



Monday, October 10, 2022
USD #333 USD333 Board of Education Regular Meeting

AGENDA FOR UNIFIED SCHOOL DISTRICT NO. 333
CLOUD COUNTY, KANSAS
6:00 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
7. Vote on Consent Items

C. PUBLIC COMMENTS

D. STUDENT/PATRON PARTICIPATION/RECOGNITION

E. INFORMATION/UPDATE/COMMUNICATION

1. Communication Strategy STG#3
Communication Plan 21-26 3
August Community Education Retreat 2022 8
Exchange Summary 68
2. Concordia Middle School STG#2
3. CHS Parking Lot Update STG#2
4. KASB Conference
5. Willow Street Parking STG#2
6. Concordia USD333 Education Fund LTG#3
CEF BOE Presentation_2022_10_11 91
7. Legislative Priorities LTG#2
8. 2022-2023 Site Council Members
CES Site Council 2022-2023 97
9. Facility Planning STG#2

F. EXECUTIVE SESSION

G. BOARD ACTION ITEMS

H. CERTIFIED and CLASSIFIED PERSONNEL

1. 1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for 2022-2023 School Year (if needed)

2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for 2022-2023 School Year (if needed)
Classified Oct 2022 LIST

98

I. **ADJOURN**

The 2022-2026 Communication and Engagement Plan will help guide the Concordia Community relation initiatives and empowers district staff to advance the goals and strategies of the Concordia School District's 2021-2026 Strategic Plan. The process to develop the communication and engagement plan started in the Fall of 2021 with a listening tour in coordination with a Bond Campaign which consisted of more than 23 facilitated meetings with over 350 students, teachers, administrators, parents and community leaders. The development of this plan continued with our August Community Education Retreat, in addition to our facilitated "Thought Exchange" survey tool that took place in September of 2022. It gave the district an opportunity to engage stakeholders in defining "Our Story" as a district with a tradition of excellence.

We asked strategic questions related to what participants felt was the most important information about our district, and how messages were communicated and what makes Concordia Public Schools the best district in the state. Stakeholders wanted information packaged to concisely relay what is happening in the district and why it is important for them to know. They also discussed how information could be more effectively shared through social media, short videos, and simplified email messages.

During the listening tour, there was consensus that teachers, administrators, and parents in our district are sincerely engaged in student success and the community placed significant value on positive relationships throughout the district. Students described their educational experiences as feeling accepted, safe, and involved at school. The community felt as if there was a clear expectation of excellence, but want more transparency. A very common characteristic that describes Concordia Public Schools is that we have many opportunities in our system, with the feel of a small town, family centered community.

The results of our listening tours were shared at a Concordia Board of Education meeting in October 10, 2022. Administration continue to meet during the 2022-2023 school year and refine the 2022-2026 Concordia, Public Schools Comprehensive Communication Plan.

The five goals of the communication plan are below and are supported by the following strategies and objectives:

1. Develop advocates for Public Education
2. Tell our Story of Trust, Ownership, and Culture
3. Support the Effective and Efficient Use of Resources
4. Develop Plans for Growth
5. Be Prepared to Coordinate Timely and Accurate Crisis Communications

1. Develop Advocates for Public Education

- Build Value in public education
 - Create integrated marketing initiatives that showcase exceptional student-centered education and relationships in Concordia Public Schools
 - Coordinate with stakeholders on regional marketing and educational initiatives that support public education
- Foster relationships with area legislators
 - Coordinate opportunities to engage district stakeholders with areas legislators
 - Facilitate information sharing with district parent advocacy groups
 - Develop messages for staff, board members, and key communicators about state policy
- Enhance the Concordia Public Schools district legislative platform
 - Create marketing materials annually that showcase legislative priorities
 - Develop strategic communications through messaging and social media
 - Coordinate with local groups to further the district legislative priorities
- Establish key communicators network
 - Coordinate with groups of influential parents, community and business leaders to help disseminate key messages about the district
 - Facilitate meetings between key communicators and the superintendent regularly
- Create a database of district stakeholders (patrons, businesses, community leaders, not-for-profit organizations, etc.) that have an interest in the success of Concordia Public Schools.
 - Identify existing community relationships
 - Survey staff to identify engaged parents or community partners
 - Coordinate engagement opportunities for district stakeholders to participate in:
 - Annual Community Retreats
 - District events and activities
 - Student and staff achievement and recognition

2. Tell Our Story of Trust, Ownership, and Culture

- Create marketing materials to promote the value of Concordia Public Schools
 - Develop brochures, videos, posters, pamphlets, newsletters and programs that describe the outstanding education Concordia Public Schools students are provided.
 - Build resources that highlight specific curriculum advancements related to Career and Technical Education; Science, Technology, Engineering, Arts, and Mathematics (STEAM); and innovations in traditional course offerings
 - Construct Media that showcase traditions of excellence in:
 - Innovative classroom learning opportunities
 - Achievements in co-curricular and extra-curricular activities
 - Community engagement initiatives that integrate with curriculum
 - Continue to update printed and online materials with relevant information

- Use Social media effectively to showcase excellence within the district
 - Maintain Facebook accounts with positive, relatable stories
 - Empower building staff to keep information about school events and student/teacher accomplishments
 - Provide detailed information and photos from building events
 - Promote student excellence and achievements
 - Showcase a staff member weekly
 - Schedule new content to appear weekly on each account
 - Manage Twitter accounts keeping all information timely
 - Empower building leadership to manage Twitter accounts
 - Promote upcoming events and activities
 - Provide highlights of website or Facebook content
 - Promote the “Community Opportunities” page
 - Announce new district information and events
 - Manage YouTube account and create videos about the district
 - Coordinate and publish key messages and important events
 - Encourage student, staff and community involvement in video productions

- Strengthen the content of key communication tools for employees
 - Communicate internally first: Ensure all staff receive accurate information about:
 - Legislative initiatives that impact student learning
 - BOE meetings and district attitude awards
 - District Leadership Team (DLT) building reports
 - Important district events, activities and awards
 - Grants and award opportunities
 - Increase opportunities for face to face communication with staff
 - Provide social media training that empowers staff to help “tell our story”
 - Facilitate engagement opportunities for staff to discuss educational excellence

- Develop tools and resources to help administrators become more effective in their roles as communicators for the district.
 - Provide communication and assistance to school administrators and staff as needed for:
 - Webpage design
 - Social Media management
 - Marketing materials for events and activities
 - Video Productions
 - Provide resources to enhance school-based newsletters that are distributed to parents
- Improve the public's knowledge, perception, and trust in the district
 - Develop resources to improve staff's relationships with the community by:
 - Enhancing social media presence
 - Meaningful engagement with community leaders and organizations
 - Evaluate stakeholders needs in order to develop relative content and materials
 - Identify news and content that can be published to keep stakeholders informed
- Create a Strong presence with the media
 - Provide media training to help administrators share information and strategic messages
 - Provide training as needed to prepare individuals for media interactions
 - Build relationships between the district and media and ensure that coordinated, timely, and accurate information is shared
 - Leverage local media sources to distribute district information.
 - Enhancing social media presence
 - Meaningful engagement with community leaders and organizations
 - Evaluate stakeholders needs in order to develop relative content and materials
 - Identify news and content that can be published to keep stakeholders informed

3. Support the Effective and Efficient Use of Resources

- Coordinate with Director of Operations, Foundation Director, principals and teachers to:
 - Articulate curriculum needs and highlight innovative education in the district
 - Support teachers to engage with outside presenters on content specific subjects
 - Identify and coordinate grant opportunities that align with curriculum and strategic plan goals and leverage partnerships to achieve successful applications
- Provide the Director of Human Resources, principals and staff with:
 - Tools and resources to recruit, develop, and retain highly qualified staff
 - Support applications for staff eligible for honors and awards
 - Communications that highlight staff achievement and success
- Support the USD 333 Concordia Education Foundation (CEF)
 - Manage Information for the CEF
 - Identify the needs and investment opportunities throughout the district
 - Promote CEF activities or events, and assist in marketing and fundraising goals

4. Develop Plans for Growth

- Manage district wide student recruitment, enrollment and registration activities.
 - Provide tours and resources to families considering moving to Concordia and Concordia Public Schools
 - Coordinate enrollment events and activities for new families in the district
 - Organize annual online-registration process for building registrar and parents
- Coordinate research and information on project that provide all students with facilities that ensure a safe and secure learning environment and meet the long term needs of the district
 - Develop engaging resources that foster and understanding among all stakeholder of the district's needs in the areas of safety, facilities, technology, and curriculum

5. Be Prepared to Coordinate Timely and Accurate Crisis Communication

- Plan and prepare crisis-communication tools that ensures the public and staff are informed, safeguards student and staff privacy, maintains safety and protects the educational process
 - Coordinate with the appropriate staff on the districts emergency messaging to communicate via phone, text messaging, and email
 - Create and emergency school closure alert on the website and social media
 - Maintain an emergency school closure and alert phone line and call list
 - Develop a partnering agency calling list for specific emergencies
 -
- Develop timely and accurate information to be distributed in the following order:
 1. Parents of students directly impacted
 2. Internally to administrators, board of education, teachers, and staff in the immediate school or district wide
 3. Parents o students in the school impacted or district wide
 4. News Media

Trust- Ownership- Culture

***“Every student
deserves a great
teacher,
not by chance,
but by design.”***

(Fisher, Frey, Hattie, 2016)



