



**Ashland-Greenwood Public Schools  
Board of Education Meeting  
May 7th, 2012  
5:30 PM  
Conference Room, High School  
1842 Furnas Street  
Ashland, NE 68003  
Regular Meeting**

1. Call to Order. Roll Call.
2. Acknowledgement of Open Meetings Law posting.
3. Recognition of public participation.
4. Visitors and Communication from the public.
5. Approval of changes in the mailed agenda and/or changes in the agenda order.
6. Administrators' and Practitioners' reports
  - A. Ms. Finkey
  - B. Mr. Jacobsen
  - C. Ms. Bray
  - D. Dr. Kassebaum
7. Old Business
  - a. Discuss assistant/volunteer cross country coach.
  - b. Discuss and take action to approve contracts pending project remaining within budget guidelines.
8. New Business
  - a. Discuss budget amendment process.
  - b. Discuss potential future repayment of intrafund loan and future intrafund loan.
  - c. Discuss and take action for re-assignment of FTE for certified staff.
  - d. Discuss and take action to approve overnight travel: FFA Chapter Office Leadership Conference trip. (pgs. 1-7)
  - e. Discuss, consider and take all necessary action to retain Perry Law firm to assist the Board of Education in the negotiation of the 2012-2013 and 2013-2014 agreement with the Ashland-Greenwood Education Association.
  - f. Discuss and take action to hire new personnel for 2012-2013 school term.
  - g. Discuss and consider action to establish extra-curricular position of Color Guard. (pg. 8)
  - h. Action to move to closed session. RE: strategy session in regard to collective bargaining.

## 9. Informational items

10. The next meeting is set for Monday, May 21<sup>st</sup>, 2012 at 7:30 PM in the conference room at the Ashland-Greenwood High School; 1842 Furnas Street; Ashland, NE 68003. An agenda for the meeting shall be kept continuously current in the Office of the Superintendent of Schools at 1225 Clay Street in Ashland, NE 68003.

### **BOARD OF EDUCATION MEETING INFORMATION:**

*The Ashland-Greenwood Public Schools Board of Education is empowered to act on any item listed on the agenda at any time during the meeting, irrespective of the time or order listed. Pages listed, or further detail, are available upon request. The Open Meetings Act requires and the intention of the Board is that agenda items be sufficiently descriptive to give the public reasonable notice of the matters to be considered at the meeting. The Ashland-Greenwood Board of Education releases its agenda well in advance of most meetings and desires that all interested persons are fully informed. Any interested person who has a question or needs clarification about the sufficiency of a descriptive item should contact the Office of the Superintendent of Schools.*

**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 west of the main entrance.*

### **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 come forward, sign your name and address on the sign-in sheet 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 make about individual staff members or students. You are cautioned that slanderous comments are not protected just because they are made at a Board meeting.*

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

### **REQUEST FOR CLOSED SESSIONS:**

The Ashland-Greenwood Public Schools is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; b) discussion regarding deployment of security personnel or devices; c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and e) legal advice.

## **Board of Education Approval- Chapter Officer Leadership Training 2012**

- A) Itinerary- See attachment A.**
- B) Summary of cost and funding source**
  - a. Cost- It will cost 128 per person. We have 7 officers going and one advisor.
  - b. Funding- We had the worker auction this spring that helped to raise money for this event.
- C) Mode of Transportation**
  - a. Transportation will be by school expedition. Ms. Estrela will drive the students out to the camp and bring them back when it is over.
- D) List of students traveling- Summer Craft, Katie Richards, Kenzie Rogers, Elizabeth Yunker, Cody Campbell, Nevada Smith, and Eli Josoff.**
- E) Sponsors-**
  - a. Sponsors will be myself (Ms. Estrela).
- F) Plan for supervision-**
  - a. General-The sponsors will have a complete list of all students cell phone numbers. During the day all students will have a sponsor or State FFA officer with them.
  - b. Nights- Students have a specific bed check time each night; it varies depending on activities done that day. Advisors take shifts sitting outside the cabins during the night. State officers also sleep /bunk in random cabins to help supervise.
- G) Eligibility**
  - a. N/A All students elected to the team will be going.

**COLT 2012—“THE LEADERSHIP GAMES”**

The 2012 COLT Conference is filled with sessions and events to prepare your chapter officers for a successful year! The following information provides an overview of conference details and a summary of the conference sessions.

**DATES**

May 17-19	COLT 1
May 21-23	COLT 2
May 24-26	COLT 3
May 28-30	COLT 4

**THE SCHEDULE**

Registration will be from 10:30-11:30 am on the first day. The first meal will be lunch, served at 11:30 am and the conference beginning promptly at 12:30 pm.

