




**Bayard Public  
Schools**





Bayard Public Schools

# Strategic Planning and Improvement

Bayard Public Schools engages in strategic planning and continuous school improvement. Additionally, Nebraska Department of Education, Rule 10, requires that school districts prepare and distribute a report to the patrons of the district on an annual basis. The material included herein has been compiled to inform patrons about our work.



## **Description of the District**

The legal description of the Bayard School District is District #21 Morrill County, Nebraska. The district covers 262 square miles and includes properties located in Morrill, Scotts Bluff, Banner and Box Butte Counties. The district is a Class III school, organized as a PK-6 elementary and a 7-12 secondary.

This report demonstrates a summary of the school district in a particular year and reflects the directions in which the district is headed in the future. Each district has a unique method for measuring quality education and success. To accurately assess the quality of any school district, diverse information such as student enrollment, staff, curriculum, facilities, financial statistics, budgeting, student achievement, and strategic climate must all be considered and reported objectively.

## **Accreditation and School Improvement**

The Bayard Public Schools are fully accredited by Cognia/North Central Association of Colleges and Schools, Commission on Accreditation, and the Nebraska Department of Education. This is a higher level of accreditation than is required by the state and is based on meeting the Cognia standards for quality schools, demonstrating exemplary educational programs. For more information about accreditation, patrons are encouraged to visit the Cognia website at <https://www.cognia.org> or to call the high school at (308) 586-1700.

The Bayard Public Schools continuously strive to meet all requirements for state and federal accountability. Both the elementary and secondary schools have been designated as being in need of improvement in making adequate yearly progress. Additional information about state and federal accountability is available from the Nebraska Education Profile which can be accessed on the official website of the Nebraska Department of Education at <https://nep.education.ne.gov>. Locally, the district publishes this annual report as an accountability and transparency procedure. This report allows community members access to school information, which citizens can then use as a basis for positive action within the community or school district.

The school improvement process is an on-going process at Bayard Public Schools. Most recently the process has focused on the development and implementation of the Strategic Plan of Bayard Public Schools.

## Bayard Public Schools Strategic Plan

This Strategic Plan is a living document that provides strategic direction and guidance for Bayard Public Schools. The Bayard Public School District is committed to successfully implementing these objectives in our pursuit of fulfilling our vision, mission, and core covenants. It is with anticipation that the strategies presented in this plan will be completed by the end of the 2022-2023 school year. To view the full Strategic Plan, please visit: <https://tinyurl.com/y6jnfl8p>. Progress on the strategic plan is reported to the board of education each month. These reports provide an opportunity for the community to learn about the important work occurring to achieve the objectives of the strategic plan.

Academics	Leadership	Engagement	Community
Continue to implement and refine a system of curriculum, instruction, and assessment, aligned to Nebraska State Standards that will enable every student to engage in challenging, rigorous, and creative learning experiences throughout the district.	Invest in professional development opportunities to support staff in every work area to become leaders in their field.	Utilize integrated technology to engage and inspire students in an effort to support efficacious instruction and growth of learning.	Identify and develop panhandle partnerships that will support safe community opportunities for youth (including but not limited to: summer camps, enrichment activities, arts, music, athletics, etc.).
Develop and support the implementation of individualized learning opportunities to enable each student to reach his or her potential.	Develop processes to identify and inspire the leadership potential, talents, and gifts in each child.	Support advancements in technology for students and staff by evaluating opportunities for technological investments, through the inventory of current resources and infrastructure, and by efficiently managing existing equipment.	Continue ongoing efforts regarding positive student behavior programs in an effort to support a quality learning environment for all staff and students.
Research and implement best practices and processes that will support effective student transitions (early childhood to preschool, preschool to grade school, grade school to middle school, middle school to high school, high school to college/career).	Continue to invest in student development by maximizing the leadership potential of the Pathfinders After-School Program.	Develop processes to ensure a positive and conducive environment for student learning.	Offer and support programs and services that effectively contribute to the wellbeing of all educational stakeholders, including students, staff, parents, and community members.
Engage parents, students, and staff with timely and relative feedback to improve instruction in student learning and achievement.	Continue to offer leadership opportunities for students through the Bayard Public Schools Community Emergency Response Team (CERT) Program, in addition to other programs and extracurricular activities.	Utilize effective communication systems to engage staff, students, parents, and community members in relationships that support student learning.	Provide effective college/career preparation to support the long-term success of all students districtwide.
Review and modify the district's lesson plan philosophy and best practices to ensure consistency and accountability for quality instruction district-wide.	Continue to maximize the impact of the Bayard Public Schools partnership with the FranklinCovey Institute, with a focus on professional development and the LEAD/Leader in Me Programs.	Research and implement strategies to mitigate the educational risks to students experiencing poverty and mobility.	
Evaluate, research, and implement practices that align grading and instruction to effective learning.			
Develop a system to evaluate the effectiveness of current curriculum, programs, and services.			





