



**Monday, November 10, 2025**  
**USD #333 USD333 Board of Education Regular Meeting**

**AGENDA FOR UNIFIED SCHOOL DISTRICT NO. 333**  
**CLOUD COUNTY, KANSAS**

**5:30 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 November 2025 - CES 3  
Building Report November 2025 - CMS 8  
Building Report November 2025 - CHS 13

7. Vote on Consent Items

**C. PUBLIC COMMENTS**

- Open Forum Guidelines 15

**D. INFORMATION/UPDATE/COMMUNICATION**

1. Chronic Absenteeism  
Chronically Absent 25\_26 - Sheet1 18
2. Parent Engagement Night  
Parent\_Student Engagement Night 19
3. **Superintendent's Report**  
Report November 2025 - Superintendent 20  
Recruit. Retain. and Rise. promo 22
4. **Operations Director's Report**  
Report November 2025 - Operations Director.docx 23
5. **Curriculum Director's Report**  
Report November 2025 - Curriculum Director 24  
2025-2026 ELA Curriculum Rubric 25  
2025-2026 HGSS Curriculum Rubric 27

- 6. **Foundation Report**  
USD 333 Ed Fund Update 2025\_11 29
- 7. **LCNCK Director's Report**  
Report November 2025 - LCNCK Director.docx 30

E. **EXECUTIVE SESSION**

F. **BOARD ACTION ITEMS**

- 1. RFP Rubric
- 2. Early Graduation Request

G. **CERTIFIED and CLASSIFIED PERSONNEL**

- 1. New Hires/Transfers/Resignations/Terminations of **CERTIFIED STAFF** for the **2025-2026** School Year (if needed)  
Certified List (School Year 2026-2027) 31
- 2. New Hires/Transfers/Resignations/Terminations of **CLASSIFIED STAFF** for the **2025-2026** School Year (if needed)  
Classified List3 32

H. **FUTURE AGENDA ITEMS**

I. **ADJOURN**

# CES Board Report

---

Nov | 2025

---



PreK	94.00%
Kdg	96.12%
1st	95.12%
2nd	96.05%
3rd	95.77%
4th	97.02%

### September Attendance Levels by Grade

We are giving a trophy each week to the class with the best attendance from the week before and one for the most improved.

## Calendar

14th-4th Grade Ag Day

24th-Pie Meeting

25<sup>th</sup> Thanksgiving Meal

26th-28th Thanksgiving Break

Dec 1<sup>st</sup> Fastbridge testing starts



# Featured articles

Every day is a great day at CES.  
 Our word of the month is Gratitude.  
 KDG Sunset Home, 4th Grade Yarm Fundraiser,  
 Family Literacy Night-had 250 CES students  
 alone, plus parents and siblings! .



*Congratulations!*  
**Staff Of The Month**



**Jordynn Welch**

She was nominated for her unwavering dedication to her students and her commitment to helping them succeed. Jordynn consistently goes above and beyond to support their growth and well-being, creating innovative solutions to support student success. Her passion and impact make a tremendous difference at CES.



**Cayleen Britt**

She was nominated for her positive attitude, strong initiative, and unwavering support of the third grade team. A teacher called her the backbone of the third grade! Cayleen consistently goes above and beyond, often completing tasks before they're even requested. Her dedication and proactive approach make her an invaluable part of our school.



**Kristen Peltier**

She was nominated for her consistency, compassion, and the positive example she sets for others. Always willing to support those around her, she goes out of her way to check in and ensure colleagues have the information and encouragement they need to succeed. Her kindness and leadership make a meaningful impact on those she works with.



**Lisa Strauss**

She was nominated for her incredible organization of the lunch schedule and her consistently positive attitude. Lisa is always ready with a smile when students arrive, and her easygoing, helpful nature makes her a joy for both students and staff to work with.

Staff are nominated by their coworkers for the monthly Braggin' Wagon recognition!



Maverick Casey  
Kindergarten



Scarlett Morgan  
First Grade



Adeline Katt  
Second Grade

Concordia Elementary School  
 Students of the Month



Charlette Miller  
Third Grade



Charlsie Mohler  
Fourth Grade

ABC

OCTOBER 2025






# PIE

Nov 2025

President: Michelle Ringer  
VP: Mistie Stupka  
Treasurer: Jolene Pfeil  
Secretary: Traci Snyder  
Media: Ashely Hagen  
20-24<sup>th</sup> RedWheel Fundraiser

## Balance

Checking: \$4,862.14

Savings: \$12,473.12

## Expenditures

## Upcoming Events

Fall Red Wheel

T-Shirts

Holiday Shop

Carnival

Meetings Last Monday  
of the month 5:30

## Next Meeting

# 11/24





I am ready for  
a great day!

