

Board of Education Work Session

March 25, 2013 7:00 PM

Board Room, Central Services Building
765 Main St
Springfield, NE 68059

Agenda

- I. Meeting Roll Call
- II. Notice of Open Meetings Act - Posted
- III. Public Comment
- IV. Items for Discussion (Discussion Only)
 - IV.A. Teammates program
 - IV.B. 2014-15 Calendar
 - IV.C. Facility Improvement Planning
 - IV.D. Classified Staffing 2013-14
 - IV.E. Administrative Performance Pay Criteria 2012-13
 - IV.F. Superintendent Evaluation Process 2012-13
 - IV.G. Out of State Student Trips
 - IV.H. District Retreat Date Set
 - IV.I. Budget 12-13, 13-14
- V. Future Planning
- VI. Executive Session for Personnel
 - VI.A. Return from Executive Session
- VII. Adjourn

**Springfield Platteview Community Schools
2014 - 2015**

July 2014							August 2014							September 2014								
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa		
		1	2	3	4	5						1	2		1	2	3	4	5	6		
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13		
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20		
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27		
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30						
							31															
October 2014							November 2014							December 2014								
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa		
			1	2	3	4							1		1	2	3	4	5	6		
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13		
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20		
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27		
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31					
							30															
January 2015							February 2015							March 2015								
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa		
				1	2	3	1	2	3	4	5	6	7	1	2	3	4	5	6	7		
4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14		
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21		
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28		
25	26	27	28	29	30	31								29	30	31						
April 2015							May 2015							June 2015								
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa		
			1	2	3	4							1	2			1	2	3	4	5	6
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13		
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20		
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27		
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30						
							31															

Bold Contract Day - No Classes **Double** No Classes - No Teachers **1** 1st Day of Quarter
Strike Early Dismissal **Bold-Strike** One (1) Hour Late Start **2** Last Day of Quarter

Note: All Mondays that school is in session is a one hour late start.

First Semester

8/11 New Teacher Workshop
8/12-15 All Staff Report
8/18 First Day of Classes
9/1 Labor Day - No Classes
9/29 Teacher In-Service - No Classes
10/17 Early Dismissal - End of 1st Quarter
(43 Student Days/48 Teacher Days)
10/20 1st Day of 2nd Quarter
10/22-23 Early Dismissal - Parent-Teacher Conferences
10/24 Comp Day - No Class
11/26 Early Dismissal - 1/2 Teacher Contract Day
11/27-28 No School - Thanksgiving
12/19,22-23 Early Dismissal - Semester Finals
12/23 1/2 Teacher Contract Day
12/24-1/2 Break

(44 Student Days/45 Teacher Days - 44 Teacher Contract Days)

178 Total Student Days
187 Total Teacher Days (186 Total Teacher Contract Days)

Second Semester

1/5 1st day of 3rd Quarter - 2nd semester
1/19 No School - Martin Luther King Day
2/11 Early Dismissal - Parent-Teacher conferences
2/12 Early Dismissal - Parent-Teacher conferences
2/13 Comp Day - No Classes
2/16 No School - President's Day
3/13 Early Dismissal - End of 3rd Quarter
(47 Student Days/48 Teacher Days)
3/16-17 Break
3/18 Teacher In-Service-No Classes
3/19 1st Day of 4th Quarter
4/3 No School
4/6 No School
5/13 Last Day for Seniors
5/17 Commencement
5/20-21 Early Dismissal - Finals
5/21 Early Dismissal - Finals - Last Day
5/22 Teacher Work Day

(44 Student Days/46 Teacher Days)

**Springfield Platteview Community Schools
2014 - 2015**

July 2014							August 2014							September 2014						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5						1	2		1	2	3	4	5	6
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	8	9	10	11	12	13
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30				
							31													

October 2014							November 2014							December 2014						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4							1		1	2	3	4	5	6
5	6	7	8	9	10	11	2	3	4	5	6	7	8	7	8	9	10	11	12	13
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31			
							30													

January 2015							February 2015							March 2015							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
				1	2	3							1		1	2	3	4	5	6	7
4	5	6	7	8	9	10	8	9	10	11	12	13	14	8	9	10	11	12	13	14	
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21	
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28	
25	26	27	28	29	30	31								29	30	31					

April 2015							May 2015							June 2015								
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa		
			1	2	3	4							1	2			1	2	3	4	5	6
5	6	7	8	9	10	11	3	4	5	6	7	8	9	7	8	9	10	11	12	13		
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20		
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27		
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30						
							31															

Bold Contract Day - No Classes **Double** No Classes, - No Teachers **L** 1st Day of Quarter
Strike Early Dismissal **Bold Strike** One (1) Hour Late Start **└** Last Day of Quarter

Note: All Mondays that school is in session is a one hour late start.