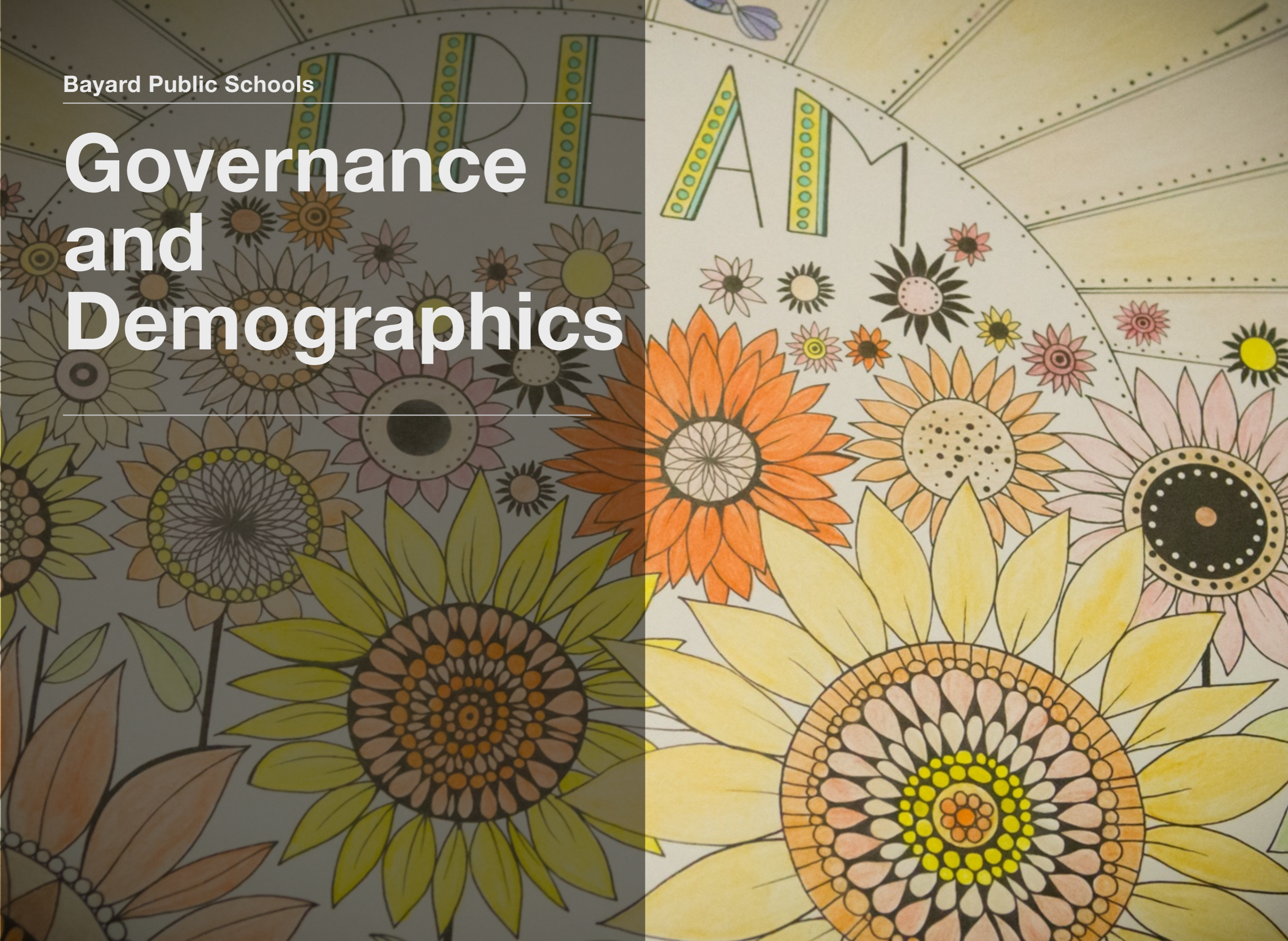






Bayard Public Schools

# Governance and Demographics





# Bayard High School



## **Board of Education**

- Kim Kildow – President
- Carolyn Applegate – Vice President
- Lisa Ouderkirk – Secretary
- Kim Burry – Treasurer
- Donna Stuart – Member
- Becky Henkel – Member

## **District Mission Statement:**

The mission of Bayard Public Schools is to partner with parents to provide a successful educational experience and diverse opportunities.

## **District Vision Statement:**

Bayard Public Schools will effectively provide and adapt its programs to meet the needs of its students, today and in the future.

## **District Core Covenants:**

### **Focused on the Student**

- Positive Interactions and Relationships
- Focus On Student Potential
- Diverse Opportunities
- Unconditional Acceptance

### **Attitude of Excellence**

- Act With Integrity
- Expect To Be Great
- Accept Daily Challenges & Setbacks
- Think “Big Picture”

### **Community**

- Support Each Other
- Set Aside Self For Benefit Of The Group
- Respect Everyone
- Be A Wing, Not A Weight

### **Tiger Way!**

Every Person, Every Day. It’s a **FACT!**



## Academic Seal of Bayard Public Schools:



At the center of the seal is an image of Chimney Rock. This historic landmark was used by the first Americans and, later, by the pioneers as a guide on their epic journeys. Chimney Rock continues to inspire countless travelers and residents alike. Chimney Rock enhances our sense of place and instills pride, as the landmark prominently stands above the fertile North Platte River Valley.

The phrase, *Every Person, Every Day*, which is derived from the Core Covenants of Bayard Public Schools, reminds us of the dignity and value of every member of our school community. Every person matters for the future of our school and community, and every day is an opportunity to make a contribution to our greater well-being.

Surrounding the central ring are academic pillars and six icons describing our enduring strengths, values, and aspirations.

**Academics:** At the top of the seal is a Book of Knowledge, symbolizing academics as our highest institutional value and first priority.

**Athletics and Arts:** Flanking the Book of Knowledge on the left is the school's Tiger mascot, representing athletics and the fiercely competitive nature of our student-athletes. Flanking the Book of Knowledge on the right is an artist's palette and musical notes, representing the arts and the creative talents of our student performers. Athletics and arts support and enhance the academic and personal development of our students.

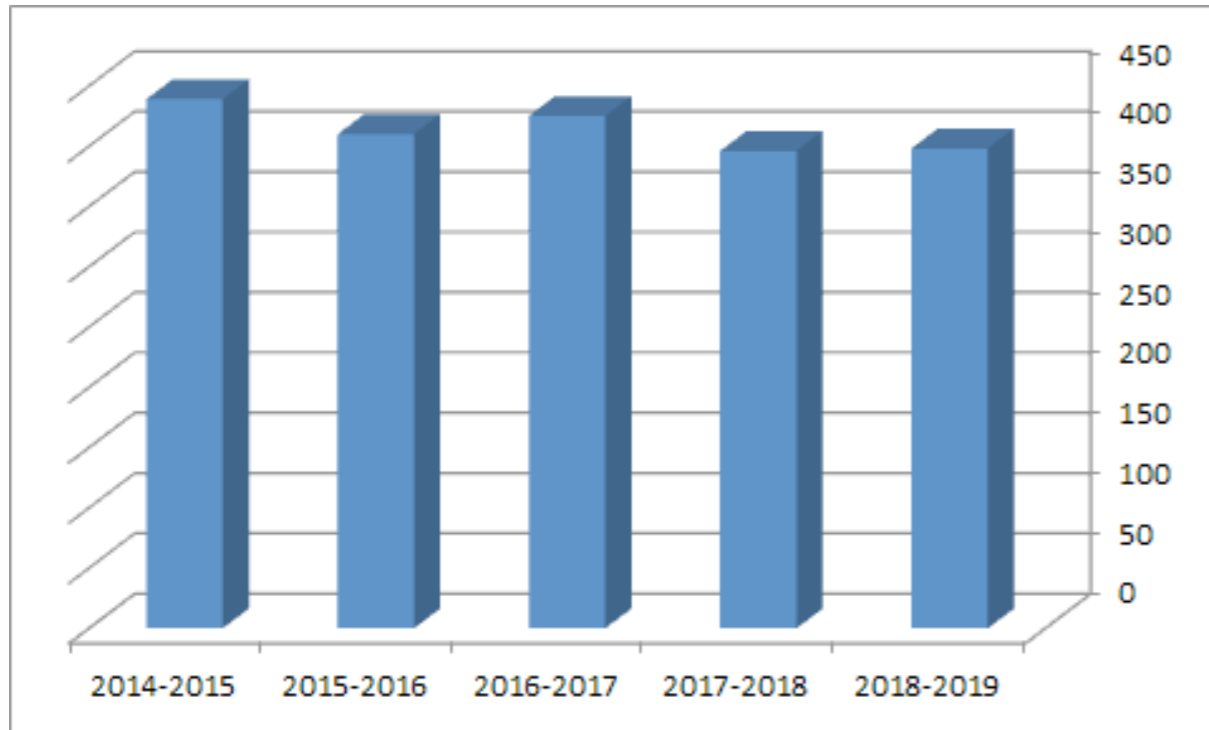
**Community:** The efforts of the school are supported by the entire community. Regular interactions between the faculty, staff, students, parents, and patrons are essential to a vibrant community and a strong school.

