

**Minutes for
Heartland Community Schools
Board of Education Regular Meeting**

Monday, December 9, 2013 7:00 PM
Conference Room
1501 Front Street
Henderson, NE 68371-8929

MISSION STATEMENT: Heartland Community Schools - Henderson/Bradshaw is dedicated to educating all students by providing challenging opportunities to learn according to individual needs.

Mr. Kent Allen:	Present
Mr. Gary Braun:	Present
Mr. Paul Brune:	Present
Mr. Glenn Larson:	Present
Mr. Boyd Stuhr:	Present
Mrs. Debra Wilhelm:	Present

1. Preliminary Procedures

1. Call to Order

2. Public Notice of the Meeting

3. Roll Call

2. Public Comments on Agenda Items

3. Public Comments on Topics Not on the Agenda

4. Reports

1. Superintendent's Report

2. Principals' Reports

Elementary News: Information was shared on how each class is using the new iPads, the 2nd grade students visited the Verhage cabin at the Stuhr Museum to experience life in the late 1800's. Jr./High School News: One Act cast and crew placed 6th at districts with 4 Outstanding Actor/Actress awards going to Cody Kroeker, Jonathan Larson, Sidney Hurlbut and Bailey Monnier. SNC competition awarded Cody Kroeker, Sidney Hurlbut, Bailey Monnier, Lew Marsolek, Jonathan Larson and Tierney Casper Outstanding Actor/Actress awards. Fourteen students participated at District FFA Leadership Skills in Aurora. Addie Swartzendruber finished 2nd in Creed Speaking and qualified for state. HS Art students painted a "Huskie" mural on the wall in Henderson FoodMart. Tierney Casper sang the National Anthem at the Class C-2

Volleyball Championship game. GI Independent-All Heartland Small School Super Squad; 1st team-Tyler Brown, 2nd team- Jordan Heinrichs, Colton Siebert, Honorable Mention- Keshawn Camacho. All District Footballs; 1st team- Jordan Heinrichs, Tyler Brown, Keshawn Camacho, Colton Siebert, Cole Nickels, Ty Spickelmier, 2nd team- Clay Bergen, Cody Kroeker. Volleyball All Conference: 2nd team- Haley Huebert, Honorable Mention- Leah Friesen, Allison Braun.

5. Discussion Items

1. FFA Presentation

FFA Officers were present to share a power point of highlights from the National FFA Convention they attended in Louisville, KY

2. Crisis Response

6. Old Business

7. New Business

1. Annual Report

2. Discuss Board Self-Evaluation

8. Future Agenda Items

9. Consent Agenda

10. Motion to approve the consent agenda with corrections. Passed with a motion by Mr. Glenn Larson and a second by Mr. Gary Braun.

11. Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Mr. Paul Brune: Yea, Mr. Glenn Larson: Yea, Mr. Boyd Stuhr: Yea, Mrs. Debra Wilhelm: Yea

1. Approval of Minutes

2. Approval of Treasurer's Report

3. Approval of Claims

4. Financial Reports

5. Out of State Travel Requests

12. Executive Session to Discuss Superintendent Evaluation and Negotiations

Members of the Board of Education may move to enter "closed" session at any point during the regular meeting for (a) the protection of the public interest or (b) the prevention of needless injury

to the reputation of an individual. "closed" sessions may be held for, but shall not be limited to such reasons as (a) strategy sessions with respect to collective bargaining, real estate purchases, pending litigation, (b) deployment of security personnel or devices, (c) investigate proceedings regarding allegations of criminal misconduct, or (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public hearing.

13. Motion to enter closed session to discuss the evaluation, contract, and salary of the superintendent plus teacher negotiations. Passed with a motion by Mr. Paul Brune and a second by Mr. Glenn Larson.

14. Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Mr. Paul Brune: Yea, Mr. Glenn Larson: Yea, Mr. Boyd Stuhr: Yea, Mrs. Debra Wilhelm: Yea

15. Adjournment

The next scheduled meeting to be held on January 13, 2014 at 7:00 p.m.

