

**RAYMOND CENTRAL PUBLIC SCHOOLS - DISTRICT #55-0161**  
BOARD OF EDUCATION WORKSHOP, WEDNESDAY, APRIL 8, 2026 - 3:30 PM  
RAYMOND CENTRAL JR-SR HIGH SCHOOL - MUSTANG ROOM  
1800 WEST AGNEW ROAD  
RAYMOND, NE 68428-9783

**AGENDA**

1. Call to Order and Pledge of Allegiance
2. Motion to Excuse Board Member's Absence
3. Open Meeting Law
4. Public Forum
5. New Business
  - 5.1. Discuss, Consider, and Take Necessary Action to Approve Lease Purchase Expenditures.



INVOICE TO:  
Tony Kobza  
Lincoln Nebraska  
tony.kobza@rcentral.org

**INV2308**

Date: Feb 26, 2026

#	Item	Unit Price	Qty	Total
01	Composite Nailer Board Per LF	\$1.45	1520	\$2,204.00
02	4" Drainage Pipe Per LF Trench, filter fabric, install 4" pipe, add clean gravel	\$4.25	2000	\$8,500.00
03	4-5" Base Rock Gravel	\$42.00	2345	\$98,490.00
04	Sport Turf Power House 46oz 2.25 Green	\$2.05	99600	\$204,180.00
05	Sport Turf Power House 46oz 2.25 Clay	\$2.25	32745	\$73,676.25
06	Crumb Rubber Infill	\$325.00	126	\$40,950.00
07	Sand Infill	\$45.80	260	\$11,908.00
08	Base Set	\$400.00	3	\$1,200.00
09	Installation Labor Per Sqft	\$1.50	130200	\$195,300.00
10	50x22 Logo	\$7,479.00	1	\$7,479.00
11	10' Halo	\$7,510.00	1	\$7,510.00
12	Prep Work, Removal & Level	\$0.18	132000	\$23,760.00

Subtotal	\$675,157.25
Shipping	\$13,680.00
Grand Total	\$688,837.25
Paid	\$0.00
<b>Due</b>	<b>\$688,837.25</b>

Thank you!



Date: 2/16/2026

Quote Valid for 30 Days unless otherwise noted

Company Name: Tony Kobza

Company Contact:

USS Sales Contact: Tim Petersen

Project Name: Raymond Central High School -- Raymond, NE

Project Description: Netting, Padding, Dugouts, Batting Cage, Sportafence

Quote Description

Material Only

Description	Unit	QTY	Unit Price	Ext. Price
<b>Baseball (Competition Field)</b>				
<b>4 Pole Inline Backstop System (30' Tall x 50' Wing x 40' Backstop x 50' Wing)</b>		<b>1</b>	<b>\$17,650</b>	<b>\$17,650.00</b>
<i>Features:</i>				
2 – 10.75" Steel Poles, 30' AGL + 10' Embedment in 24" Dia. Hole, Black finish (.93 C/Y of 2500 PSI Concrete needed for each pole.)				
2 – 8.625" Steel Poles, 30' AGL + 8' Embedment in 24" Dia. Hole, Black finish (.71 C/Y of 2500 PSI Concrete needed for each pole.)				
*Concrete not included, for est. purposes				
3,920 SF of #36 Knotted Nylon Netting (1-3/4") UV treated Black Net starts 2' AGL				
346 LF of Cable, 94 Snap Clips, Hardware				
<b>Fusion Wall</b>		<b>1</b>	<b>\$7,900</b>	<b>\$7,900.00</b>
<i>Product Details:</i>				
Dimensions: 24"H x 140LF				
Padding- 3/4" Weather treated sheathing backed, 3" high impact foam, and wrapped in 18oz all weather vinyl. Color: TBD				
Fusion hardware- struct, straps, and Zeus Clip				
2.5" Posts set approximately 4'OC				
<i>Additional charge for UV Coated Digital Print Graphics</i>				
<b>Dugout Rail System</b>		<b>2</b>	<b>\$2,650</b>	<b>\$5,300.00</b>
<i>Product Details:</i>				
Dimensions: 4'H x 20LF				
Railing: 2"x2" 11 gauge Sq Steel Tube Posts and Rails with 3/8"x7"x7" Base Plates. Industrial Black Paint Finish. 3/8"x4" LDT				
Padding: 3/4" Weather treated sheathing backed padding with 1.5" high impact foam. Wrapped in 18oz all weather vinyl. Color: TBD.				
U Pads for top rail and end posts. Flat Pads for interior posts.				
Netting: #18 Knotted Dyneema				
<b>Softball (2 Fields)</b>				
<b>4 Pole Inline Backstop System</b>		<b>2</b>	<b>\$14,270</b>	<b>\$28,540.00</b>