**Opportunity:** Two keys and a lock represent the importance of opportunity. Education provides a key to unlocking many opportunities for our students. Equally important, providing our students with many opportunities is key to their development.

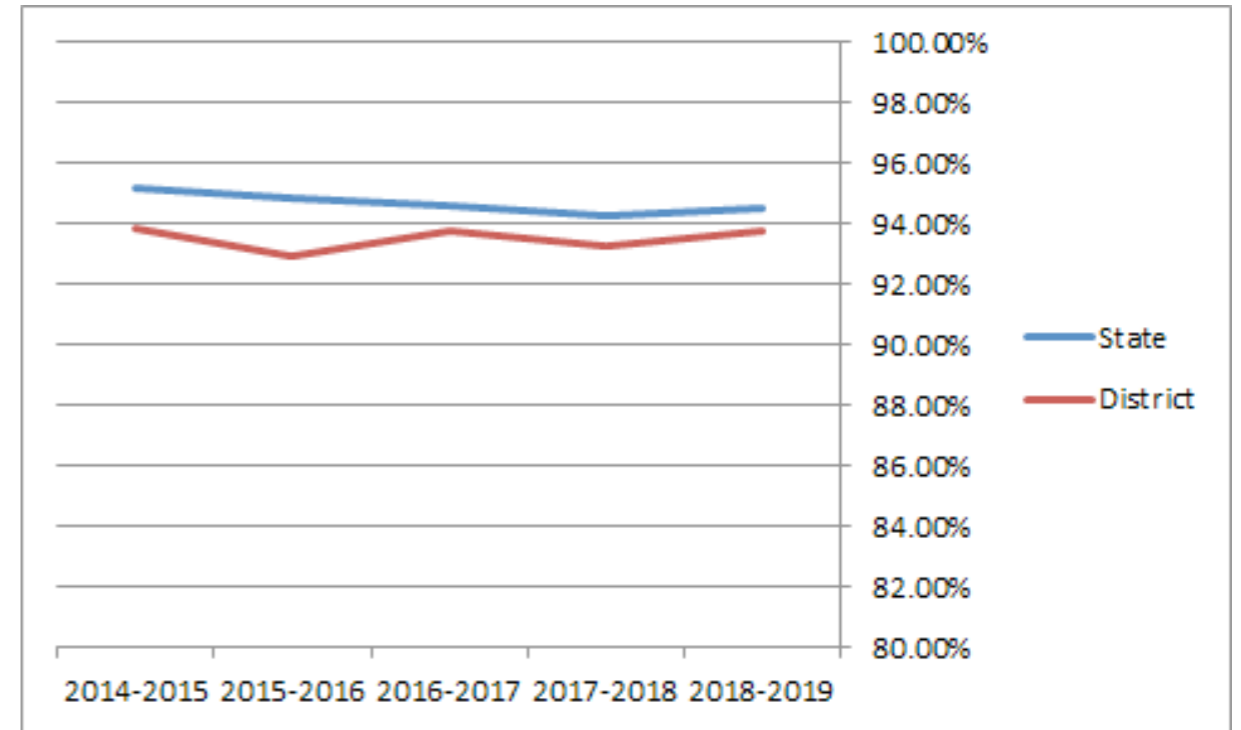
**Agriculture:** Our community and economy are supported by an agricultural base. The plow symbolizes agriculture and the strong agrarian work ethic of our community and our students.



