

# Ralston Public Schools

## 2015/2016



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State of the Schools Report

Superintendent Mid-Term Evaluation and Goal Setting

Recommendations for the 2016/2017 School year

# Ralston Public Schools

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Our Purpose:



A community dedicated to achieving excellence through purposeful instruction and nurturing a climate of hope.

Our Direction:

Cultivating resilient citizens prepared for the diverse demands of the future.

# About the Ralston Public Schools....

- Established in 1908 at 77th and Main Street
- Legal Name--District #54--Ralston Public Schools
- Earned District Accreditation in 2013 by AdvancED
- RPS has 9 Attendance Centers to include:
  - Seymour Elementary
  - Mockingbird Elementary
  - Meadows Elementary
  - Karen Western Elementary
  - Wildewood Elementary
  - Blumfield Elementary
  - Ralston Middle School
  - Ralston High School
  - RISE--Ralston Alternative Education Center
- Enjoys a rich history of excellence in academics, activities, and athletics
- Covers 7 square miles in Douglas County
- Is Governed by a publicly elected at large 6 member Board of Education
- Is supported by the Ralston Schools Foundation



# Staff Demographics

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522 staff members

- 18 administrators
- 260 certified staff members
- 244 classified staff members

Certified staff demographics

- 66% have earned at least one Master's degree
- 80% have earned graduate credits
- Average of 36.2 graduate hours per certified staff members
- Average of 9.1 years of service to the Ralston Public Schools

Staff Attendance Rate

- 95.4% (excluding leave due to activities/athletics or professional development)

District Student to Teacher Ratio

- District-wide Student to Teacher ratio of 17 to 1

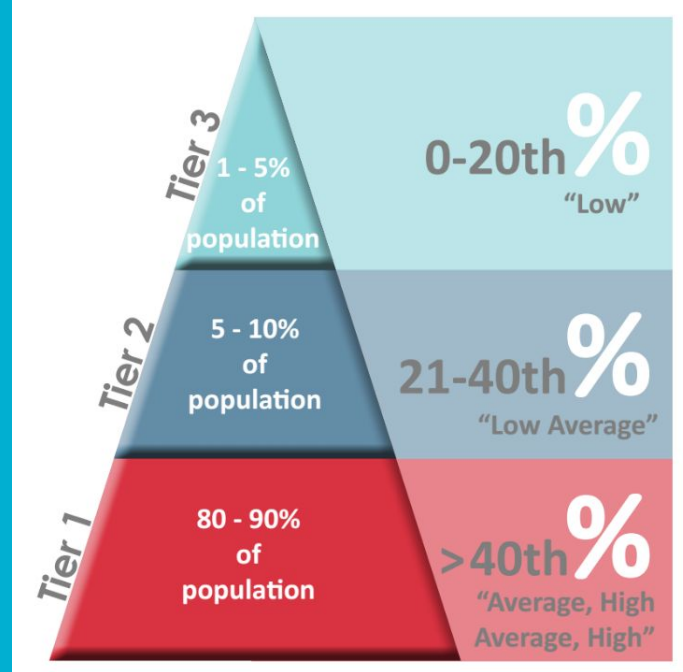
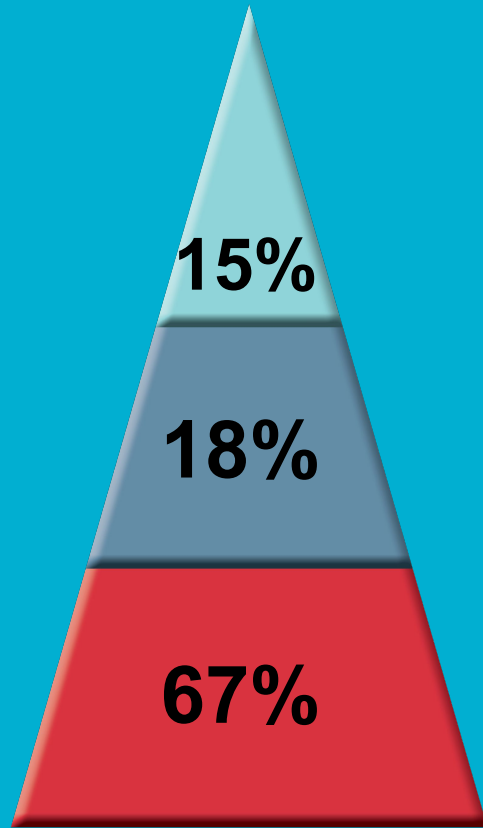