First Semester

- 8/11 New Teacher Workshop
- 8/12-15 All Staff Report
- 8/18 First Day of Classes
- 9/1 Labor Day - No Classes
- 9/29 Teacher In-Service - No Classes
- 10/17 Early Dismissal - End of 1st Quarter
- (43 Student Days/48 Teacher Days)
- 10/20 1st Day of 2nd Quarter
- 10/22-23 Early Dismissal - Parent-Teacher Conferences
- 10/24 Comp Day - No Class
- 11/26 Early Dismissal - 1/2 Teacher Contract Day
- 11/27-28 No School - Thanksgiving
- 12/19,22-23 Early Dismissal - Semester Finals
- 12/23 1/2 Teacher Contract Day
- 12/24-1/2 Break

(44 Student Days/45 Teacher Days - 44 Teacher Contract Days)

178 Total Student Days
 187 Total Teacher Days (186 Total Teacher Contract Days)

Second Semester

- 1/2 Contract Day - Teacher training and preparation
- 1/5 1st day of 3rd Quarter - 2nd semester
- 1/19 No School - Martin Luther King Day
- 2/11 Early Dismissal - Parent-Teacher conferences
- 2/12 Early Dismissal - Parent-Teacher conferences
- 2/13 Comp Day - No Classes
- 2/16 No School - President's Day
- 3/13 Early Dismissal - End of 3rd Quarter
- (47 Student Days/49 Teacher Days)
- 3/16-18 Break
- 3/19 1st Day of 4th Quarter
- 4/3 No School
- 4/6 No School
- 5/13 Last Day for Seniors
- 5/17 Commencement
- 5/19-20 Early Dismissal - Finals
- 5/21 Early Dismissal - Finals - Last Day
- 5/22 Teacher Work Day

(44 Student Days/45 Teacher Days)

**Springfield Platteview Community Schools
2014 - 2015**

July 2014							August 2014							September 2014						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
		1	2	3	4	5						1	2		1	2	3	4	5	6
6	7	8	9	10	11	12	3	4	5	6	7	8	9	7	-8	9	10	11	12	13
13	14	15	16	17	18	19	10	11	12	13	14	15	16	14	15	16	17	18	19	20
20	21	22	23	24	25	26	17	18	19	20	21	22	23	21	22	23	24	25	26	27
27	28	29	30	31			24	25	26	27	28	29	30	28	29	30				
							31													

October 2014							November 2014							December 2014						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
			1	2	3	4							1		1	2	3	4	5	6
5	-6	7	8	9	10	11	2	-3	4	5	6	7	8	7	-8	9	10	11	12	13
12	13	14	15	16	17	18	9	10	11	12	13	14	15	14	15	16	17	18	19	20
19	20	21	22	23	24	25	16	17	18	19	20	21	22	21	22	23	24	25	26	27
26	27	28	29	30	31		23	24	25	26	27	28	29	28	29	30	31			
							30													

January 2015							February 2015							March 2015						
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa
				1	2	3	1	-2	3	4	5	6	7	1	-2	3	4	5	6	7
4	-5	-6	7	8	9	10	8	-9	10	11	12	13	14	8	-9	10	11	12	13	14
11	12	13	14	15	16	17	15	16	17	18	19	20	21	15	16	17	18	19	20	21
18	19	20	21	22	23	24	22	23	24	25	26	27	28	22	23	24	25	26	27	28
25	26	27	28	29	30	31								29	30	31				

April 2015							May 2015							June 2015							
Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	Su	Mo	Tu	We	Th	Fr	Sa	
			1	2	3	4						1	2			1	2	3	4	5	6
5	-6	7	8	9	10	11	3	-4	5	6	7	8	9	7	8	9	10	11	12	13	
12	13	14	15	16	17	18	10	11	12	13	14	15	16	14	15	16	17	18	19	20	
19	20	21	22	23	24	25	17	18	19	20	21	22	23	21	22	23	24	25	26	27	
26	27	28	29	30			24	25	26	27	28	29	30	28	29	30					
							31														

Bold Contract Day - No Classes **Double** No Classes - No Teachers **L** 1st Day of Quarter
Strike Early Dismissal **Bold-Strike** One (1) Hour Late Start **└** Last Day of Quarter

Note: All Mondays that school is in session is a one hour late start.

