

Arapahoe Public School Regular Board Meeting
Thursday, October 13, 2016, 6:00 p.m.
Arapahoe Library



Mission Statement

The Arapahoe Public School, in conjunction with our communities, is dedicated to motivating students with a desire to learn and inspiring them to be life-long learners as well as successful, responsible citizens in a global society

Belief Statement

The Arapahoe Public Schools believes that education must serve the individual pupil in light of his/her capacities and abilities as well as provide a suitable and well-balanced learning environment in the areas of physical, mental, emotional, cultural, social, moral and spiritual maturity.

About the Agenda

- 1) **Opening the Meeting**
 - a) Call to Order
 - b) Open Meetings Act
 - c) Publication of Meeting/Sign Acknowledgement of Receipt of Meeting Notice
 - d) Roll Call
 - e) Excuse board member absences
- 2) **Approval of agenda as presented**
- 3) **Welcome visitors**
 - a) Shari Becker NASB
- 4) **Discussion Items**
 - a) Board – Superintendent Goals and Expectations
- 5) **Agenda Setting and Future Meetings**
 - a) “Regular Board Meeting” Monday-November 14, 2016 at 8:00 pm in the Arapahoe Public School Library
- 6) **Adjourn**

*** The Arapahoe Board of Education reserves the right to go into closed session with a majority vote by voting members anytime during the board meeting and it must be clearly necessary for either in accordance with §84-1410(1).

1. Protection of the public interest; or
2. The prevention of needless injury to the reputation of an individual, and if the individual has not requested a public meeting.

COPY OF OPEN MEETINGS ACT:

The Board of Education makes available at least one current copy of the Open Meetings Act posted in the meeting room at a location accessible to members of the public. The Act is posted on the North wall of the meeting room.

INSTRUCTIONS FOR THOSE WHO WISH TO SPEAK DURING PUBLIC FORUM:

Getting Started: When it is your turn to speak during the public forum portion of the agenda, please stand and state your name to the board of education.

Time Limit: You may speak only one time and must limit comments to 5 minutes or less.

Personnel or Student Topic: If you are planning to speak about a personnel or student matter involving an individual, please understand that our policies require that such concerns initially be directed to the administration for consideration. Board members will generally not respond to any questions you ask or comments you may make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at Board meeting

General Rules: Please remember that this is a public meeting for the conduct of the business of the Board of Education. Offensive language, personal attacks and hostile conduct will not be tolerated.

BY: ARAPAHOE PUBLIC SCHOOLS



Board District Needs Assessment Summary
Arapahoe - Board of Education

1. Identify the goals of the school district:

A. Long-term (5+ years)

Student Achievement

- Continued excellence in education
- Proactively implement continuous improvement plan for academic excellence
- Maintain this school as a viable education center within southwest Nebraska
- Continued growth with One to One
- Ag Business Development
- Career Education program

Budget/Facilities

- Updated school building
- School bond/Building Project
- Be fiscally responsible
- Continually improve facilities

District Climate/Staff

- Still open
- Stable administration
- Insure that we have 100% of students living in our district attending our school
- Community relations
- Economic/Community Growth/Effect on School

B. Short-term (1 to 2 years)

Student Achievement

- Expanding Pre-School Program
- More college credit classes
- Focus on student achievement and staff development

Budget/Facilities

- School bond
- Safe and healthy school environment, school improvement
- Enhance our facilities up to current society needs
- Fiscal Responsibility
- Finances (changing land values)

District Climate/Staff

- Staff morale
- Staff Relations
- Staffing (grade school has a growing population)
- Unite the patrons to enhance a sense of pride in the community
- Community communications
- Enhance Community/School/Parent Communication & Involvement
- Create a positive school district culture to foster learning & development
- Administration and board providing and promoting strong leadership

2. What critical issues will the new superintendent encounter during his/her first year?

- We are trying to run a bond
- Safety and code issues with our buildings
- Aging facilities/pending school bond
- Post bond decision making to improve the district facilities
- Facility improvements
- Bond/Building Project
- Finances, we will be offering insurance to non-certified staff for next year (Obamacare)
- Financial burden relying heavily on the agricultural sector
- School morale needs reassurance
- Improve school pride and morale
- Reestablishing staff relations
- Deeply rooted staff
- 75% of our staff is, or will be within a year, maxed out on the pay scale
- Communication with community and board
- Poor community support/involvement
- Year 3 of 5 on School Improvement
- Developing leadership

