



Monday, July 10, 2023
USD #333 USD333 Board of Education Regular Meeting

AGENDA FOR UNIFIED SCHOOL DISTRICT NO. 333
CLOUD COUNTY, KANSAS
7:00 PM

USD #333 Board of Education Administrative Offices, 217 W. 7th St., Concordia, KS 66901

A. OPENING ITEMS

1. Call To Order
2. Pledge of Allegiance
3. Members Present

B. CONSENT ITEMS

1. Adopt Agenda for Meeting
2. Approval of Minutes
3. Accept Gifts and Donations
4. Approval of Encumbrances as listed in the Superintendent's Report
5. Approval of Financial/Treasurer's Report/CapitalOne
6. Administrator/Building Reports - NONE in July
7. Vote on Consent Items

C. PUBLIC COMMENTS

D. STUDENT/PATRON PARTICIPATION/RECOGNITION

E. INFORMATION/UPDATE/COMMUNICATION

1. Community Education Retreat at Concordia Middle School
5 - 8 pm on August 3
Community Education Retreat 8.3.2023 Draft2 3
2. Community Engagement Survey Results
JuneThoughtExchange 4
3. Board of Education Goals 2023-2024
2022-2023 BOE Goals Poster (1) 23
4. Board of Education Retreat Date

F. EXECUTIVE SESSION

G. BOARD ACTION ITEMS

1. Board of Education Retreat and Goals
2. KNCK Services Renewal
KNCK USD #333 - Letter to Quentin and Board 2023- 6-7-23 24
KNCK USD Proposal 333- New 2023-2024 25

H. CERTIFIED and CLASSIFIED PERSONNEL

1. 1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for 2023-2024 School Year (if needed)

2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for 2023-2024 School
Year (if needed)
Classified June 2023 LIST

26

I. **ADJOURN**



Unified School District No. 333

Administrative Offices

217 West 7th Street

Concordia, Kansas 66901-2803

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www.usd333.com

TRUST OWNERSHIP CULTURE

QUENTIN BREESE
Superintendent

**USD 333 Community Education Retreat
August 3, 2023
Concordia Middle School**

KELLY STRUEBING
Director of Operations

4:45 PM

OPEN HOUSE CONCORDIA MIDDLE SCHOOL

5:15 PM

Dinner Provided

5:30 PM

“Concordia Can” – Community Conversation
Speaker TBA – Kansas Commissioner of Education

Chad Eshbaugh
CJSHS Principal

6:15 PM

USD 333 Board of Education Candidate Forum
Hosted by the Concordia Education Fund
Bryan Bombardier – USD 333 Board of Education President

Skyler Hittle
CJSHS AD/Asst. Principal

6:45 PM

Rotating Break-Out Sessions

Curtis Noon
CMS Principal

6:45/7:15/7:45

Breakout 1: CES -Academic/Social Emotional – CMS Library
Derek Holmes – Principal
Krystal Breese – Asst. Principal/Director of Curriculum and Instruction
Anna Kastrup – MTSS Coordinator
Kelsey Abitz – CES Counselor

Derek Holmes
CES Principal

6:45/7:15/7:45

Breakout 2: CMS – Academic/Social Emotional – CMS Classroom
Curtis Noon – CMS Principal/Director of Assessments
Katie Jackson – MS MTSS Coordinator/Counselor

Krystal Breese
Curriculum & Assessment

6:45/7:15/7:45

Breakout 3: CJSHS Academic/Social Emotional & Beyond– CMS Music
Chad Eshbaugh– CJSHS Principal
Bailey Echer– CTE Dir/Counselor
Kevin Muff – Dean of Student Success

BOARD OF EDUCATION

6:45/7:15/7:45

Breakout 4: Portrait of a Successful High School Graduate- CMS Classroom
Jordan Champlin – USD 333 Interventionalist/ Social Worker
CHS BLT

BRYAN BOMBARDIER
President

6:45/7:15/7:45

Breakout 5: Long Range Planning – CHS Library
Tucker Peddicord – Lighthouse Construction

TONY MILLER
Vice President

6:45/7:15/7:45

Breakout 6: Boosting Community & Parent Engagement– CMS Library
Kelly Struebing-Director of Operations
Trish McDaniel-Technology
Kim Muff – Dir. of Concordia Education Fund/Community Relations