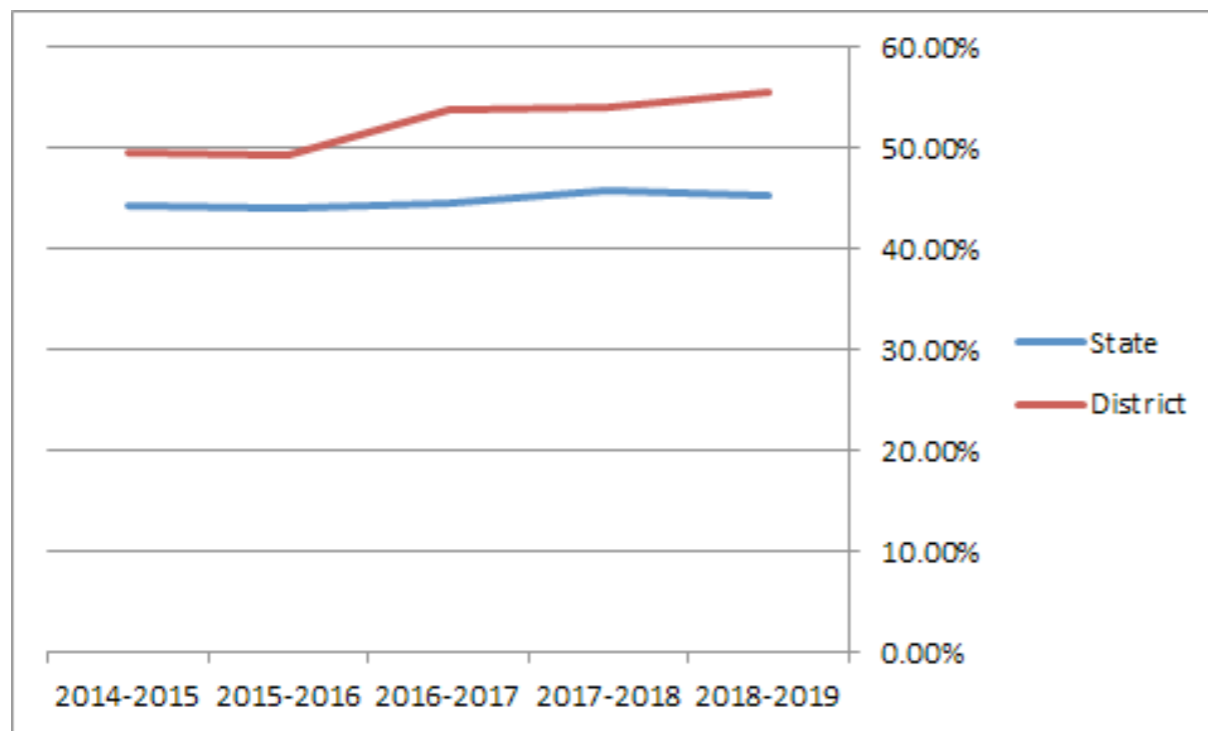
District Enrollment



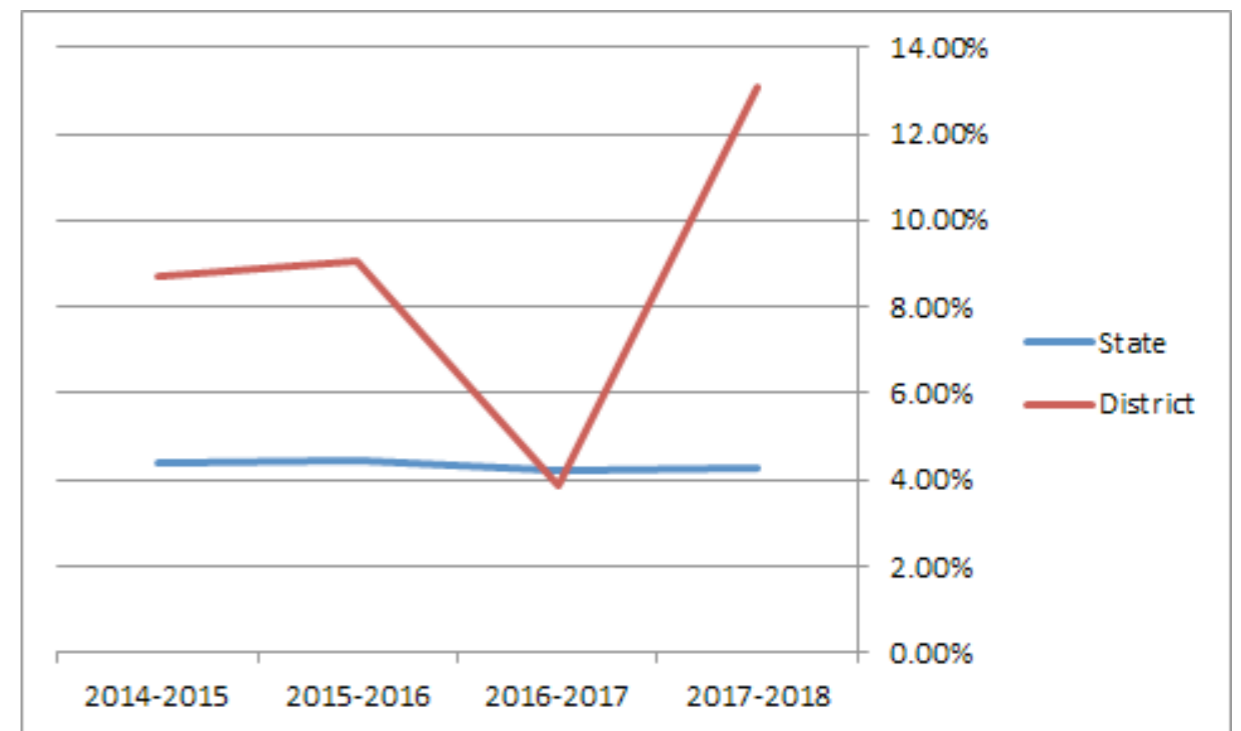
Student Attendance Rate



Percentage of Students Qualifying for Free or Reduced Lunch

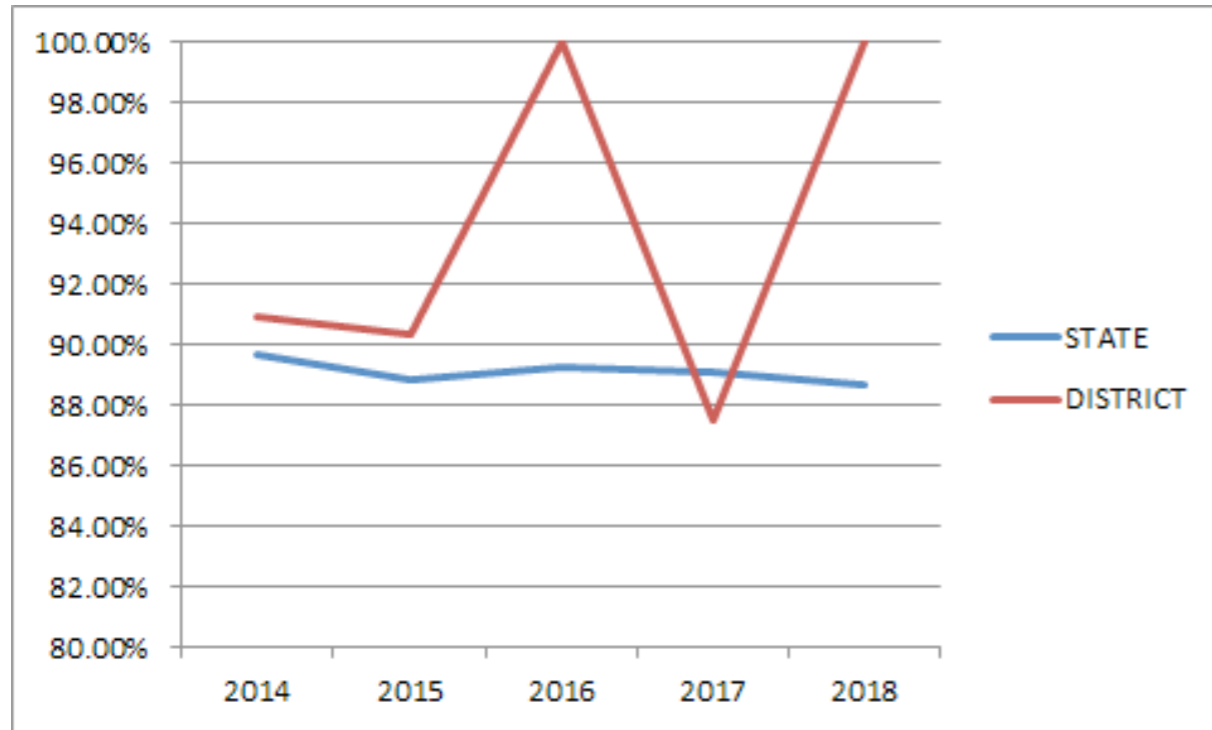


Percentage of Students Highly Mobile

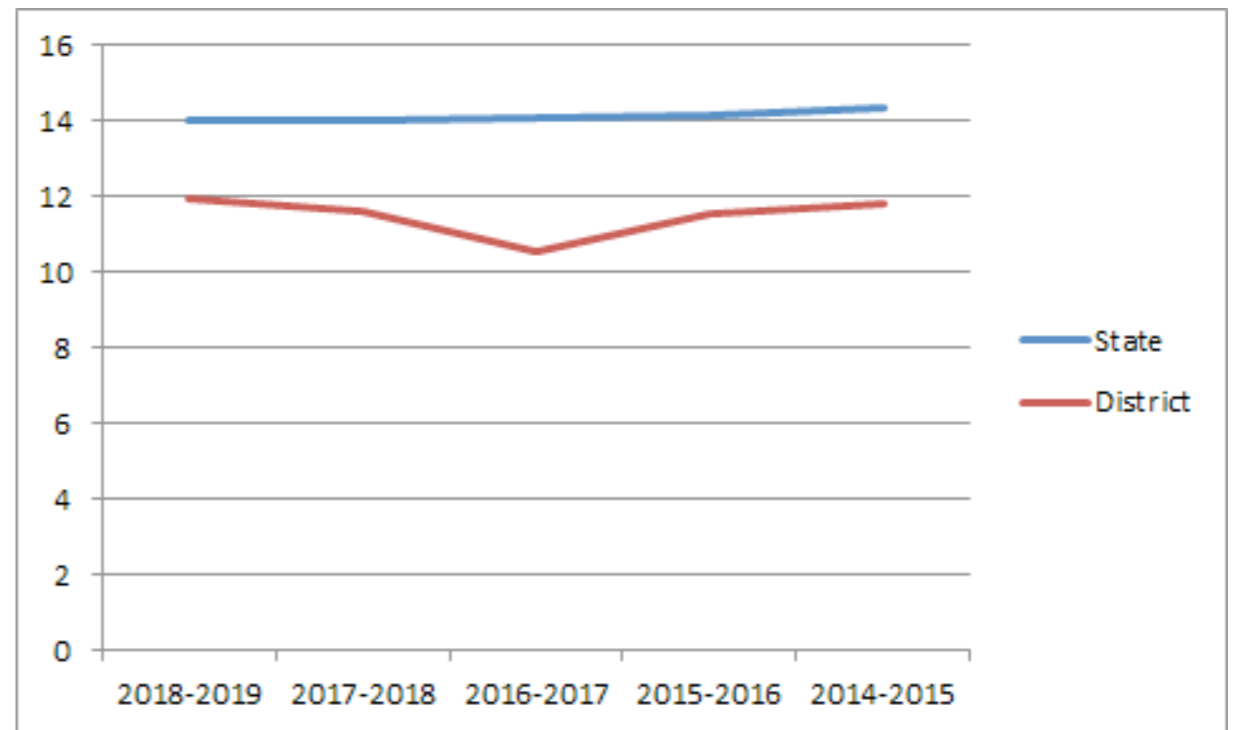




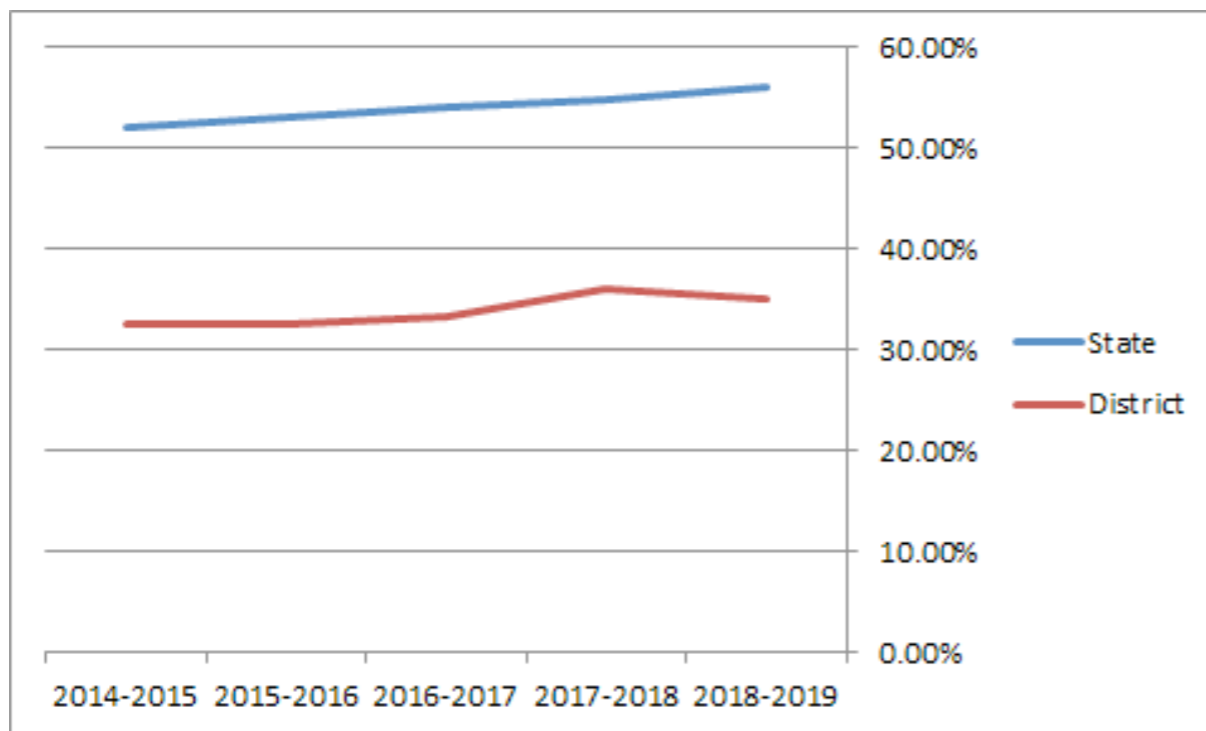
Graduation Rate



Average Years of Teaching Experience



Percentage of Teachers with Masters Degrees









Bayard Public Schools

# Programs and Services

Bayard Public Schools provides a rich variety of programs and services to meet the educational needs of the community. These programs and services are both academic and extracurricular in nature. In offering a variety of opportunities to students of all ages the district seeks to provide a quality educational experience for every student.





# Programs and Services

## Career Certifications

During the 2018-2019 school term students attending Bayard High School had the opportunity to engage in coursework leading to industry certifications. These opportunities included earning the para-educator certification necessary to serve in a Title I funded school and earning certifications in the Microsoft Word business software. Certifications earned were as follows:

2018-2019 Certifications Earned by Bayard High School Students	
Program	Number of Students
Microsoft Office Word	17
Project Para (UNL)	12

## LEAD and Leader in Me

Bayard Public Schools partners with FranklinCovey, Inc. to provide leadership training and opportunities to students in all grades. At the elementary level, the Leader in Me program is integrated into the regular elementary education program, including