16. Motion to adjourn the meeting at 9:04 p.m. Passed with a motion by Mr. Boyd Stuhr and a second by Mr. Kent Allen.

17. Mr. Kent Allen: Yea, Mr. Gary Braun: Yea, Mr. Paul Brune: Yea, Mr. Glenn Larson: Yea, Mr. Boyd Stuhr: Yea, Mrs. Debra Wilhelm: Yea

Board President

Board Secretary

Crisis Response Policy

The following objectives apply to dealing with a crisis situation:

- Ensuring the safety and emotional security of students.
- Formulating a plan of action immediately that provides uniformity in the treatment of each crisis.
- Identifying those students and staff who will likely be most strongly affected by grief.
- Preserving, to the extent possible, the daily school routine and pre-scheduled activities so as not to draw others into deeper levels of grief than they would normally experience.
- Monitoring students' progress through the stages of the grief process.
- Making the school's resources available to parents and guardians who become concerned about their child's reaction to a crisis.

Policy

1. School Hours

- 1.1. During a crisis situation, the administration will maintain established school hours and proceed with all co-curricular activities as scheduled whenever possible.
- 1.2. If, during a crisis situation, the parent(s) or guardian of a student, decide that the student needs to be absent, this absence will be excused.

2. Access to School Facilities

- 2.1. In recognition that schools are designed primarily to support learning, the school's facilities may not be used for funeral or memorial services.

- 2.2. This policy does not discourage the presentation of traditional memorial services, which promote patriotism.

3. Memorials

- 3.1. At times, in the immediate aftermath of a crisis or death, memorials are proposed without full consideration of the potential implications for students, staff, families, and the community.
- 3.2. Temporary memorials at school, as approved by the school principal, may be displayed until the day of the funeral, at which time, will be offered to the family of the deceased.
- 3.3. Requests to memorialize an individual or event during a school sponsored activity must be approved by the school administration and may not detract from the activity or planned purposes of scheduled classes or the scheduled event.
- 3.4. Permanent memorials for deceased students and staff are limited to endowments, scholarships, books, or items with educational significance. Such items may include a small label with the words, "Donated in memory of", the deceased name, and that of the donating party. Examples of permanent memorials that are not acceptable include: plaques, statuary, plantings, or those that require the retirement or discontinued use of school property. The school district reserves the right to accept or decline all permanent memorials.
- 3.5. Dedications in the school yearbook are subject to approval by the school district and limited to the publically purchased (parent) pages of the publication.
- 3.6. Memorials established prior to the adoption of this policy are not affected by this policy.

Adopted on:

Revised on:

Reviewed on:

Heartland Community Schools



Annual Report for 2012-13

December, 2013

A note from Mr. Brad Best, Superintendent

"Thank you for your continued support ..."

The 2012-2013 academic year is behind us and once again it is time for us to provide our patrons with a school district annual report. We are very proud of the many accomplishments our students have achieved along with the help of teachers, staff members, parents, and community.

Much of the data that we use to measure progress is included in this Annual Report. You will find information on student achievement, demographics of the school district, along with financial information. I encourage you to review the report to become more familiar with our school district. With your help we will be able to achieve our mission of a quality education for each and every student.

You may also review our state report card on the Nebraska Department of Education's website at http://reportcard.education.ne.gov/Default_State.aspx. Once there click on school district and type in Heartland.

School Finances

Tax dollars are a very important resource for school districts in their efforts to educate children. Nebraska schools receive taxes and other receipts from local, county, state, and federal sources. As you look at the information included in this report, you will notice that the great majority of the dollars used to fund education in our district are generated by local tax dollars. The other resources are necessary yet they are small by comparison.

The school fiscal year runs from September 1 to August 31 each year. School districts are required to have their budgets filed with the Auditor of Public Accounts and the Nebraska Department of Education prior to September 20. Preparing a budget is not always easy because one of the largest factors in the school

budget formula is the assessed valuation of property in the school district. School districts do not get certified valuation numbers from the County Assessor's Office until August 20. One month might seem like a long time, but unwanted surprises at this late time in the year can have a major impact on budgeting for the upcoming year.

The Heartland Community Schools rests on a solid financial foundation and we appreciate the support of tax dollars and realize the care with which we need to take in our asking for this funding.