I believe in  
myself!

I trust  
that I will  
accomplish

**SAVE THE DATE**

Tuesday, November 25: Thanksgiving Lunch

Friday, December 8-Friday, December 12: Penguin Patch Holiday

Monday, November 26-Friday, November 28: No School - Thanksgiving

Monday, December 22-Monday, January 5: Christmas Break

Friday, January 30: CES Carnival

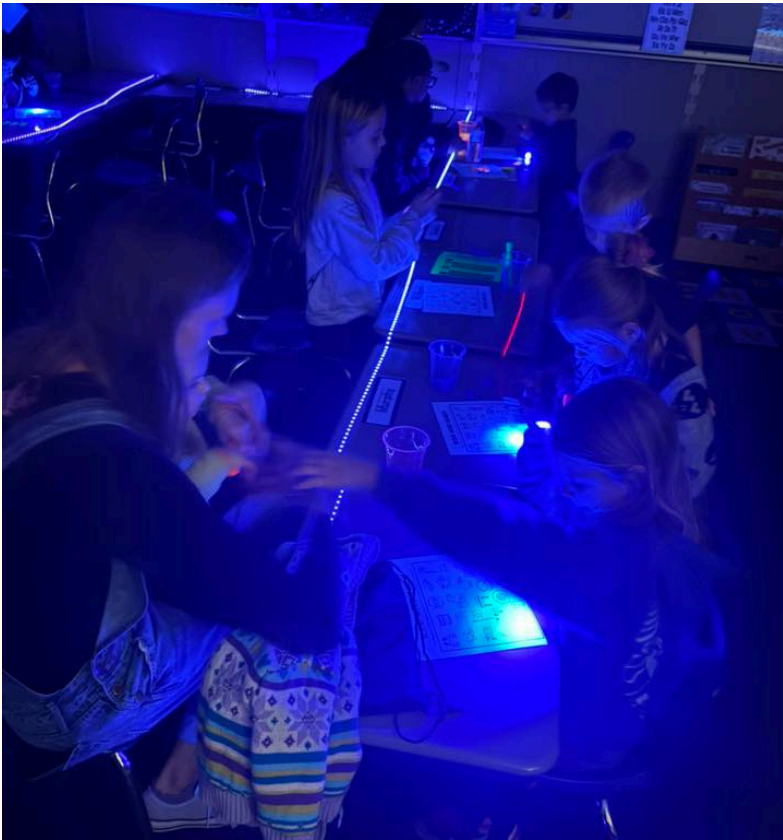
Friday, March 13: Pastries with Parents

Monday, March 16-Friday, March 20: No School - Spring Break

Monday, April 20-Friday, April 24: Book Fair



My Goals and  
Dreams!



# CES THANKSGIVING LUNCH

Kindergarten: 10:45-11:15  
1<sup>st</sup> grade: 11:15-11:45  
2<sup>nd</sup> grade: 11:45-12:15  
3<sup>rd</sup> grade: 12:15-12:45  
4<sup>th</sup> grade: 12:45-1:15

**Tuesday, November 25**

Adults: \$5  
non-CES kids: \$3.20

Let the office know if you'd like to eat with all your children during the same lunch period.

Children are welcome to go with parents after.

*Thank you*

**CONCORDIA  
LUTHERAN CHURCH  
FOUNDATION**

---

\$500 donation  
to provide warm  
clothing for  
children



Contact Kim Muff at USD 333 to learn how you can

NOVEMBER 2025



USD 333

# CMS-NOVEMBER

## October Attendance

5<sup>th</sup> Grade- 94.3%

6<sup>th</sup> Grade- 94.4%

## Current Enrollment

5<sup>th</sup> Grade  
72 Students  
(Down 1)

6<sup>th</sup> Grade:  
85 Students  
(Up 2)



NOVEMBER 2025

U S D 3 3 3

# STUDENT OF THE MONTH

## September

### Student of the **MONTH**

5th Grade Student for  
September

## MELANIE FOX

*We are proud to recognize Melanie Fox as our September Student of the Month! She consistently demonstrates respect, kindness, and a strong work ethic. Her positive attitude and willingness to participate make her a role model for her peers. Melanie is truly a delight to have in the classroom, and we are so grateful for the joy and dedication she brings each day. Congratulations!*

--Mr. Benyshek and Mrs. Bogart



**Way to go Melanie!**

### Student of the **MONTH**

6th Grade Student for  
September

## AURORA LESSLIE

*Aurora is a true example of a positive leader in our classroom. She consistently makes the right choices, treats others with kindness, and sets a strong example for her classmates to follow. Her actions show responsibility, respect, and integrity every day.*

~ Ms. Yungeberg's homeroom.