**(30' Tall x 30' Wing x 27' Backstop x 30' Wing)**

**Features:**

- 4 – 8.625" Steel Poles, 30' AGL + 8' Embedment in 24" Dia. Hole, Black finish  
 (.71 C/Y of 2500 PSI Concrete needed for each pole.)  
 \*Concrete not included, for est. purposes
- 2,610 SF of #36 Knotted Nylon Netting (1-3/4") UV treated Black
- 244 LF of Cable, 58 Snap Clips, Hardware

**Miscellaneous**

<b>PRO Hack Shack Batting Cage (Double)</b>	<b>1</b>	<b>\$19,250</b>	<b>\$19,250.00</b>
<b>(14'T x 28'W x 70'L)</b>			

**Features:**

- 8 – 8.625" Steel Poles 14' AGL + 8' Embedment in 24" Dia. Hole, Black finish  
 (.81 C/Y of 2500 PSI Concrete needed for each pole.)  
 \*Concrete not included, for est. purposes
- 5,817 SF Batting Cage Net Featuring #36 Knotted Nylon Netting, UV treated Black  
 With Shared Middle Wall
- 2 – 3' x 7' Door Flaps
- 462 LF of Cable, 231 Snap Clips, 108 Eye Bolts, Hardware  
 \*Epoxy for eye bolt installation not included

<b>Installation Consultation</b>	<b>\$5,000.00</b>
<i>*Up to 5 days provided by USS installation specialists to assist with pole setting, netting fusions wall and padding.</i>	

<b>Shipping (to be picked up)</b>	<b>\$0.00</b>
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<i>If engineering needed, add \$1,500</i>	<b>\$1,500.00</b>
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SUBTOTAL	\$85,140.00
TAX RATE	
SALES TAX	\$0.00
OTHER	
<b>TOTAL</b>	<b>\$85,140.00</b>

**PAYMENT TERMS:** 50% Due at time of order. Remaining balance due upon delivery.

*Orders less than \$5,000 will need to be paid in full prior the order being processed. Orders exceeding \$5,000 will require a 50% deposit prior to the order being processed. The remaining balance will be due prior to the order shipping or, with approved terms, invoiced upon shipping with net 30 terms. A late payment charge of 3% per month will be applicable to any account beyond 30 days.*

**Quote Disclaimer and Terms**

1. Customer is responsible for material take-offs, quantities, and specification compliance and/or equivilancy of quoted products.
2. For material only quotes, does not include installation or any tools, equipment, and materials necessary

for installation unless noted. Customer will be responsible for site preparations and building permits in whatever form is required by the codes which apply in the site area of the project.

3. All freight is FOB origin. Freight rates are estimates provided at time of quotation. Actual freight rates including shipping and handling will be billed at the time of shipment. The customer is responsible for any difference in the quoted freight rate and the actual rate at the time of shipment. Customer is responsible for additional equipment needed to unload and unloading services.

4. Taxes, if applicable, are not included. Applicable State and Local taxes will be added to the final invoice unless a tax exempt or Resale Certificate is provided prior to order shipment.

