



Monday, August 10, 2026
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 {CES, CMS, CHS}
Building Report August 2026 - CES 3
Building Report August 2026 - CMS 7
Building Report August 2026 - CHS 8

7. Vote on Consent Items

C. PUBLIC COMMENTS

- Open Forum Guidelines 9

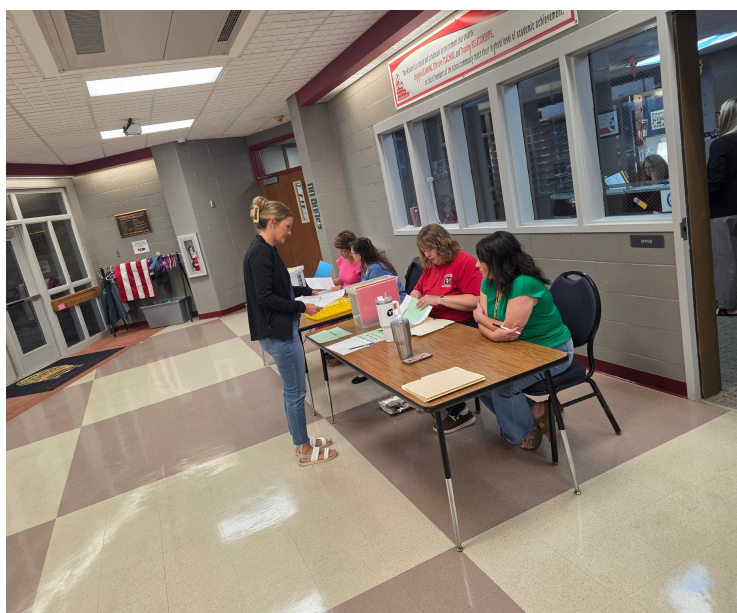
D. INFORMATION/UPDATE/COMMUNICATION

1. **Superintendent's Report**
Report August 2026 - Superintendent 12
Enrollment Headcount Table 2026-2027 14
2. **Operations Director's Report**
Report August 2026 - Operations Director 15
3. **Curriculum Director's Report**
Report August 2026 - Curriculum Director 16
4. **Foundation Report**
USD 333 Ed Fund Update 2026.08 18
5. **LCNCK Director's Report**
Report August 2026 - LCNCK Director 19
6. Budget

7.	Request for Quote	
8.	Van Purchase	
9.	USD 333 Concordia - School Board Districts	
E.	EXECUTIVE SESSION	
F.	BOARD ACTION ITEMS	
1.	Handbook Updates	
2.	Strategic Plan 2026-2030	
	Concordia USD 333 Strategic Plan Final	21
3.	Negotiated Agreement 2026-2027	
4.	Updated 2026-2027 Calendar	
	Copy of District Calendar-2026-2027_2 - 2026-2027 (2)	37
5.	Delegate Assembly at KASB Convention -- November 6th, 7th, & 8th	
G.	CERTIFIED and CLASSIFIED PERSONNEL	
1.	New Hires/Transfers/Resignations/Terminations of CERTIFIED STAFF for the 2025-2026 OR for the 2026-2027 School Year (if needed)	
2.	New Hires/Transfers/Resignations/Terminations of CLASSIFIED STAFF for the 2025-2026 OR for the 2026-2027 School Year (if needed)	
	Classified List4	39
H.	FUTURE AGENDA ITEMS	
I.	COMMENTS & ANNOUNCEMENTS	
J.	ADJOURN	

CES Board Report

August | 2026



Pre K 3-36

Pre K 4-34

K: 83

1: 73

2: 73

3: 78

4th: 70

Total: 447

Calendar

August 5th. Welcome Back Teachers

CKLA Training

August 6th Building Staff Meeting

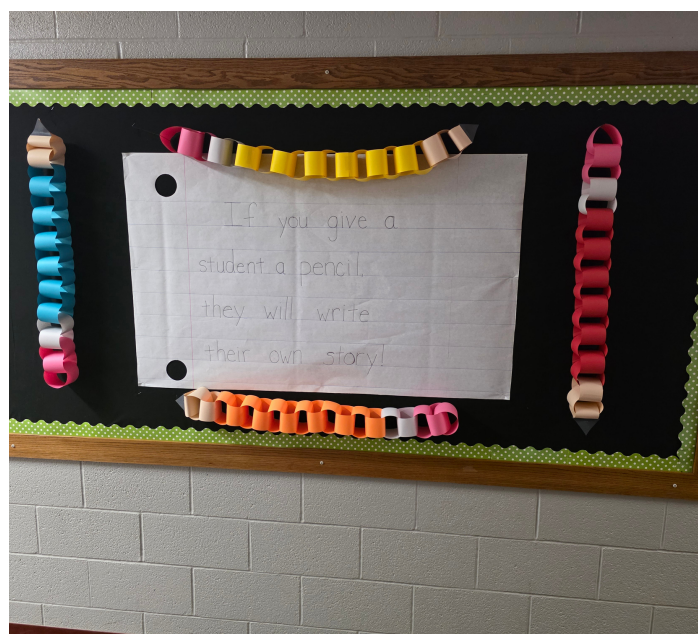
August 7th District Kick Off

August 10th Teacher PLC/Workday

August 11th Meet and Greet/ Prek
Screeners

August 12th Kids are back!