**Way to go Aurora!**

NOVEMBER 2025

USD 333

# STUDENT OF THE MONTH

## October

### Student of the **MONTH**

5th Grade Student for  
October

## **BUCKLYNN MOHLER**

We are proud to recognize Bucklynn Mohler as our 5th Grade Student of the Month! Bucklynn consistently shows dedication to her learning by working hard and always putting in her best effort. She is a wonderful role model in the classroom—focused, responsible, and always on task. Bucklynn is also a kind and caring friend to her peers, showing respect and compassion each day. Her positive attitude and strong work ethic make her stand out. Way to go, Bucklynn!

Homeroom: Mrs. Higbee



**Way to go Bucklynn!**

### Student of the **MONTH**

6th Grade Student for  
October

## **PARKER HEADRICK**

Parker is a thoughtful and kind friend who treats others with respect and kindness. He consistently demonstrates a strong work ethic by putting forth his best effort on every assignment and actively engaging in class discussions and activities.

Parker is a positive role model for his peers, and we are proud to recognize his contributions to our classroom community.

Home Room: Mrs. Collins



**Way to go Parker!**

NOVEMBER 2025

U S D 3 3 3

# STUDENT OF THE MONTH

## November

### Student of the **MONTH**

*5th Grade Student for  
November*

**WYATT  
SEWARD**

*Congratulations to Wyatt Seward, our November Student of the Month! He is a kind and respectful classmate who treats everyone with fairness and positivity. He is always on task, gives his best effort in every subject, and sets a great example for others through his hard work. His sense of humor and positive attitude make our classroom a fun and welcoming place to learn. Way to go, Wyatt! We are proud of you!*

Homeroom: Bogart



**Way to go Wyatt!**

### Student of the **MONTH**

*6th Grade Student for  
November*

**RYLAN  
SAVENER**

*Our 6th Grade Student of the Month is Rylan Savener. Rylan is a quiet leader who sets a positive example every day. He is a hardworking student who always does his best and pushes himself to excel academically. Rylan consistently follows directions the first time, shows respect to his teachers and classmates, and treats everyone with kindness. We're so proud to recognize him for his leadership, dedication, and outstanding character!*

Home Room: Mrs. James



**Way to go Rylan!**

## Upcoming Events

Nov. 4<sup>th</sup> - No school

Nov. 21<sup>st</sup> CMS Variety Show

Nov. 24<sup>th</sup> - Dr. Gillespie Work  
(Walk-Thru tool)

## Swap Day Highlights!



# Board Report CJSHS 11/10/25

## **Building Enrollment Count**

7: 96  
8: 88  
9: 85  
10: 91  
11: 107  
12: 68

**Total: 535**

### Highlights from CJSHS

Immediately following fall break CJSHS hosted student-led parent teacher conferences. Students and parents signed up to present to their PAWS teachers what their goals and achievements were from the beginning of the year. Parents also had time scheduled into the building to meet with all of the teachers that they wished to individually speak to. If parents could not attend they were able to communicate with teachers that their student presented to them at home. As of 11/5 we have roughly 80% of our students who either presented here at school or have presented to teachers/parents.

Our CTE instructors led by Krystal Nelson hosted our CTE Breakfast this past Tuesday. Each of our pathways presented highlights from the first portion of the school year and a preview of next semester. Members of the advisory committee were there to collaborate with our staff on goals and ideas for programs moving forward. Students from Mrs. Donovan's class prepared a breakfast for all those in attendance.

CHS Juniors attended the career expo in Hutchinson on Wednesday, October 29th with our counseling staff. Students were able to take part in the largest career/education fair in Kansas and have the opportunity to investigate potential future careers.

Rio Brown took our inaugural field trip for our new HOSA club to Kansas State University. Over 20 students attended this event and the feedback that we received from the students and Mrs. Brown was exceptionally positive.

CJSHS FFA students attended the national convention in Indianapolis, Indiana. The students were able to explore careers, visit sites, and network with tens of thousands of like minded students from across the country. Mrs. Nelson and her students work diligently to prepare for this trip and the experiences that these students are able to have is a testament to this.

Congratulations to our varsity Girl's Golf team and coaches for qualifying for the state tournament. Special congratulations to Mya Niehues for her second place finish in class 4A!

The end of the fall athletics finished with our last varsity football game at Cheney on Oct. 31st. We have already transitioned into Junior High wrestling and girls basketball with competitions that began the first week of November. Thanks to all of the students, coaches, workers, and community members who helped to make this fall season happen.

