success. Modifications should only be made if the board/superintendent discuss and agree upon appropriate changes.

(Signature of Superintendent) (Date)

(Signature of Board President) (Date)



MATTHEW L. BLOMSTEDT, PH.D., COMMISSIONER



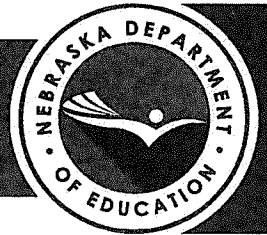
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DATE

Mr. Matt Gordon
Superintendent – Amherst Public Schools
Mr. Les Adelung – Board President
100 N. Sycamore
P.O Box 8
Amherst, NE 68812

Dear Mr. Gordon,

This letter is to inform you that we have received the NASB 360 Superintendent Evaluation Instrument for Amherst Public Schools that you submitted to the Nebraska Department of Education. This document has been reviewed along with Board Policy 312 in accordance with NE REV STAT §79-318(5) (h) and 92 NAC Rule 10, Section 007.06. The submitted documents comply with requirements regarding the approval of certificated staff evaluation policies and procedures. The date of approval by the Amherst Public Schools Board of Education is -----.

The Amherst Public Schools procedures for Superintendent Evaluation prior to this date will be replaced with your updated documents. Revised policies and procedures must be submitted to the Department of Education for approval at the time of adoption.

If you have any questions regarding this letter or any of the applicable requirements of Rule 10, please feel free to contact me at your convenience.

Sincerely,

SIGNATURE

Michelle R. Charf – Ed.D.

Office of Accountability, Accreditation, and Program Approval