BRAD BERK

7:15/7:45

Breakout 7: Bond Proposal Dialogue – CMS Cafeteria
Kelly Struebing – Director of Operations
Quentin Breese -Superintendent

JOHN CULLEY

7:15/7:45

Breakout 8: USD 333 Board of Education Forum – CMS Classroom
USD 333 BOE

NANCY OWEN

Closing Remarks

Kim Muff – Dir. of Concordia Education Fund/Community Relations
Quentin Breese – USD 333 Superintendent of Schools

JENNY PARKER

8:30 PM

Adjournment/Optional Tour

KEVIN POUNDS

#concordiaproud

TRUST OWNERSHIP CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

Exchange Summary

Kelly Struebing, Concordia Unified School District 333
June 13, 2023

What are some important things we can learn from the outcome of our previous bond/referendum/levy elections, and what could we do differently in preparation for future elections?



PARTICIPATION

Breakdown of Participation



442

Participants



279

Thoughts



9,788

Ratings



THOUGHTS

Key Thoughts



ADA Compliance is a must throughout the school & current gym. The big gym is nice, need to add hand rails to the stairs. Current steps w/o handrail is a hazard to all especially the elderly. I watched a man at graduation crawl up them on his hands and knees to balance.

4.1  (44 )
Ranked #1 of 279

More transparency with transactions and decisions. Being transparent creates trust that the improvements are necessary and address the needs of the students and staff; now and in the future.

4.1  (43 )
Ranked #2 of 279

Wasn't a person brought on staff to write grants? Has the district received any grants yet due to her efforts that can help with some needed upgrades There has to be grants available that could help with some of the smaller ADA/Security needs while still pursuing a bond issue for the rest.

4.1  (41 )
Ranked #3 of 279



THOUGHTS Athletics



Students first... athletes second. Academics should come before any sports.

4.0  (45 )

Lead with academic and academic support needs, not athletic space enhancement. The community supports the primary mission to educate students first. Athletics is a supporting role in education & community involvement.

4.0  (43 )

The students comfort & well being should come first. Academics then athletics. Our community is small with limited money, a smaller project works. The students need to be able to have a safe & supporting place at school. They are going for a good education that should be the focus of the project

3.9  (45 )



THOUGHTS Kids Futures



Ada compliance is important. Getting our kids ready for the future with updated technology is also important. Send our kids to college and not being up to date with the new technology they are needing is a struggle. College is hard enough. Catching up is bad

4.0  (44 )

It's time to create a better learning space for our kids.

4.0  (44 )

We need to think of our kids futures

3.9  (43 )



THOUGHTS

Focus



I understand the reasons but need to find a way to lead with academic needs as opposed to sporting needs. Public perception

4.0  (12 )

Be mindful in preparing pitches to focus on the student first and the athlete second. Physical activity is necessary but a new gym isn't the only need Make construction needs emphasize the betterment of every student and not a selection of the student body. Some are student before athletes, not all.

3.9  (45 )

Emphasize the academic improvements that will be made. Talk more about that , less about the gym. Not sure the community heard that last time. I think the community is more willing to approve something if academics is more of the focus.







3.9  (41 )



THOUGHTS

Miscellaneous



- More communication and buy-in for those most impacted** Property tax increases primarily impact landowners (ie farmers and investors). They need to support the project in order to have a chance at passing. 4.0  (43 )
- Need handicap parking plus wheelchair ability for people to go to games and graduations and school Functions** Cause a lot of people have a hard time going to thing cause of there disability and there hardly anywere for wheelchair in the gym and other places 4.0  (43 )
- Be transparent - share, share, share some more. So much that no one can say "oh... I didn't realize that was in the plan"** 4.0  (42 )



THOUGHTS Community



Truly take the input received from this survey and across the board to heart. When a community repeatedly feels dismissed, you lose the buy-in If you take the time to put this out there and we take the time to respond, use the information instead of dismissing it

4.1  (39 )

When the plan is presented, don't focus on activity/athletic space. Make it about ADA compliance, safety, up to date classrooms and learning spaces Our community should be embarrassed at the condition of our school. It is a direct reflection of the type of citizens in our community.