# Student Demographics

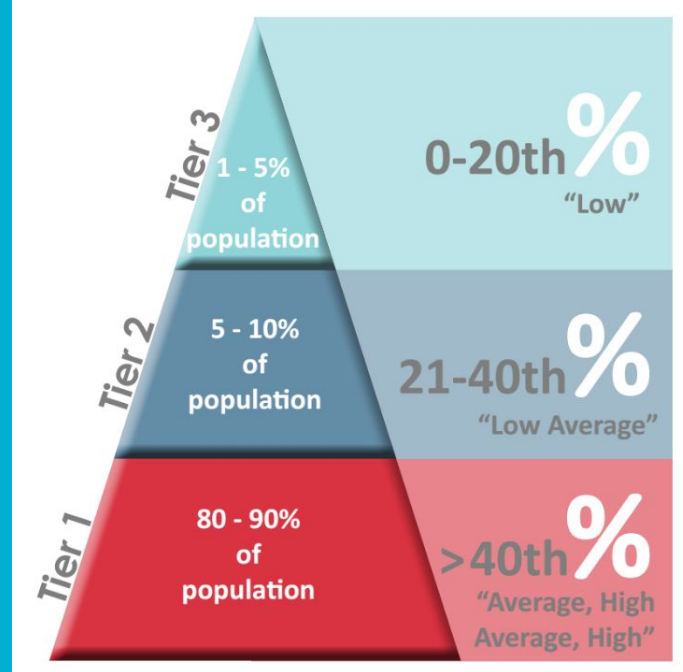
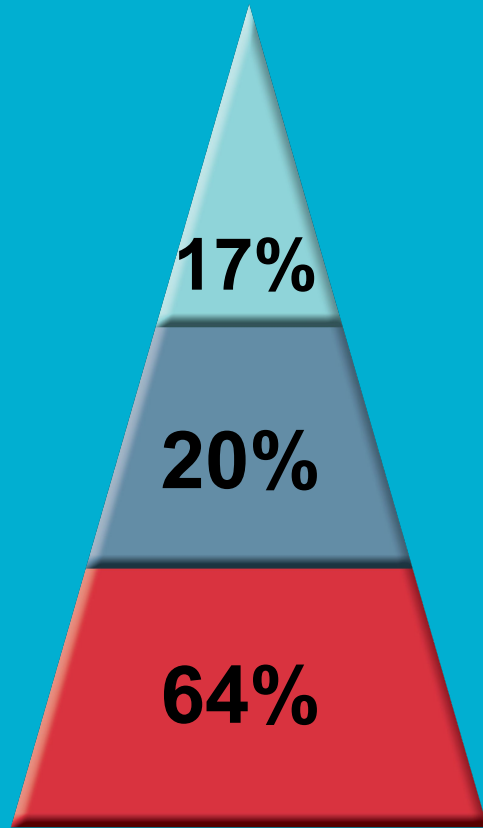
- Total District Enrollment 3,339
  - District K-12 Enrollment 3,167
  - Pre-K Program Enrollment 172
- Enrollment Growth from 14/15 4.8%
- Open/Option Enrollment 29.6%
- District Average Daily Attendance 94.7%
- Free/Reduced Lunch 54.05%
- ELL 7.45%
- Mobility 6.67%
- Languages Spoken 31
- District Special Education Rate 16.81%
- Student Diversity
  - Caucasian 58%
  - Hispanic 28%
  - African American 7%
  - Asian 2%



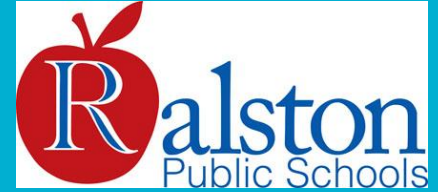
# Student Achievement: Spring 2016 MAP Data Reading