Our weekly building attendance rate has been between 96% and 91% thus far this school year for the junior high and high school. We continue to work with students, faculty and the community to identify and support students who are trending towards chronic absenteeism.



Concordia USD 333



# 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



TRUST OWNERSHIP CULTURE

**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

Chronically Absent Report				
Grade	25/26	24/25	25/26 School Total	24/25 School Total
KDG	6.00%		9.20%	12.84%
1st	15.90%	20.51%		
2nd	6.00%	10.59%		
3rd	10.00%	9.72%		
4th	7.00%	10.99%	5.00%	21.16%
5th	4.00%	12.66%		
6th	5.80%	17.65%	15.59%	20%
7th	10.30%	24%		
8th	12.50%	21.21%		
9th	16.20%	14.13%		
10th	13.10%	22.34%		
11th	19.40%	23.85%		
12th	23.10%	17.81%		
Whole District	11.82%	17.65%		

## Parent/Student Engagement Night

### Purpose:

Parent/Student Engagement Night is designed to help parents and students better understand the challenges facing teenagers in today's world. USD 333 is partnering with local professionals to provide valuable insight, guidance, and resources to support families as they navigate adolescence together.

**When:** January 28, 7:00–8:30 p.m.

**Where:** Concordia High School (CHS)

**Who:** All students in grades 7–12 and their parents are invited to attend.

### Format:

The evening will feature **8–10 breakout sessions** led by local professionals from fields such as child and family services (DCF), law enforcement, and mental health. Parents and students will have the opportunity to attend **three sessions of their choice**, each focused on relevant and practical topics impacting teens today.

### Schedule:

- **7:00 p.m.** – Welcome and Opening Remarks
- **7:10 p.m.** – Breakout Session 1
- **7:35 p.m.** – Breakout Session 2
- **8:00 p.m.** – Breakout Session 3

### Incentive:

Students who attend with at least one parent will receive a special reward for their participation.



TRUST OWNERSHIP CULTURE

Unified School District No. 333

Administrative Offices

217 West 7<sup>th</sup> 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**  
Curriculum  
Director

**Chad Eshbaugh**  
CJSHS Principal

**Andrea Young**  
CJSHS Assistant  
Principal/Assistant  
Athletic Director

**Skyler Hittle**  
CJSHS Athletic  
Director

**Katie Jackson**  
CMS Principal

**Curtis Noon**  
CES Principal

**Mistie Knox**  
CES Assistant  
Principal

**BOARD OF EDUCATION**

**Brad Berk**  
President

**Mike Cleveland**  
Vice President

**John Culley**

**Nancy Owen**

**Amber Lambertz**

**Jenny Parker**

**Lindsay Metcalf**

**Date:** November 10th, 2025

**Report By:** Tom DeBauche

**Enrollment Update:**

CES has lost 8 students, gained 9 students = **439 total students**

CMS has lost 2 students, gained 2 students = **156 total students**

CJSHS has lost 8 students, gained 5 students = **538 total students**

**District Total 1,133**

**USD 334 Update**

**Teacher Loan Forgiveness**

Kim and I will discuss this initiative. We are currently in the middle of match month.

**District Leadership Team Meeting**

Last Wednesday we held our second District Leadership Team (DLT) meeting. It went well. During this meeting, we looked at achievement/attendance data and went over the KESA accreditation rubric. We have quite a few new faces on the team. Our School Improvement Day is in February.

**Attendance Update**

School	10/13 - 11/3
CHS	92%
CMS	97%
CES	96%

#concordiaproud

TRUST

OWNERSHIP

CULTURE

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY



# RECRUIT. RETAIN. *and Rise!*

Keep quality teachers in Concordia by making a tax-deductible contribution to the USD 333 Endowed Fund during MATCH MONTH.

The Community Foundation of Cloud County MATCH MONTH begins November 3, 2025.



community  
foundation  
FOR CLOUD COUNTY



**CONCORDIA**

USD 333

- October was Cybersecurity Awareness Month. We spent the month of October assessing where we are as a district. Through baseline testing, we noticed that we are in need of additional targeted training toward the identification of phishing attempts. This will be an ongoing focus. My goal is to reduce our baseline by 30% next year.