4.0  (44 )

School tours, meeting with groups and stakeholders before making final decisions on plans. Allow input from community and staff to know what they thin You must have community and staff buy in. School tours should include the teachers and students talking about why it's important!

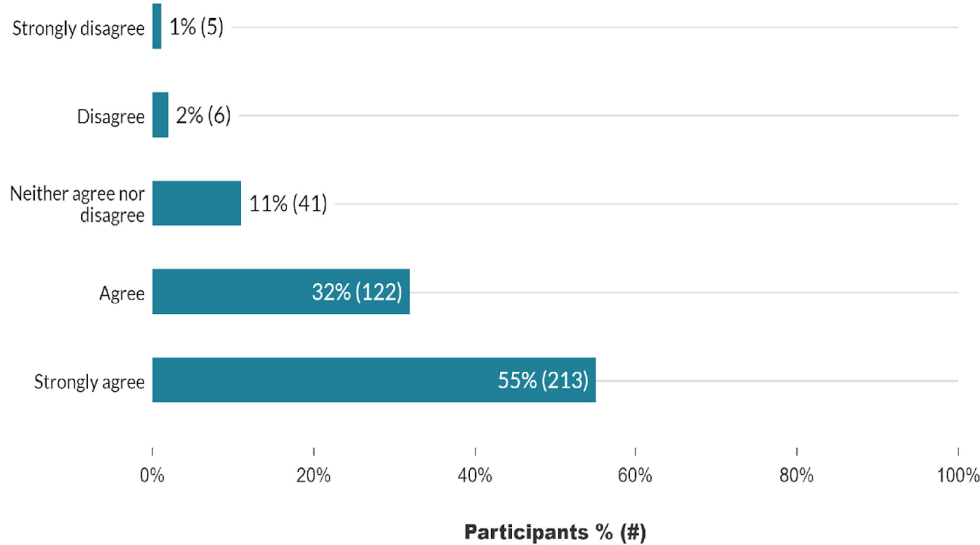
4.0  (43 )



Q1 | ADA Compliance should be included in the CJSHS facility improvement plan.

Answered: 387
Not answered: 55

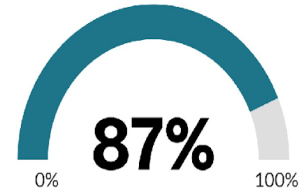
BAR PIE



Favorability score ⓘ

Out of 387 people, this is how many participants voted for **Agree** and **Strongly agree**.

$$32\% (\text{Agree}) + 55\% (\text{Strongly agree}) = 87\% (\text{Favorability score})$$



Agree, Strongly agree ▼

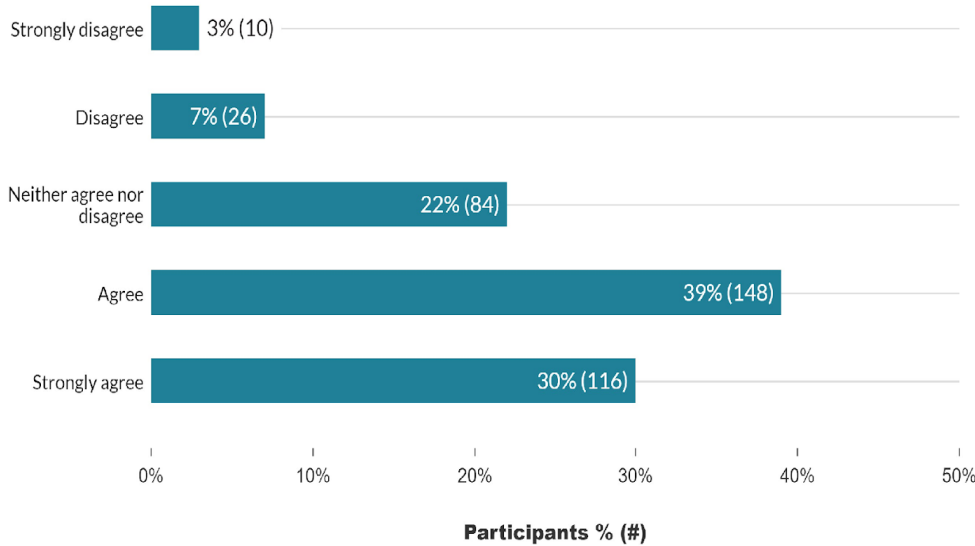


Q2

Increasing the size of classrooms (ex. making science labs larger in square feet) should be included in the CJSHS facility improvement plan