First Semester

- 8/11 New Teacher Workshop
- 8/12-15 All Staff Report
- 8/18 First Day of Classes
- 9/1 Labor Day - No Classes
- 9/29 Teacher In-Service - No Classes
- 10/17 Early Dismissal - End of 1st Quarter
- (43 Student Days/48 Teacher Days)
- 10/20 1st Day of 2nd Quarter
- 10/22-23 Early Dismissal - Parent-Teacher Conferences
- 10/24 Comp Day - No Class
- 11/26 Early Dismissal - 1/2 Teacher Contract Day
- 11/27-28 No School - Thanksgiving
- 12/19,22-23 Early Dismissal - Semester Finals
- 12/23 1/2 Teacher Contract Day
- 12/24-1/2 Break

(44 Student Days/45 Teacher Days - 44 Teacher Contract Days)

178 Total Student Days
 187 Total Teacher Days (186 Total Teacher Contract Days)

Second Semester

- 1/7 1st day of 3rd Quarter - 2nd semester
- 1/19 No School - Martin Luther King Day
- 2/11 Early Dismissal - Parent-Teacher conferences
- 2/12 Early Dismissal - Parent-Teacher conferences
- 2/13 Comp Day - No Classes
- 3/13 Early Dismissal - End of 3rd Quarter

(46 Student Days/47 Teacher Days)

- 3/16-17 Break
- 3/18 1st Day of 4th Quarter
- 4/3 No School
- 4/6 No School
- 5/13 Last Day for Seniors
- 5/17 Commencement
- 5/19-20 Early Dismissal - Finals
- 5/21 Early Dismissal - Finals - Last Day
- 5/22 Teacher Work Day

(45 Student Days/46 Teacher Days)

SCHOOL/ PROJECTS	Projected Cost	Priority	
Platteview High School			
New Front Entrance- new media center, distance learning areas, admin offices, kitchen area/ cafeteria, conference room, faculty workspace/ restrooms, and career center			
Updated science labs			
New keys for entries			
Ventilated finish room in shop			
Pressures air line in shop			
Lighting in scene shop			
Updated sound and light system in auditorium			
Additional chairs and desks in some classrooms			
New cafeteria tables and chairs			
Extension to weight room/ fitness center			
Locker room space/ remodeled			
Track resurface			
Field level athletic storage facilities			
Visitor's side improvements- bleachers, restrooms, and concessions			
Add additional classrooms in courtyard on north side (3)			
Remodel existing media center into classrooms (2)			
Replace ceiling tiles throughout			
Parking lot redone and dropoff reconfigured			
Windows replaced where needed			
Practice fields for baseball/ softball/ other sports leveled			
Replace old cooling tower			
New keys for entries			

SCHOOL/ PROJECTS	Projected Cost	Priority		
PLATTEVIEW CENTRAL JH				
Add walls and doors to interior of building classrooms				
Remodel front entrance and office area for security				
Repace skylights at upper level				
Replace current ceiling tiles				
Upgrade heat pumps that have not been replaced in last 5 years				
Improve emergency exit stairway and lower window due to rusting				
Upgrade exterior signage with illuminated letters				
Check CO2 levels to ensure good ventilation system				
Gymnasium with locker rooms and storage				
Ceiling lights replaced to T8				
Parking lot redone and dropoff reconfigured				
Remodel science classrooms and old preschool classroom				
New keys for entries				