# Student Achievement: Spring 2016 MAP Data Math



# District Budget and Operations



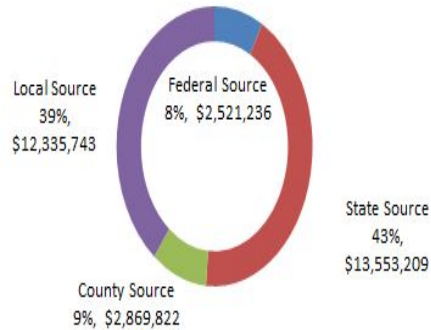
## Global Budget Notes:

- Budget has become more balanced each of the past few years with limited reliance on cash reserves.
- 2014/2015 School Year marked a budget where cash reserves were not used to fund necessary budget expenditures
- Growth of Depreciation fund--contributions made to this fund each of the past three years has provided for technology replacement and the creation of a vehicle replacement plan.
- Levy Management--Overall levy has declined or remained the same for each of the past four years
- Increases were made to the District bond fund to accelerate debt service payments

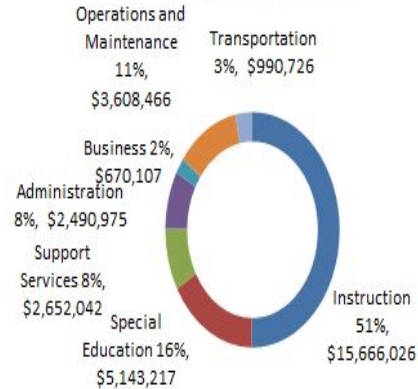


# District Budget and Operations

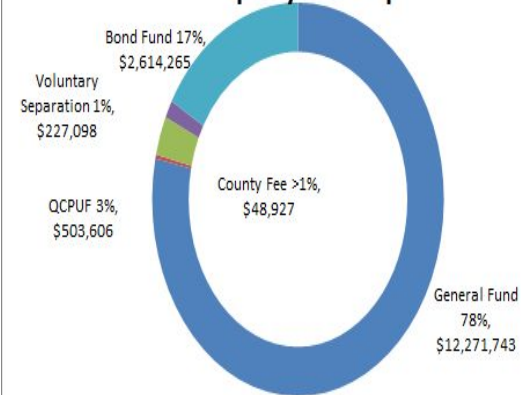
## 2014-2015 Budgeted General Fund Revenue



## 2014-2015 Budgeted General Fund Expenditures



## Total Property Tax Request



# Student and Staff Celebrations

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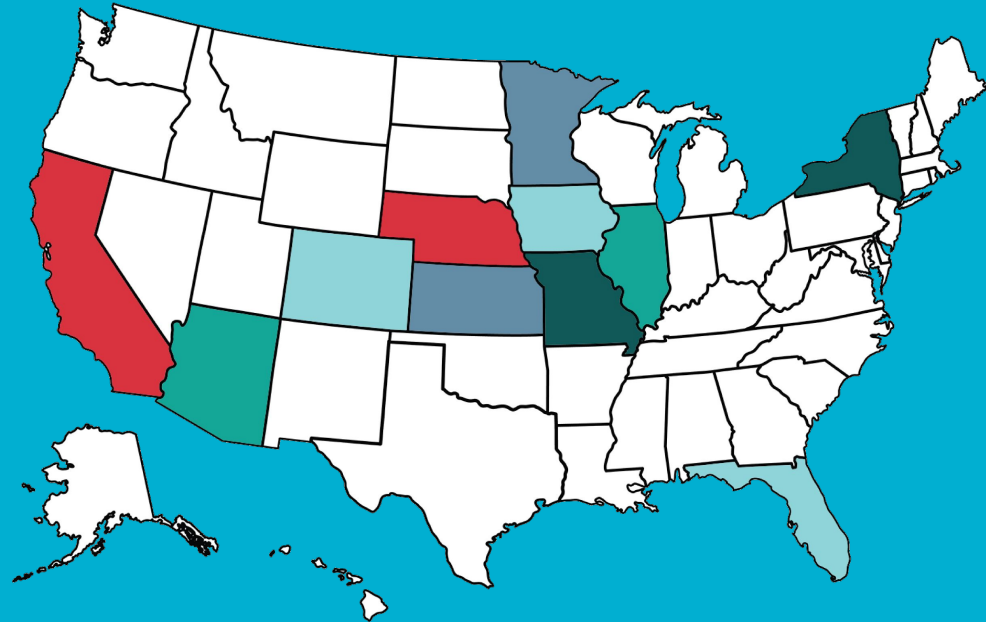
- Class of 2016 227
- Scholarships Earned \$6 Million +
- RPS Leadership Academy Level I 19
- RPS Leadership Academy Level II 9
- Doctorates earned during 15/16 2
  - Dr. Daniel Boster
  - Dr. Joshua Wilken