designated periods of time each week during “TigerTime” which focuses on the development of each child as an individual.

At the Jr./Sr. High School, students participate in the LEAD curriculum, which is aligned to the same training Fortune 500 companies provide to their leadership teams. The following leadership sequence of courses are taught during the designated leadership period in the secondary school:

## High School Courses

Leadership 1 LEADING SELF	Leadership 2 CAREER ESSENTIALS	Leadership 3 LEADING OTHERS	Leadership 4 COLLEGE READINESS
Be Proactive Begin with the End in Mind Put First Things First Think Win-Win Seek First to Understand Synergize Sharpen the Saw	Interview Skills Presentation Skills Listening Skills Using Feedback Interview Skills Emotional Control Resume Writing Digital Etiquette Creativity Conversations	4 Roles of Leadership Leading Projects Mentoring 1-on-1 Group Dynamics Meeting Management Group Decisions Leading Families Coaching Leading Work Teams	4 Disciplines College Test Prep Prep for College/Life Study Skills Weekly Planning Financial Literacy Away from Home Roommates Taxes Community Involvement Health and Fitness
7 Habits	Find Your Voice	Inspire Others	The Next Step



## **Curriculum Revision**

The school district recently implemented changes in the mathematics curriculum in grades K-6. This includes utilization of the Bridges math program in grades K-5 and the Big Ideas curriculum in grade 6, which aligns to the Jr. High math program.