USD 333 Concordia School Board Districts



6 Years Service
Term Expires 2024



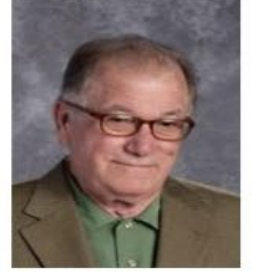
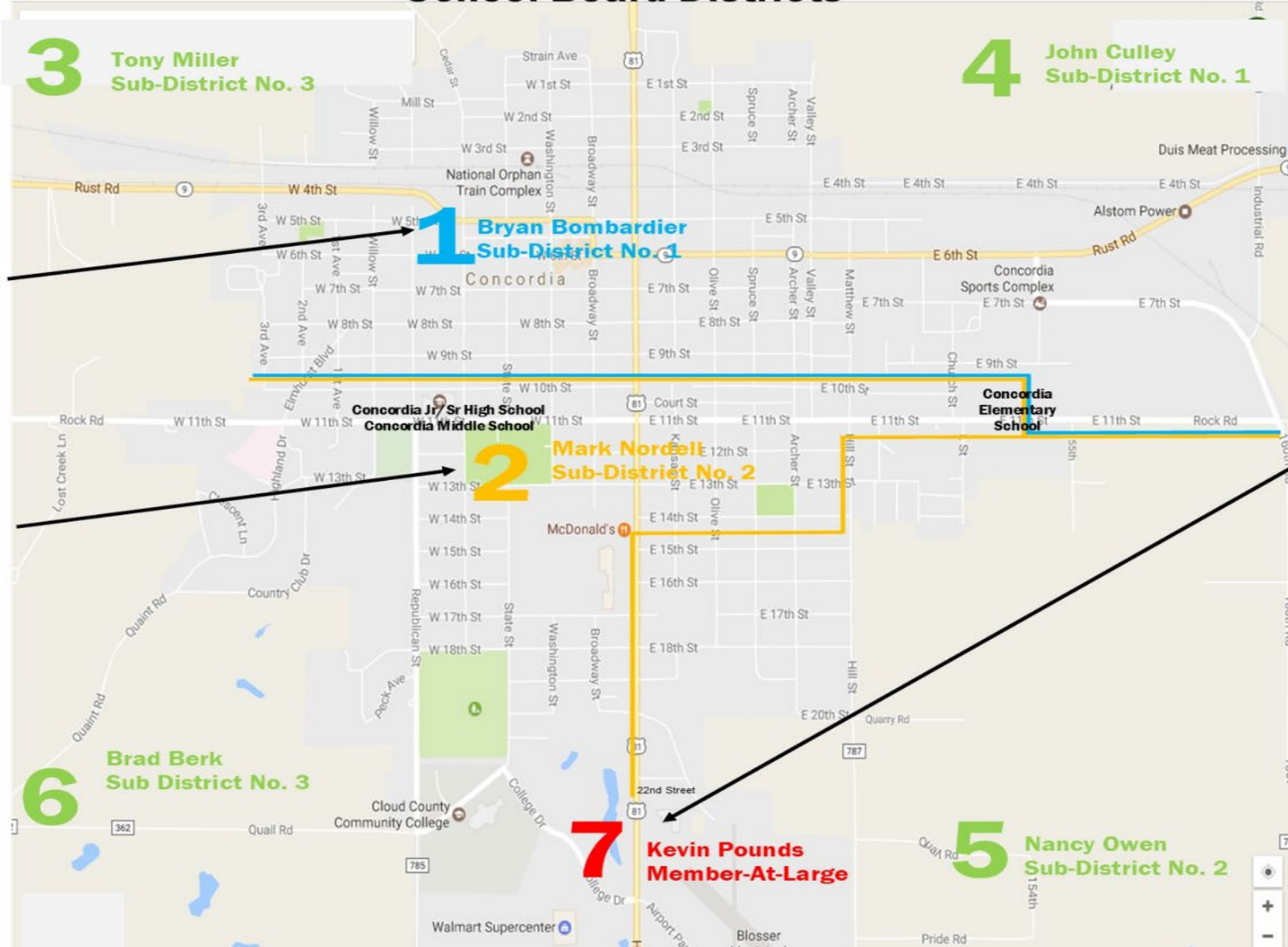
2 Year Service
Term Expires 2024



6 Years Service
Term Expires 2024



1 Years Service
Term Expires 2026



5 Years Service
Term Expires 2026



14 Years Service
Term Expires 2024



1 Year Service
Term Expires 2026

USD 333 Required Annual Trainings



**Trust
Ownership
Culture**

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Leadership

- REQUIRED ONCE
Juvenile Justice SB 367
- Staff
- REQUIRED ANNUALLY
Negotiations
- Staff
- Professional Development Council (PDC)**
- PDC Members
- REQUIRED ONCE
Reasonable Suspicion Training
- Transportation Supervisors



Prevention and Responsive Culture

- REQUIRED ANNUALLY
Bullying Awareness and Prevention
- Students and Staff
- REQUIRED ANNUALLY
Preventing Abuse and Mandated Reporting
- Staff
- REQUIRED ANNUALLY
Education for the Homeless (Title IX)
- Staff
- REQUIRED ANNUALLY
Emergency Safety Interventions (ESI)
- Staff
- REQUIRED ANNUALLY
Sexual Harassment (Title IX)
- Students and Staff
- REQUIRED ANNUALLY
Suicide Awareness and Prevention
- Staff (one hour)
- REQUIRED ANNUALLY
Structured Literacy and Dyslexia Training
- Staff



Student Safety and Wellness

- REQUIRED EVERY THREE YEARS
Accident Prevention (*Defensive Driving*)
- School Bus Drivers
- REQUIRED ANNUALLY
Bloodborne Pathogens
- Staff
- REQUIRED PER HEALTH EDUCATION STANDARDS
First Aid and CPR
- Students
- REQUIRED EVERY TWO YEARS
First Aid and CPR
- School Bus Drivers
- RECOMMENDED ANNUALLY
Concussion Protocol
- Athletic Coach
(Parent release form **REQUIRED ANNUALLY**)

USD 333 Additional Trainings



***Trust
Ownership
Culture***

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- ❖ Department of Homeland Security Visits
- ❖ Stop the Bleed
- ❖ Table Talk Drills with Staff and Administration
- ❖ Lock out, Tag Out
- ❖ Chemical Safety – SDS
- ❖ Ladder Training
- ❖ Cybersecurity

USD 333 Safety Initiatives



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- ❖ Controlled Access to Every Building
- ❖ Communications systems, including for communication between school districts and law enforcement agencies
- ❖ Security technology in school buildings, including security cameras, vape sensors, noise detection, etc.
- ❖ Various additional nondisclosed screeners
- ❖ Staff Supervision throughout hallways

KSDE State Outcomes



***Trust
Ownership
Culture***

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- Social Emotional Growth
- Kindergarten Readiness
- Individual Plan of Study
- High School Graduation Rates
- Post Secondary Completion

Were our students Safe on this playground?



***Trust
Ownership
Culture***

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via ONCEUPONAWIN.COM



Do you remember this drill?



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Ownership
Culture***

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PDK Gallop Poll



“34% of parents fear for their child’s physical safety in school.”

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What makes a school safe?



***Trust
Ownership
Culture***

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What makes a school safe?



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What makes a school safe?



***Trust
Ownership
Culture***

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What makes a school safe?



***Trust
Ownership
Culture***

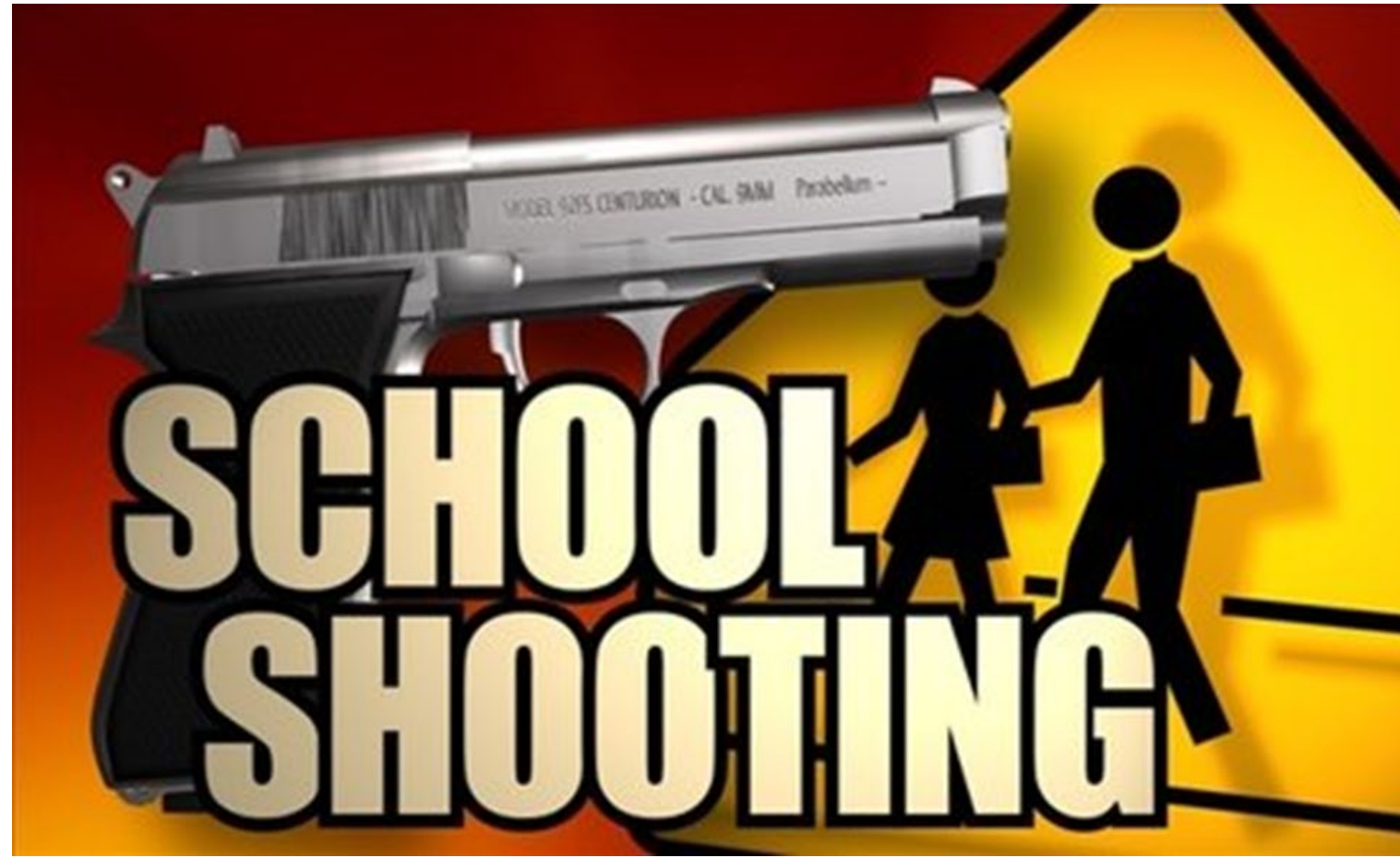
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What makes a school safe?