# Global Impact of the Class of 2016

Arizona State University  
Bellevue University  
California State University - Northridge  
Chadron State College  
Colorado School of Mines  
Concordia University  
Creighton University  
Florida International University  
Grace University  
Grand Canyon University  
Iowa Western CC  
Job Corps  
University of Kansas  
Metropolitan CC  
Minneapolis College of Art & Design

Missouri State University  
Morningside College  
UNK  
UNL  
UNO  
Peru State College  
Roosevelt University  
College of Saint Mary  
Simpson College  
Southeast CC  
U.S. Air Force  
U.S. Army  
U.S. Marines  
US Military Academy - West Point  
Wayne State College



# Dr. Mark Adler, Superintendent

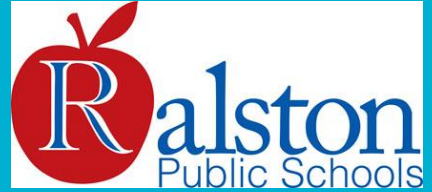


## Employment History:

- 2012-Present--Superintendent, Ralston Public Schools
- 2012-Present--Adjunct Instructor, University of Nebraska at Omaha
- 2008-2012--Assistant Superintendent for Business Affairs, Ralston Public Schools
- 2000-2008--High School Principal, Nebraska City Public Schools
- 1995-2000--Secondary Principal, Activities Director, Teacher, Coach, Elgin Public Schools
- 1991-1995--Industrial Technology Teacher and Coach, Petersburg Public Schools
- 1987-1993--Sergeant E-5 Squad Leader, Company D, 2-134th Infantry, United States Army

# Dr. Mark Adler, Superintendent

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## Education & Preparation

- University of Nebraska at Omaha, Omaha, NE 68182--Educational Doctorate in Educational Administration (2008)
- University of Nebraska at Kearney, Kearney, NE 68849--Master of Arts in Educational Administration (1996)
- Kearney State College, Kearney, NE 68849--Bachelor of Arts in Education (1991)--Field endorsement in Industrial Technology Education
- **Strengths:** Includer, Positivity, Discipline, Arranger, Strategic
- **Dissertation:** *The Effect of a Rural High School Combination Supplemental Literacy Program on Emerging Readers' Achievement, Engagement, and Behavior Outcomes*

# Dr. Mark Adler, Superintendent

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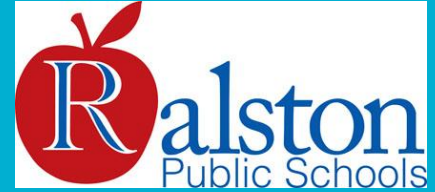


## Organizations

- Nebraska Council of School Administrators
- Nebraska Association of School Administrators
- American Association of School Administrators
- Greater Nebraska Superintendent's Organization
- The Horace Mann League of the USA
- National Association of Secondary School Principals (Associate Member)
- Ralston Area Chamber of Commerce
- Ralston American Legion Post #373
- Beautiful Savior Lutheran Church

# Dr. Mark Adler, Superintendent

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## Professional Organizations and Service:

- AdvancED--North Central Association/Commission on Accreditation and School Improvement--Nebraska State Council Member (2002-2011) (2015-Present)
- Nebraska Council on Teacher Education--Council Member (2005-Present)
- Nebraska Council on Teacher Education—Committee Chair (2010-Present)
- Nebraska Council on Teacher Education—Council Chairman (2014-Present)
- NJUMP State Council Member (2008-Present)
- NJUMP State Council Member Gas Purchasing Committee (2011-Present)
- Greater Nebraska Schools Association—(2008-Present)
- Greater Nebraska Schools Association--Vice President (2014-2016)
- Greater Nebraska Schools Association--President (2016-Present)
- Greater Nebraska Superintendents--2012-Present