September 7th Labor Day No School



Featured articles

New Staff:

Regina Wallace-3rd Grade

Anna Follmer- LCNCK Teacher

Ms. Goertzen - student teacher 4th Grade

Sidney Smith- Art

Hannah Yoder- USD 333 Para

Kiana Champlin USD 333 Para

Amber Gentry LCNCK Para

Sindy Hunt LCNCK Para

Jeri Felix LCNCK Para

Name Change Ms. Ripp is now Mrs. Schroder

Ms. Ridgway is now Mrs. Follmer





PIE

May 2025

President: Candice Collins
VP: Mistie Stupka
Treasure: Jolene Pfeil
Secretary: Emily Thoman
Media: Rebecca Peters

Balance

Checking: \$9263.79

Savings: \$12560.07

Expenditures

Holiday Shop \$804.07 Profit
Carnival \$1,968.94

26-27 Roles
Candice Collins-President
Misty Stupka-VP
Jolene Pfeil-Treasurer
Rebecca Peters Media
Emily Thoman Secretary

Upcoming Events

Meetings Last Monday
of the month 5:30

Next Meeting August 31st





I am ready for
a great day!

I believe in
myself!

I trust
that I will
accomplish



My Goals and
Dreams!

CMS NEWS

August 2026



Enrollment

5th Grade Enrollment: 88

6th Grade Enrollment: 72

CMS Staff

Office Staff

Kelsie McCage
Katie Jackson
Katie Brooks
Jerlynn Johnston

5th Grade

Jeff Benyshek
Kaylee Bogart
Taylor Higbee
Karalee Pounds

6th Grade

Becky Cauley
Sarah Collins
Delaney James
Angie Peterson

Custodial Staff

Bill Cave
Brandon Snavelly

Support Staff

Rachelle Scott
Kayla Garst

Special Education

Steve Bauer
Cassidy Sicard
Adrianna Romo
Patricia Maxwell
Sheryle Preston
Jenny Rupert
Lori Stahlman
Cristi Wieggers
Rachel Kueker
Renee Mason

Specials

Abbie Garman
Tiraa Davis
Alisha Blackwood
Mackenzie Bowers
Renata Knox
Sarah Santos
Julie Kesler

Upcoming Events

August 11th

Meet and Greet 11-2

August 12th

First Day of School

August 18

Starbase begins for 5th Grade

August 20

National Lemonade Day

August 26

PLC Leads with Dr. G

New Things at CMS

- Social Studies Curriculum
- ELA Curriculum
- Student Council
- Pawnee School Based Service

Board Report CJSHS 8/4/2026

Building Enrollment Count as of 8/4/26

7th- 78

8th- 87

9th- 82

10th- 81

11th- 78

12th- 93

Total: 499

16 notified but not started

5 started but not complete

14 with outstanding fees

Building Attendance

No attendance report at this time.

Highlights from CJSHS

New Teacher Inservices were Monday, August 3 and Tuesday, August. Five new teachers reported to both days. Their mentors participated in Monday's activities and were on call Tuesday for assistance as needed. Wednesday and Thursday all staff met for updates on building and district initiatives as well as collaborative work in PLCs and departments.

Counselors worked through schedule conflicts and balancing classes. They had a drop in time August 3 and 4 to allow students to come into the building and work with counselors to fix schedules. Their part in the enrollment process allows for the first week of school to go smoothly.

Student Council met Monday, August 3 for a planning meeting for the year. They planned for various events throughout the year, including the Transition Day August 11.

Fall athletic seasons start with practice on August 17 and jamborees beginning the following week. Teams competing at the high school level are Girls Golf, Girls Tennis, Cross Country, Volleyball, and Football. At the junior high level we offer football, volleyball, and cross country. Our new athletic website is running with Tom Flax adding rosters, schedules, etc.

Tuesday, August 11 is the Transition Day for new students, 7th grade students, and 9th grade students from 7:30-11:00am to orientate students with our building, staff, and expectations. Later that evening is the open house and meet and greet followed by the parent meeting and finally the fall athletic coach meetings in the Auditorium. All students will report August 12.



Board of Education Meeting Open Forum Guidelines

Guidelines for the Open Forum

1. Any person wishing to address the Board in public forum must sign up on the sign-up sheet. The presiding officer of the public meeting will moderate the open forum anticipating the forum will be limited to thirty minutes.
2. As a courtesy and as a part of the public record, each speaker should identify themselves with name and address. Each speaker will be allowed three (3) minutes to address the Board. The Board may engage the speaker for clarification of the issue. The three minutes time limit may go longer based on Board questions.
3. The Board will not debate past decisions made by the current governing body or any past governing body.
4. The Board seeks only constructive criticisms and suggestions.
5. The Board will only allow one speaker at a time and a proper decorum will be enforced.
6. Speakers should keep their comments short and to the point.
7. Engaging in active debate with the Board or anyone in the audience will not be allowed.
8. All remarks and suggestions must be respectful and courteous, free of name-calling and/or personal attacks.
9. Persons making comments which violate the privacy rights of district employees or students will be asked to stop speaking or cease their remarks immediately. If a patron or parent has a concern with one or more employee(s), the Board will refer that person to the appropriate employee or the Superintendent.
10. No remarks will be allowed that contain vulgarities or inappropriate language.
11. No speakers may have the floor more than one time until all who wish to speak have been given the opportunity. The presiding officer will determine the order of speakers.
12. All comments must be directed to the Board as a whole, not to any specific member or to any person who is not a Board member.