Answered: 384
Not answered: 58

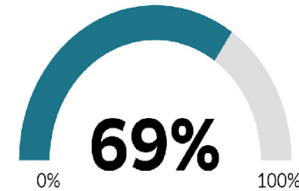
☰ BAR ⊕ PIE



Favorability score ⓘ

Out of 384 people, this is how many participants voted for **Agree** and **Strongly agree**.

$$39\% (\text{Agree}) + 30\% (\text{Strongly agree}) = 69\% (\text{Favorability score})$$



Agree, Strongly agree ▾

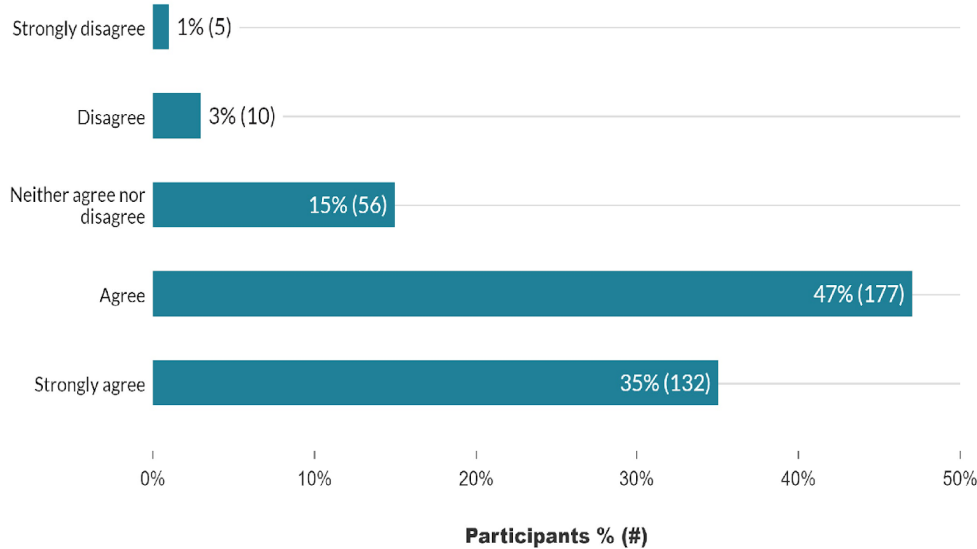


Q3

Updated electrical panels and more electrical outlets in the classrooms should be included in the CJSHS facility improvement plan.

Answered: 380
Not answered: 62

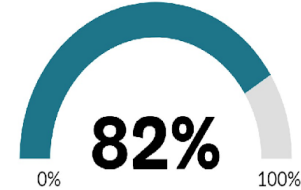
BAR PIE



Favorability score ⓘ

Out of 380 people, this is how many participants voted for **Agree** and **Strongly agree**.

$$47\% (\text{Agree}) + 35\% (\text{Strongly agree}) = 82\% (\text{Favorability score})$$