Thank You

If you have children in the Heartland schools, we hope that you are involved in their education as a partner with their teachers. If you reside within our district, but your children are all out of school, there are plenty of ways to stay involved. If you know those who are attending elsewhere, but live within our district, have them revisit and "come home" to a great, small-town, progressive district that is Heartland Community Schools.

Thank you for your continued support and feel free to stop in the office at any time.

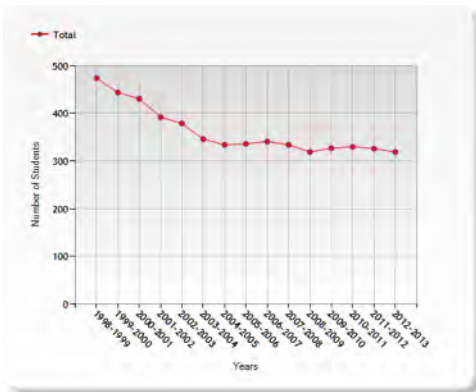


About the Heartland Community Schools

Serving students in York, Hamilton, and Fillmore counties and the communities of Bradshaw and Henderson.

Demographics

District Characteristics		
District Data	State Statistics	District Statistics
Poverty Percentage	42.58%	26.06%
English Language Learners Percentage	6.72%	0.00%
Special Education Percentage	15.17%	25.57%
School Mobility Rate	12.15%	11.33%
Graduation Rate Percentage	N / A	N / A
Attendance Percentage	95.18%	96.07%
Enrollment	298,177	330
High School Teachers Endorsed Percentage	95.11%	95.95%
Highly Mobile Students Percentage	4.85%	9.30%



Enrollment Trends

The enrollment trend at Heartland Community Schools has leveled over the last few years following a drop in numbers at the beginning of the 2005-06 school year. The number of students in grades 7-12 remain steady, but we are encouraged by the growing number in our elementary grades.

New Programs

The elementary teachers implemented their new research-based core reading program, “Reading Street”, in the 2012-2013 school year and have seen some immediate success. Please look at our reading score improvement later in this report.

We also launched an ambitious program to put technology into the hands of our students. Each teacher and students in grades 7-12 has been issued a laptop, the students and teachers in grades K-6 now have access to iPads at the ratio of two students per device, and we have upgraded our network speeds and capabilities. We are busy with training teachers on the most effective ways to utilize the technology in order to heighten our student achievement.



Finances

Providing Quality Instruction

Receipts
2011-2012 School Year



2011-2012 Receipts

	Receipts	Percent
County Receipts	\$27,914.18	0.57 %
Federal Receipts	\$125,164.66	2.54 %
Local Receipts	\$3,972,404.97	80.61 %
Other Receipts	\$32,695.45	0.66 %
State Receipts	\$769,974.32	15.62 %
Total Receipts	\$4,928,153.58	

Expenditures
2011-2012 School Year



2011-2012 Expenditures

	Expenditures	Percent
All Instruction Expenditures	\$2,876,179.78	60.92 %
Federal Expenditures	\$200,838.30	4.25 %
General Administration	\$324,409.58	6.87 %
Maintenance & Operation Expenditures	\$620,164.43	13.13 %
Office of the Principal Expenditures	\$278,665.32	5.90 %
Other Expenditures	\$7,500.00	0.16 %
State Categorical Programs	\$0.00	0.00 %
Support Services - Business	\$21,402.00	0.45 %
Support Services - Pupils Expenditures	\$87,234.39	1.85 %
Support Services - Pupils Transportation	\$185,577.42	3.93 %
Support Services - Staff Expenditures	\$119,558.54	2.53 %
Total Expenditures	\$4,700,127.76	

Assessed Valuation



Tax Asking History All Funds

	Local Property Tax Asking	Change	Percentage Change
2007-08	\$3,056,724		
2008-09	\$3,375,490	\$318,766	10.4%
2009-10	\$3,574,114	\$198,624	5.9%
2010-11	\$3,969,344	\$395,230	11.1%
2011-12	\$4,178,094	\$208,750	5.3%
2012-13	\$4,464,957	\$286,863	6.9%

Tax Levy History

Fund	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13
General	\$1.0637	\$1.0570	\$1.0576	\$1.0501	\$0.9195	\$0.8745
Quality Capital		\$0.0234	\$0.0203	\$0.0196	\$0.0184	\$0.0140
Special Building				\$0.0316	\$0.0316	\$0.0345
Total	\$1.0637	\$1.0804	\$1.0779	\$1.1013	\$0.9695	\$0.9229

State Standards & Rankings

Large Growth in Reading Scores is Encouraging

Nebraska's accountability system ranks school districts by their students' average scale scores on state tests. The spring of 2013 saw the second year of state level state rankings of school districts. All students in the state of Nebraska took the same "one chance" test in the subject areas of reading, mathematics, science, and writing.