Procedures to address the Board during Open Forum:

1. Print your name on the sign-up sheet and list the topic of your presentation.
2. The sign-up sheet will be given to the Board President at the beginning of the meeting.
3. The Board President will call each person on the sign-up sheet during the public forum agenda.
4. State your name, address, and summarize your concerns/suggestions. Limit your presentation to approximately three minutes. This may go longer based on Board questions.

BCBI Public Participation at Board Meetings (See BCAE and KN) BCBI
Open Forum

The president or presiding officer may ask patrons attending if they would like to speak during the open forum. Rules for the public forum will be available from the clerk prior to the board meeting and at the meeting itself. The board president may impose a limit on the time a visitor may address the board. The board president may ask groups with the same interest to appoint a spokesperson to deliver the group's message. Except to ask clarifying questions, board members shall not interact with speakers at the open forum.

Patron-Requested Agenda Items

Any patron may request addition of a specific agenda item and shall notify the superintendent {seven} days prior to the meeting and state the reason(s) for the request. The superintendent shall determine whether the request can be solved by staff without the patron's appearance before the board. If not, the superintendent shall consult with the board president, and the patron's request may be placed on the next regular board meeting agenda.

Handling Complaints

The superintendent may refer complaints to the board only if a satisfactory adjustment cannot be made by a principal, the superintendent, or other appropriate staff members.

Approved: KASB Recommendation – 1/01; 4/07



**QUENTIN
BREESE**

Superintendent

**KELLY
STRUEBING**
Director of
Operations

Chad Eshbaugh
CJSHS Principal

Skyler Hittle
CJSHS AD/Asst.
Principal

Curtis Noon
CMS Principal

Ashley Blain
CES Principal

**Krystal
Breese**
Curriculum &
Assessment

**BOARD OF
EDUCATION**

BRAD BERK
President

**MIKE
CLEVELAND**
Vice President

**JOHN
CULLEY**

**NANCY
OWEN**

**JENNY
PARKER**

**AMBER
LAMBERTZ**

**LINDSAY
METCALF**

REQUEST TO ADD AN AGENDA ITEM

This form must be completed and returned to the Clerk of the Board or the Superintendent at least **7 days** prior to the meeting at which you wish to speak.

Your request will be reviewed, and one of two recommendations will be made:

1. Referral of your request to the appropriate administrator.
2. Decision by the Board of Education to add as an agenda item.
 - Presentation shall not exceed **5 minutes**.
 - Subjects, other than policy issues, will generally be referred to the administration.
 - Comments shall be limited to issues and not refer to individual staff or students.
 - Presentation must be in good taste befitting the occasion and dignity of the board meeting.
 - Typed copy or outline of your presentation should be included with this requested form.

Permission to appear before the board at a regular meeting is subject to the above guidelines.

Name: _____

Address: _____ Phone: _____

Individual or Organization you represent: _____

Organization's Address: _____

Signature: _____ Date: _____

District Official's Signature: _____

Date Received: _____ Time Received: _____

#concordiaproud

TRUST

OWNERSHIP

CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



TRUST OWNERSHIP CULTURE

Unified School District No. 333

Administrative Offices

217 West 7th Street Concordia, Kansas 66901-2803
Phone: (785) 243-3518 Fax: (785) 243-8883
www.usd333.com

**Thomas
DeBauche**
Superintendent

**Kelly
Struebing**
*Executive Director
of Operations*

**Brian
Myers**
*Executive Director
of Curriculum*

**Andrea
Rairden**
CJSHS Principal

**Skyler
Hittle**
*CJSHS Assistant
Principal*

**Thomas
Flax**
*CJSHS Athletic
Director*

**Katie
Jackson**
CMS Principal

**Curtis
Noon**
CES Principal

**Mistie
Knox**
*CES Assistant
Principal*

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Vice President

**Nancy
Owen**

**Amber
Lambertz**

**Jenny
Parker**

**Garett
Hood**

**Cheryl
Holmes**

Date: August 5th, 2026

Report By: Tom DeBauche

RNR/Budget Hearing

RNR- September 14th 6:00

Budget- September 14th 6:05

Regular Meeting- September 14th 6:10

Strategic Plan

I will have a list of order for BOE priorities from our dot activity.

Top 3 overall action steps

1. 3.1.1 Educate the community about the realities of the 7-12 building.
2. 1.1.2 Develop clear expectations and accountability for student behavior district wide.
3. 3.1.4 Develop a long range facilities plan.