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What makes a school safe?



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Ownership
Culture***

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What makes a school safe?



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Culture***

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TEEN SUICIDE



What makes a school safe?



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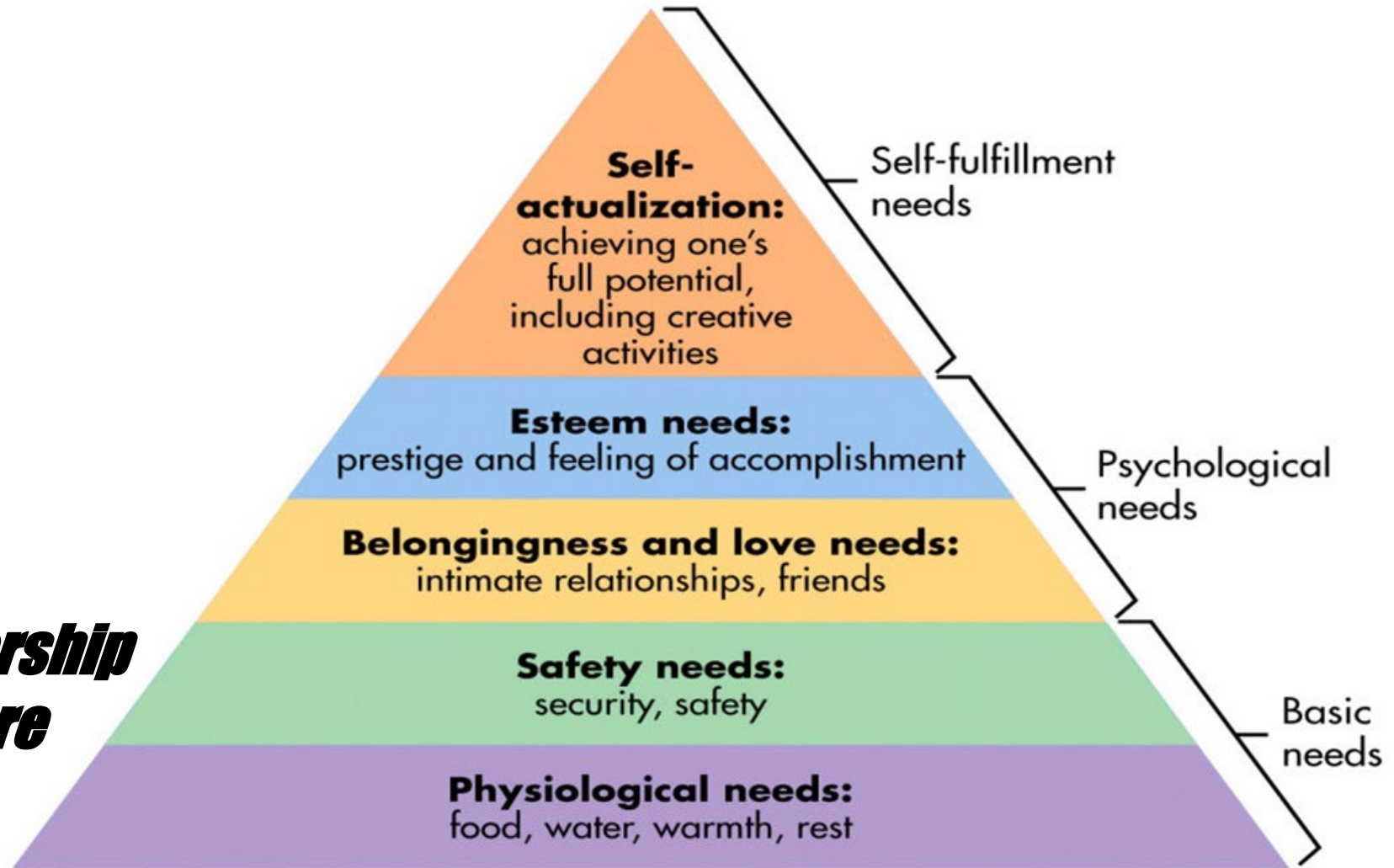


What students need?



***Trust
Ownership
Culture***

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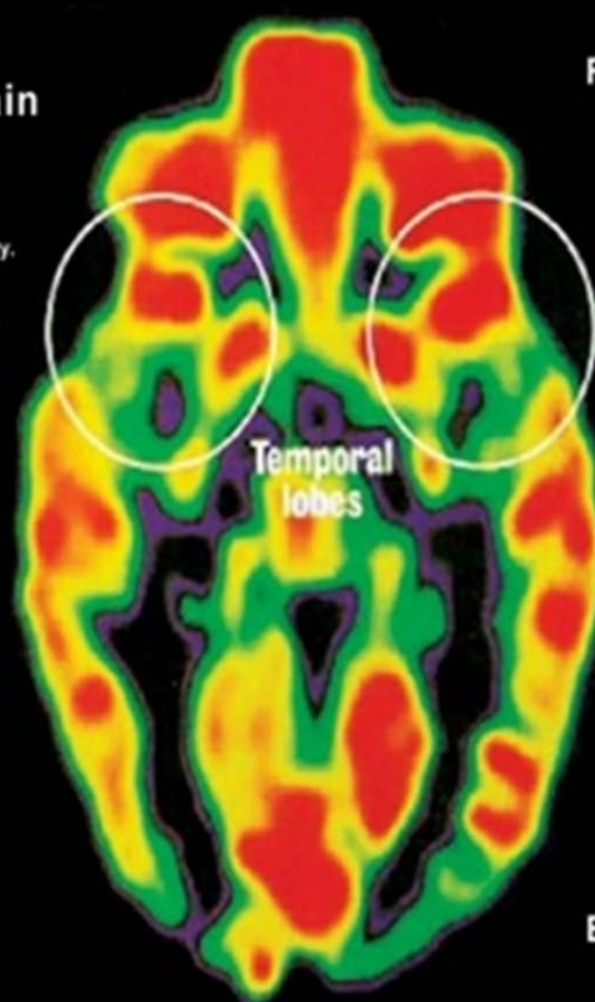
What students need?



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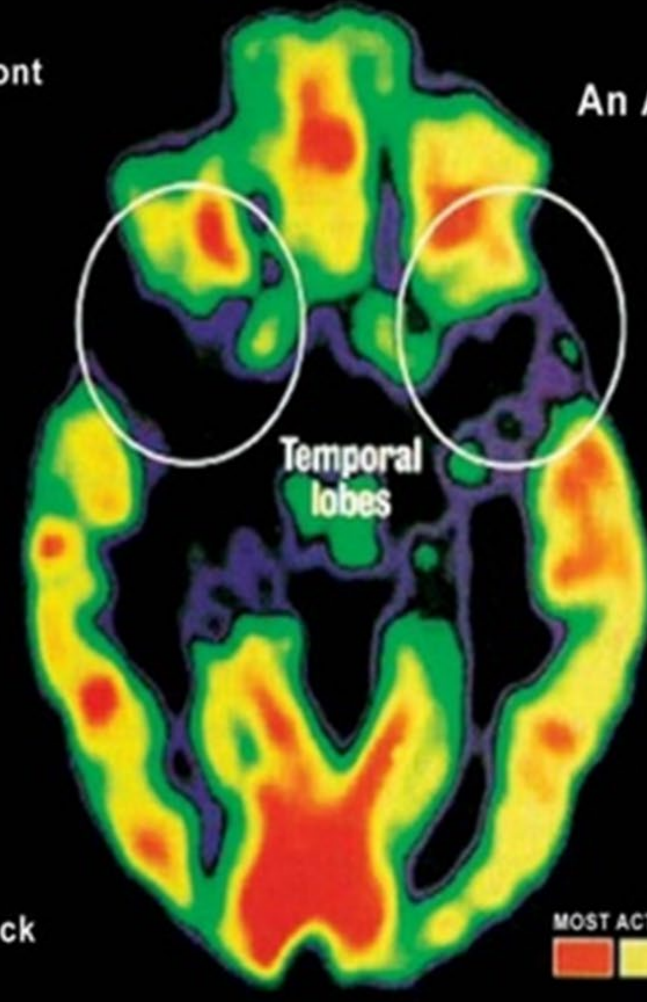
Healthy Brain

This PET scan of the brain of a normal child shows regions of high (red) and low (blue and black) activity. At birth, only primitive structures such as the brain stem (center) are fully functional; in regions like the temporal lobes (top), early childhood experiences wire the circuits.