The overall NePAS score for each district was based upon a formula developed by the Department of Education. The formula varies somewhat depending on grade level, but primarily focuses upon: improvement, growth, scale score, percentage of students participating in the test, and graduation rate.

IMPROVEMENT ranks districts by the differences in the average reading and math scale scores of different students in the same grade. GROWTH ranks districts by the differences in average reading and math scale scores of the same students this year to last year.

Subject	Grades 3-5			Grades 6-8			Grades 9-12		
Scale Scores & Rankings	Our Score	State Score	Our Rank	Our Score	State Score	Our Rank	Our Score	State Score	Our Rank
Reading	124	114	38	124	117	62	122	122	46
Math	118	109	57	116	105	68	111	100	103
Science	103	104	161	113	103	54	103	103	157

** The state ranked 249 schools in grades 3-5 & 6-8 and 229 schools in grades 9-12.*

Out of the 249 school districts that were ranked with the new system in all areas, Heartland's ranking of the overall average of grades 3-12 were as follows:

- 36th in reading
- 62nd in math
- 141st in science

We are encouraged by our reading improvement, particularly in the elementary grades, over the last year. In comparison to the state averages, our growth was nearly 3 times that of the state average growth:

Reading Growth	Heartland	State
Reading Improvement - Grades 3-12	13.9 pts.	4.7 pts.

Standardized testing vs. state standards assessments

While test scores do not always paint the most accurate picture of students progress or success, we need to have a system in place to monitor student progress and provide data for analyzing our instructional programs. Standardized tests are those that are written by a testing company, have very high validity and reliability, and are taken by a large number of students across the nation. These tests assess a wide variety of topics in a particular subject area. The state standards assessments are written in much the same way, but focus specifically on those topics in reading, math, and science as set by the state department of education