# Dr. Mark Adler, Superintendent

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## External School Improvement Visitation Teams:

- Gretna Public Schools—AdvancED Readiness Visit Chair (April 2009)
- Bellevue Public Schools—AdvancED Team Member ( September 2009)
- Hastings Public Schools—AdvancED Team Vice Chair (November 2010)
- Westside High School—AdvancED Team Chair (March 2011)
- Bennington Public Schools—AdvancED Team Vice Chair (February 2012)
- Weeping Water Public Schools—Frameworks Team Chair (February 2012)
- St. Edward Public Schools—Frameworks Team Chair (April 2013)
- Wayne Community Schools—AdvancED Team Vice Chair (April 2014)
- South Sioux City Community Schools—Frameworks Team Chair (March 2015)
- York Public Schools—AdvancED Team Vice Chair (March 2016)



# Superintendent Goals

- **Goal 1--District Wide Continuous School Improvement and Strategic Plan Implementation**
  - 1-1 District Achievement Strategic Plan
  - 1-2 District Character Strategic Plan
  - 1-3 District Technology Strategic Plan
- **Goal 2--Board of Education Goals Support**
  - 2-1 District Communications Audit
  - 2-2 District Community Engagement Process
  - 2-3 District Board of Education Policy Review Process
- **Goal 3--District AdvancED Accreditation and District Wide Program Development and Enhancement**
  - 3-1 District AdvancED Accreditation Process
  - 3-2 District Early Childhood Education Program
  - 3-3 District College and Career Pathways Development



# Goal 1-1: District Achievement Strategic Plan

Primary Leadership: Mrs. Wilken and Dr. Welte

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## Progress as of June 2016

- Selected TeachPoint platform for Teacher Evaluation to be used in all buildings for the upcoming school year. Forms have been developed pending BOE approval.
- District-wide training on inservice days conducted by Sue Presler: The plan for next year is to focus on specific components and dig deeper into these.
- Developed structures for housing information related to curriculum, instruction, assessment and professional development (Moodle and google sites)

## Upcoming Plans:

- Monthly Achievement Advisory Team
- Development of a Comprehensive Assessment Plan
- Implementation of MTSS plan (K-6)
- Continue Danielson PD focused on specific components & calibration as needed
- Incorporate the College & Career Readiness Program into the District Achievement Plan
- Incorporate the District Early Childhood Program into the District Achievement Plan



# Goal 1-2: District Character Strategic Plan

Primary Leadership: Mrs. Missy Stolley, Miss Lisa Schroeder, Mr. Joe Kilzer

## Progress as of June 2016

- Revised the personnel and procedures of the District Character Development Team
- Home Visit Review Team completed a review of the Home Visit Program and updated materials, professional development, and required data metrics.
- Sent a District Team to the National Character Conference in Atlanta
- Selected Culture Assessment Tool with Humanex Ventures, completed District and School culture assessment, completed building feedback sessions with Humanex Staff, and began planning for next year. Baseline has been established.
- Continued refinement of the RPS Activity Leadership Program
- Organized a District Wide Mental/Behavioral Health Committee that will be run Missy Stolley next Fall.

## Progress as of June 2016

- Added two Elementary School Counselors and set up elementary student services support teams.
- Added an additional school nurse to serve RPS.
- Reviewed and re-contracted services with Inclusive Communities and Youth Frontiers to support programming in leadership, social justice, and diversity awareness.
- Organized and hosted a District Wide Staff Wellness Event (Reid Adler Memorial 5K)
- Strengthened Outreach and Service through the development of the R-Pantry and further development of the Clothing Center and Backpack Program.
- Organized and implemented the Super Heros Mindset Program in several Ralston elementary schools.
- Hosted the 4th annual Staff Appreciation Luncheon and Graduation Event at the Ralston Arena