SCHOOL/ PROJECTS	Projected Cost	Priority		
Springfield Elementary				
Remodel front entrance and office area , for safety				
Eliminate portables and storage shed/ add lost classroom space and storage, possibly turn old media center into classroom. Need preschool classroom space.				
New/ renovate media center				
Discuss security issues with current classroom doors, locks				
remodel classrooms with new paint, storage, ceiling tiles, lighting, sinks (where needed) and cabinets				
resurface playground blacktop areas				
Upgrade playground equipment where needed				
Install new phone system to include phones in classrooms				
Replace old classroom furniture				
Handicap accessible ramp to music room				
Check electrical wiring to make sure safe				
Additional storage space				
Make sure all classrooms have ceiling mounted speakers				
Make sure all classrooms on west end have operable classroom partitions and can lock between each room				
Replace ceiling tiles throughout				
Window replacement where needed				
Parking lot redone and drop off reconfigured				
Examine new heating and cooling system on east side of building				
New keys for entries				

SCHOOL/ PROJECTS	Projected Cost	Priority		
Westmont Elementary				
Walls and keyed doors for all classrooms				
Front entry/ office remodel to include conference room, counselor's office, and storage				
Student Lockers				
Window replacement /reseal where needed				
Classroom storage, cabinets, sinks, and bulletin board replacement where needed				
Parking lot redone and drop off reconfigure				
Media center renovation				
Refinish wooden playground equipment and resurface playground areas with new blacktop				
Remodel cabinetry under stage for storage				
Painting where needed				
New keys for entries				

District Projects	Projected Cost	Priority		
Level old bus barn and house to make room for parking				
Build new bus barn and maintenance building				
Renovate existing district office in back to include new Board room and teacher training area				

SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS
Performance Index
2011-12

	Assessment	Grade Level	Excellence Standard	2010-11 Data	Performance Met 10-11? (Yes/No)	2011-12 Data	Performance Met 11-12? (Yes/No)
1	ACT Average Composite Score	12	23 Average	21.5	N	22.8	N
2	ACT English	12	23 Average	20.8	N	22.3	N
3	ACT Math	12	23 Average	21.3	N	21.4	N
4	Plan Composite	10	70% of Students Above National Mean	70%	Y	72%	Y
5	NeSA Writing	4	92% of Students are Proficient	93%	Y	97%	Y
6	NeSA Writing	8	96% of Students are Proficient	99%	Y	75%	N
7	NeSA Writing	11	96% of Students are Proficient	NA	NA	70%	N
8	NeSA Reading	3-6	80% of Students are Proficient	80%	Y	85%	Y
9	NeSA Reading	7-8	80% of Students are Proficient	91%	Y	92%	Y
10	NeSA Reading	11	80% of Students are Proficient	67%	N	81%	Y
11	NeSA Math	3-6	80% of Students are Proficient	70%	N	81%	Y
12	NeSA Math	7-8	80% of Students are Proficient	86%	Y	87%	Y
13	NeSA Math	11	80% of Students are Proficient	51%	N	73%	N
14	NeSA Science	8	80% of Students are Proficient	NA	NA	89%	Y
15	NeSA Science	11	80% of Students are Proficient	NA	NA	84%	Y
16	MAP Reading	3-6	70% of Students at or above National Mean RIT	72%	Y	72%	Y
17	MAP Reading	7-8	70% of Students at or above National Mean RIT	76%	Y	71%	Y
18	MAP Reading	9-11	70% of Students at or above National Mean RIT	63%	N	67%	N
19	MAP Math	3-6	70% of Students at or above National Mean RIT	55%	N	56%	N
20	MAP Math	7-8	70% of Students at or above National Mean RIT	77%	Y	72%	Y
21	MAP Math	9-11	70% of Students at or above National Mean RIT	63%	N	69%	N
22	MAP Language	3-6	70% of Students at or above National Mean RIT	69%	N	74%	Y
23	MAP Language	7-8	70% of Students at or above National Mean RIT	84%	Y	76%	Y
24	MAP Language	9-11	70% of Students at or above National Mean RIT	69%	N	75%	Y
25	MAP Reading	3-6	30%+ of Students in Top 25% National Scores	42%	Y	33%	Y
26	MAP Reading	7-8	30%+ of Students in Top 25% National Scores	49%	Y	43%	Y
27	MAP Reading	9-11	30%+ of Students in Top 25% National Scores	34%	Y	36%	Y
28	MAP Reading	3-6	10%- of Students in Bottom 25% National Scores	8%	Y	5%	Y