Enrollment Update

See attached chart

Chronic Absenteeism

This is still the top priority of our school district. We made progress last year but fell short of our goal.

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2026-2027 Headcount Table

	CES Headcount 8/5/26	CES Headcount 9/20/26	CES Headcount 12/1/26	CES Headcount 3/1/2027	CES Headcount 5/1/2027
Pre-K	70				
Kindergarten	83				
1st Grade	73				
2nd Grade	74				
3rd Grade	78				
4th Grade	70				
CES TOTAL	448				

	CMS Headcount 8/5/26	CMS Headcount 9/20/26	CMS Headcount 12/1/26	CMS Headcount 3/1/2027	CMS Headcount 5/1/2027
5th Grade	90				
6th Grade	72				
CMS TOTAL	162				

	CJSHS Headcount 8/5/26	CJSHS Headcount 9/20/26	CJSHS Headcount 12/1/26	CJSHS Headcount 3/1/2027	CJSHS Headcount 5/1/2027
7th Grade	78				
8th Grade	91				
9th Grade	83				
10th Grade	82				
11th Grade	82				
12th Grade	100				
CJSHS TOTAL	516				

	8/5/2026	9/20/2026	12/1/2026	3/1/2027	5/1/2027
District Totals	1,126				

CHS Roof – Completed.

CHS Men's Restroom – Completed. Regarding the partition and epoxy flooring project, Kansas Concrete and Coring will be on-site to provide a quote for partition removal. New partitions will be ordered over the next couple of weeks. I expect to have estimated costs available to present at the board meeting.

CES Roof – The expansion joints along the CES roofline have experienced extensive wear from the elements, particularly UV exposure. Meridian is installing a membrane over the leaking sections of the expansion joint. This is a much more cost-effective solution than replacing the entire expansion joint.

CMS Band HVAC – We replaced a failing, undersized HVAC unit that serves the middle school band room and the adjacent art room. The unit was installed more than 20 years ago to serve only the original art room, located at the back corner of the stage. When the stage was later enclosed to create the band room, the same unit was expected to provide heating and cooling for both spaces. Because the unit is undersized, it has never been able to adequately heat or cool the expanded area. Hoods was able to accommodate our schedule so the new unit was installed before the start of school.

District Facilities – District facilities are looking great. A huge thank you to all the custodians and maintenance staff for their hard work throughout the summer.

Facilities Audit – We have completed the RFQ. This will be a discussion item on the board agenda. We can discuss any changes to the project scope and the tentative timeline.

CES Recess Equipment – We continue to explore funding options to address the recess equipment needs at CES. I hope to have updated quotes available to present for informational purposes.

CES Condenser Coil has failed on the chiller. I have 2 bids received so far.

In Progress:

Upcoming Projects:

- CES Roof – Summer ~ 26' Looking for the right solutions, estimated cost is around 1.2-1.4 million

Additional Notes:



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August 10, 2026

Curriculum Director Report for BOE

Curriculum:

K-6 Teachers completed their first training with Amplify for the new ELA curriculum.
7-12 ELA teachers completed training with HMH as a renewal of their curriculum.

We have been working to develop our system for resources for teachers. Linked is the form we will be using to track and approve requests whether they are new or renewals.

[Resource Request Form](#)

Professional Development:

[PDC PLAN](#) for Approval

[PDC Manual](#) for Approval

We have been working on our system for teachers to request professional development or conferences. Linked is the form we will use to track and approve requests.

[Out of District Professional Development Conference Request Form](#)

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USD 333 EDUCATION FUND

*Engaged Learning
Effective Teaching
Trusting Relationships*

AUGUST

2026

USD 333 Board of Education members - Thank you for your service during the 2026-27 year!

[**Link to Education Fund Website**](#)



Welcome new teachers with USD 333!
Watch for media releases for these and other new teachers!

GRANTS AND DONOR GIFTS

\$6,750 - Cloud County Children's Trust grants:
CAP Field Trips and Tuition Support
CES Family Literacy Night
CES Percussion Instruments
CES At-risk PreK Resources
CMS Student Personal Care
CMS Class Resources

\$170 - Duclos Foundation grant:
Culinary Classroom

New staff for ESEA School Improvement and Patterson Childcare grants

APPLICATIONS AND CURRENT PROJECTS

Welcome Back to School - Posts for USD 333 sites and local media

Stronger Connections - final surveys and reporting for 3-yr federal grant.

Patterson Educator grant - Tuition reimbursements processed for 17 staff members.

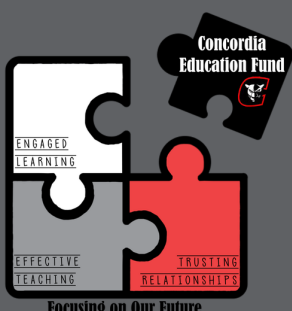
Proposals for updated playground equipment at CES.

Founding board member for the Kansas Education Foundation Association.