# Goal 1-2: District Character Strategic Plan

Primary Leadership: Mrs. Missy Stolley, Miss Lisa Schroeder, Mr. Joe Kilzer

## Progress as of June 2016

- Organized and hosted the Parade of Champions for RHS Graduates at several Ralston Elementary Schools.
- Continued development of Ralston's Early Childhood Program in cooperation with the Buffett early Childhood Center. (This program will be moved to the District Achievement Plan)
- Completed the reVision Program through NDE and have applied for a re-Vision Action Grant for \$50,000. Dr. Welte will continue to work through the recommendations from the reVision process. (This program will be moved to the District Achievement Plan)
- Dr. Adler has been engaged with a regional group to include Metro Superintendents, Metro CC, UNO, and private philanthropy to develop a regional college and career vision for the Metro Area. (Collective Impact Project)

## Upcoming Plans:

- Send a team to the National Character Conference
- Complete a Home Visit Program Review
- Complete round two of the HumanEx Culture Assessment process
- Continue work with the District Mental Health Committee
- Review personnel and procedures for the District Character Committee
- Consider a District Wellness Event in the Spring of 2017
- Continue to develop age appropriate recognition programs
- Continue to strengthen and develop outreach and service opportunities



# Goal 1-3: District Technology Strategic Plan

Primary Leadership: Mr. Jason Buckingham and Mr. Jason Fink

## Progress as of June 2016

- Deployed new Voice Services Summer 2015 (Project #2)
- Eliminated reliance on antiquated voice mail system (#4)
- Installation of new Network Switches, (#2)
- Completed website review including mobile app, changed website format. (#3)
- Procured and deployed new hardware for RHS, KW, WW, MEA, and RMS - mix of MacAir (teachers), iPads (students), Chromebooks (students) (#4) 337 total new devices
- Started using Online Enrollment module from ESU #3 (#8)

## Upcoming Plans:

- Installation and training for the new alternative school/credit recovery curriculum
- Installation and training for MyON reading software
- Training for usage of Rosetta Stone software for ELL instructional supplement
- Technology purchase for three remaining elementaries in 2017



# Goal 1-3: District Technology Strategic Plan

Primary Leadership: Mr. Jason Buckingham and Mr. Jason Fink

## Progress as of June 2016

- Completed extended training on Moodle LMS (#9)
- Started evaluation of Document Management Systems, conducted two provider interviews (#11)
- Started evaluation of new Teacher Evaluation tools (#12)
- Started deployment of Teachpoint (#12)
- Deployment of new Network Switches (#2)
- Online Enrollment/Registration for 2016-17 (#8)

## Upcoming Plans:

- Installation and training for the new alternative school/credit recovery curriculum
- Installation and training for MyON reading software
- Training for usage of Rosetta Stone software for ELL instructional supplement
- Technology purchase for three remaining elementaries in 2017



# Goal 2-1: District Communication Audit and Strategic Plan

Primary Leadership: Dr. Mark Adler and Mrs. Katy Core

## Progress as of June 2016

- District Communications Review team were on site on November 23, 2015 to complete the District Communications Audit.
- Results of the Communication Audit were finalized and delivered to the administration during March 2016.
- In April 2016 the Board of Education reviewed the results of the District Communication Audit.

## Upcoming Plans:

- Host a Visioning Session with the Board of Education and identify project priorities
- Issue an RFP to contract the services to help develop a District Communications Plan and 3-5 Year Communications Strategic Plan
- Contract with an appropriate vendor to develop a District Communications Plan and 3-5 Year Strategic Plan for Communications



# Goal 2-2: District Community Engagement Project

Primary Leadership: Dr. Mark Adler

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## Progress as of June 2016

No progress has been made on this project. It is recommended that this be a focus for the 2016/2017 school year. Alignment of this process with the District Strategic Plans and the District Communications Audit is recommended.