### **In Progress:**

- CHS roof bid specs
- Concrete Gutter System at CHS
- CES Windows – excessive weather rot
  - Triple hung - Christmas Break
  - Double Hung windows - Completed
- Parking Lot - North of High School:
  - Landscaping - Rock north of sidewalk and west side (near the retaining wall), plant grass south side of sidewalk
- Wrestling room exit stairs
- Leaning retaining wall on the East side of CHS

### **Upcoming Projects:**

- CES Roof – Summer ~ 26' Looking for the right solutions, estimated cost is around 1.2-1.4 million
- CJSHS - Cupola (repeated storm damage)
- E-Rate windows opening
- 7-12 Student Chromebook rotation - Summer 26

### **Additional Notes:**



**Thomas DeBauche**  
Superintendent

**Kelly Struebing**  
Executive Director  
of Operations

**Brian Myers**  
Executive Director  
of Curriculum

**Chad Eshbaugh**  
CJSHS Principal

**Andrea Rairden**  
CJSHS Assistant  
Principal/Assistant  
Athletic Director

**Skyler Hittle**  
CJSHS Athletic  
Director/CJSHS  
Assistant Principal

**Katie Jackson**  
CMS Principal

**Curtis Noon**  
CES Principal

**Mistie Knox**  
CES Assistant  
Principal

**BOARD OF  
EDUCATION**

**Brad Berk**  
President

**Mike Cleveland**  
Vice President

**John Culley**

**Nancy Owen**

**Amber Lambertz**

**Jenny Parker**

**Lindsay Metcalf**

November 10, 2025  
Curriculum Director Report for BOE

**Curriculum Updates**

- Conducted meetings with ELA and HGSS members to develop rubric for curriculum adoption. (See Attached)
- Will collect samples from companies to begin the evaluation process.
- Attending Greenbush Curriculum Fair Nov 13th.

**Testing Updates**

- WorkKeys test was given to approximately 25 Juniors who had signed up for it.

**Other**

- Attending Fusion 2025 on Nov 12th to learn more about ION Insights and how other districts are harnessing its power.

#concordiaproud

**TRUST OWNERSHIP CULTURE**

AN EQUAL EMPLOYMENT/EDUCATIONAL OPPORTUNITY AGENCY

<b>2025-2026 ELA Curriculum Rubric</b>					<b>Grade Level:</b>	
<b>Textbook Title:</b>					<b>Reviewer:</b>	
<b>Publisher:</b>					<b>Date:</b>	
<b>CATEGORY 1: CONTENT &amp; STANDARDS ALIGNMENT</b>						
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>
<b>Standards Alignment</b>	Fully aligns with and exceeds state/district standards; clear correlation guides provided.	Aligns well with all major state/district standards.	Aligns with most standards but has some notable gaps.	Poorly aligned with standards; significant content gaps exist.		
<b>Accuracy &amp; Currency</b>	Content is current, research-based, error-free, and cites high-quality sources.	Content is accurate and reasonably current with minimal errors.	Content has some inaccuracies or contains outdated information.	Content has significant factual errors or is severely outdated.		
<b>Rigor &amp; Complexity</b>	Consistently challenges students with high-level thinking (e.g., analysis, synthesis, evaluation).	Appropriately challenging and promotes critical thinking.	Lacks consistent rigor; primarily focuses on recall and comprehension.	Overly simplistic; does not challenge students appropriately.		
<b>Bias-Free &amp; Inclusive Content</b>	Represents a wide diversity of cultures, perspectives, and experiences authentically and without stereotypes.	Largely free of bias and includes some diverse representation.	Contains some stereotypes, tokenism, or lacks diverse representation.	Contains significant bias, stereotypes, or exclusionary language.		
					<b>Category 1 Total:</b>	
<b>CATEGORY 2: INSTRUCTIONAL DESIGN &amp; PEDAGOGY</b>						
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>
<b>Student Engagement</b>	Fosters inquiry, collaboration, and real-world connections; highly engaging for students.	Includes activities that are likely to engage students.	Activities are mostly passive.	Dry, unengaging presentation of material.		
<b>Clarity of Instruction</b>	Explanations are exceptionally clear, logical, and easy for all students.	Explanations are clear and understandable for the target grade level to follow independently.	Explanations are sometimes confusing or poorly organized.	Explanations are consistently confusing, inaccurate, or poorly written.		
<b>Differentiation &amp; Accessibility</b>	Provides extensive, practical support for diverse learners (MTSS, ELs, SpEd, gifted, etc.).	Provides adequate suggestions for differentiation and support for most learners.	Offers limited or generic strategies for differentiation.	Lacks any meaningful support for diverse learners.		
<b>Assessment</b>	Integrates a rich variety of high-quality formative and summative assessments to measure mastery.	Includes a solid range of traditional and alternative assessments.	Assessment options are limited, primarily focused on basic recall.	Assessments are poorly designed or insufficient.		
					<b>Category 2 Total:</b>	