In 2015-2016 the district implemented changes in the reading/language arts curriculum in grades K-6 in alignment with revised state standards in this area. The district is in the fourth year of implementing Reading Mastery (K-2) and Wonders (3-6) reading programs in the elementary grades. The school district is in the fifth year of implementing a new History Alive! Social Studies curriculum (published by Teacher Created Institute, TCI). The district is in the sixth year of implementing the Science Fusion curriculum for elementary science instruction. The district recently implemented a new curriculum in mathematics in grades 7-9 and is in the process of conducting a curriculum review in anticipation of adopting new science curriculum. Alignment work will continue as state standards are updated in the other subject areas.

## **Academic Supports/Contracted Services**

Special Services Contracted with Educational Service Unit #13, Scottsbluff, Nebraska: School Psychologist; Occupational Therapist; Deaf and Hard of Hearing Services; Alternative Education and Transitional Education Programs; Meridian, Life Links, Assistive Technology, and Vision Services

Distance Learning Courses are provided to students through the Western Nebraska Distance Learning Consortium in partnership with Educational Service Unit #13.

## **Student Transportation**

Student transportation is provided in accordance with the regulations of the Nebraska Department of Education. The school currently has five regular bus routes to provide transportation to school students living outside the city limits of Bayard, including one route transporting students to special programs operated by Educational Service Unit #13.

## **Safe Routes to School**

Additionally, the school provides crossing guards at the beginning and end of each school day for students crossing 8th Street. During the fall of 2014 the school added crossing guard service during student drop off in the mornings. The City of Bayard provides a crossing guard at the intersection of 8th Street and Main Street and the intersection of 8th Street and the Canal Road in the morn-



ing and afternoon to provide a monitored crossing site for students who walk to school.

### **School Nutrition Program**

The Bayard Public Schools provides a school nutrition program that is operated according to state and federal guidelines. Students and parents can check the school breakfast and lunch menu via the school website at [www.bayardpublicschools.org](http://www.bayardpublicschools.org). During the summer of 2014 Bayard Public Schools received a grant to begin operation of a summer feeding program. Additionally, during the spring of 2014, the school piloted a “Grab and Go” Breakfast program where all students have the opportunity to eat breakfast in their first-period classroom. This program was in the fifth full year of operation during the 2018-2019 school term.

### **Summer Feeding**

The school district offered a summer feeding program during the summer of 2016. This program provided both breakfast and lunch to any person under the age of 19 who attended. This program helps to provide proper nutrition to students attending summer school and also helps to mitigate food insecurity for families during the summer months when the regular school nutrition services program is not in operation.

### **Migrant School**

The school district partnered with ESU#13 Migrant Education to provide 15 days of migrant school. This program included trans-

portation for migrant students. Meals were served in partnership with the summer feeding program. Students and staff from Bayard Public Schools were featured in a short film from Nebraska Loves Public Schools. The film can be viewed at <http://nelovesps.org/story/binational-teacher-exchange-program/>.

### **Early Childhood Education Program**

During the 2013-2014 school term, Bayard Public Schools was awarded a grant to establish a preschool at Bayard Elementary School. The Bayard Tiger Cubs Preschool completed an inaugural year of operation during the 2014-2015 school term.

<b>Preschool Enrollment (3 and 4-Year Olds)</b>	
<b>School Year</b>	<b>Number of Students</b>
<b>2014-2015</b>	<b>33</b>
<b>2015-2016</b>	<b>39</b>
<b>2016-2017</b>	<b>28</b>
<b>2017-2018</b>	<b>24</b>
<b>2018-2019</b>	<b>32</b>



## Pathfinders Program (After School Program)

During the 2014-2015 school term, Bayard Public Schools was awarded a grant to establish a 21st Century Community Learning Center in partnership with Nebraska Extension/4-H at Bayard Elementary School. The Pathfinders Program completed an inaugural year of operation during the 2015-2016 school term.

Students attending the Pathfinders Program have engaged in the following learning opportunities: Science Club; Cooking Club; Strategy Games Club; HERO (Help, Encourage, & Respect Others) Club; Babysitting Club; Woodworking Club; Gardening Club; World Art, Crafts, & Culture Club; Lego Club; Football Challenge Club; Basketball Challenge Club; Obstacle Course Club; Dance Video Creation; and Puzzle, Cards, & Cash Box Clubs.

Several organizations have shared their expertise with the Pathfinders students. These include: The Riverside Zoo; Chimney Rock Public Power; Western States Bank; The Bird Conservancy; Girl Scouts; Trendz Hair Salon; City of Bayard; UNL Extension.

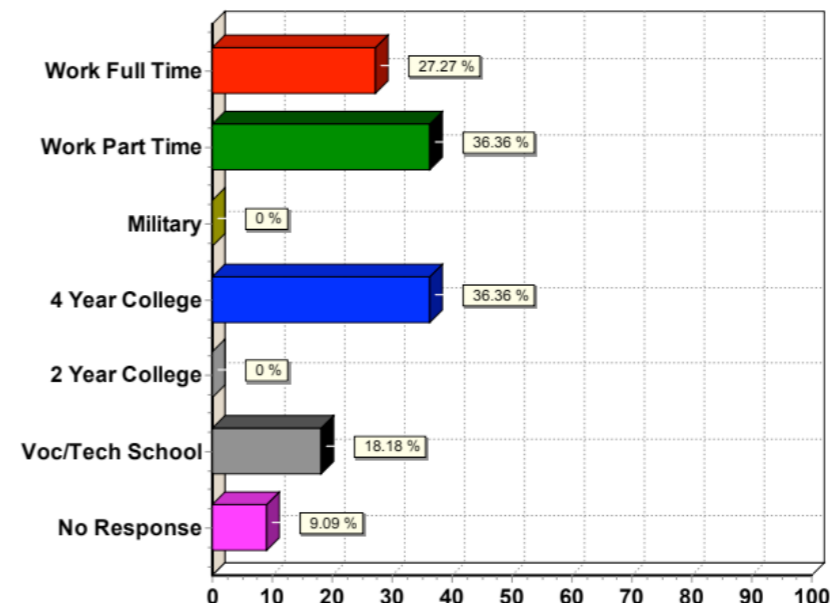
## Extracurricular Activities Programs

Bayard Public Schools maintains membership in the Western Trails Conference and the Minuteman Activities Conference. Bayard High School offers interscholastic competition in football, volleyball, cross country, golf, play production, basketball, wrestling, speech, track and field, quiz bowl, and opportunities in vocal

and instrumental music, Future Farmers of America (FFA), and Destination Imagination (DI).