5. A Service Charge of 3% will be charged on all past due invoices.

6. Your signature on the quote and returned to us with applicable down payment constitutes a contract between us. Prices subject to change if not accepted within 30 days of quote request date.

Accepted by (printed and signed)

Date

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Company Name

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# Nebraska Septic

Job Number  
**2602-1874**

To Accept Visit- [NebraskaSeptic.com/Task](http://NebraskaSeptic.com/Task)

1722 W Avalanche Rd, Lincoln NE. 68521  
Email: [NebraskaSeptic@gmail.com](mailto:NebraskaSeptic@gmail.com)

Date: March 2, 2026  
Phone Number: (402) 432-1082

Email; [tony.kobza@rcentral.org](mailto:tony.kobza@rcentral.org)  
Submitted to:

**Tony Kobza**

PID; 13-09-400-005-000  
Address: 1800 W Agnew Rd  
Raymond 68428

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### Job Description:

Item description	# of	Line Total
Excavation Soil Sqft	15615	\$30,839
Material Estimate 4764482 (Provided)	1	\$43,960
Pipe Bedding Yard(s) (Rock)	208.2	\$13,447
Additional Excavation Hours	225	
Processing Fee (if card payment is used)	0.04	\$3,530

Material total to be paid in full with deposit for this project. Labor and excavation will be billed out each week on a % of completion.

Estimate requires site evaluation	Utility locate could adjust these costs	Any material not included in the estimate will be charged extra	Excavation Depth Requirement
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Any notes that need to be included please request to prevent any confusion at construction

I Propose: to furnish labor and materials in complete accordance with the above specifications. If accepted the price provided is guaranteed for 30 days from the date the proposal was submitted. Any and all changes made to job description at any time until job completion could result in additional cost to the customer, however Nebraska Septic will advise verbally those situations to the customer. Payment for work is due upon completion and can be made with cash or check unless specified otherwise. The bid amount does not include final grading unless specified otherwise. **Any and all private utilities must be located by the homeowner** and could result in price increase with additional time required. Any and all special instructions should be made clear prior to work beginning to be sure we are able to comply with any and all requests if possible. Please request additional information about service contract and what that covers. **A 50% deposit will be required for all projects of \$10,000 value or larger.**

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**Proposed Cost to Owner: \$91,775**

**Acceptance of Proposal:**

The above prices, description, and specifications are satisfactory, and hereby accepted.

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Signature

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Date

Proposal made by: Steven Lewis



**Empire Netting & Fence**

PO Box 553

Waverly, NE 68462

402.682.7658

***Solutions for all your fence and netting needs!***

**Project: Raymond Central**

**Contact: Tony Kobza**

**Date: 1/29/2025**

**Scope of Work: Mow Curb**

**Install Mow Curb Around Perimeter**

- + Install approx. 1,359 LF of 12" wide x 6" deep mow curb
  - Mow curb to be above grade
  - Includes 2 rows of rebar continuous

**Total: \$18.00/LF = \$24,462.00**

Sam Strid

\_\_\_\_\_  
Customer Signature

\_\_\_\_\_  
Empire Representative

*Please review the attached Terms & Conditions and Exclusions documents prior to signing. Thank you for your business!*