SPRINGFIELD PLATTEVIEW COMMUNITY SCHOOLS
Performance Index
2011-12

29	MAP Reading	7-8	10%- of Students in Bottom 25% National Scores	10%	Y	7%	Y
30	MAP Reading	9-11	10%- of Students in Bottom 25% National Scores	16%	N	12%	N
31	MAP Math	3-6	30%+ of Students in Top 25% National Scores	17%	N	20%	N
32	MAP Math	7-8	30%+ of Students in Top 25% National Scores	30%	Y	41%	Y
33	MAP Math	9-11	30%+ of Students in Top 25% National Scores	16%	N	30%	Y
34	MAP Math	3-6	10%- of Students in Bottom 25% National Scores	21%	N	12%	N
35	MAP Math	7-8	10%- of Students in Bottom 25% National Scores	11%	N	6%	Y
36	MAP Math	9-11	10%- of Students in Bottom 25% National Scores	19%	N	11%	N
37	MAP Reading	9	Average Growth from 4th Grade greater than xx	NA	NA		NA
38	MAP Math	9	Average Growth from 4th Grade greater than xx	NA	NA		NA
39	NeSA Reading - Poverty Studen	3-6	80% of Students are Proficient	66%	N	77%	N
40	NeSA Reading - Poverty Studen	7-8	80% of Students are Proficient	82%	Y	85%	Y
41	NeSA Reading - Poverty Studen	11	80% of Students are Proficient	66%	N	58%	N
42	NeSA Math - Poverty Students	3-6	80% of Students are Proficient	64%	N	69%	N
43	NeSA Math - Poverty Students	7-8	80% of Students are Proficient	78%	N	73%	N
44	NeSA Math - Poverty Students	11	80% of Students are Proficient	33%	N	67%	N
45	NeSA Reading - Males	3-6	80% of Students are Proficient	76%	N	81%	Y
46	NeSA Reading - Males	7-8	80% of Students are Proficient	85%	Y	93%	Y
47	NeSA Reading - Males	11	80% of Students are Proficient	59%	N	73%	N
48	NeSA Reading - Females	3-6	80% of Students are Proficient	85%	Y	91%	Y
49	NeSA Reading - Females	7-8	80% of Students are Proficient	97%	Y	90%	Y
50	NeSA Reading - Females	11	80% of Students are Proficient	77%	N	93%	Y
51	NeSA Math - Males	3-6	80% of Students are Proficient	76%	N	80%	Y
52	NeSA Math - Males	7-8	80% of Students are Proficient	85%	Y	87%	Y
53	NeSA Math - Males	11	80% of Students are Proficient	44%	N	66%	N
54	NeSA Math - Females	3-6	80% of Students are Proficient	63%	N	82%	Y
55	NeSA Math - Females	7-8	80% of Students are Proficient	87%	Y	89%	Y
56	NeSA Math - Females	11	80% of Students are Proficient	59%	N	82%	Y
57	Graduation Rate	12	100% of Students Graduating	96%	N	96.94	N
58	Attendance Rate	K-12	96% of Average Daily Attendance	95.50%	N	96.43	Y
			Total Excellence Standards Met			22/53=43%	32/55=58%

Indicator: Fiscal Responsibility	(1) Does Not Meet Standards	(2) Meets Standards	(3) Exceeds Standards
Effectively organizes expenditures into a comprehensive budget that matches the district's operational needs, the Board of Education's goals, and the educational plan of the district.			
Is knowledgeable of major expenditures and controls expenditures so major budget areas are not overspent unless there is an emergency.			
Stays knowledgeable about state, federal, and local funding issues, so that a comprehensive 3-year projection of costs and revenue can be maintained. Previous forecasts were accurate.			
Correctly manages personnel salary and benefit costs, placing certified staff correctly on the salary schedule, and managing classified staff rates. Is knowledgeable of all benefits' costs and budgets costs correctly.			
Develops budgets that adequately funds each area of costs, so that equipment, technology, hardware, buildings and grounds are maintained to a high level.			
Total	5-7 1.0-1.4	8-12 1.5-2.4	13-15 2.5-3.0