An Abused Brain

This PET scan of the brain of a Romanian Orphan, who was institutionalized shortly after birth, shows the effect of extreme deprivation in infancy. The temporal lobes (top), which regulate emotions and receive input from the senses, are nearly quiescent. Such children suffer emotional and cognitive problems.



MOST ACTIVE LEAST ACTIVE

What we all want.....



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“At the end of the day, all I want is when I drop my child off at school in the morning that she returns home safely that night, having had a wonderful day in school learning and growing.”

~Anonymous Parent

What we all want.....



We are all part of the Solution
Churches
Families
Businesses
Mental Health
Students and Staff
College Staff and Students

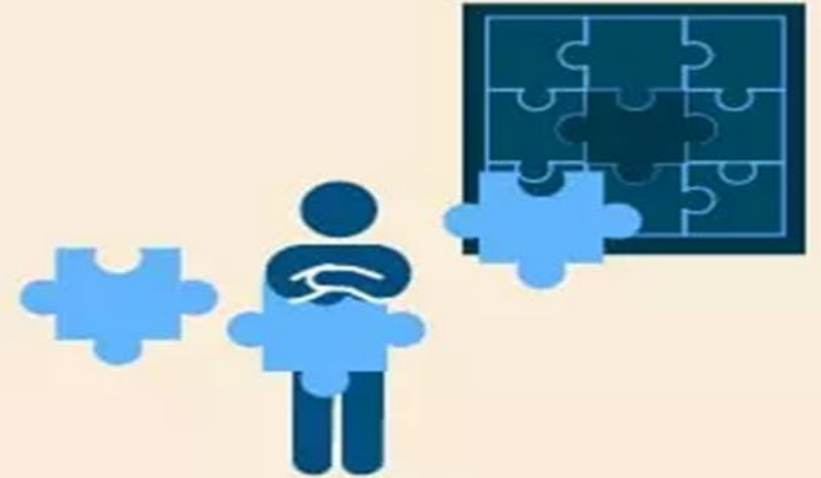
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Adaptive Challenge Vs. Technical Problem

ADAPTIVE



TECHNICAL



Exchange Summary

Quentin Breese, Concordia Unified School District 333
July 11, 2022

What are some things we need to consider to ensure we provide a safe on-campus environment for our students and staff as we begin the 22-23 School Year?



PARTICIPATION

Breakdown of Participation



372

Participants



227

Thoughts



9,523

Ratings



PARTICIPATION


Breakdown of Participation



What building do you most closely affiliate with?



357
Responses

%		Answer <i>(Multi-select)</i>
59%	(213)	Concordia Jr/Sr High School
19%	(70)	Concordia Middle Schools
41%	(148)	Concordia Elementary School
3%	(14)	None of the above



PARTICIPATION


Breakdown of Participation



What is your role at the district?



356
Responses

%		Answer <i>(Multi-select)</i>
64%	(228)	Parent/Guardian
25%	(91)	Staff/Faculty
4%	(17)	Student
14%	(50)	Community Member
6%	(22)	Other



THOUGHTS

Key Thoughts



Make sure kids and staff know what to do and where to go in any situation

4.4  (58 )

Ranked #1 of 227

Locked entries

4.4  (56 )

Ranked #2 of 227

Stall doors for the boys bathroom, please! Boys shouldn't have to have an audience while using the restroom. Girls don't.

4.4  (42 )

Ranked #3 of 227



THOUGHTS

Locked Doors



Locked entries

4.4  (56 )

Do not prop doors open! Intruders can enter

4.3  (56 )

Building doors need to be securely locked during school hours. Including lunch room area where the doors stay open for some time. Having doors locked only works if the doors are closed. Make sure they do not get propped open—make sure door closes behind you.

4.1  (53 )



THOUGHTS

Mental Health



Making mental health is a priority, having ways for students to feel safe expressing their thoughts and different situations they are going through. I feel like talking about mental health is extremely important because of social media and news media coverage.

4.2  (18 )

Secure entrances More mental health support for students

3.9  (52 )

Mental Health Every person rather staff or child needs reassurance of safety for their mental well being.

3.9  (48 )



THOUGHTS

Bullying



Ensure that bullying is not being allowed and that it is dealt with appropriately and in a timely fashion. Bullying leads to many negative actions and reactions.

4.2  (40 )

Control bullying, start with teachers as they set the example and there are bully teachers who bully other teachers. Kids see and imitate what we do It's been a major issue here since I can remember. Nothing ever gets done parents have to fight and fight for their kids that are getting bullied

4.1  (55 )

limit bullying Some teachers/staff participate in addition to students

4.0  (57 )

What is Bullying?



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Ownership
Culture***

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USD 333

Anti-Bullying Information

At USD 333, student behavior must meet 3 criteria to be considered bullying:

1. The behavior must be repeated. If a behavior occurs only once, it may constitute harassment, but it is not bullying.
2. The behavior must be unwanted, offensive, threatening, insulting, humiliating, or causes the target to feel so stressed, injured or threatened that it interferes with his/her educational performance.
3. There must be an imbalance of power between the victim and the aggressor.

“Bullying” is systematically or chronically inflicting physical hurt or psychological distress on one or more students or employees. Bullying may involve but is not limited to:

1. Unwanted Teasing
2. Threatening/Intimidating Behavior
3. Stalking or Cyberstalking
4. Cyberbullying
5. Physical Violence
6. Theft or destruction of school property
7. Sexual, Religious, Racial Harassment
8. Public Humiliation
9. Social Exclusion, including incitement or coercion.
10. Rumor or Spreading of Flashoods

Here are some differences between bullying and other forms of conflict:

Rough Play

- Usually friends; often will do the same things again
- Power not an immediate issue
- Not about hurting
- Affect is friendly, mutual

Fighting

- Usually not friends; Typically not repeated
- Power close to equal
- Trying to hurt each other
- Affect is negative, angry

Bullying

- Not friends but will be repeated
- Power is not equal
- Bully is trying to hurt, humiliate
- Affect varies between the victim and bully





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THOUGHTS

Staffing



We need to have a police officer at the school again To watch for drugs, bullying and kids making threats... 4.3  (34 )

Control officer Someone to keep an eye open 4.1  (20 )

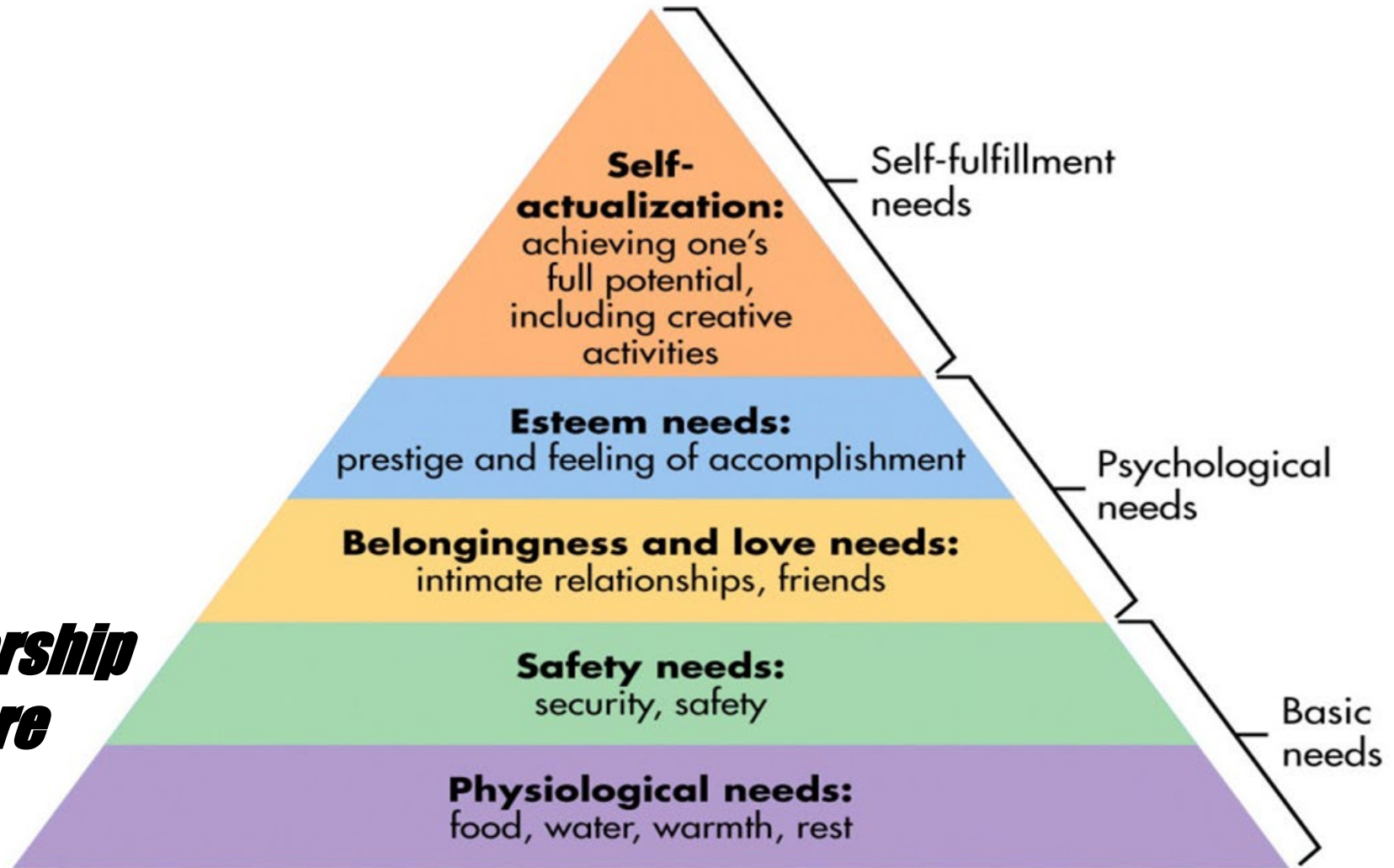
Provide a resource officer. This will provide a presence as well as actual protection from internal and external factors. 4.0  (36 )