**Empire Netting & Fence**

PO Box 553

Waverly, NE 68462

402.682.7658

## ***Solutions for all your fence and netting needs!***

### **Standard Notes & Exclusions – Unless otherwise noted**

- No surveying and / or staking included
- Does not include removal of spoils offsite
- No grading, grubbing, clearing, or staking of fencing location lines
- Retainage will not apply to temporary fencing
- Sleeves or sonotubes are not provided
- Mow curb/strip are not provided
- Providing, running, or installation of electrical or conduit is not included
- Installing of grounding or components is not included
- Not responsible for cable locating in post tension construction
- Providing or installing of rebar in concrete footings is not included
- No project specific employee background, drug screening or DMV history will be added if required.
- No demo or removal of any existing fences or structures
- Not responsible for compliance with local zoning or regulations
- Not responsible for obtaining permits or inspection
- No bid bond and performance bond. P&P bonding rate is approximately 1.2%.
- Stamped Engineers Drawings will be billed
- No engineer's report
- Stamped Engineers Drawings to be billed as additional.
- Prevailing, union, or Davis-Bacon wages are not included
- No rock drilling and/or core drilling
- Private utilities to be located by others in accordance with state standards. In the event these utilities are damaged because of improper locating Empire Netting & Fence will not be responsible for damages and associated costs.
- No removal of hazardous materials
- Not responsible for damages caused by others
- Hydrovac is not included
- Not responsible for removal of hidden or unforeseen debris discovered during digging or drilling

### **Payment Terms:**

- By accepting this proposal as indicated by my signature, I acknowledge the scope of work to be completed, understand all proposal notes, and guarantee payment according to the terms set forth in this proposal.
- Estimate is valid for 15 days
- Additional fees will be added for special billing processes such as Textura and Avetta. Fees will be submitted as a change order.

### **Terms & Conditions**

1. Terms and Acceptance. By signing this proposal, the Buyer has completely reviewed and agreed with the prices, specifications and the Buyer is authorizing Empire Netting & Fence to complete the specified work. If not signed by the Buyer, Seller shall have no obligations under this agreement.



**Empire Netting & Fence**

PO Box 553

Waverly, NE 68462

402.682.7658

**Email:** info@empire-fence.com

### ***Solutions for all your fence and netting needs!***

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2. **Payment Terms.** Balance due within 15 days of completion. If payment is withheld without approval, the contract amount will increase by 5%. Services and handling charges of 1.5% per month, 18% per annum applies to delinquent accounts that are not paid within the 15 days of project completion.
3. **Warranties.** Empire Netting & Fence, as fence contractor for the above referenced project does hereby warrant that for a period of one year from the date of project completion, the work will remain free from all defects in workmanship and materials, except as noted below. This warranty is extended to the original owner and is non-transferrable. No warranty will be applied to any fence projects, or portions of work which are repairs or add-ons to existing fences, railings, netting, or posts, and do not involve completely new fence installations. Seller does not warranty damage to the materials installed caused by excessive irrigation, failure to keep fences free of excessive vegetation, soil contraction due to insufficient hydration or other causes. Seller uses only prime lumber materials but makes no warranty that wood products will not naturally warp or split over time. If you require repairs, to a fence or structure constructed with wood products, which are due to warping, splitting, or any other natural characteristic of wood, labor charges will apply. Although Seller generally purchases lumber materials from the same sources to ensure consistency, we do not guarantee consistency in coloration. If any person, firm or corporation other than Seller, performs or attempts to perform any repairs, modifications, or other changes to the completed work, then this warranty will become null and void. Some fence material including ornamental steel and aluminum, and vinyl fence products, have a manufacturer's warranty which may apply for periods longer than that of the Seller.
4. **Returns.** Goods cannot be returned without Seller's prior agreement and permission. If Seller authorizes a return, Buyer is responsible for return freight and a 15% minimum restocking fee.
5. **Modifications.** This bid is based off documents provided, any deviation in material or services may require adjustment to time, material, and cost. Change orders will be submitted to the Buyer and performed only after Buyer approval and signature. All modifications shall be in writing and shall be affixed to the original bid.
6. **Claims.** Buyer assumes full responsibility for damage to marked and unmarked underground utility, telephone, T.V., cable or sprinkler systems. Buyer agrees or allows Empire Netting & Fence to locate the fence within 18 inches of buried utilities. Buyer agrees to defend, hold harmless and indemnify Empire Netting & Fence against all claims, liabilities and expenses for trespass and damage arising out of location of said fence, railing, bollards, posts, and netting.
7. **Installation.** All installations shall be performed by the Seller. If any person, firm or corporation other than Empire Netting & Fence performs or attempts to perform any repairs, then the warranty will be null and void. Changes to installation of fencing, netting, bollards, gates, railings, or any materials agreed upon between the Buyer and Seller, due to varying ground and structure conditions are not the responsibility of the Seller.
8. **Delays.** This contract is subject to Seller's ability to obtain some or all the materials from remote manufacturers or suppliers within the time estimated on the Bid. Seller shall be diligent to obtain all materials but shall not be liable for any delay in delivery or shipment of the Materials or any part or portion thereof arising from the cause wholly or partly beyond Seller's control. Seller will not be responsible for any costs incurred for delays caused by Buyer, owner, Architect, inclement weather, site accessibility or any conditions beyond the control of Seller. Agreed upon installation dates is based on site availability and receiving all necessary approved drawings.
9. **Force Majeure.** In no event shall the Seller be responsible or liable for any failure or delay in the performance of its obligations hereunder arising out of or caused by directly or indirectly, forces beyond its control, including without limitation, strikes, work stoppages, accidents, acts of war or terrorism, civil or military disturbances, nuclear or natural catastrophes or acts of God and interruptions, loss or malfunctions of utilities, communications or computer services; it being understood that the Buyer shall use reasonable efforts which are consistent with accepted practices to resume performance as soon as practicable under the circumstances.
10. **40-hour Work Week.** The regular work week for a full-time employee is Monday through Friday 7:00 AM to 4:00 PM, 40 hours.
11. **Hidden or Changed Conditions.** Any work not indicated in the plans or specifications, that must be added, repaired, or replaced because of hidden, concealed, or changed conditions, or that is required for compliance with building codes or other regulations, shall result in a change order, and shall be paid for in full by the Owner, subject to the terms and conditions of this contract.