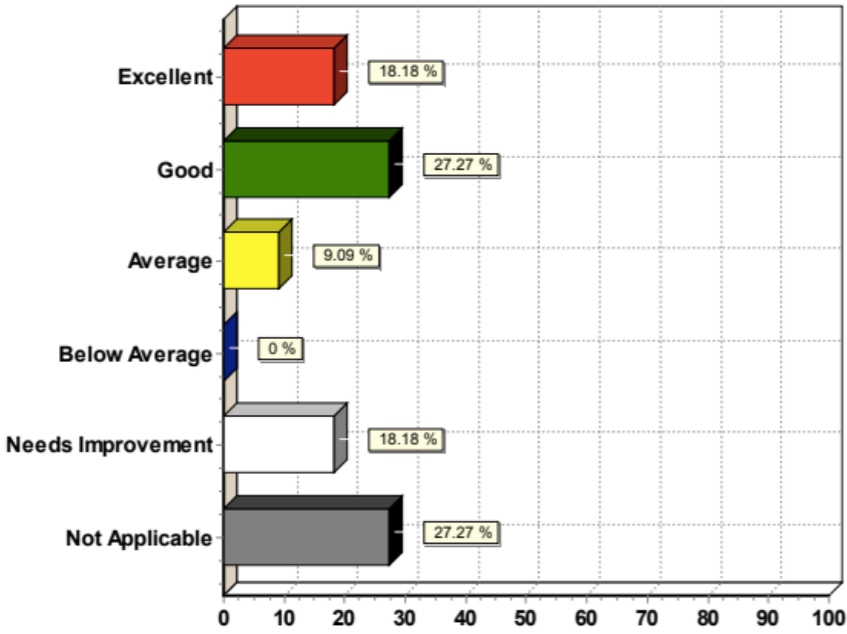


## Graduate Follow-Up (Class of 2017, Status as of 2019):

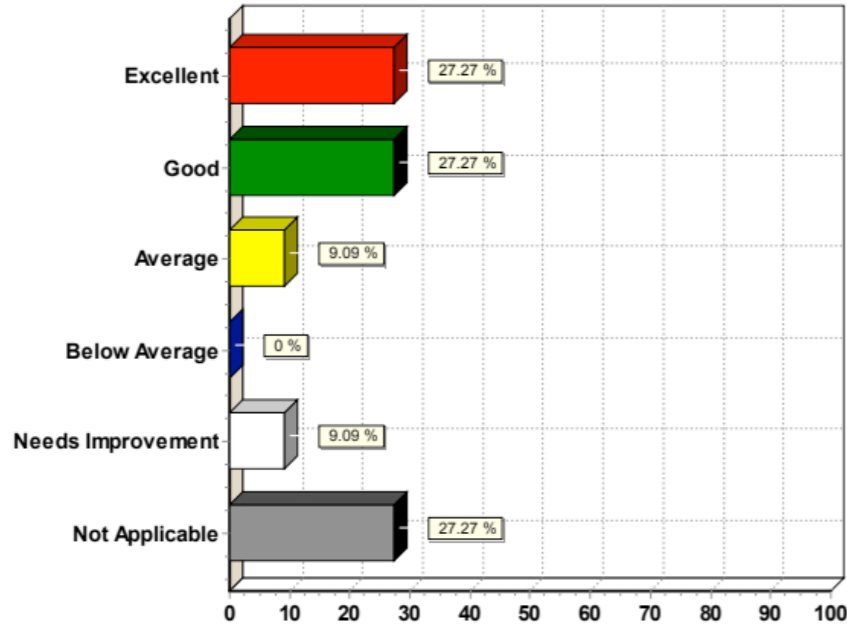




**How well did high school prepare you to enter the workforce?  
(Class of 2017)**



**How well did high school prepare you to continue your education?  
(Class of 2017)**





Bayard Public Schools

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# Academic Offerings and Performance

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Bayard Public Schools offers a comprehensive and diverse offering of courses to develop graduates who are prepared for both careers and post-secondary education opportunities.





Teachers utilize a variety of research-based instructional strategies including Explicit Direct Instruction and an emphasis on direct instruction of vocabulary within all subject areas and grade levels.

Students receive instruction in the core subjects and specials/electives at all grade levels. All students receive instruction from highly qualified and dedicated educators with favorable student to teacher ratios in all classes.

Academically, Bayard Public Schools provide a comprehensive curriculum in all areas, meeting or exceeding state requirements as set forth by Rule 10 of the Nebraska Department of Education.

The following courses, programs, and services are offered to the students in the Bayard Public Schools:

**\*Indicates Dual Credit Course**

### **Elementary Offerings**

Writing

Mathematics

Science

Social Studies

Vocal Music

Instrumental Music (5-6)

Physical Education

Technology Instruction

Library

Art

Keyboarding (5-6)

2nd Steps/Health/Life Skills

### **World Language**

Spanish I

Spanish II

### **Consumer Education**

Careers

Child Development

### **Junior High Offerings - 7th Grade**

Language Arts 7

Math 7

Social Studies 7

Science 7

Industrial Arts 7

Band/Choir

Physical Education

Reading 7

Health 7

Life Skills 7

Leadership 7

### **Vocational Agriculture**

Intro to Ag. Science

Plant & Soil Science

Animal Science

Ag Power

Farm & Business Management



## Junior High Offerings - 8th Grade

Language Arts 8

Math 8

Social Studies 8

Science 8

Agriculture 8

Band/Choir

Art 8

Keyboarding

Physical Education

Spanish 8

Leadership 8

Careers 8

## Music Education

Band

Choir & 21st Century Singers

## Art Education

Art I

Art II

Art III

Art IV

## Computer Education

Comp Applications \*

Broadcast Technology

Yearbook/Newspaper

Technology

Digital Design

## Industrial Arts

Woods I

Woods II

Woods III

Woods IV

CNC Manufacturing

## English/Language Arts

English I

English II

English III

English IV

English Composition\*

Speech

Literature

## State English Language Arts

### Assessment

PERCENTAGE OF BAYARD STUDENTS MEETING OR EXCEEDING THE ELA STANDARDS	
GRADE LEVEL	PERCENTAGE
3rd Grade	*
4th Grade	44%
5th Grade	41%
6th Grade	30%
7th Grade	35%
8th Grade	38%

\*Data Masked by NDE Due to Group Size

## Health & Physical Education

Health/Physical Education

Lifetime Sports

Strength and Conditioning

Health/Fitness

Independent PE



**Statewide ACT Assessment**

PERCENTAGE OF BAYARD STUDENTS MEETING OR EXCEEDING ACT EXPECTATIONS	
GRADE LEVEL	PERCENTAGE
English Language Arts	21%
Mathematics	32%
Science	36%

**Social Sciences/Social Studies**

World Geography

US History

World History

American Govt.