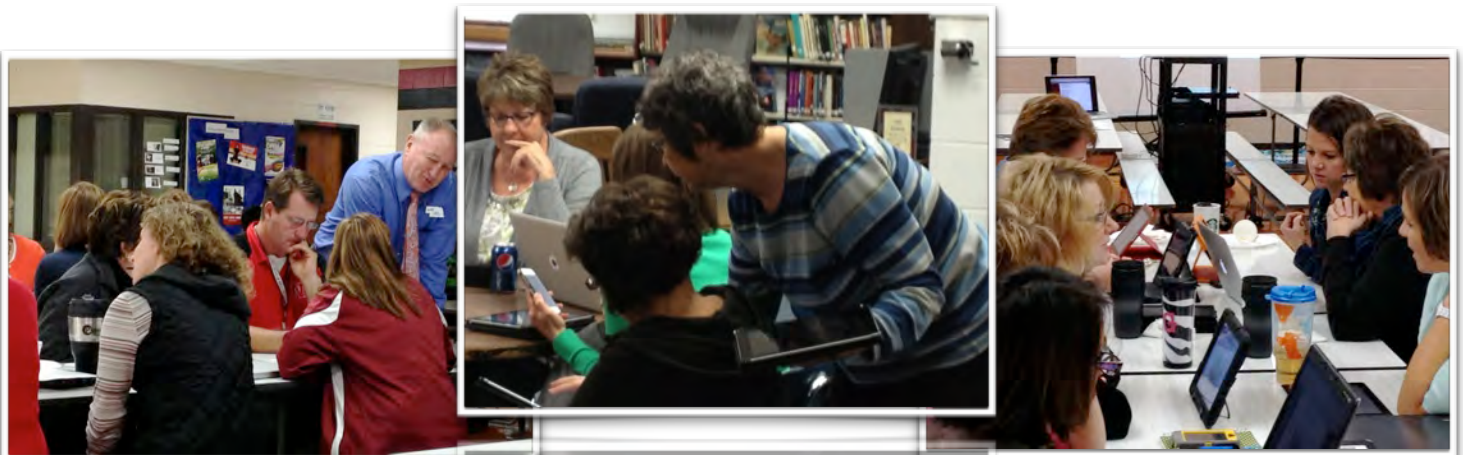
Standardized tests

The standardized tests that we use with our students include: The NWEA MAP tests at grades 3-9, the P-ACT for sophomores, and the ACT test, which is typically taken during the students' junior year. All tests measure how well our students perform in the areas of reading, language, math, & science as compared to millions of other students across the nation. We also analyze these scores internally to look for areas of strength or improvement as our students move through the system. The MAP tests are used twice each year to provide immediate feedback to teachers on the needs of our students. Other national tests are administered once each year.

State standards assessments

We are required to teach and assess the state standards in reading, writing, math, science, and social studies each year. Beginning in the spring of 2010, all students across the state participated in the state developed reading exam in grades 3-9. In the spring of 2011, math was added to the state testing and in the spring of 2012, science joined the battery of tests. The "benchmark" years for reporting this data is in grades 4, 8, & 11 in math and writing and grades 5, 8, & 11 in science and social studies.

Teacher In-Service Days



We are very appreciative of the time that we are allowed for teacher in-service days. The time is well-spent with teachers and administrators taking part in evaluating achievement data, discussing school improvement initiatives, and receiving training to become even more effective.

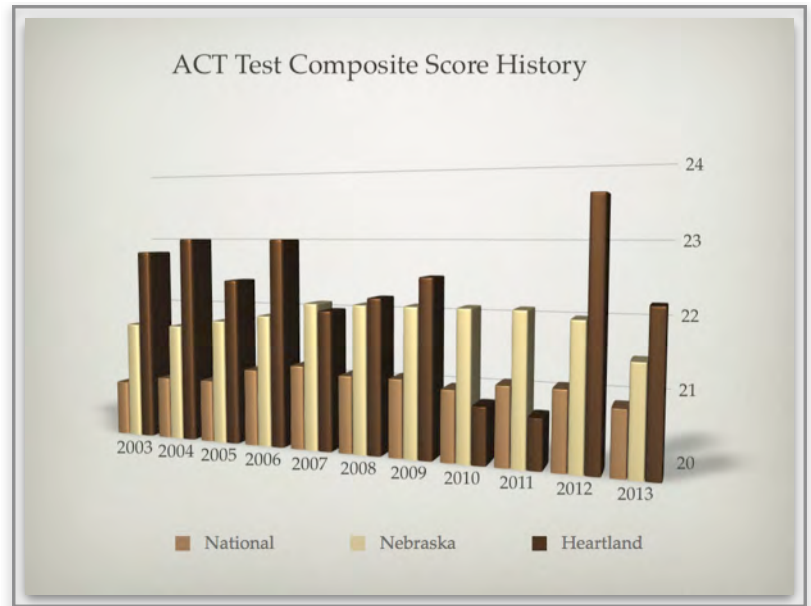
National Exams

Heartland Students Continue to Achieve on the ACT Test

The ACT test is taken by nearly 3.5 million students across the country each year. The test is intended to measure a student's likelihood of succeeding at college-level coursework and consists of four sections: English, reading, mathematics, and science reasoning. The highest possible score is 36.

Over 70% of students in Nebraska high schools, including Heartland, take the ACT exam. When compared to 12 other states that have over 70% of their students take the ACT exam, Nebraska ranks first in the group.

Students in Heartland show a trend well-above the national and state averages on the ACT exam and are above this top ranked state average most years. In a school of our size, one or two students can make a large difference in our data averages. This is why we sometimes see large jumps in our data between some years.



NWEA MAP Testing

The MAP tests are given to students in grades 3-9, twice each year. The tests, in the areas of language arts, math, and science, are computer based and adaptive in nature. As students answer questions, the test asks easier or more difficult questions based on the student response.

Our students showed growth throughout the year at a pace equal to or higher than the national average and teachers continue to monitor and discuss these results multiple times each year.

For all of our MAP testing data, please visit our [data page](#) on our school website.