The conference will conclude on day three at 12:30 pm. There will be **NO LUNCH** served that day, so chapters may eat on their way home.

**CONFERENCE COST AND REGISTRATION**

Here are the prices and stipulations the NVAF Board of Directors set for 2012 COLT:

2 nights in the dorm, 6 meals, usage of the facility: \$134.00 – FFA 10% Discount: \$120.60

There is a \$20 motel surcharge for instructors and leaders that stay in the motel.

The 10% discount will be honored as long as the invoices are paid within 30 days. If the invoices are not paid within 30 days, a 10% finance fee will be added for every 30 days the late payments are. Late fees will not be waived.

*Cost breakdown for the conference:*

Cost directly to The Leadership Center:	\$120.60
Amount available for FFA operations:	<u>\$ 7.40</u>
Total Cost per person:	\$ 128.00

*Note: FFA operations amount goes towards supplies and some state officer expenses.*

If the advisor will NOT be attending any session of COLT, then student registration is increased to \$138 each.

**Advisors: cost for staying in the hotel is an additional \$20 for a total of \$148.00. See important information further in this document which addresses advisor housing!!!!**

DeKalb/Asgrow's COLT sponsorship provides for development of the curriculum, the conference notebook, pens, workshop materials and a **t-shirt for every person attending!!!**

We are also thankful for the Nebraska FFA Foundation's continued support in helping to offset expenses for COLT Conference!

**All registrations must be entered on-line.** Invoices for COLT must be made payable to Nebraska FFA Association and submitted to Grafton & Associates no later than **JUNE 4, 2012!!**

Please assign students to one of the seven offices available on the pull-down menu. That will be the group they are assigned to during COLT, even if that is not their specific office within your chapter. There is not an “other” option on the menu—all students must be assigned to one of the seven officer groups listed. For Historians, we recommend being a part of the Reporter group.

**\*\*NEW\*\* FOCUSED CHAPTER TEAM PLANNING TIME**

There are three times built into the COLT Schedule (approximate total time 2.75 hours) for team planning time—that time is dedicated to just you (advisor) and chapter officer teams to make plans for the upcoming year. The state FFA officers will be available

as resources, but will NOT be facilitating any information during that time—it is completely for you and your officer team to use – 3 – needed.

## **SELECT-A-SESSIONS—IMPORTANT SIGN UP INFORMATION!!!**

There will be one opportunities for chapter officers to “select” sessions to attend. They are focused around team building strategies for chapter officers and students will be sharing the information they learn with the rest of their chapter officer team. **You must sign your officers up for Select-A-Sessions when you register.** You should select-a-session for each chapter officer attending. The topic areas are:

### **Select-A-Sessions**

- Creating a Community
- Conflict Management
- Trusting Others and Being Trustworthy
- Agreeing to Disagree/ Building Consensus
- Commitment to Team
- Accountability: Best Self
- Be an Agriculture Advocate! Presented by Nebraska Ag In the Classroom

Please have your chapter officers spread out their workshop attendance so information from all select-a-sessions can be brought back to your chapter!

## **WHAT TO BRING**

- Official FFA Dress
- Appropriate casual clothes
- Recreational clothes
- Swimwear
- Pillow, bed roll/sleeping bag, towels, personal articles (ALL students should be prepared to stay in the cabins!!)
- A copy of your chapter’s POA, and copy of last year’s goals. This will help as you plan for your chapters upcoming activities!!

## **INFORMATION REQUIRED**

Members are required to bring to COLT conference a medical release form and code of conduct form, which is available on the website, [www.neaged.org](http://www.neaged.org). Students and parents must sign the code of conduct form. Please review with your administration, any procedures to follow in a discipline situation. Advisors WILL BE responsible for handling any discipline situation that occurs. Nebraska Department of Education policy does not allow for the FFA Executive Director to be involved in direct disciplinary actions for students attending a conference. Based on additional Department policy, a member of the FFA Board of Directors, or an advisor appointed by the Board, will be required to be at each COLT session to assist in handling any discipline situations.

## **IMPORTANT INFORMATION—ADVISOR HOUSING/RESPONSIBILITIES**

### **\*\*MUST READ\*\***

#### **Housing**

Like last year, there will be a continued emphasis on supervision of students in the cabins. Due to potential liability issues with the large number of students housed there, we need to have more advisors housed in the cabins as well as spread throughout the hotels to monitor students.