Indicator: Educational Program	(1) Does Not Meet Standards	(2) Meets Standards	(3) Exceeds Standards
Sets and communicates a clear vision for student learning, including school improvement goals, curriculum goals, student assessments and data, instructional techniques, and behavior expectations. Continuously evaluates programs, and student achievement scores are excellent.			
Attends trainings on student learning and stays alert to all advances in education pedagogy.			
Completely supports equal access of all students in the comprehensive educational program of the district, including the inclusion of students with special needs to the extent allowed by each students Individual Education Plan.			
Maintains a district-wide culture that promotes outstanding student achievement and continuous improvement for all staff in all areas of the district.			
Successfully, yet efficiently provides professional development opportunities for all employees that enhances growth in employees' capacities for his/her position.			
Total	5-7 1.0-1.4	8-12 1.5-2.4	13-15 2.5-3.0

Indicator: Human Resources	(1) Does Not Meet Standards	(2) Meets Standards	(3) Exceeds Standards
Maintains an effective system of personnel recruitment, selection, and induction that provides excellent, high-achieving staff members.			
Maintains an effective system of professional development, so that staff training improves staff performance and a continuous improvement attitude.			
Maintains a system of job descriptions and staff appraisal that supports high expectations for all personnel. When appropriate, makes recommendations for dismissal.			
Works cooperatively with all staff to achieve goals and maintain a productive environment. All staff are motivated to succeed and are positive about the possibilities of student success. Personnel, collectively, have a positive morale, and efforts of both staff and students are honored.			
Deals with personnel emergencies in a timely and professional manner.			
Total	5-7 1.0-1.4	8-12 1.5-2.4	13-15 2.5-3.0

Indicator: Community Relations	(1) Does Not Meet Standards	(2) Meets Standards	(3) Exceeds Standards
Effectively serves as district spokesperson and organizes a district public relations program.			
Maintains good relationships with a wide spectrum of publics in the district.			
Gets input from community members on district improvement efforts and develops programs that are a unifying force in the district.			
Works cooperatively with the local and regional news media, participates in state education leadership associations, develops positive relationships with state legislators, and provides input to state leaders for the district's benefit.			
Is highly visible in the community by attending school district, city, and county events. Works with city and county elected officials to enhance school district positions.			
Total	5-7 1.0-1.4	8-12 1.5-2.4	13-15 2.5-3.0

Indicator: Board Relations	(1) Does Not Meet Standards	(2) Meets Standards	(3) Exceeds Standards
Keeps board members informed of school district issues and activities. Uses appropriate communication tools to reach all board members. Is available to answer Board member questions. Provides research when requested.			
Advises board on school policies and procedures and maintains abreast with changes in school laws. Reports input from school attorney as required.			
Cultivates positive relationships with Board members. Works diligently to meet Board goals for the district. Prepares worthwhile Board meeting agendas using input from members.			
Effectively advises school board members regarding negotiations and provides successful leadership as spokesperson during negotiations.			
Is valuable at providing management strategies, school improvement plans, action steps and day to day operations that mirror the goals of the Board.			
Total	5-7 1.0-1.4	8-12 1.5-2.4	13-15 2.5-3.0

Indicator: Buildings & Grounds	(1) Does Not Meet Standards	(2) Meets Standards	(3) Exceeds Standards
Is the custodian of all properties owned and operated by the school district. As such, effectively maintains all buildings and campuses in such a way as to provide the most positive learning environment possible.			
Develops useful short-term and yearly building and grounds improvement plans including maintenance projects, cost projections and outcomes.			
Develops useful long-term building plans, using enrollment projections and educational programs as a basis for planning. Effectively advises the Board on new construction.			
Creates and implements a school safety program that promotes safe school environments. Workplace injuries are at a minimum and safety concerns are quickly resolved.			
Successfully maintains all equipment owned by the district. Keeps records on equipment inventory and use, so equipment replacement is scheduled in an efficient and cost effective way.			
Total	5-7 1.0-1.4	8-12 1.5-2.4	13-15 2.5-3.0

Summary	Points		
Fiscal Responsibility			
Education Program			
Human Resources			
Community Relations			
Board Relations			
Building and Grounds			
Total			
Summative Score	30-43 (1) Does Not Meet Standards	44-74 (2) Meets Standards	75-90 (3) Exceeds Standards
Summary Notes:			
Strengths:			
Areas For Growth:			
Goals/Tasks for Next 12 Months:			
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			
11			
12			
Signature of Superintendent/Date	Signature of Board President/Date		