What students need?



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THOUGHTS

Safety



Have an updated crisis plan created, implemented, and routinely reviewed/ practiced throughout the district Ensure the overall safety of staff and students

4.3  (55 )

Proper, updated and certified training for teachers and staff regarding safety measures they can take for different situations. The teachers and staff deserve to know the most recent researched methods to use. They have a huge responsibility protecting our children.

4.2  (43 )

Safety of Students and Staff Students and Staff should know before they even arrive to the school building that their safety is USD #333's top priority.

4.1  (56 )



THOUGHTS Building



Ensure doors to the outside lock automatically (and are in working order) to prevent entry but allow exit during the school day. Individuals should not have access to enter the building undetected.

4.3  (21 )

I think that the overall out look is more important, being a student I do not know our building plan say we have someone dangerous in the building. I have been at CHS for three years, and I still wouldn't know the plan if someone was trying to hurt us.

4.2  (54 )

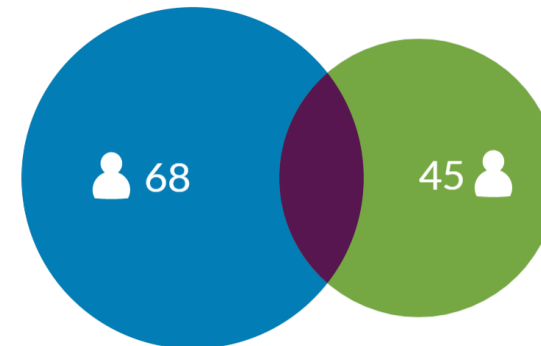
confirm identity when buzzing in safety of all in building

4.0  (40 )



DIFFERENCES

Security Measures[68 | 45]



Side A

Camera in hallways and classrooms to minimize bullying and maintain teacher accountability. This is important because bullying is one of the biggest issues in our school.

★ 4.8 ★ 1.9

I think all schools should install video cameras and automatic locking classroom doors. For the safety of all students and staff. So there is less of a chance of Uvalde Texas and Olathe KS shootings

★ 4.4 ★ 1.7

Side A/B Common (high)

Do not prop doors open! Intruders can enter

★ 4.7 ★ 3.9

Make sure kids and staff know what to do and where to go in any situation

★ 4.8 ★ 4.0

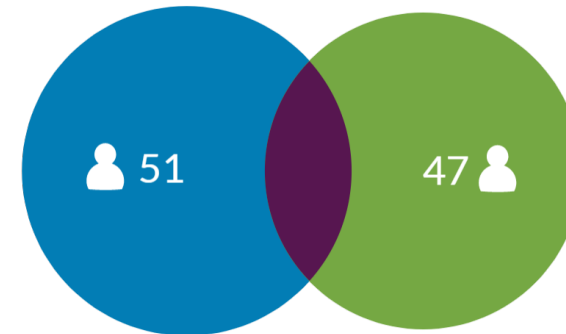
Side B

This group of participants rated Side A thoughts low. Review the common interest section to see thoughts that both groups rated high.



DIFFERENCES

Security and Feel | Feel Safe [51 | 47]



Side A

From what I have seen after school pick up is the most dangerous situation I see. I also feel the playground needs high security fencing around it.

★ 4.2 ★ 1.9

Side A/B Common (high)

Locked entries

★ 4.8 ★ 4.1

Inclusion & Discipline Letting students know that all are welcome and that we do not tolerate bullying of any kind. Follow through with disciplinary actions.

★ 4.6 ★ 4.4

Side B

I feel safe in this community and at this time I don't feel further steps are necessary. We need to be extremely careful as not to create fear or anxiety in our students by going overboard with security.

★ 1.6 ★ 4.2

I think you do a pretty good job now

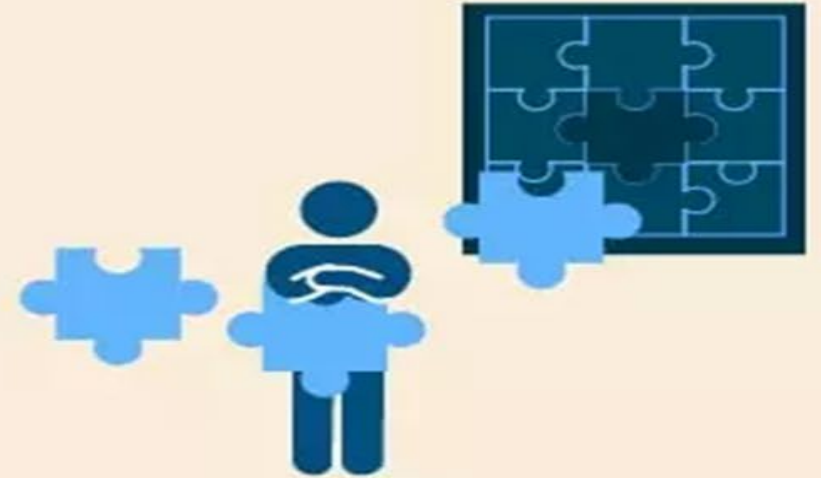
★ 2.0 ★ 4.1

Adaptive Challenge Vs. Technical Problem

ADAPTIVE



TECHNICAL

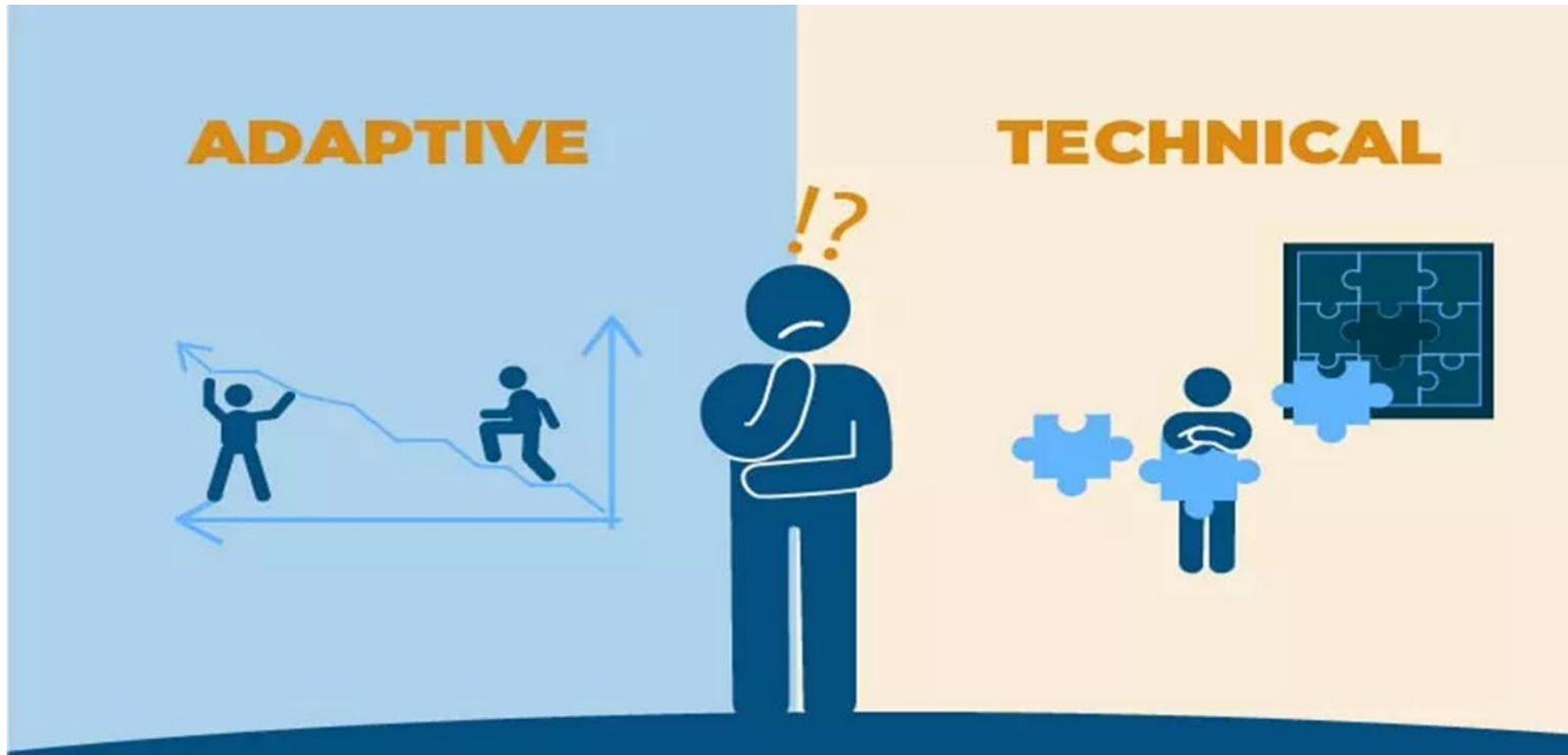




WRAP UP Next Steps



Process Data Gather More Data from you



Large District Active Shooter Drill



Goal: Create Active Shooter situation to test everything related to internal campus response, police response, reunification, and breakdowns in protocols.