<b>CATEGORY 3: USABILITY &amp; PRESENTATION</b>							
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>	
<b>Organization &amp; Layout</b>	Highly intuitive, well-organized, and easy to navigate. Visual design enhances learning.	Logically organized and easy for students and teachers to follow.	Organization is sometimes confusing; layout is cluttered or unappealing.	Poorly organized, difficult to navigate, and frustrating to use.			
<b>Physical Materials</b>	Durable print materials; Extensive options for students and teachers	Print materials are of good quality; Some options.	Print materials are flimsy. Limited in options	Materials are of poor quality.			
<b>Digital Materials</b>	Digital platform is robust, intuitive, and reliable	Digital platform is functional and stable.	Digital platform is buggy or slow.	None offered			
					<b>Category 3 Total:</b>		
<b>CATEGORY 4: TEACHER &amp; ANCILLARY RESOURCES</b>							
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>	
<b>Teacher Edition &amp; Support</b>	Teacher's edition is exceptionally helpful, with clear lesson plans, pacing guides, and background info.	Teacher's edition provides useful and practical support for planning and instruction.	Teacher support is minimal, generic, or difficult to implement.	Teacher's edition is little more than an answer key.			
<b>Ancillary Materials</b>	Offers a wealth of high-quality, meaningful supplementary resources (digital and print).	Provides a good variety of useful supplementary materials.	Supplementary materials are limited in scope or low-quality.	Few or no useful supplementary materials are provided.			
<b>Technology Integration</b>	Technology is seamlessly integrated to the district network and programs.	Technology components work with current with some effort.	Technology feels like an add-on.	Technology is absent, poorly executed, or creates more hurdles.			
<b>Professional Development / Training</b>	Multiple custom collaborations in person.	Multiple collaborations virtually	Pre-Recorded and limited to one way with no collaboration.	Self Directed			
					<b>Category 4 Total:</b>		
<b>Summary of Strengths:</b>					<b>TOTAL SCORE:</b>		
<b>Summary of Weaknesses/Concerns:</b>							
<b>Final Recommendation:</b>		(Choose one: Highly Recommend, Recommend with Reservations, Do Not Recommend)					
<b>Comments:</b>							

<b>2025-2026 HGSS Curriculum Rubric</b>					<b>Grade Level:</b>	
<b>Textbook Title:</b>					<b>Reviewer:</b>	
<b>Publisher:</b>					<b>Date:</b>	
<b>CATEGORY 1: CONTENT &amp; STANDARDS ALIGNMENT</b>						
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>
<b>Standards Alignment</b>	Fully aligns with and exceeds state/district standards; clear correlation guides provided.	Aligns well with all major state/district standards.	Aligns with most standards but has some notable gaps.	Poorly aligned with standards; significant content gaps exist.		
<b>Accuracy &amp; Currency</b>	Content is current, research-based, error-free, and cites high-quality sources.	Content is accurate and reasonably current with minimal errors.	Content has some inaccuracies or contains outdated information.	Content has significant factual errors or is severely outdated.		
<b>Rigor &amp; Complexity</b>	Consistently challenges students with high-level thinking (e.g., analysis, synthesis, evaluation).	Appropriately challenging and promotes critical thinking.	Lacks consistent rigor; primarily focuses on recall and comprehension.	Overly simplistic; does not challenge students appropriately.		
<b>Bias-Free &amp; Inclusive Content</b>	Represents a wide diversity of cultures, perspectives, and experiences authentically and without stereotypes.	Largely free of bias and includes some diverse representation.	Contains some stereotypes, tokenism, or lacks diverse representation.	Contains significant bias, stereotypes, or exclusionary language.		
					<b>Category 1 Total:</b>	
<b>CATEGORY 2: INSTRUCTIONAL DESIGN &amp; PEDAGOGY</b>						
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>
<b>Student Engagement</b>	Fosters inquiry, collaboration, and real-world connections; highly engaging for students.	Includes activities that are likely to engage students.	Activities are mostly passive.	Dry, unengaging presentation of material.		
<b>Clarity of Instruction</b>	Explanations are exceptionally clear, logical, and easy for students to follow independently.	Explanations are clear and understandable for the target grade level.	Explanations are sometimes confusing or poorly organized.	Explanations are consistently confusing, inaccurate, or poorly written.		
<b>Differentiation &amp; Accessibility</b>	Provides extensive, practical support for diverse learners (MTSS, ELs, SpEd, gifted, etc.).	Provides adequate suggestions for differentiation and support for most learners.	Offers limited or generic strategies for differentiation.	Lacks any meaningful support for diverse learners.		
<b>Assessment</b>	Integrates a rich variety of high-quality formative and summative assessments to measure mastery.	Includes a solid range of traditional and alternative assessments.	Assessment options are limited, primarily focused on basic recall.	Assessments are poorly designed or insufficient.		
					<b>Category 2 Total:</b>	