“Less experienced” advisors will be assigned to cabins, but also know that many advisors who have been in the hotel in previous years will also need to be willing to stay in the cabins to supervise as needed. When registering, please indicate your preference of cabin or hotel (which is \$20 more) and we will do our best to accommodate requests; however, it is likely that many advisors who sign up for the hotel will need to be re-assigned to cabins. We will do rooming as early as possible and send emails to teachers confirming housing assignments. **Please check your email prior to leaving for COLT for updates on housing assignments. ALL ADVISORS SHOULD COME PREPARED TO STAY IN THE CABINS!!**

## Responsibilities During Conference

- 4 -

As in the past, advisors are requested to assist in some of the COLT activities as well as provide supervision for the pool, recreation and overall student behavior.

Advisors will also be assigned to teach/assist with the session on specific officer responsibilities. On the registration site, please indicate your preference for the area with which you would like to assist. We will try to honor all requests as submitted; however, based on the number of chapters attending each session, we may need to re-assign as necessary.

All other assignments (pool supervision, organized recreation supervision, ceremonies judges) and workshop assignments will be posted in The Wedeking Room upon your arrival at COLT.

## SPONSORSHIP

We are appreciative of the sponsorship provided by DeKalb/Asgrow. Because of their support, each person attending will receive a COLT t-shirt at no additional charge!

We also appreciate the support of NVAF for COLT Conference. The NVAF Board of Directors has granted a 10% discount for chapter officers and advisors attending the conference. They also will provide free cabin lodging on the night before the session for those chapters needing to travel a distance. The advisor must stay in the cabin with the students to monitor student behavior.

## COLT T-SHIRTS

Because of the generous support of DeKalb/Asgrow, all conference attendees will receive a COLT t-shirt at no additional charge. Please select student's t-shirt size when registering. **Be accurate in sizing...we will not be ordering extra t-shirts for size exchanges!!!!**

## ADVISOR IN-SERVICE

A more detailed schedule will be available closer to the conference.

## CONFERENCE SESSION SUMMARY

### Overarching Conference Objectives

Students develop an individual leadership growth plan with goals for improving individual leadership skills and skills for effectively contributing as a team member.

- 1) Chapters develop a player's creed that includes
  - A description of the values and beliefs that guide effective leaders
  - A description of the behaviors and expectations that guide effective teams
  - A commitment statement with measurement criteria for evaluating individual growth throughout the year of service
  - A commitment statement with measurement criteria for evaluating team growth throughout the year of service

### Busting Some Leadership Myths!

#### Session 1 – Setting Context for the Conference

This session provides students with a general overview of the conference. It establishes the major goals of the conference and sets context regarding the students' involvement. Additionally, it outlines important expectations for getting the most out of the conference.

Objectives:

1. Explain the overall goal of the conference.
2. Share personal goals and expectations for the conference with other conference participants.
3. Explain the relationship between the level of personal involvement and the benefit realized from the conference.
4. Meet at least three other conference participants and the state officer small group leader.

#### Session 2 - Leadership Myth Busters

During these sessions students explore several common myths about leadership. Similar to the *Myth Busters* show on the *Discovery* - 5 - channel, students will then conduct an activity/experiment to test the myth. Each of the select a sessions then wraps up with a debrief and application. After this session, students will reconvene with their chapter teammates to discuss the myths and start to identify the skills it will take in order to bust these myths back in their chapters. Leadership myths addressed in this set of sessions include:

- Introverts aren't leaders
- Leaders are born
- Everyone can't be a leader
- Leaders do all the real work
- I'm not an officer, so I'm not a leader
- Now that I'm an officer, I must be an "effective" leader

Objectives:

1. Introduce officer teams to a common myth/misperception about being an effective leader.
2. Test common myths about being a leader using a structured activity/experiment.
3. Discuss conclusions regarding the various myths.
4. Prepare to share the myth and findings with fellow officer team members during the team debrief.

### Session 3 – Team Debrief: Busting Leadership Myths Back At Home

Advisor Participation OPTIONAL

Students work with their chapter officer team and advisor to recap Myth Buster experiences. Students think about the myths, how they might impact their chapter and begin to identify a plan of how to address them.

Objectives:

1. Teach other chapter officer members about the myths from their select-a-session.
2. Discuss the impact the myths may have on the local chapter.
3. Begin creating player's creed.

### Session 3.5 Serving As A Chapter Officer

Advisor Participation REQUESTED

1. Summarize individual roles of chapter officers
2. Officers will identify specific duties of each office (President, Vice President, Secretary, Treasurer, Reporter, Sentinel and Parliamentarian)

### Session 3.75 Team Planning Time

Summarize team expectations for the specific officer roles and begin focused team planning time for upcoming year.