School Improvement Goals

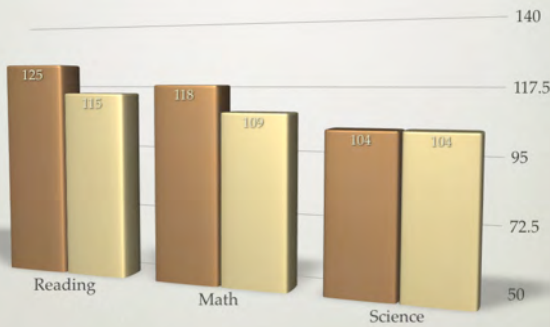
Beginning in the 2013-14 school year, the staff revisited the district's school improvement plan, deriving goals from student achievement data. Once they have identified areas of success and concern, specific school improvement plans will be developed which contain research-based initiatives for use in the classroom.

Data will be collected during this improvement cycle and adjustments to the strategies will be made based upon this data. From early discussions, the areas of focus over the next few years will be reading, vocabulary, re-aligning the curriculum to the state standards, and the infusion of technology into the classroom.

State Testing of Standards

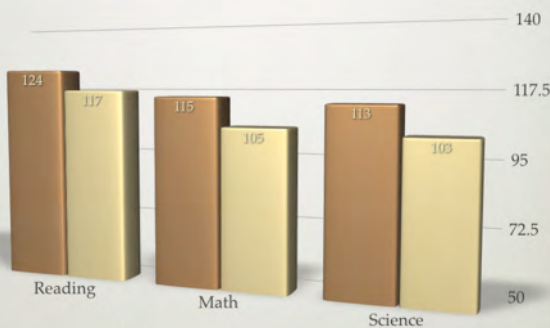
Grades 3-5 State Testing Results - Scale Scores

■ Heartland ■ Nebraska



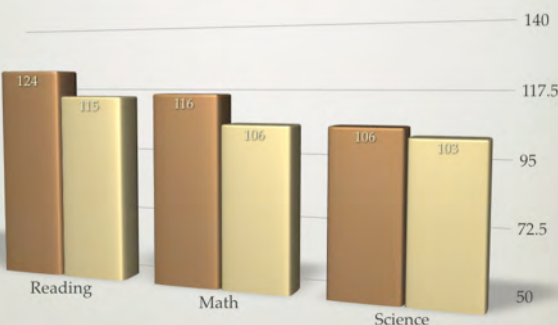
Grades 6-8 State Testing Results - Scale Scores

■ Heartland ■ Nebraska



Grades 3-12 State Testing Results - Scale Scores

■ Heartland ■ Nebraska



Fourth Year for the State Reading Exam

The fourth administration of the state reading exam took place in the spring of 2013. With four years of information, we are beginning to have some good baseline data from which to form conclusions about our own students. Our scores have shown near state average performance in grades 3-6 and well above average performance in grades 7-12.

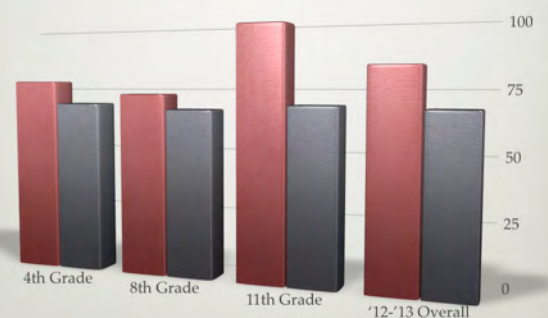
State Writing Exam

The state writing exam is given to all 4th, 8th, and 11th graders in Nebraska. The writings are scored at the state level each year and are focused upon the narrative, descriptive, and persuasive styles of writing.