USD 333 Payroll Deduction



**community
foundation**
FOR CLOUD COUNTY



LCNCK / USD 333 Board Brief

August 2026

Staffing Update

LCNCK continues to recruit qualified professionals to ensure students receive uninterrupted special education services for the 2026–2027 school year.

Current Paraeducator Vacancies

- **USD 108:** 1 Paraeducator
- **USD 109:** 2 Paraeducators
- **USD 426:** 1 Paraeducator
- **USD 333:** 2 Paraeducators
- **USD 333:** 1 High School Special Education Teacher
 - The position is currently being covered by a qualified substitute to ensure students continue to receive required special education services while recruitment efforts remain ongoing

Program Updates

- **Instructional Coaching**

LCNCK staff members participated in instructional coaching training to strengthen their ability to support teachers through coaching, collaboration, and continuous improvement. This investment will help build staff capacity, improve instructional practices, and enhance services for students with disabilities across the cooperative.
- **Gifted Services**

LCNCK continues its efforts to rebuild and strengthen the gifted education program. The cooperative is focused on increasing student participation, expanding access to services, and enhancing programming through more direct, in-person support. These efforts are intended to improve educational opportunities for identified gifted students while fostering stronger collaboration with member districts.

Financial Oversight

- To strengthen fiscal accountability and proactive budget management, the Director of Special Services will meet monthly with Business Manager, to review the cooperative's financial status. These meetings will focus on monitoring expenditures, reviewing budget performance, tracking revenue and reimbursement, and ensuring budgetary items are managed closely throughout the fiscal year. This ongoing collaboration will support informed financial decision-making and help maintain the cooperative's long-term fiscal stability.

Organizational Alignment

- LCNCK continues to align its systems and processes with USD 333 to promote consistency, efficiency, and accountability across the cooperative. Beginning with the 2026–2027 school year, all beginning-of-year staff training and mentoring activities will be coordinated through USD 333. Centralizing these processes will ensure consistent expectations, standardized training, improved follow-through, and ongoing support for both new and returning staff. This alignment will strengthen implementation across all member districts and help ensure high-quality services for students



CONCORDIA

USD333

STRATEGIC PLAN

CONCORDIA

STEERING COMMITTEE

The Steering Committee is comprised of a group of stakeholders representing a broad range of groups from the school and district communities and survey through community.

Administration

Dir. of Ops- Kelly Struebing
Dir. of Curriculum - Brian Myers
Supt- Tom DeBauche
CHS Principal- Chad Eshbaugh
CHS Asst. Principal- Andrea Rairden
CHS Asst. Principal- Skyler Hittle
CMS Principal- Katie Jackson
CES Principal- Curtis Noon
CES Asst. Principal- Mistie Knox

Students

Bella Stuber
Anna Widen
Mya Niehues

Board Member(s)

Mike Cleveland
Lindsay Metcalf
Nancy Owen
Jenny Parker
Amber Lambertz
Garett Hood
Cheryl Holmes

Community Members

Community of Concordia

CONCORDIA NOTES

Notes from the USD 333 Concordia
Strategic Planning Process, March 9, 2026
Dr. Britton Hart

The Concordia USD 333 Strategic Planning kicked off on March 9 at 5:30 p.m. at Concordia High School. The superintendent and staff invited key stakeholders to help shape the district's future direction. Community members, Concordia staff, parents, and administration were all represented in the group. The initial meeting was facilitated by Dr. Britton Hart, Assistant Executive Director of Leadership Services at the Kansas Association of School Boards.

Concordia is to be congratulated on making an effort to seek input from its patrons by providing a community discussion for all district patrons as part of the Strategic Planning Process.

The initial session on Monday included a review of the following items:

Committee members received information related to demographics, budget, and a summary of district accomplishments and challenges.

- They had time to reflect on the district's mission and vision statement.
- The community discussed and analyzed the 270 responses from the initial community survey.
- The facilitator reviewed the process to be used, including the SWOT analysis method.
- Nine groups of 4-7 people discussed and identified the district's strengths, weaknesses, opportunities, and threats (the SWOT components) and posted their feedback for the entire group to review.
- All table groups and individuals identified common themes that occurred as the SWOT items were compiled.

This concluded the community's work on the first day of the Strategic Planning Process. The following themes were identified as the SWOT was compiled. Each of the table groups submitted five themes and each participant identified five individual themes by using sticky dots.

In total, seven theme areas emerged:

- | | |
|---------------------------------------|--|
| 1. College and Community Partnerships | 5. Funding and Resource Limitations |
| 2. Facilities and Accessibility | 6. Accountability, High Standards, and Culture |
| 3. Staffing and Workforce Stability | 7. Communication, Trust, and Engagement |
| 4. Student and Parent Needs | |

Theme areas were condensed into three focus areas for group processing during the second session:

Strategic Plan Focus Areas

High Standards

High Quality Staff

Operations and Resources

Please review the artifacts collected in session one, as identified in this report, and the community input they reflect.