Fund	Budget 12-13	Expenditures	Ending Balance	% spent
1100-Instruction	\$6,303,043	\$3,802,446	\$2,500,597	60.33%
1150- Limited English	\$10,000	\$160.17	\$9,839.83	1.60%
1160- Poverty Programs	\$85,144	\$40,756	\$44,388	47.87%
1200- SPED Instruction	\$190,675	\$107,565	\$83,110	56.41%
1210- School Psychology	\$120,781	\$71,577	\$49,204	59.26%
1220- SPED	\$1,030,014	\$596,063	\$433,951	57.87%
1230- Tuition Paid	\$305,000	\$104,667	\$200,333	34.32%
1240- Clerical/ Aide	\$166,638	\$90,950	\$75,688	54.58%
1290- Early Childhood	\$62,175	\$47,440	\$14,735	76.30%
1310- Gifted	\$70,725	\$38,328	\$32,397	54.19%
1320- Special Reading	\$44,043	\$18,632	\$25,411	42.30%
2120- Guidance Services	\$292,719	\$162,513	\$130,206	55.52%
2130- Health Services	\$159,621	\$86,525	\$73,096	54.21%
2190- Other Pupil Services	\$10,000	\$0.00	\$10,000	0.00%
2210- Learning Improvement	\$222,650	\$102,651	\$119,999	46.10%
2220- Libraries	\$255,311	\$153,531	\$101,780	60.13%
2230- Audio Visual Fund	\$13,150	\$1,952	\$11,198	14.84%
2310- Board of Education	\$35,000	\$27,332	\$7,668	78.09%
2320- Executive Administration	\$320,071	\$160,978	\$159,093	50.29%
2330- Public Relations	\$30,800	\$12,517	\$18,283	40.64%
2410- Office of the Principal	\$892,145	\$486,838	\$405,307	54.57%
2510- Gen. Admin Business Services	\$296,475	\$108,902	\$187,573	36.73%
2520- Vehicle Acquisition	\$13,000	\$6,597	\$6,403	50.75%
2610- Operation of Plant	\$867,908	\$471,651	\$396,257	54.34%
2620- Maintenance	\$366,208	\$181,716	\$184,492	49.62%
2750- Regular Transportation	\$490,500	\$235,192	\$255,308	47.95%
2760- SPED Transportation	\$237,000	\$118,869	\$118,131	50.16%
2790- Learning Community Transportation	\$30,000	\$10,522	\$19,478	35.07%
3135- High Ability	\$10,614	\$7,803	\$2,811	73.52%
4100- Title I	\$62,558	\$37,119	\$25,439	59.34%
4320- Title IIA	\$30,929	\$18,432	\$12,497	59.59%
4404- IDEA Base	\$80,614	\$45,156	\$35,458	56.02%
4408- IDEA Pre-Schools	\$14,885	\$7,315	\$7,570	49.14%
4410- IDEA Poverty	\$138,392	\$87,453	\$50,939	63.19%
4700- Carl Perkins	\$3,500	\$0.00	\$3,500	0.00%
6000- Summer School	\$22,713	\$0.00	\$22,713	0.00%
8000- Transfers	\$215,000	\$0.00	\$215,000	0.00%
Totals	\$13,500,001	\$7,450,148.17	\$6,049,852.83	55.19%



**Board of Education
Future Planning
March 25, 2013**

1. 3/29/13-No School
2. 4/1/13- No School
3. 4/3/13- Certified Letters of Intent Due Back
4. 4/12-15/13- NASB Conference San Diego (Brett, Brenda, Kyle, Brian)
5. 4/25-26/13- 6th grade Outdoor Education
6. 4/29/13- Community Advisory Meeting
7. 5/15/13- Recognition Banquet at Millard Social Hall, 6 PM
8. 5/19/13- PHS Commencement Ceremony, 1 PM
9. 5/20/13- Foundation Board Meeting, 7:30 AM
10. 6/21/13- Foundation Golf Tournament, Tregaron Golf Course, 1 PM
11. 7/12/13- Foundation Dinner/ Auction, Millard Social Hall, 6 PM