Date: Fall Break while students were out of school.

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Large District Active Shooter Drill



Participants

1. School Administration
2. School Resource Officer
3. County Sheriff's Department
4. Teachers
5. Theatrical Department: Complete with students & fake blood

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10 Lessons Learned During This Drill



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10 Lessons Learned During This Drill



1. Doors on the outside the school were propped open by trash cans, etc - allowing access to building without having to come through the main office.

Solution: Ensure all outside doors are closed and locked and implement stiff penalties for those who don't follow this policy.

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10 Lessons Learned During This Drill



2. The Secretary couldn't call 911 because she had to dial "9" to get an outside line. The principal who was playing a victim (who had been fatally shot) had to tell her what to do.

Solution: Put sign on wall or next to all phones with instructions to dial 911. (Recommendation: Change default number for outside line to 7 or 8.)

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10 Lessons Learned During This Drill



3. Students have zero idea how to use a landline, especially when you have to dial “9” to get out.

Solution: Put sign on wall or next to all phones with instructions to dial 911. (Recommendation: Change default number for outside line to 7 or 8.)

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10 Lessons Learned During This Drill



4. Cell signal blockers inhibited the ability of kids to call for help with their cell phones.

Solution: Remove these. Prioritize safety over behavior management on social media.

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10 Lessons Learned During This Drill!



5. When shooting started, students ran into rooms. Some were able to get signal and called 911 from their cell phones for help, but could not tell dispatchers which classroom they were in.

Solution: Post the room number above the door inside of the classroom.

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10 Lessons Learned During This Drill



6. Officers didn't know the layout of the school.

Solution: Provide a tour of your schools to your local police department. Provide digital layouts of every building to local law enforcement with details to entry locations & key holder contact information.

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10 Lessons Learned During This Drill



7. Officers could not easily identify classrooms from outside the building.

Solution: Add Classroom Numbers to the outside windows to easily identify the classroom from outside the building.

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10 Lessons Learned During This Drill



8. Cameras inside schools are useless in the event of a smoke bomb.

Solution: Do not rely on cameras in central locations. It's a false sense of security.

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10 Lessons Learned During This Drill



9. Officers weren't emotionally prepared. It took them several minutes to adjust their focus when they walked into a hallway filled with injured children.

Solution: Additional training needed, including better mental health training.

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10 Lessons Learned During This Drill



10. Weather can impact how quickly you get victims to a hospital. A medical chopper can not fly in heavily overcast or bad weather.

Solution: During situation planning, include bad weather scenarios without medical chopper availability.

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Improving Communication



Local Law Enforcement & County Entities

- In person meetings
- LEPC - (Local Emergency Planning Committee)

Parents

- District App and Enotes
- Parent Calls 6,000 calls per min
- Quick and accurate information

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Improving Communication



Staff

- Navigate 360
- Updated Crisis Plan
- Alerts
- District communication during a crisis

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★ Introducing the new and improved Emergency Management Suite. [Explore the new Drills and Assess experience here.](#)

Concordia Public Schools, USD 333



Call Lists

Manage contact information.



Documents

Store files securely in the cloud.



Maps & Floor Plans

Create and view interactive floor plans.



Virtual Binders

Easily build and organize safety information.



Flipcharts

Create and access emergency procedures.



Drill Logs

Schedule, facilitate, and log safety drills.



Safety Plans

Use our wizard to easily create safety plans.



Respond

Account for students during an alarm.



Reunification

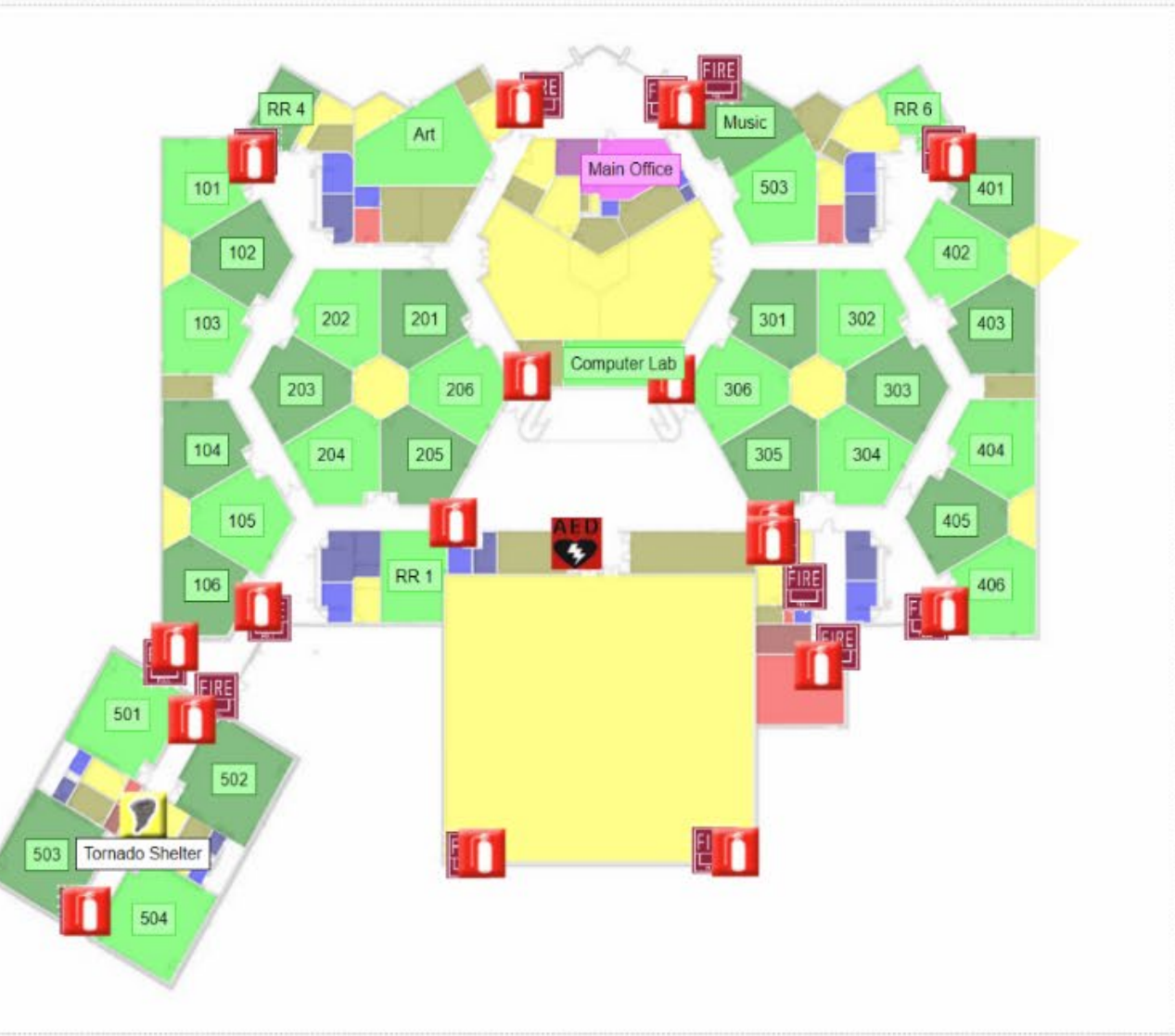
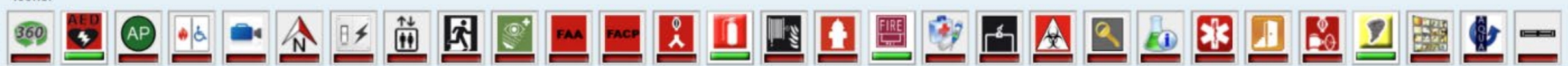
Reunite students with their parents.



Assess

Create and complete audits.

Icons:



Back to School In-service August 8th - All Employee



- CHUCK CLANAHAN
 - Protective Security Advisor Department of Homeland Security
 - Active Shooter Training
- Stop the Bleed Training
- Crisis Training
 - Review App
 - Test Alarms/Features
 - Roles in a crisis

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Who is involved in Safety and Security



- Law Enforcement/First Responders
- USD 333
- Families
- Businesses
- Churches
- Mental Health Professional
- Students and Staff
- Etc.