We are pleased with the performance of our students on the state writing test. **Our juniors were 100% proficient this last year!**

Percent Proficient on the 2012-13 State Writing Exam

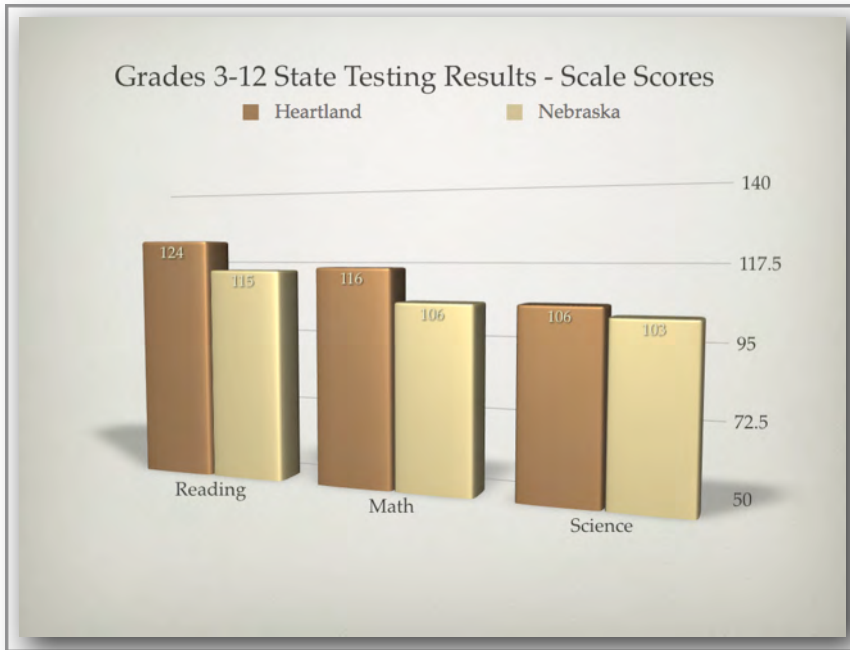
■ Heartland ■ Nebraska



You can access the numbers from all schools from across the state of Nebraska at the following link:

<http://reportcard.education.ne.gov/Search/DistrictSearch.aspx>

State Standards & Ranking



The spring of 2013 saw the state level state rankings of school districts. All students in the state of Nebraska took the same “one chance” test.

Out of the 249 school districts that were ranked with the new system, Heartland’s ranking were as follows:

- 36th in reading
- 62nd in math
- 141st in science

While it is difficult to draw many conclusions from one year of data, we continue to look at multiple data sets and are focusing on those areas in which we can improve in all subjects.

Did You Know ...

- Over 45% of our teachers hold Masters’ degrees and have over 15 years of experience, on average?
- Over 90% of our students attend a post-secondary institution?
- Our enrollment has remained relatively steady for the last 10 years?
- We graduate 10% more students in 4-years of high school than the state average?
- 100% of our teachers are considered to be “highly qualified” according to national legislative standards?
- Our attendance rate is higher than the state average?
- A higher percentage of our budget goes directly to instruction than the average school in the state?

Check Us Out On The Web

From current news to archived stories and from lunch menus to the latest in instructional programs, it is all on our school district website at:

<http://www.heartlandschools.org>

And on Facebook:

<http://www.facebook.com/heartlandcommunityschools>



In compliance with Title II of the Education Amendments of 1976; title VI of the Civil Rights Act of 1964, as amended by the Equal Employment Opportunity Act of 1972; and Section 504 of the Rehabilitation Act, the Heartland Community Schools shall not discriminate on the basis of sex, age, race, color, national origin, religion, or handicap in the education programs or activities which it operates.

**Minutes for
Heartland Community Schools
Board of Education Regular Meeting**

November 11, 2013 7:00 PM
Conference Room

MISSION STATEMENT: Heartland Community Schools - Henderson/Bradshaw is dedicated to educating all students by providing challenging opportunities to learn according to individual needs.

Attendance Taken at 7:04 PM:

Present Board Members:

Mr. Kent Allen
Mr. Gary Braun
Mr. Glenn Larson
Mr. Boyd Stuhr
Mrs. Debra Wilhelm

Absent Board Members:

Mr. Paul Brune

1. Preliminary Procedures

1.1. Call to Order

1.2. Public Notice of the Meeting

1.3. Roll Call

Motion Passed: Motion by Mr Braun, second by Mr Stuhr, to excuse Paul Brune from the meeting. passed with a motion by Mr. Gary Braun and a second by Mr. Boyd Stuhr.