3. Identify the strengths of Arapahoe Public Schools and community.
- Arapahoe Public Schools has been awarded several notable education awards
 - Our Principal is experienced and does a great job
 - We have an excellent staff of educators
 - Veteran teachers committed to school and community
 - Experienced Teaching Staff (2)
 - Overall well-disciplined and respectable students
 - One-to-One in High School
 - Established Preschool Program
 - Arapahoe Public Schools is a small school with the added opportunities of a larger school
 - The school receives great support from the community
 - Supportive community
 - We have a viable downtown shopping district
 - Arapahoe has a thriving business district that provides adequate service to all patrons
 - Consistent and stable population
 - Small town

4. Identify issues that may be considered a weakness of Arapahoe Public Schools.

Budget/Facilities

- Outdated Buildings
- Multiple buildings with multiple access points
- Facilities are out dated and not as secure as needed
- Bleeding Turnip/Tax burden on Farmers

District Climate/Staff

- An experienced staff (they can be set in their ways)
- Patrons are not 100% engaged 100% of the time
- Conservative community and many low income families
- Fairly conservative that somewhat prevents proactive thinking
- Disregard to understanding district needs
- Community Growth/Steady not growing
- Community relations
- Developing Leadership

5. Identify the personal and professional attributes (skills and/or characteristics) necessary to be the successful superintendent for Arapahoe Public Schools.
 - Good with the budget
 - Good financial skills
 - Fiscally Responsible-continue to work to find funds outside tax payers
 - Must be financially minded and have a strong sense of the budget
 - Budget & Finance skills
 - Must be visionary in terms of planning the long term success of the district
 - Visionary and strategic in district planning & goal setting
 - Dedicated
 - Hard working
 - Integrity
 - Trustworthy and honest
 - Must have a strong special education background
 - Committed to providing top notch education
 - Communications-Personable, outgoing
 - Excellent communicator
 - Good communication skills
 - Leadership-Develop talent
 - Strong leadership qualities
 - Progressive-willing to look outside box
 - Good people skills
 - Must be very interactive with the community in and out of school
 - Willing to live in small community-prefer long term, but understand stepping stone

6. What leadership style will be the most effective for dealing successfully with the culture/climate, needs/concerns/ opportunities and challenges of the district?
 - Hard worker
 - Organized
 - Goal setting and including others
 - Instill teamwork and be a good team player
 - Must be an enabler of the people on staff
 - Strong leader who can articulate well with others
 - Encourage our teachers and staff to regain ownership and pride in their job and the district
 - Family culture-Build Trust and communicate direction
 - Small town, and all that goes with it...rumors, people knowing your business before you do, and getting our message out
 - Very conservative base!
 - Active in the community

- Key is leading by example-Talk is cheap
 - Visionary & participative
 - Empowering & inspiring
 - Leads change
7. Identify the academic degree(s) and work experience(s) a successful candidate might possess:
- SPED director is nice but not necessary
 - Special Education Endorsement
 - Past principal
 - Has proper Administrative education
 - Past superintendent experience an advantage but not required
 - Superintendent experience would be nice but not necessary
 - Understand where we are, not a huge district...Doesn't mean we won't want the best candidate available
 - Whatever degree it takes to be a superintendent

Please share any additional comments regarding the District Needs Assessment:

Arapahoe Leadership Profile

Budget Management/Facilities Leader who will:

- Coordinate a long term facilities plan with bond efforts to ensure a quality and safe learning environment
- Establish financial accountability for resources while continuing to locate funds beyond tax dollars
- Ensure all efforts are made to retain all students living in the district as students enrolled in the district

District Climate Leader who will:

- Recruit talented staff, develop teaching and leadership abilities with veteran staff and work collaboratively towards excellence
- Empower teachers and staff to create ownership and pride in their job and promote a positive school district culture to foster learning and development
- Be visionary, strategic and collaborative in district planning and goal setting

Educational Leader who will:

- Proactively implement continuous improvement plan for academic excellence
- Continue to expand integrated technology in the district to benefit student learning and achievement
- Be committed to Arapahoe Public Schools providing a top notch education
- Support the growth of student learning opportunities including additional college credit classes and development of a Career Education

Communications Leader who will:

- Be actively involved in the community to foster trust and enhance communications between the school and the community
- Engage community members and business leaders in the district to grow support for student learning and achievement and encourage a sense of pride
- Provide strong leadership and guidance to the board to model and support informed decision-making and effective board governance