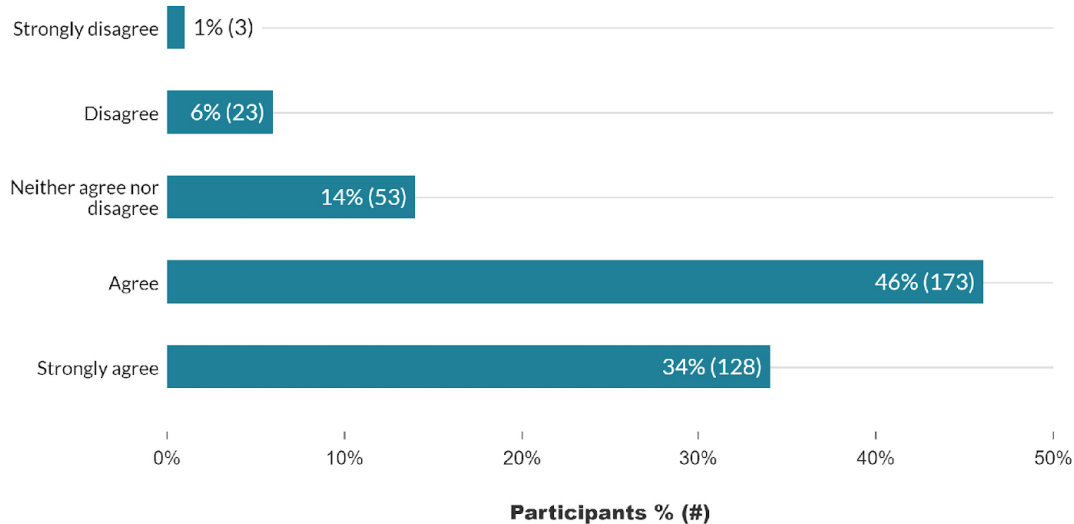
Agree, Strongly agree ▾

Likert Scale

Q4

Temperature control and updating Heating and Cooling Systems should be included in the CJSHS facility improvement plan.

Answered: 380
Not answered: 62



Favorability score ⓘ

Out of 380 people, this is how many participants voted for **Agree** and **Strongly agree**.

46% (Agree) + 34% (Strongly agree) = 80% (Favorability score)



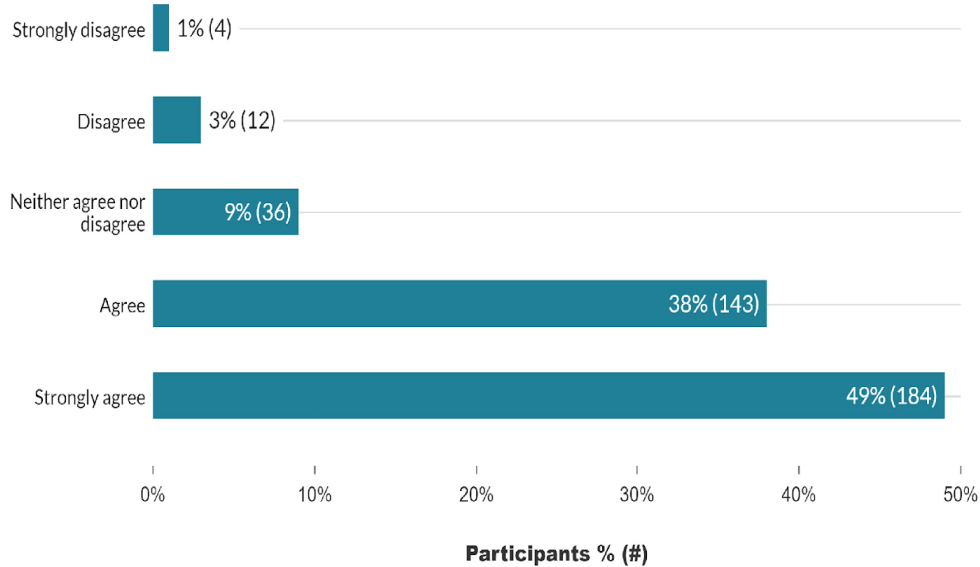
Agree, Strongly agree



Q5 Renovation of restrooms should be included in the CJSHS facility improvement plan.

Answered: 379
Not answered: 63

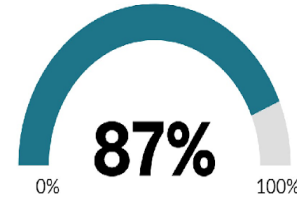
BAR PIE



Favorability score ⓘ

Out of 379 people, this is how many participants voted for **Agree** and **Strongly agree**.

$$38\% (\text{Agree}) + 49\% (\text{Strongly agree}) = 87\% (\text{Favorability score})$$