The USD 333 Strategic Planning community began on March 23, during day two, at 5:45 p.m., in the high school cafeteria. The work started with a review of the SWOT analysis and themes identified on night one. The committee teams used what was learned from the previous session to address each of the focus areas mentioned earlier. Their task as a team was to identify the “why” and “what” for each of the four focus areas. The "why" represented the purpose behind each focus area that created a need for change, while the "what" included strategies to address each focus area. You will see the combined findings of the focus areas at the end of this report.

The next steps involve the board of education and the superintendent team finalizing the findings from the focus group discussions. The board will make final decisions on the focus areas, enabling the superintendent to develop leadership teams and formulate a plan to achieve the goals approved by the board. This plan should be reviewed throughout the year to ensure the short-term goals meet the outcomes for each focus area.

In closing, the Concordia Board of Education deserves congratulations for making an effort to gather input from its patrons by hosting a community discussion for district residents. It is exciting to have played a small part in shaping the future of student learning in your district for years to come.

Sincerely,



Britton Hart, Ed.D.

Assistant Executive Director of Leadership Services
Kansas Association of School Boards

CONCORDIA PROCESS



January 2026

Board team reflects on district vision and timeline. Send out invites for individuals to take part in the community survey about long-range planning for USD 333



March 9, 2026

Board forms community stakeholder groups to discuss vision and long-range planning

- Community input
- Review data
- Review mission/vision
- SWOT analysis
- Identify theme areas



March 23, 2026

Leadership teams met to discuss vision and long-range planning

- Community input
- Review focus areas
- Discuss goal purpose(s)
- Identify strategies of success



April 14 2026

Administration creates leadership teams to develop long and short-term goals that align with BOE strategic plan.



April 2026

Board finalizes long-range plan and reviews first read of new 5-year goals

- Review focus areas
- Reflect on community input
- Finalize goal outcomes and action plans



May 2026

Board adopts final goal outcomes and action plans



June 2026

Implementation of goals in all attendance centers

CONCORDIA
BEGINNING



DIRECTION

MISSION



**Facilitate high impact
learning that builds
thinking, resilience, and
confidence.**

VISION

**Prepare graduates to
communicate, collaborate,
and persevere in a
changing world.**



Concordia USD 333 **STRATEGIC PLAN**

2026-2030

OUR VISION

Graduates prepared to communicate, collaborate, and persevere in a changing world.

OUR MISSION

Facilitate learning that builds critical thinking, resilience, and confidence.

OUR FOCUS AREAS

HIGH STUDENT STANDARDS

Maintain high expectations that prepare all students to be productive, responsible citizens.

- Define high expectations and how they are measured.
- Develop a culture of rigor.

HIGH QUALITY STAFF

Recruit, retain, and develop high-quality staff to maximize student success.

- Recruit the most knowledgeable and effective educators.
- Retain teachers by creating a system of effective communication throughout the educational environment.
- Offer educational and professional opportunities for development.

HIGH QUALITY LEARNING ENVIRONMENT

Provide safe, well-maintained, and engaging learning environments that support student achievement and well-being

- Enhance, maintain, and address the accessibility for all individuals throughout the buildings.
- Ensure that our learning environments promote student well-being.



FOCUS AREA 1

HIGH STUDENT STANDARDS

Focus Area Goal:

Maintain high expectations that prepare all students to be productive, responsible citizens.

LEAD MEASURES

1. Student survey input
2. Community survey input

LAG MEASURES

1. Summative Assessments
 - a. ACT
 - b. Finals
 - c. State Assessments
2. Behavioral improvement as measured by lon

DATE:

ACTION PLAN 1

DEFINE HIGH EXPECTATIONS AND HOW THEY ARE MEASURED.

#	Action Steps	Assigned to:	Start Date:	Completion Date:
1.1.1	Implement clear expectations and accountability for student academics district-wide.			
1.1.2	Develop clear expectations and accountability for student behavior district-wide.			
1.1.3	Develop an intentional, measurable staff-student mentoring program.			
1.1.4	Develop a feedback loop for students.			
1.1.5	Develop a tiered behavioral structure that includes mental health support and accessibility.			

Focus Area Leader:

ACTION PLAN 2

DEVELOP A CULTURE OF RIGOR.

#	Action Steps	Assigned to:	Start Date:	Completion Date:
1.2.1	Evaluate and assess professional development needs for teachers.			
1.2.2	Develop additional extended learning opportunities with community project-based learning.			
1.2.3	Develop a culture in which teachers differentiate instruction to meet students' levels.			
1.2.4	Develop a process that allows for student advancement when appropriate.			
1.2.5	Develop formal and informal collaboration with Cloud County Community College and other post secondary institutions.			
1.2.6	Develop grading systems that accurately reflect student learning (standards-based for CES and CMS).			

Focus Area Leader:



FOCUS AREA 2

HIGHLY QUALITY STAFF

Focus Area Goal:

Recruit, retain, and develop high-quality staff to maximize student success

LEAD MEASURES

1. Recruit measures
2. Retainment measures
3. Measures of support

LAG MEASURES

1. Increased certified and quality staff
2. Student post-secondary success
3. Positive community feedback

DATE:

ACTION PLAN 1

RECRUIT KNOWLEDGEABLE AND EFFECTIVE EDUCATORS.