**Empire Netting & Fence**

PO Box 553

Waverly, NE 68462

402.682.7658

***Solutions for all your fence and netting needs!***

**Project: Raymond Central**

**Contact: Tony Kobza**

**Date: 2/27/2026**

**Scope of Work: Provide Material and Install**

**Outfield**

± Install approx. 151 LF of 6' tall black chain link fencing

- Line posts to be 2.5" OD and terminals to be 3" OD. All posts are set in concrete footings.
- Includes top rail and bottom tension wire
- Includes (1) 12' wide x 6' tall double drive gate with necessary hardware

**Total: \$6,270.00**

**Dugouts**

± Install approx. 396 LF of 6' tall black chain link fencing - (2) sets of dugouts at 8' x 30'

- Dugouts at other fields to have chain-link on all 4 sides
- Each dugout has (1) 4' wide openings - total of 4 gates
- All posts to be 3" Round
- Includes top rail and bottom tension wire

**Total: \$11,129.00**



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**Bullpens**

± Install approx. 640 LF of 6' tall black chain link fencing

- (4) Bullpens at 10' x 70'
- Line posts to be 2.5" OD and terminals to be 3" OD. All posts set in concrete footings.
- Includes top and bottom rail – bottom rail included in order to support padding
- Includes (1) 5' wide single gates at each back stop, (4) total gates

**Total: \$25,040.00**

**Grand Total: \$49,082.00**

**\*\*Sales Tax NOT Included**

Sam Strid

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Customer Signature

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Empire Representative

*Please review the attached Terms & Conditions and Exclusions documents prior to signing. Thank you for your business!*



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## ***Solutions for all your fence and netting needs!***