Agree, Strongly agree ▾

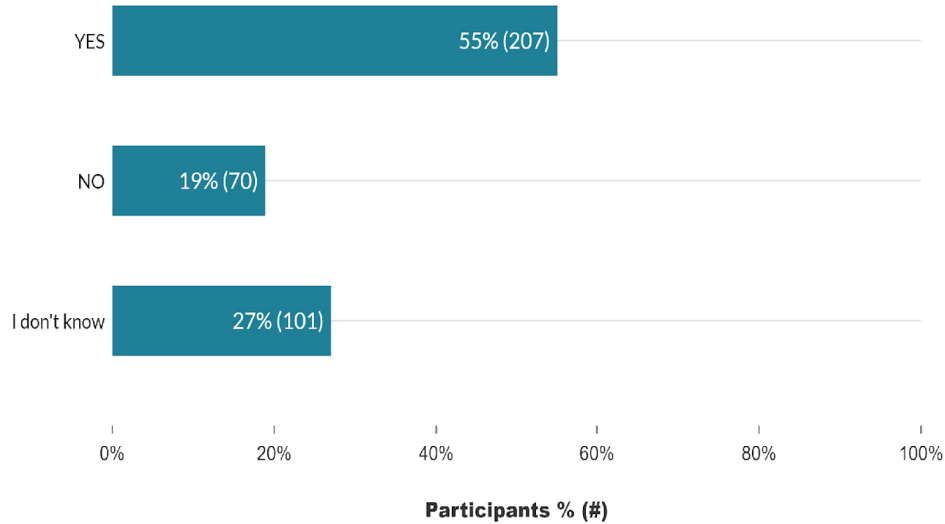
Multiple Choice

Q6

USD 333 should pursue an ADA compliant, CJSHS auxiliary gym space to accommodate student practices and competitions.

Answered: 378

Not answered: 64



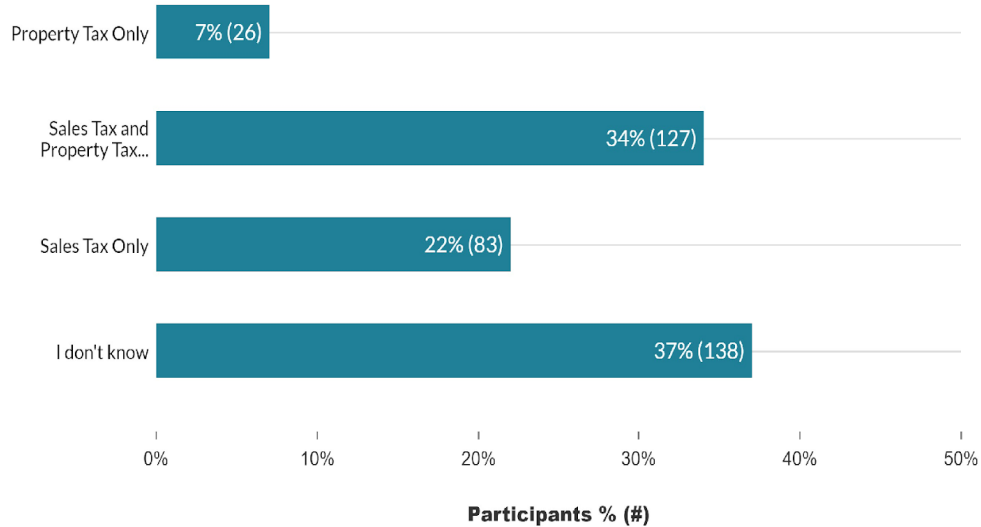
Multiple Choice

Q7

USD 333 should pursue a (property tax only) or pursue a (sales tax/property tax combination) to minimize the property tax impact for the CJSHS facility improvement plan.