#	Action Steps	Assigned to:	Start Date:	Completion Date:
2.1.1	Provide incentives for professional growth.			
2.1.2	Develop a teacher CTE pathway for students.			
2.1.3	Strengthen opportunities for students through CCCC and the teacher education program.			
2.1.4	Grow the Instructional Coach program to assist teachers.			
2.1.5	Implement a structure that entices more student teachers in the district.			

Focus Area Leader:

ACTION PLAN 2

RETAIN TEACHERS BY CREATING A SYSTEM OF EFFECTIVE COMMUNICATION THROUGHOUT THE EDUCATIONAL ENVIRONMENT.

#	Action Steps	Assigned to:	Start Date:	Completion Date:
2.2.1	Develop a support system for teachers with ongoing feedback through walk-throughs, evaluations, and goal setting.			
2.2.2	Create an environment of structure, discipline, and mental health supports through admin/board/board office support and development.			
2.2.3	Create a mentoring program to support new staff (mentee) and develop more leaders (mentor).			
2.2.4	Investigate incentives for staff longevity.			

Focus Area Leader:

ACTION PLAN 3

OFFER EDUCATIONAL AND PROFESSIONAL OPPORTUNITIES FOR DEVELOPMENT.

#	Action Steps	Assigned to:	Start Date:	Completion Date:
2.3.1	Continue and enhance scholarship opportunities.			
2.3.2	Develop support for educators with instructional coaches and leads.			
2.3.3	Provide certification and continuing education opportunities for staff.			
2.3.4	Develop classroom management Professional Development opportunities			
2.3.5	Develop choice professional development (ex: NCKPD Day)			
2.3.6	Create college credit Professional Development opportunities during teacher Professional Learning Community.			
2.3.7	Evaluate pay for retired teachers to attract more substitute teachers.			

Focus Area Leader:



FOCUS AREA 3

HIGH QUALITY LEARNING ENVIRONMENT

Focus Area Goal:

Provide safe, well-maintained, and engaging learning environments that support student achievement and well-being.

LEAD MEASURES

1. Walk-Thru Data
2. Student Survey/Input
3. Community communication

LAG MEASURES

1. Student, Staff, and Community feedback

DATE:

ACTION PLAN 1

ENHANCE, MAINTAIN, AND ADDRESS THE ACCESSIBILITY FOR ALL INDIVIDUALS THROUGHOUT THE BUILDINGS

#	Action Steps	Assigned to:	Start Date:	Completion Date:
3.1.1	Educate the community about the realities of the 7-12 facility (accessibility, technology, science classrooms, size) by bringing them into the school. Include all forms of communication.			
3.1.2	Create a list of priorities for our facilities to achieve our goals.			
3.1.3	Evaluate and address accessibility.			
3.1.4	Create a long-range facilities plan.			

Focus Area Leader:

ACTION PLAN 2

ENSURE THAT OUR LEARNING ENVIRONMENTS PROMOTE STUDENT WELL-BEING

#	Action Steps	Assigned to:	Start Date:	Completion Date:
3.2.1	Develop partnerships with outside resources to evaluate the safety of facilities.			
3.2.2	Continue and enhance partnerships with local Law Enforcement.			
3.2.3	Continue to review and adopt the district safety plan with an emphasis on staff training.			
3.2.4	Continue to develop a culture of trust between teachers, students, parents, and the community.			

Focus Area Leader:



CONCORDIA
USD333

BOE TIMELINE

- Board Meeting
- Board Work Sessions

JANUARY 2026						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

- # 1 Goal

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FEBRUARY 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28

- Final Supt. Evaluation

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MARCH 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

- Collect/Review Needs Assessment

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APRIL 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30		

- #3 Goal

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MAY 2026						
S	M	T	W	T	F	S
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3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

- #2 Goal

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JUNE 2026						
S	M	T	W	T	F	S
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7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

- Goal Setting
- BOE Self Evaluation

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JULY 2026						
S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

- Supt Self Assessment
- # 1 Goal

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AUGUST 2026						
S	M	T	W	T	F	S
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2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

- Supt. Self Assessment w/BOE

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SEPTEMBER 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30			

- #3 Goal

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OCTOBER 2026						
S	M	T	W	T	F	S
			1	2	3	
4	5	6	7	8	9	10
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18	19	20	21	22	23	24
25	26	27	28	29	30	31

- #2 Goal

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NOVEMBER 2026						
S	M	T	W	T	F	S
1	2	3	4	5	6	7
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15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

- Final Supt. Evaluation

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DECEMBER 2026						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