## Upcoming Plans:

- Review District Strategic Plans
- Review District Communications Plan
- Contact NASB and learn more about their Community Engagement Tool
- Develop and implement a plan to identify the focus and conduct a Community Engagement Assessment





# Goal 2-3: District Board of Education Policy Review Process

Primary Leadership: Dr. Mark Adler and Cabinet Leadership team

## Progress as of June 2016

- Completed the 2015/2016 Policy Updates
- Reviewed the Policy Review Process with Koley Jessen
- Sections 1000 and 6000 are complete
- Sections 4000 and 5000 have been reviewed and need final changes made and formatted (In progress with administration)
- Sections 2000 and 3000 are currently under review and development by the administration

## Upcoming Plans:

- Complete final steps for Sections 4000 and 5000
- Complete review and development of Sections 2000 and 3000
- Send all recommended policies to Koley Jessen for review
- Ask for Board of Education adoption of all reviewed policies
- Categorize approved policies to align with AdvancED Standards
- Complete 2016/2017 policy update process
- Develop and implement an annual policy review process



# Goal 3-1: AdvancED District Accreditation Process

Primary Leadership: Dr. Michael Rupprecht

## Progress as of June 2016

- Supervised the implementation of policies and procedures to address the Ralston's required actions.
- Updated and aligned all building-level school improvement plans to the district's Achievement, Character, and Technology initiatives
- Reviewed DSC membership practices
- Completed Ralston's 2015-16 external visit (ELEOT / stakeholder interviews / SIP review)
- Completed Ralston's Accreditation Progress Report (APR).

## Upcoming Plans:

- ELEOT training session
- Building-level school improvement plan review
- DSC AdvancED training session
- District-wide self assessment



# Goal 3-2: District Early Childhood Education Program

Primary Leadership: Mrs. Cecilia Wilken

## Progress as of June 2016

The home visitor has been working to increase enrollment with pregnancy mom's, and families with infants and toddlers. The family facilitator has initiated transition activities such as a Stay and Play group for families to attend weekly that have 3-5 year olds, attended kindergarten orientation at full implementation site schools, and planned activities over the summer to help get children ready for school. The educational facilitator is providing instructional coaching at Mockingbird 2 days/week.

We will be hosting a 1 Day Summer Institute this year on August 1st. This will align with our district plan within the Danielson framework and our work on student engagement (3c).

## Progress as of June 2016

We are completing a needs assessment to guide our strategic planning at the PK level related to the customized professional development. We have had the CLASS assessment completed in each PK classroom, and developed a quality program tool that we had observations completed on this year to discuss next steps for planning related to PK. The PK steering team is meeting this summer to discuss next steps related to our school improvement efforts in this area.

## Upcoming Plans:

- Continue with successful application of practices related to our partnership and PD with Buffett Early Childhood.
- Provide professional development and monitor progress of the quality indicators in our PK program.



# Goal 3-3: District College and Career Pathways Development

Primary Leadership: Dr. Tiffanie Welte

## Progress as of June 2016

- Initial reVISION grant process completed and report made back to NDE
- Action Grant submitted to NDE
- Automotive Technology Academy Priority
  - Advisory Team established
  - Course implementation plan established
- Action plans developed for 4 goal areas
  - Expand program of study offerings to students and embed a certification, dual credit and/or internship opportunity where possible
  - Establish a systemic PK-12 College & Career Ready curriculum tied to guidance and/or content area standards.
  - Establish a district system to embed community support for PK-12 College Career Readiness Education in all buildings.
  - Establish Career Technical Student Organizations as an extension of classroom learning

## Upcoming Plans:

- Further investigation in construction, education and business fields in preparation for year 2 action grant application
- Secure “academy status” for automotive technology and health science programs
- Establish a brand for and implement systems for community business partnerships



# RPS District Recommendations and Considerations

- Continue to develop, implement, and strengthen the following District Strategic Plans:
  - Achievement Plan
  - Character Plan
  - Technology Plan
  - Communications Plan
  - Secondary School Plan
- Develop enrollment guidelines and processes for In-District and Out of District students
- Develop an RPS District Transportation Plan to address In-District and Out of District students
- Develop and implement a comprehensive professional development plan that aligns with District initiatives
- Create a culture of progress through strengthening the school improvement process
- Research, develop, and implement a Secondary School Strategic Plan for the next 3-5 years
- Develop a comprehensive District Assessment Plan
- Continue to have a strong legislative presence and focus around equity in funding and supporting students with high needs.



# Dr. Mark Adler--Focus Areas for 2016/2017

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- Facilitate the research, development, and implementation of the Secondary School Strategic Planning Process
- Engage in the creation of a culture of progress through strengthening the school improvement process



# Ralston Public Schools

## 2015/2016

### State of the Schools Report

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*Questions.....*