Mr. Kent Allen	Yes
Mr. Gary Braun	Yes
Mr. Paul Brune	Absent
Mr. Glenn Larson	Yes
Mr. Boyd Stuhr	Yes
Mrs. Debra Wilhelm	Yes

2. Public Comments on Agenda Items

3. Public Comments on Topics Not on the Agenda

4. Reports

4.1. Superintendent's Report

Discussion:

Veterans' Day Program was held on November 11 in appreciation for those who have served our country and also as a learning experience for our students.

4.2. Principals' Reports

Discussion:

Jr. High/High School News

Student Performance: Kaci Hiebner & Tierney Casper were selected for All-State Music (Alternate Cody Kroeker). First quarter honor roll was released with names/photo's displayed in the cafeteria. Paige Mestl placed 10th in Class C State Golf.

Student Service: FFA served a Harvest Meal in Bradshaw to area farmers to show appreciation.

Heartland & Sutton NHS chapters raised \$5,000. for Farmers Valley Cemetery Restoration project.

Upcoming Events: Nov. 18 Fall Vocal Concert grades 5-12, Nov. 25 Fall Band Concert grades 6-12, One Act Performances for elementary Nov. 12 at 2:45, Conference in Milford Nov. 18 and Districts Dec. 4.

Elementary News:

DARE graduation Nov. 11 for fifth grade students. Art Club is hosting a K-4th grade art workshop

Nov 14 & 26 after school. Tara Maltzberger & Gina Mestl will be participating in Technology

Integration group at ESU 6 for the second year.

5. Discussion Items

5.1. Technology Safety Curriculum Presentation

5.2. NASB Convention

Discussion:

The board discussed attending the NASB Convention in Omaha Nov. 20-22.

5.3. Guidance Update

Discussion:

Mr. Best, Mr. Carr, and Mrs. Koehler have been assembling and publishing information related to the guidance program.

6. Old Business

6.1. Superintendent's Evaluation Goals

7. New Business

7.1. 2012-13 Financial Audit

Motion Passed: To accept the 2012-13 financial audit conducted by Mierau & Associates passed with a motion by Mr. Kent Allen and a second by Mr. Boyd Stuhr.

Mr. Kent Allen	Yes
Mr. Gary Braun	Yes
Mr. Paul Brune	Absent
Mr. Glenn Larson	Yes
Mr. Boyd Stuhr	Yes
Mrs. Debra Wilhelm	Yes

8. Future Agenda Items

9. Consent Agenda

9.1. Approval of Minutes

Motion Passed: passed with a motion by Mrs. Debra Wilhelm and a second by Mr. Glenn Larson .

Mr. Kent Allen	Yes
Mr. Gary Braun	Yes
Mr. Paul Brune	Absent
Mr. Glenn Larson	Yes
Mr. Boyd Stuhr	Yes
Mrs. Debra Wilhelm	Yes

9.2. Approval of Treasurer's Report

9.3. Approval of Claims

9.4. Financial Reports

9.5. Out of State Travel Requests

10. Adjournment

Discussion:

The next scheduled meeting to be held on December 9, 2013 at 7:00 P.M.

Motion Passed: Motion to adjourn the meeting at 8:30 p.m. passed with a motion by Mr. Gary Braun and a second by Mr. Glenn Larson .

Mr. Kent Allen	Yes
Mr. Gary Braun	Yes
Mr. Paul Brune	Absent
Mr. Glenn Larson	Yes
Mr. Boyd Stuhr	Yes
Mrs. Debra Wilhelm	Yes

Board President

Board Secretary

Part #2 - Target Goals

List up to 3 significant job targets and measurable outcomes, in the context of the district and building school improvement plans, to be accomplished in the next school year.

Target	Standard	Outcome & Data Source
Expand technology access and training for teachers for implementation into the classroom.	1 & 3	Outcome: Higher level of comfort and integration of technology in the classroom.
		Data Source: Pre and post survey of teachers. Summary of technology professional development.
Work with staff to identify research-based teaching strategies.	2 & 3	Outcome: Awareness and listing of research-based instructional strategies.
		Data Source: Documentation of strategies and a plan to move forward on implementation.
		Outcome:
		Data Source:

Superintendent's Comments:

School Board's Comments:

Signatures:

Superintendent

Date

Board President

Date