- Review Supt Contract

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U.S.D. 333 Concordia

2026-2027 District Calendar



approved by the USD 333 BOE 8/10/2026

Month	Su	Mo	Tu	We	Th	Fr	Sa	approved by the USD 333 BOE 8/10/2026		counting days				
Aug 2026							1	3 - 333 New Teacher Academy 4 - 333 New Teacher Academy 333 Veteran Teacher Professional Development 5/6 - LCNCK/333 Full Staff Inservice PreK Only Enrollment Day/Building Inservice 7 - District/Building Inservice 10 - District/Building Inservice 11- Teacher Workday 11 -PreK-6 Meet and Greet and 7th, 9th, New Student Orientation 12 - First Day PreK-12		Quarter 1				
	2	3	4	5	6	7	8		15		S			
	9	10	11	12	13	14	15		19		T			
	16	17	18	19	20	21	22							
	23	24	25	26	27	28	29							
	30	31	1	2	3	4	5		7 - Labor Day		20	S		
Sep	6	7	8	9	10	11	12	25 - Homecoming 1:00 PM Early Release 28 - Professional Development Day	21	T				
	13	14	15	16	17	18	19							
	20	21	22	23	24	25	26							
	27	28	29	30	1	2	3							
Oct	4	5	6	7	8	9	10	9 - End of 1st 9 Weeks (38.5 S / 45 T) 1:00 PM Early Release 12-16 - Fall Break Floating Teacher Work Day 19 - Parent/Teacher Conferences 11AM-7pm	7	S				
	11	12	13	14	15	16	17		7	T				
	18	19	20	21	22	23	24		10	S				
	25	26	27	28	29	30	31		10	T				
Nov	1	2	3	4	5	6	7	3 - Professional Development Day/ CES GYM USED for ELECTION 11 - Veteran's Day 26 - Thanksgiving Day 25-27 Thanksgiving Break	17	S				
	8	9	10	11	12	13	14		18	T				
	15	16	17	18	19	20	21							
	22	23	24	25	26	27	28							
	29	30	1	2	3	4	5							
Dec	6	7	8	9	10	11	12	18 - End of First Semester 1:00 PM Early Release 21 - Teacher FLEX Work Day 25 - Christmas Day 22-31 Winter Break	14	S				
	13	14	15	16	17	18	19		15	T				
	20	21	22	23	24	25	26							
	27	28	29	30	31	1	2							
Jan 2027	3	4	5	6	7	8	9	1 - New Year's Day 4 - Professional Development Day 5 - Professional Development Day 6 - 2nd Semester Begins 18 - MLK Professional Development Day (NCK PD)	17	S				
	10	11	12	13	14	15	16		20	T				
	17	18	19	20	21	22	23							
	24	25	26	27	28	29	30							
	31	1	2	3	4	5	6							
Feb	7	8	9	10	11	12	13	8 - Professional Development Day (No School for Students) 15 - Presidents Day Parent Teacher Conferences (No School for Students)	19	S				
	14	15	16	17	18	19	20		20	T				
	21	22	23	24	25	26	27							
	28	1	2	3	4	5	6							
Mar	7	8	9	10	11	12	13	12 - End of 3rd 9 Weeks 1:00 PM Early Release 15 -19 Spring Break 26 - Good Friday (No School PK-12) 28 - Easter Sunday 29 - Professional Development Day (No School for Students)	10	S				
	14	15	16	17	18	19	20		10	T				
	21	22	23	24	25	26	27		6	S				
	28	29	30	31	1	2	3		7	T				
Apr	4	5	6	7	8	9	10	19 - Professional Development Day (No School for Students)	21	S				
	11	12	13	14	15	16	17		22	T				
	18	19	20	21	22	23	24							
	25	26	27	28	29	30	1							
May	2	3	4	5	6	7	8	9 - Mothers Day 14 - Seniors Last Day 16 - CHS Graduation 21 - Last Day for Grades 1-12 1:00 PM Early Dismissal 24 - Work Day 31 Memorial Day	15	S				
	9	10	11	12	13	14	15		16	T				
	16	17	18	19	20	21	22							
	23	24	25	26	27	28	29							
	Professional Development (13 Days) - No School for Students							Student Days / Teacher Contract Days 1st Semester 83.0 90.0 2nd Semester 88.0 95.0 Total 171.0 185.0		May 14 - Last day Seniors May 16 - Graduation		S	T	
	Teacher Teacher Work Day (3 Days) - No School for Students											42	47	Q1
	End of Grading Period (Last day of Quarter)											41	43	Q2
	Parent Teacher Conferences (2) 11AM-7PM Counts Student Day											83	90	S1
	Students Dismiss Early (4)											46	50	Q3
	School Not In Session										42	45	Q4	
											88	95	S2	
											171	185	Yr	

NAME**POSITION**

Updated 8/10/2026

LCNCK New Hires

Tina Savage	ParaEducator at USD#108 (Repl. A. Anderson) (Pending Paperwork)
Dereck Gordon	Substitute Para (Pending Paperwork)
Caitlin Nunn	Substitute Para/Teacher (Pending Paperwork)
Jason Hamm	Substitute Para (Pending Paperwork)

LCNCK Resignations

Ryan Olsen	Para Educator at USD#426
Nicole Doherty	Para Educator at USD#224

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

Dereck Gordon	Substitute Para (Pending Paperwork)
Caitlin Nunn	Substitute Para/Teacher (Pending Paperwork)
Jason Hamm	Substitute Para (Pending Paperwork)

USD #333 Transfers**USD #333 Resignations****USD #333 Terminations**