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Exchange Summary

Quentin Breese, Concordia Unified School District 333
August 30, 2022

What communication are you successfully receiving, and what are you not receiving that you need?



PARTICIPATION

Breakdown of Participation



256
Participants



124
Thoughts



3,237
Ratings



PARTICIPATION


Breakdown of Participation



What building do you most closely affiliate with?



238
Responses

%		Answer <i>(Multi-select)</i>
65%	(156)	Concordia Jr/Sr High School
19%	(46)	Concordia Middle Schools
41%	(99)	Concordia Elementary School
1%	(3)	None of the above



PARTICIPATION


Breakdown of Participation



What is your role at the district?



236
Responses

%		Answer <i>(Multi-select)</i>
69%	(165)	Parent/Guardian
26%	(63)	Staff/Faculty
8%	(21)	Student
5%	(13)	Community Member



PARTICIPATION


Breakdown of Participation



What communication platforms do you use for district information?



233
Responses

%		Answer (Multi-select)
78%	(183)	USD 333 Social Media
20%	(48)	Blade Empire
43%	(102)	KNCK Radio
69%	(163)	USD 333 Application/USD 333 Website
20%	(47)	Other



THOUGHTS

Key Thoughts



Emails Texts and Calls It's direct and I don't have search through posts and websites to find what may or may not be relevant.

4.3  (35 )

Ranked #1 of 124

Text message Important information regarding school days like time or cancelation are important because I don't check my emails regularly.

4.3  (35 )

Ranked #2 of 124

Information on what is going on with the school. Like special events or no school It's nice to know what's going on in my child's School

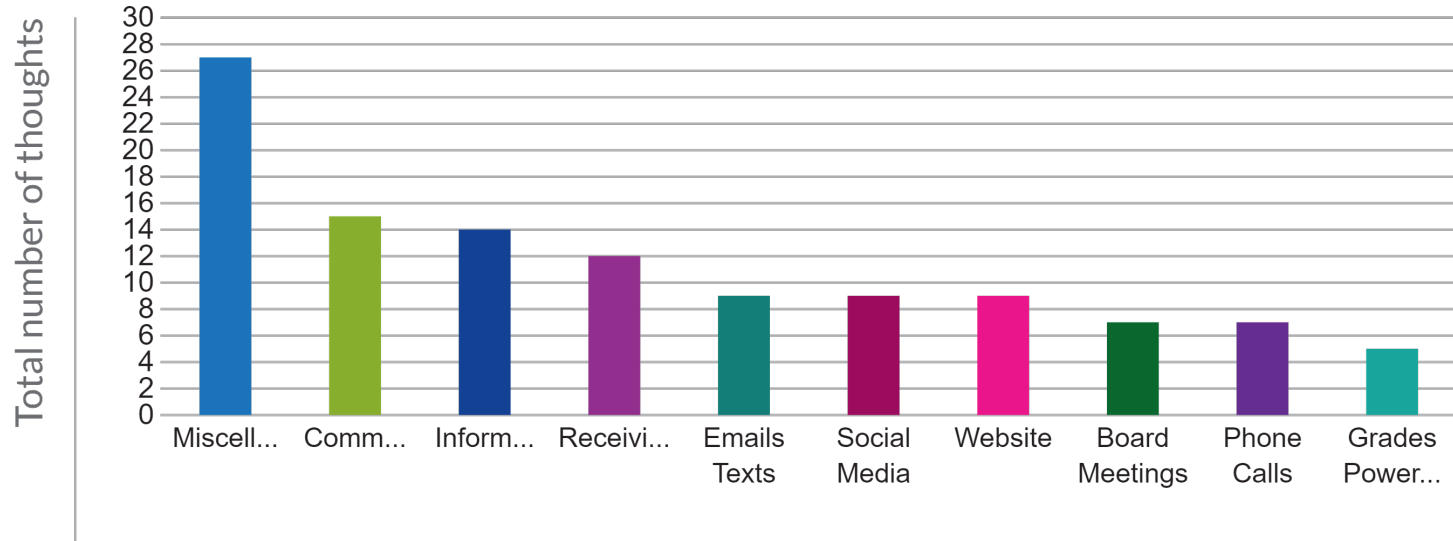
4.3  (33 )

Ranked #3 of 124



KEYWORD THEMES

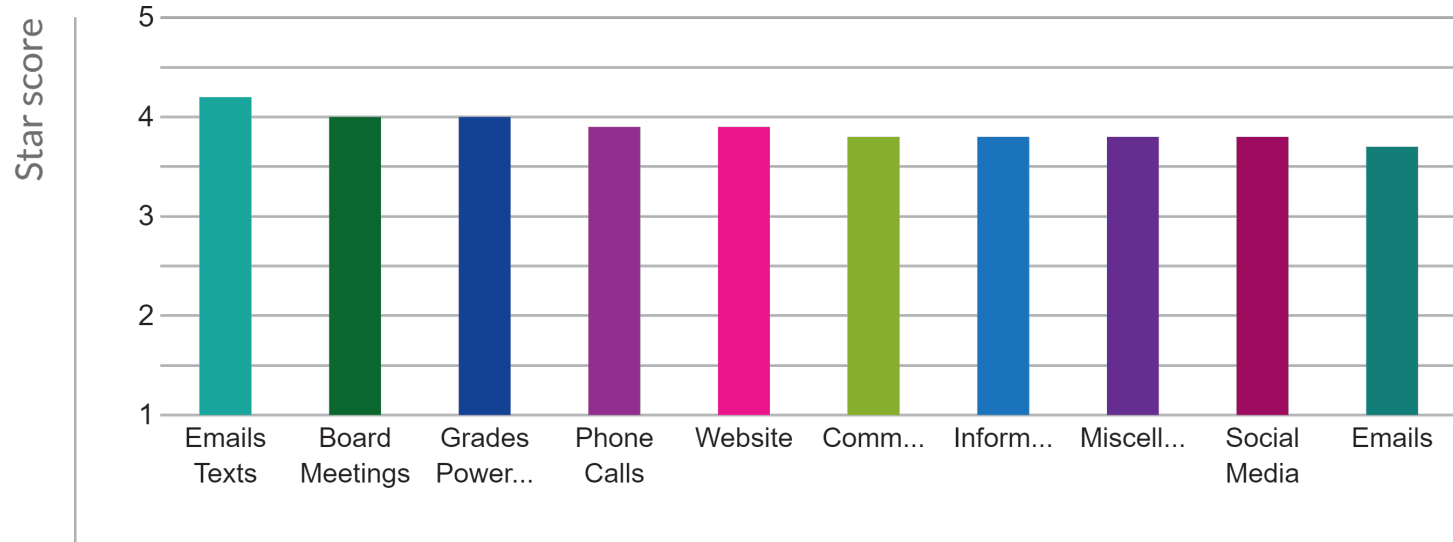
Top Themes by total thoughts





KEYWORD THEMES

Top Themes by star score





THOUGHTS

Emails Texts



Emails Texts and Calls It's direct and I don't have search through posts and websites to find what may or may not be relevant.

4.3  (35 )

Text message Important information regarding school days like time or cancelation are important because I don't check my emails regularly.

4.3  (35 )

Email and text Direct communication is vital

4.2  (34 )



THOUGHTS

Board Meetings



Communication about school activities is covered pretty good. I would like to see more communication from board meetings. Record meeting on YouTube I think if the meetings were recorded it would be easier to see what goes on at meetings and how things are handled

4.2  (32 )

Board meetings need to be broadcast or recorded. Not everyone has time to sit through the board meeting, especially when most of it is done in executive session.

4.2  (26 )

School board meeting notes of what happened. Maybe you could video these meetings so people who cannot attend may be there virtually to stay informed Stay connected to the community at large.







4.1  (31 )



THOUGHTS

Grades Powerschool



- Powerschool** It would be very beneficial to the parents that keep up with their stipends grades daily if ALL teachers would use it properly and put due dates in. 4.1  (32 )
- Power school** Not helpful when the grade is submitted as an F because the teacher has not graded it. Assignments should not be entered until graded 4.0  (31 )
- I appreciate the ability to view grades in real time through PowerSchool. The names of listed assignments don't tell me what the student is studying.** I can hold my kid accountable for assignments. Listing test dates in advance would be helpful, as would a description of the assignment content. 3.8  (18 )



THOUGHTS

Phone Calls



The phone calls from the district informing us of updates. I think they're from the principals of the school I'm not always around a radio or computer to check emails. I usually have my cell phone

3.9  (33 )

Text, emails and phone calls

3.9  (32 )

The phone calls are great. Its nice to get a call or answering machine message.

3.9  (12 )



THOUGHTS Website



Text messages With my busy schedule it's hard for me to check the website as often as I would like.

4.0  (33 )

Calendars on website are not consistent. Wish all school related activities were more clearly communicated Parents of more than one child or job find it easier to attend or arrange for children to attend when we have time to fit it into our schedule.

3.9  (19 )

I receive automated phone calls, emails from individual teachers and see most Facebook posts. I check the website for scheduled school days/breaks. As much as we want to trust our HS aged children to relay information, fact is, they don't always.

3.8  (31 )



THOUGHTS Communication



Email communication is important and sometimes our district is lacking in that. We need to promptly send out emails about meetings, trainings, etc. Communication is important, because I don't like being confused / stressed.