### Individual Skill Development

#### Session 4 – What Would a Leader Do?

This session provides with a set of realistic scenarios depicting the use of skills utilized by chapter officers. It sets up a safe atmosphere to make and critique decisions an officer would typically make. During each scenario, officers are presented with a number of decisions. After making a decision, officers work together to reflect upon the actions taken and start to identify best practices and skills needed to successfully approach similar situations in their home chapters.

Objectives:

1. Evaluate three common scenarios faced by chapter officers.
2. Analyze the possible actions an officer may take when presented with different options during each scenario.
3. Reflect on personal skills needed to confidently make decisions and successfully face each scenario in the real-world.

### Session 5 – Team Debrief: What Would a Leader Do? Taking It Home

Advisor Participation OPTIONAL

Students reflect upon and share insights from skills scenarios. Students identify the strengths they bring to the team and how those can be used to maximize effectiveness.

Objectives:

1. Draw personal applications to the scenarios and strategies identified during the previous session.
2. Identify individual strengths each team member brings and how those can be utilized.
3. Continue developing player's creed.

**Session 5.5—Team Planning Time**

Focused planning time for advisor and chapter officer team to work on POA and other planning processes.

**Team Skill Development**

**Session 6 – Adventures in Team Building**

Students complete and briefly debrief each of four large-scale team building activities. Each exercise is followed by a short debrief focused on what happened and what it means about being an effective team member.

Objectives:

1. Experience problems that require a team approach to solve.
2. Reflect upon effective behaviors for contributing to a team.

**Session 7 – Team Building Topics (Select-a-Sessions)**

**Advisor Participation Requested**

Students attend a select-a-session focused on one of several team building strategies. Students consider how the strategy is related to building an effective team. They also analyze the team building activities held earlier in the conference using the lens offered by the team building strategy. Students draw conclusions and tips to share regarding implementing the strategy with their chapter team during the team debrief.

Team Building Strategies (Select-a-Session Topics):

- Creating a Community
- Conflict Management
- Trusting Others and Being Trustworthy
- Agreeing to Disagree/ Building Consensus
- Commitment to Team
- Accountability: Best Self
- Being an Agricultural Advocate—Nebraska Ag In the Classroom

Objectives:

1. Introduce officer teams to a common topic related to being an effective team member.
2. Analyze the team building adventures/problems through the lens of a team related topic.
3. Prepare to share the team related topic and suggestions for building a better team with fellow officers during the team debrief.

**Session 8 – Team Debrief: Team Building/Players Creed/Action Plan**

**Advisor Participation OPTIONAL**

Students share their presentations on the team topics with fellow teammates. Next, the officer teams they complete a self-assessment about their team in each of the strategies highlighted during the select-a-sessions. They end the discussion by thinking about how to grow as a team in each of the areas throughout the year.

Objectives:

1. Draw team applications regarding the team building topics.
2. Identify expectations for individual team members needed to effectively contribute to a team effort.
3. Chapters finalize a player's creed that includes:
  - A description of the values and beliefs that guide effective leaders
  - A description of the behaviors and expectations that guide effective teams
  - A commitment statement with measurement criteria for evaluating individual growth throughout the year of service



- A commitment statement with measurement criteria for evaluating team growth throughout the year of service
4. Based upon the player's creed, students finalize an individual leadership growth plan with goals for improving individual leadership skills and skills for effectively contributing as a team member.

**Session 9—Team Planning Time**

Focused planning time for advisor and chapter officer team to work on POA and other planning processes.

**Session 10—Challenge for Year**

Officers review/recap the COLT sessions and complete individual assessment to prepare them for the upcoming year.

**The AGEA has proposed as a part of our negotiations paying a color guard sponsor. The Board's response is that they will not negotiate pay for a position that has not been officially created. What do I/ we need to do in order to get this done?**

**Stormi Kissel has served as the Color Guard Sponsor for the past three years on a volunteer basis, and has done a remarkable job building the program from scratch.**

**Responsibilities of Color Guard Sponsor**

- Write choreography for color guard during marching band half-time show
- Teach routine during summer band camp -- 1 week of mornings in August, around 15 clock hours
- Attend Morning Band rehearsal, 3 times each week, about 3 hours each week marching band season (10 weeks), around 35 clock hours
- Attend at 4 regular season home football games, about 3 hours each game, around 12 clock hours
- Attend at 3 Marching Band competitions, 6-8 hours per Saturday contest, 20-24 clock hours
- Write choreography for color guard auditions
- Teach routine during audition process, 5 rehearsals, around 4 clock hours