<b>CATEGORY 3: USABILITY &amp; PRESENTATION</b>							
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>	
<b>Organization &amp; Layout</b>	Highly intuitive, well-organized, and easy to navigate. Visual design enhances learning.	Logically organized and easy for students and teachers to follow.	Organization is sometimes confusing; layout is cluttered or unappealing.	Poorly organized, difficult to navigate, and frustrating to use.			
<b>Readability</b>	Text is expertly written for the intended grade level with appropriate vocabulary and sentence structure.	Text is readable and generally appropriate for the grade level.	Readability is inconsistent; text may be too simple or too complex.	Text is poorly written and inappropriate for the grade level.			
<b>Physical Materials</b>	Durable print materials; Extensive options for students and teachers	Print materials are of good quality; Some options.	Print materials are flimsy. Limited in options	Materials are of poor quality.			
<b>Digital Materials</b>	Digital platform is robust, intuitive, and reliable	Digital platform is functional and stable.	Digital platform is buggy or slow.	None offered			
					<b>Category 3 Total:</b>		
<b>CATEGORY 4: TEACHER &amp; ANCILLARY RESOURCES</b>							
<b>Criterion</b>	<b>4 - Exemplary</b>	<b>3 - Proficient</b>	<b>2 - Developing</b>	<b>1 - Unacceptable</b>	<b>Comments</b>	<b>Score</b>	
<b>Teacher Edition &amp; Support</b>	Teacher's edition is exceptionally helpful, with clear lesson plans, pacing guides, and background info.	Teacher's edition provides useful and practical support for planning and instruction.	Teacher support is minimal, generic, or difficult to implement.	Teacher's edition is little more than an answer key.			
<b>Ancillary Materials</b>	Offers a wealth of high-quality, meaningful supplementary resources (digital and print).	Provides a good variety of useful supplementary materials.	Supplementary materials are limited in scope or low-quality.	Few or no useful supplementary materials are provided.			
<b>Technology Integration</b>	Technology is seamlessly integrated to enhance learning in innovative ways.	Technology components support and extend the curriculum effectively.	Technology feels like an add-on and does not significantly enhance learning.	Technology is absent, poorly executed, or serves as a distraction.			
<b>Professional Development / Training</b>	Multiple custom collaborations in person.	Multiple collaborations digitally	Pre-Recorded limited to one way with no collaboration.	Self Directed			
					<b>Category 4 Total:</b>		
<b>Summary of Strengths:</b>					<b>TOTAL SCORE:</b>		
<b>Summary of Weaknesses/Concerns:</b>							
<b>Final Recommendation:</b>		(Choose one: Highly Recommend, Recommend with Reservations, Do Not Recommend)					
<b>Comments:</b>							