### **Standard Notes & Exclusions – Unless otherwise noted**

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- Does not include removal of spoils offsite
- No grading, grubbing, clearing, or staking of fencing location lines
- Retainage will not apply to temporary fencing
- Sleeves or sonotubes are not provided
- Mow curb/strip are not provided
- Providing, running, or installation of electrical or conduit is not included
- Installing of grounding or components is not included
- Not responsible for cable locating in post tension construction
- Providing or installing of rebar in concrete footings is not included
- No project specific employee background, drug screening or DMV history will be added if required.
- No demo or removal of any existing fences or structures
- Not responsible for compliance with local zoning or regulations
- Not responsible for obtaining permits or inspection
- No bid bond and performance bond. P&P bonding rate is approximately 1.2%.
- Stamped Engineers Drawings will be billed
- No engineer's report
- Stamped Engineers Drawings to be billed as additional.
- Prevailing, union, or Davis-Bacon wages are not included
- No rock drilling and/or core drilling
- Private utilities to be located by others in accordance with state standards. In the event these utilities are damaged because of improper locating Empire Netting & Fence will not be responsible for damages and associated costs.
- No removal of hazardous materials
- Not responsible for damages caused by others
- Hydrovac is not included
- Not responsible for removal of hidden or unforeseen debris discovered during digging or drilling

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**Email:** info@empire-fence.com

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7. **Installation.** All installations shall be performed by the Seller. If any person, firm or corporation other than Empire Netting & Fence performs or attempts to perform any repairs, then the warranty will be null and void. Changes to installation of fencing, netting, bollards, gates, railings, or any materials agreed upon between the Buyer and Seller, due to varying ground and structure conditions are not the responsibility of the Seller.
8. **Delays.** This contract is subject to Seller's ability to obtain some or all the materials from remote manufacturers or suppliers within the time estimated on the Bid. Seller shall be diligent to obtain all materials but shall not be liable for any delay in delivery or shipment of the Materials or any part or portion thereof arising from the cause wholly or partly beyond Seller's control. Seller will not be responsible for any costs incurred for delays caused by Buyer, owner, Architect, inclement weather, site accessibility or any conditions beyond the control of Seller. Agreed upon installation dates is based on site availability and receiving all necessary approved drawings.
9. **Force Majeure.** In no event shall the Seller be responsible or liable for any failure or delay in the performance of its obligations hereunder arising out of or caused by directly or indirectly, forces beyond its control, including without limitation, strikes, work stoppages, accidents, acts of war or terrorism, civil or military disturbances, nuclear or natural catastrophes or acts of God and interruptions, loss or malfunctions of utilities, communications or computer services; it being understood that the Buyer shall use reasonable efforts which are consistent with accepted practices to resume performance as soon as practicable under the circumstances.
10. **40-hour Work Week.** The regular work week for a full-time employee is Monday through Friday 7:00 AM to 4:00 PM, 40 hours.
11. **Hidden or Changed Conditions.** Any work not indicated in the plans or specifications, that must be added, repaired, or replaced because of hidden, concealed, or changed conditions, or that is required for compliance with building codes or other regulations, shall result in a change order, and shall be paid for in full by the Owner, subject to the terms and conditions of this contract.

## 6. Discussion Items

### 6.1. Superintendent's Report

**Raymond Central Public Schools  
District Strategic Plan 2026-2031**

**This is an extension of the 2019-25 Plan**

**These goals were formulated by the Board of Education following a series of stakeholder meetings in the Spring of 2026. The input and feedback from community members, students and staff was essential to the formulation of goals that will serve the District into the future.**

**Goal 1 - Increase the number of students that meet or exceed normal growth rates**

- Performance Indicator (1): Students will be provided rigorous academic and real-life learning opportunities to become college and career ready.
- Performance Indicator (2): Student proficiency scores will be above average for the NSCAS and ACT Scores when compared to the NDE selected school in our geographic area.
- Performance Indicator (3): Develop and implement a Multi-Tiered System of Support (MTSS) based on a needs-driven model ensuring students at all levels and sites have access to appropriate resources to accelerate performance proficiencies.
- Performance Indicator (4): Teachers will utilize effective instructional models, including differentiation, based on research and best practice with curriculum aligned to national, state and local standards while continuously assessing and monitoring student progress.
- Performance Indicator (5): Increase Measurement of Academic Progress (MAP) scores to meet or exceed national growth rates from first data collection points to additional collection points through the academic year.
- Performance Indicator (6): The Board of Education will review student growth data in Reading, Math, and Social, Emotional Behavior, using MAP Results and AqUESST Reports, at a minimum of three times per year (fall, mid-year, and spring).
- Performance Indicator (7): Graduating seniors will develop a readiness portfolio. Raymond Central students will be encouraged to complete program of study that align with future goals that incorporate life skills such as critical thinking, problem solving, written and oral communication, and goal setting as they prepare to exit from their school experience and enter a career, college, military or adult life as a responsible citizen in an ever-changing society. Effective implementation will be measured by increased rating on AqUESST.