4.1  (33 )

I wish that we didn't have to use ClassTag. It's SO frustrating to constantly see ads & be prompted to buy a subscription. There must be a better way! We wish there was a 100% free app that the whole school used to streamline classroom communication. We love our child's teacher, just hate ClassTag!

4.1  (27 )







remind and email communication with coaches and teachers are key to success

4.0  (31 )



THOUGHTS Information



- Information on what is going on with the school. Like special events or no school** It's nice to know what's going on in my child's School 4.3  (33 )
- More CTE classes information not just sports** Some kids aren't involved with sports but activities or cTE classes 4.0  (32 )
- My daughter's bus slid off the road and I never heard about it from our driver or the transportation depot.** It would be nice to be informed. Things happen and I know it was rainy that week. Completely understandable. I only get the side from a 6 yr old. 4.0  (31 )



THOUGHTS

Miscellaneous



Teachers need to communicate more! Even high school teachers, yes our high school students should be handling their own business but... Need to shape each student into a great community asset!

4.2  (33 )

Facebook should not be sole/primary source of info. Too many pages, and doesn't always show on feed, especially for minimal users. Direct text, email, phone call have been very effective. Electronic message boards at school drop off are helpful reminders too.

4.2  (24 )

I get the school messenger It goes straight to my phone I dont have to search for it

4.1  (35 )



THOUGHTS Social Media



Email...text...fb Sometimes social media isnt always seen ...

4.1  (35 )

Text messages To keep me updated ASAP as I cannot always monitor social media or the news.

4.1  (26 )

I am receiving text message, email, phone calls. I very rarely use social media.

3.8  (33 )



THOUGHTS

Emails



Email

4.0  (31 )

Emails

3.5  (32 )

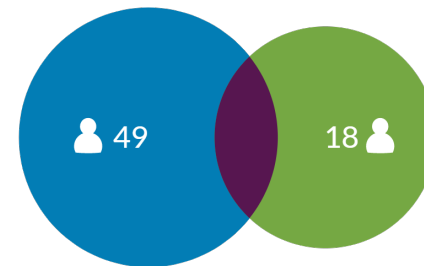
Email

3.4  (12 )



DIFFERENCES

Social Media [49 | 18]



Side A

I feel like our district does a great job of keeping staff updated on what is going on. We always receive information via email.

★ 4.4 ★ 1.6

Sports information It keeps me updated on what's going on or what's coming up.

★ 4.5 ★ 2.1

Side A/B Common (high)

Text message Important information regarding school days like time or cancelation are important because I don't check my emails regularly.

★ 4.5 ★ 4.4

I successfully receive the automated phone calls with activity updates such as school closing, etc The updates are important however not always able to take the call or the message is cut off or distorted. I would prefer text

★ 4.5 ★ 3.8

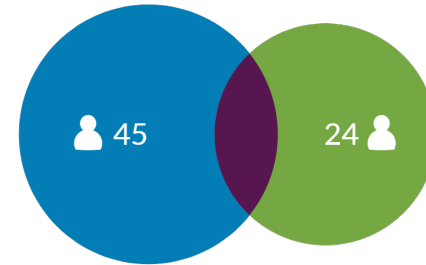
Side B

This group of participants rated Side A thoughts low. Review the common interest section to see thoughts that both groups rated high.



DIFFERENCES

Phone Calls [45 | 24]



Side A

Emails Phone calls

★ 4.4 ★ 2.4

I receive automated phone calls, emails from individual teachers and see most Facebook posts. I check the website for scheduled school days/breaks. As much as we want to trust our HS aged children to relay information, fact is, they don't always.

★ 4.4 ★ 2.4

Side A/B Common (high)

Emails Texts and Calls It's direct and I don't have search through posts and websites to find what may or may not be relevant.

★ 4.6 ★ 4.1

Text message Important information regarding school days like time or cancelation are important because I don't check my emails regularly.

★ 4.5 ★ 4.5

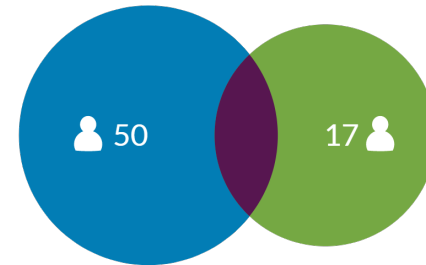
Side B

This group of participants rated Side A thoughts low. Review the common interest section to see thoughts that both groups rated high.



DIFFERENCES

Board Meetings [50 | 17]



Side A

Calls, emails, texts, facebook There's times that I won't get a call that school is cancelled. It is posted on Facebook, but Facebook isn't something everyone check.

★ 4.3 ★ 1.4

Where can we find information on the board meetings. As a taxpayer I would like to know more information on the grants the school applied for last school year and why are they tearing down homes.

★ 4.6 ★ 1.6

Side A/B Common (high)

Text message Important information regarding school days like time or cancelation are important because I don't check my emails regularly.

★ 4.6 ★ 4.8

Emails Texts and Calls It's direct and I don't have search through posts and websites to find what may or may not be relevant.

★ 4.5 ★ 4.3

Side B

This group of participants rated Side A thoughts low. Review the common interest section to see thoughts that both groups rated high.



WRAP UP Next Steps



Thanks for participating

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

TRUST, OWNERSHIP, CULTURE

CONCORDIA USD 333 EDUCATION FUND



community
foundation
FOR CLOUD COUNTY

CONCORDIA USD 333 EDUCATION FUND

- Donor Advised Fund
- Non-profit fund with the Community Foundation for Cloud County
- Charitable organization under section 501(c)(3) of the Internal Revenue Code (no earnings to any private shareholder or individual)
- Asset management by the Greater Salina Community Foundation
- Provides opportunities to respond to current USD and community partnership needs

PHASE I – IDENTIFY NEEDS

- Administrators and teachers using grant funds for classroom needs
- USD 333 Leadership and Administrative Team meetings
- Partnerships with city, county, and economic development entities
- Partnerships with community business/industry, agencies and organizations

PHASE 2 - PRIORITIZE

- Use assessments of academic need identified by USD 333
- Utilize data from USD 333 accreditation, district profiles, and KSDE reports
- Obtain community assessment data

PHASE 3 – GRANT WRITING AND FUNDRAISING OPPORTUNITIES

- Compile USD 333 and community data into template for grant applications
- Identify funding agencies to meet our targeted needs
- Marketing and materials to promote the *Concordia USD 333 Education Fund*

-
- Thank you for your leadership to ensure a culture that supports trust and ownership of our students and their families!

KIMBERLY MUFF
KIM.MUFF@USD333.COM

Concordia USD 333 Education Fund
217 West 7th Street
Concordia, Kansas 66901

2022-2023 Pre-K-6 SITE COUNCIL						
MEMBERS	ADDRESS	PHONE#	POSITION	TERM LEFT	EMAIL	
Katie Nease	CES	243-8853	CES teacher	3	katie.nease@usd333.com	
Stacie LaBarge Breese, Krystal Holmes, Derek -VP	2067 Quail Rd Concordia CES CES	785-243-0518 243-2114 243-8853	CMS Parent/Communit CES Administrator CES Administrator	2	slabarge@cloudcountyks.org kbreese@usd333.com dholmes@usd333.com	
Eric Gilliland	702 W 10th, Concordia	614-2013	CES Parent	1	egilliland@cloud.edu	
Quentin Breese	BOE	243-3518	Superintendent		quentin.breese@usd333.com	
Katie Jackson Shella Thoman	CMS 616 E 13th, Concordia	243-2114 275-1777	CMS Teacher Community Member	2 3	katie.jackson@usd333.com sthoman@cloudcountyks.org	
Nancy Owen	1605 State, Concordia	262- 1034	BOE Member	2	nancy.owen@usd333.com	
Curtis Noon	CMS	243-0339	CMS Administrator		curtis.noon@usd333.com	
Todd Robinson-Pres Leah Burgess	525 E 12th, Concordia 525 W 6th, Concordia	620-952-1402 643-5921	CES Parent CMS Parent	2 2	qw1308@yahoo.com Leahmariek@yahoo.com	
Amber Lambertz Lacey Champlin Kristen Starr		316-208-5922 614-2503 243-0589	CMS/CES Parent CES Pre-K Parent CES Parent	3 3 2	Amber.Lambertz@fbfs.com lbrownell@mail.fhsu.edu zables.ks@gmail.com	

NAME**POSITION**

Updated 10/10/2022

LCNCK New Hires

Nancy Beneda	Substitute Para (LCNCK Only)
Jessica Brucken	Substitute Teacher/Para Educator (pending license)
Shaina Wright	Substitute Teacher/Para Educator
Jessica Klein	Paraeducator at CJSHS (pending background ck)
Natalie Vines	Assistant J.H. Girls Basketball Coach (Addt'l Position)

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

Jessica Brucken	Substitute Teacher/Para Educator (pending license)
Shaina Wright	Substitute Teacher/Para Educator
Sarah Collins	CAP Substitute

USD #333 Transfers

Rhonda Hanson	x-fer from Food Service Manager to Director of F.S.
Carrie Parker	x-fer from Director of F.S. to Food Prep.
Susan Kindel	x-fer to Kitchen Manager

USD #333 Resignations

Austin Montague	Para Educator at CMS
Terri O'Connor	Food Service
Sara Fleming	PreSchool ParaEducator @ CES

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