Answered: 374

Not answered: 68



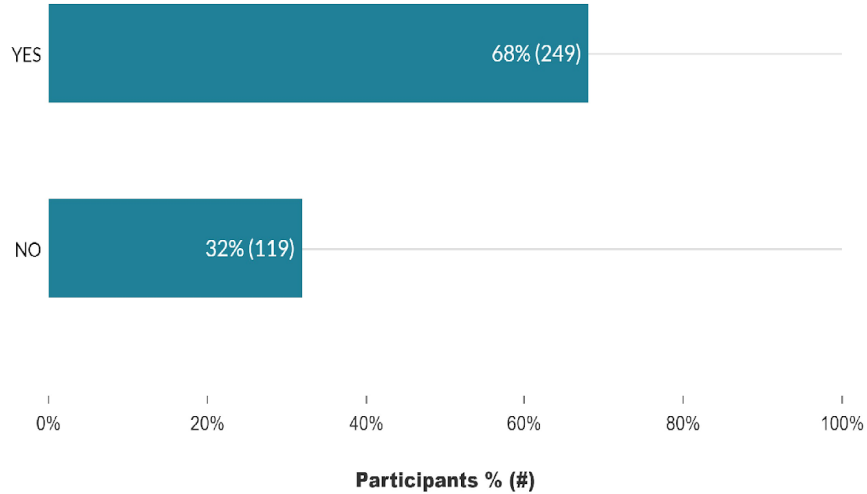
Multiple Choice

Q8

USD 333 should pursue a partnership with the City of Concordia to accomodate gym space needs of the school and community. (Pickleball,Biddy Basketball, Adult Basketball, Adult Volleyball, etc.)

Answered: 368

Not answered: 74



Dropdown

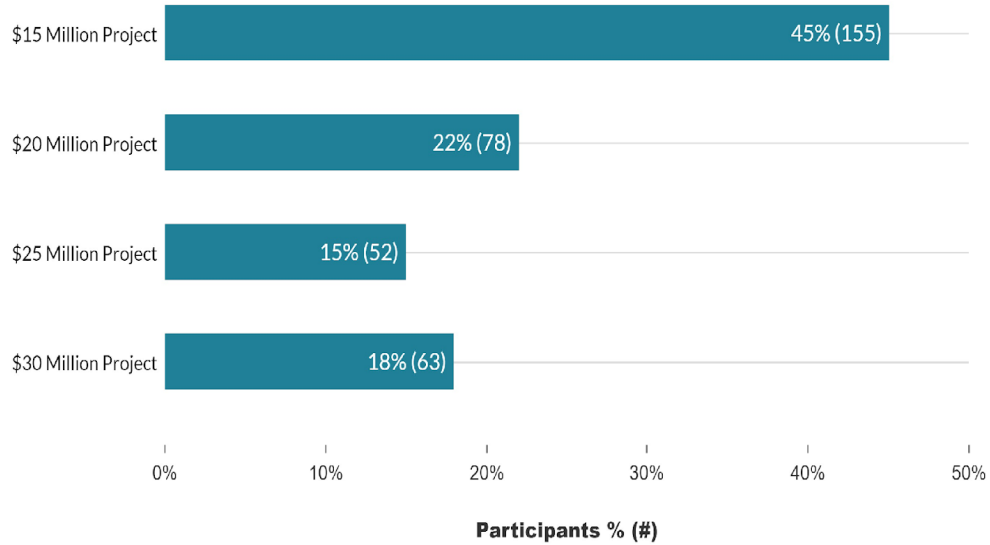


Q9

What bond amount is the Concordia community most willing to support to improve the 1929 CJSHS High School facility?

Answered: 348

Not answered: 94





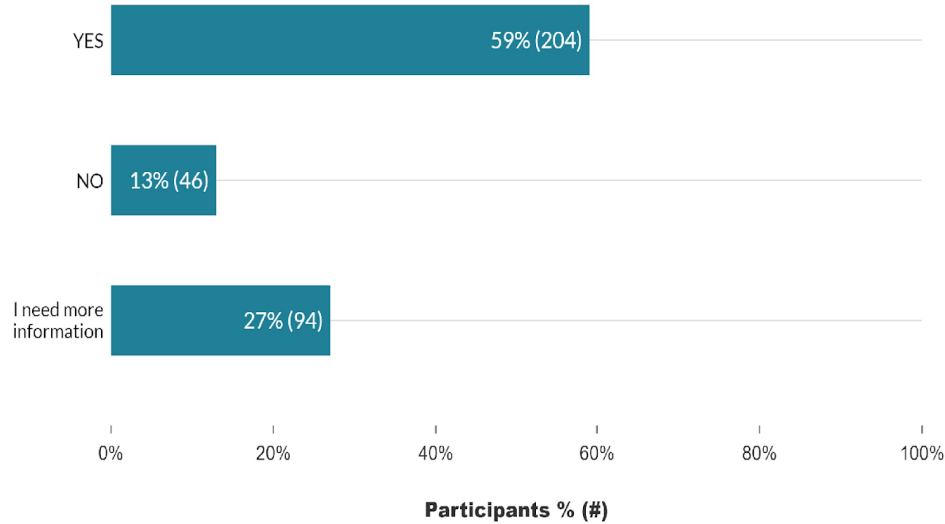
Multiple Choice

Q10

USD 333 should continue to pursue an Bond Project to improve the educational spaces and infrastructure needs facing our 1929 building

Answered: 344

Not answered: 98





WRAP UP Next Steps



Thanks for participating

We'll be carefully considering what we learned and sharing our actions back with you.