- Performance Indicator (8): The district will research, design and implement a grading and assessment philosophy based on research and best practice.

## **Goal 2 - Research and implement strategies to recruit, hire, develop, support, and retain the highest quality staff**

- Performance Indicator (1): Develop and implement pathways for teacher leaders that allow them to gain leadership experience and expertise through professional collaboration with other teachers and administrators. This is difficult to do in a smaller district. For teachers looking for advancement we encourage them to participate in leadership opportunities and provide them to help with administrative duties.
- Performance Indicator (2): To encourage high performance, develop and implement a performance-based program that recognizes individuals for their accomplishments.
- Performance Indicator (3): Review 2026-2031 staff exit surveys to determine patterns and trends.
- Performance Indicator (4): Research and implement an online strengths tool to ensure candidate strengths match with our needs. (Gallup)
- Do we consider a board approved district wide goal, such as reading, with a small bonus incentive if we reach it?

## **Goal 3 - Increase Student Enrollment**

- Performance Indicator (1): Develop a positive ratio of option-enrolled students through advertising and showcasing the accomplishments of Raymond Central students using a variety of social and media outlets.

## **Goal 4 - Maintain and Improve Current Facilities**

- Performance Indicator (1): Continue to update the RC 5-10 year facilities plan.
- Performance Indicator (2): Explore creative/innovative classroom and campus concepts.
- Performance Indicator (3): Hire a consultant to assist in future facility planning including the construction of a Performing Arts Center and added classroom and activity space.
- Performance Indicator (4) Ensure that we have the necessary place to expand academic programming at all levels.

## **Goal 5 - Technology**

- Performance Indicator (1): Continue to stay up-to-date with devices and infrastructure.
- Performance Indicator (2): Update and maintain the district website frequently to keep all stakeholders informed.
- Performance Indicator (3): Teachers will utilize technology targeting student-centered learning, differentiated instruction and digital citizenship that will address such matters as digital safety and online abuse and trafficking. The district will provide training opportunities for teachers to enhance their skills in this area.
- One recommendation was to provide an inexpensive buy back program for graduating seniors- \$10 per device- that would encourage care of the device as they move through high school- This would not be in our strategic plan, but would be a policy change.

#### **Goal 6 - Staff Professional Development**

- Performance Indicator (1): Provide meaningful and relevant staff development training to improve instruction. Professional Learning Communities will be the major vehicle for accomplishing this task by using teacher collaboration.
  - Professional learning opportunities will focus on increasing knowledge and use of differentiation strategies within all classrooms.
  - Increasing student engagement is also critical. PLCs will play a vital role in implementing these strategies. We have a plan to make this work at the Secondary Level. The elementary school has this in place.
- Performance Indicator (2): Develop a data collection process to ensure high yield instructional strategies are implemented with fidelity to the Science of Learning Model.

#### **Goal 7 - Mental Health Action Plan**

- Performance Indicator (1): Provide ongoing professional development in mental health issues for staff, students, parents and community.
- Performance Indicator (2): Develop and implement a progress monitoring evaluation tool for RC mental health programs: Social/Emotional Curriculum (PK-12); mental health therapist.

#### **Goal 8 - Ensure all students learn in a safe environment**

- Performance Indicator (1): Conduct annual external safety audits at each school site.
- Performance Indicator (2): Develop and implement a district-wide reunification plan as part of the adopted standard response protocol.

- Performance Indicator (3): Provide ongoing safety training for staff and students.
- Performance indicator (5): Continue to engage all stakeholders in school safety issues.

## 7. Adjournment