**Education Fund Website**

# USD 333 EDUCATION FUND

*Engaged Learning  
Effective Teaching  
Trusting Relationships*

NOVEMBER

2025

**Contributions \$246,667**  
**New Grants \$907,407**

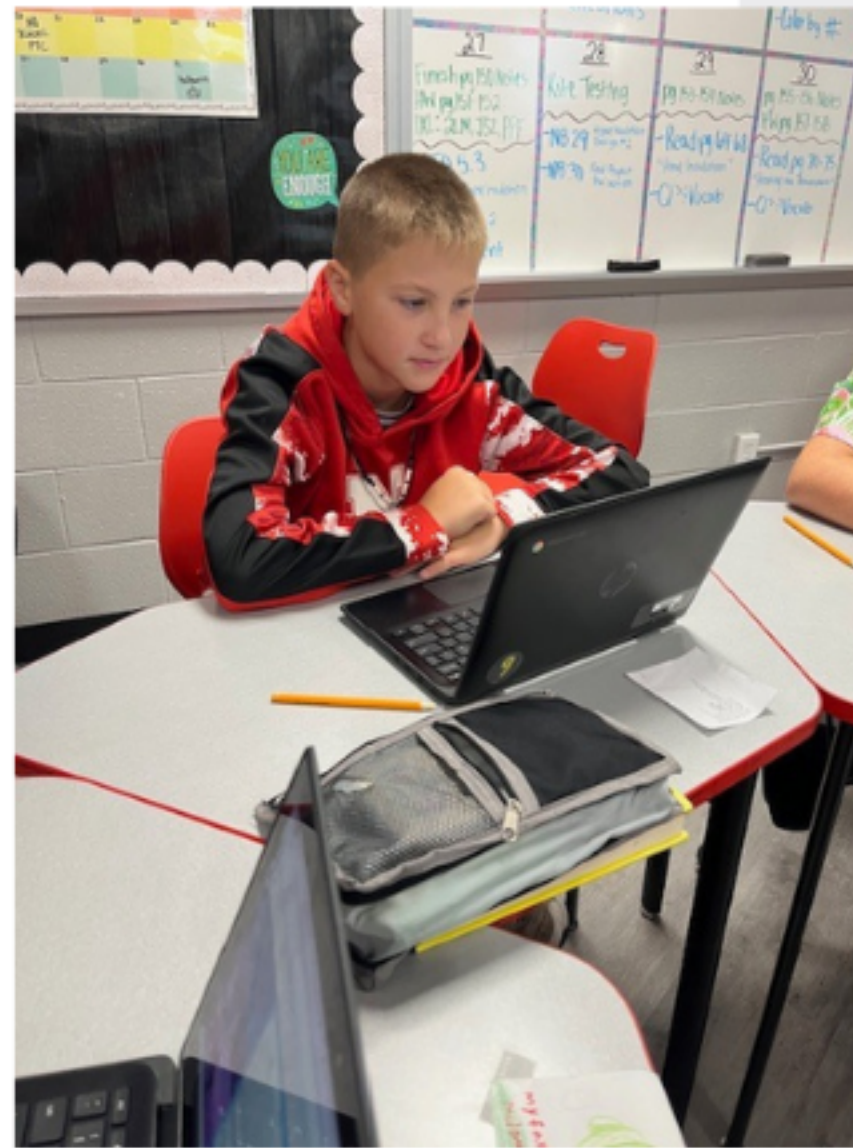


Items available at:

<https://team-333.spiritsale.com>



Healthy snacks from BC/BS grant



Exact Path Math from Metzler donation



KG books from CFCC grant

**November is  
Match Month**



**community  
foundation**  
FOR CLOUD COUNTY

The USD 333 Education  
Endowed Account  
is eligible  
for matching funds

## GRANTS AND DONOR GIFTS

- \$1,000 CTE Mentoring grant
- \$500 contribution from CCC for CES Library
- \$500 contribution from Lutheran Church Foundation for CES families in need
- \$500 from Dan and Shelly Farha for Panther Legacy Hall
- \$500 from Jim and Joyce Coppoc for Panther Legacy Hall

## APPLICATIONS AND CURRENT PROJECTS

- *Recruit. Retain. and Rise.* initiative for CFCC Match Month
- Met with Education Fund Advisory team on Nov 4
- Bill Dotson Memorial recognition set for Dec 12
- Recognition of Panther Legacy sponsors set for Jan 9
- CTE Mentoring program
- School Improvement 1003(a) federal grant annual reports
- Patterson Early Childcare and Rural Educator grants

## **LCNCK Board Brief – November 10, 2025**

### **Job Openings**

- USD 108: Paraeducator Position (Grades PreK- 4)
- USD 224: Paraeducator Position (Grades 9–12)
- USD 333: Early Childhood Paraeducator Position (.33 FTE)
  - Paraeducator Position (Grades K–2)

### **Professional Development**

- Directors and School Psychologists will attend the Law Conference in Omaha from November 13–15.
- Teachers continue participating in training focused on VB-MAPP (Verbal Behavior Milestones Assessment and Placement Program).

### **Early Childhood Services**

- The first round of preschool screenings for the year has been completed successfully, helping identify students in need of early intervention and support.

### **Student Engagement**

- Concordia High School students from Amy Florea's program will visit the Board of Education Office in November to participate in vocational training activities.

### **Organizational Update**

- LCNCK continues to see a decrease in the use of contracted services, reflecting successful efforts to hire and retain staff directly within the cooperative when this is monetarily productive.

## Staff Changes for 2026-2027

**(Hi-lited are needing approval. All others have been approved at previous meeting)**

KPERS Retirees:

Retirement Date:

Membership Date:

Resignations:

Torie Baxa – LCNCK Interrelated Teacher at USD#109

Terminations:

New Hires:

Transfers:

**NAME****POSITION**

Updated 11/10/2025

**LCNCK New Hires**

Christina Pope	Para Educator at USD#108 (Repl. K. Riechers)
Jessica Edwards	Para Educator at CES (New Position)

**LCNCK Resignations**

Grace Lee	Para Educator at USD#224
-----------	--------------------------

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

Josie Koch	School Nurse at CMS/CHS (Repl. J. Johnson)
------------	--

**USD #333 Transfers**

Nathan Brown	On sub list as Para, adding Teacher Substitute
--------------	--

**USD #333 Resignations**

Jeni Johnson	District Nurse
Hannah Gartung	Custodian at Concordia Jr. Sr. High School

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