2022-2023

USD 333 BOARD OF EDUCATION GOALS



Long Term Goals

1. Recruit, develop, and retain high quality effective staff.
2. Provide quality education in a stable financial environment.
3. Establish a Concordia Education Foundation 501(c)(3) to enrich educational opportunities

Short Term Goals

1. Develop and Refine the “USD 333 Data Dashboard” to drive instruction and professional development.
2. Launch a strategic and positive Master Facility bond campaign.
3. Build community engagement through a comprehensive communication plan including:
 - a. Monthly Blade Empire Notes from the Superintendent
 - b. Monthly Social Media Newsletters from the Superintendent
 - c. USD 333 Community Education Retreat
 - d. State of the District Update each February in Open BOE Meeting
4. Commit to Kindergarten Readiness through progressive Daycare and Early Childhood initiatives



TRUST OWNERSHIP CULTURE

THE MISSION OF USD 333 IS TO CREATE AND TO MAINTAIN AN ENVIRONMENT THAT ENSURES ENGAGED LEARNING, EFFECTIVE TEACHING, AND TRUSTING RELATIONSHIPS, SO THAT ALL MEMBERS OF THE SCHOOL COMMUNITY REACH THEIR HIGHEST LEVEL OF ACADEMIC ACHIEVEMENT.



Quentin and Members of the USD #333 Board of Education,

First of all, thank you for giving me the opportunity to help USD #333 get information to parents, students, and the Concordia Community throughout the school year. I have enjoyed creating these messages and sharing helpful tips, awareness and information.

USD #333 has run campaigns about positive ways to handle bullying, tips for parents and kids for things to do over the Summer to get ready for the next school year. Also, USD #333 ran a campaign for COVID. I shared tips with parents and students about coming into the home stretch and continuing with a strong finish.

I have been helping to fill job openings in the district through the years for paras, coaches, teachers etc. An issue that I worked with a couple of times this school year was safety in the school zone. From time to time people forget about the speed limit in the school zone and need reminders to slow down and be aware of children arriving and leaving the school grounds.

I created messages for mental health and shared tips about relieving stress and staying healthy. There were messages about enrollment and there was awareness about National FFA Week and promotion of the school play.

There are other messages recorded by Principals, the Superintendent, elementary teachers, Guidance Counselor, and more.

There's some campaigns I probably have left out, but this gives you an idea how we have helped USD #333 this school year. The Concordia Schools are the hub of community and to have USD#333 on our airwaves not only supports the students, but the teachers and staff, the parents, and our community.

Thank you so much!
Linda Blanken
KNCK Radio
Sales & Marketing



USD #333

2023-2024 School Year

Special Bulk Package of ads for USD #333

2500-:30 second ads on 1390 AM/98.3 (\$2.25 rate)

2500-:30 second ads on 94.9 FM (\$2.25 rate)

Digital Rotating Banner ad with click thru to USD #333 website 1200 x 149

USD #333 Sponsorship to Football and Basketball Games

\$1295 per month for 12 months

Billing Starts August 1, 2023 Ending August 31, 2024

"In accordance with Paragraphs 49 and 50 of United States Federal Communications Commission Report and Order No. FCC 07-217, KNCK, Inc. will not discriminate in any contract for advertising on the basis of race or ethnicity, and all such contracts will be evaluated, accepted, negotiated and completed without regard to race or ethnicity."

NAME**POSITION**

Updated 7/5/2023

LCNCK New Hires

Simmons, Katie

Para Educator at RCJSHS (New Position)

LCNCK Resignations

Hibbs, Jennifer

Para Educator at Washington Co.

LCNCK Terminations**LCNCK Deceased****LCNCK Transfers****USD #333 New Hires****USD #333 Transfers****USD #333 Resignations**

Kreie, Taunya

CAP Assistant Director

USD #333 Terminations**USD #333 Deceased**