Decades

Psychology\*

American History\*

**Computer Education**

Computer Applications \*

Broadcast Technology

Yearbook/Newspaper

Technology

**Science Offerings**

Physical Science

Biology

Chemistry

Physics

General Science

Anatomy and Physiology

**State Science Assessment**

PERCENTAGE OF BAYARD STUDENTS MEETING OR EXCEEDING THE SCIENCE STANDARDS	
GRADE LEVEL	PERCENTAGE
5th Grade	59%
8th Grade	62%

**Business**

Personal Finance

Accounting I

**Mathematics**

Algebra I

Algebra II

Geometry

Math IV

Integrated Math I

Integrated Math II

Integrated Math III

College Algebra\*

**State Mathematics Assessment**

PERCENTAGE OF BAYARD STUDENTS MEETING OR EXCEEDING THE MATH STANDARDS	
GRADE LEVEL	PERCENTAGE
3rd Grade	41%
4th Grade	36%
5th Grade	47%
6th Grade	27%
7th Grade	39%
8th Grade	34%



## Odysseyware and Edgenuity

The school district offers a rich variety of additional electives and credit-recovery course opportunities through the Odysseyware and Edgenuity programs. These programs also provide enrichment opportunities at the elementary level. Additional information about these offerings is available through the secondary counselor's office.

## Summer School

The school district offers summer school in both the elementary school and in the secondary school. Summer school is offered each year in May and June for 15 days. Students who attend in the secondary school are eligible for course credit recovery.

## Drivers Education

The school district offered drivers education through a partnership with Western Nebraska Community College. Through this program the school district encourages students to earn their drivers education credentials. The school district reim-


burses families for one-half of the cost of the course upon successful completion of the course by students who are enrolled at Bayard Public Schools.

## 1:1 Program and eBooks

Bayard Jr./Sr. High School operates a 1:1 mobile technology program. Through this program all students in grades 9-12 are issued an iPad for educational purposes. Teachers and students exchange coursework interactively. Additionally, during the summer of 2016 several aging PC laptops were converted to ChromeBooks for use by the Jr. High Students. At all grade levels, students are provided with access to electronic books and audiobooks through a consortium of Nebraska schools. Both school libraries also offer Kindle eReaders for students to checkout and read digital text.







Bayard Public Schools

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# Partnerships for Education

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The school district has a variety of positive relationships with various organizations within the local and regional communities. Bayard Public Schools work closely with the following organizations to provide a high quality and cost effective education for all students.



These partnerships allow the Bayard Public School District to leverage its resources alongside other organizations to maximize learning opportunities for students.

**Cognia** – Quality training for staff in School Improvement and assurance of quality education through the accreditation process.

**Bayard Public Library** – The Bayard Public Library has incorporated a Homework Hotspot and the Accelerated Reader program into the library’s offerings to promote access and reading throughout the school year. The library and school also partner with the summer school program and summer reading programs.

**Bayard Public Schools Support Fund** – The Bayard Public Schools Support Fund was established in partnership with the Oregon Trail Community Foundation. The purpose of this foundation is to receive tax-deductible contributions of cash, securities, property, bequests, other gifts, and grants in support of the current and long-term betterment of the Bayard Public Schools, including replacement of the track at the Bayard Public Schools Sports Complex.

**Bridgeport Public Schools** – Both schools have an interlocal agreement partnering to provide transportation to students who are enrolled in educational programming at ESU#13 through an inter-local agreement that also includes Garden County Schools. Additionally, the Bayard and Bridgeport schools share an inter-

local agreement for the transportation of students to curricular and extra-curricular activities.

**CJUMP** – Bayard Public Schools is a member of the CJUMP (Choice Joint Utilities Management Program). This consortium of several regional schools through the Nebraska Association of School Boards works to secure natural gas purchasing at a volume discounted rate.

**City of Bayard** – Bayard Public Schools partners with the City of Bayard on mutually beneficial projects, including Community Cleanup Day and other efforts to engage students and citizens in active participation in a strong community. Additionally, the City of Bayard provides a crossing guard to promote safety for students walking to school.

**Conference Affiliations** – Bayard Public Schools shares in costs related to providing high-quality activities and competitions through the **Western Trails Conference** and the **Minuteman Activities Conference**.

**Educational Service Unit #13** – Multiple services, including staff development, psychological services, and occupational therapy are provided to Bayard Public Schools through a partnership with ESU#13.

**Head Start (Educational Service Unit #13)** – Provide services for early childhood learning at Bayard Tiger Cub Preschool.



**Local Beef Producers** – Bayard Public Schools proudly serves locally raised beef in the school lunch program. This beef has traditionally been processed by a USDA inspected facility which is located locally in Morrill County.

**Minatare Public Schools** – Bayard Public Schools shares a Spanish teacher with the Minatare Public Schools. Both schools have an inter-local agreement partnering to provide transportation to students who are enrolled in educational programming at ESU#13 through an inter-local agreement. Additionally, the Bayard and Minatare schools share an inter-local agreement for the transportation of students to curricular and extra-curricular activities.

**Nebraska Extension (University of Nebraska – Lincoln) and 4-H** – Partnership to provide family and community engagement activities including development of the Pathfinders Program (21st Century Community Learning Center).

**NEVA (Nebraska Educational Virtual Academy)** – Online credit recovery and dual credit opportunities for high school students.

**Panhandle Prevention Coalition** – Bayard Public School partners with the Panhandle Prevention Coalition to provide a safe and effective school environment through combined efforts to engage students in healthy behaviors.

**VALTS (Valley Alternative Learning and Transitioning School)** – Alternative School in partnership with ESU#13 and other area schools.

**Western Nebraska Distance Learning Consortium** – Classes are provided to students over the regional distance learning network.

**WNCC** – Dual Credit courses in College Algebra, English Composition, Psychology, Medical Terminology, and Body Structure.

**United Way of Western Nebraska** – Provision of school supplies to students with needs.

### **Nondiscrimination in Education Programs and Activities**

It is the policy of the Bayard Public Schools not to discriminate on the basis of race, color, national origin, creed, age, marital status, sex, or disability in its educational programs, activities, or employment policies, as required by Titles VI and VII of the 1964 Civil Rights Act, Title IX of the 1972 Education Amendments, the Section 504 Rehabilitation Act of 1973, and the Nebraska Equal Educational Opportunity Act.

Any person who believes she or he has been discriminated against, denied a benefit, or been excluded from participation in any district education program or activity on the basis of sex, race, or handicap, in violation of this policy, may grieve such matters using the adopted grievance procedures of this district. Such procedures



shall provide for prompt and equitable resolution of complaints alleging acts of discrimination.

Inquiries regarding compliance with Title IX, Section 504, Title VI of the Nebraska Equal Opportunity in Education Act may be directed to the High School Principal, Bayard High School, (308) 586-1700, or in the case of Title IX and Section 504 Rehabilitation Act, to the Director of the Region VII Office for Civil Rights, 10220 North Executive Hills Boulevard, 8th Floor, Kansas City, Missouri 64153, or call (816) 891-8026.

### Contact Information

Bayard Public Schools

726 4th Avenue

PO BOX 607

Bayard, NE 69334

(308)586-1325

[www.bayardpublicschools.org](http://www.bayardpublicschools.org)

For more information about all Nebraska schools, visit the Nebraska Department of Education web site at

[www.education.ne.gov](http://www.education.ne.gov).





Bayard Public Schools

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# Learning Climate and Stakeholders

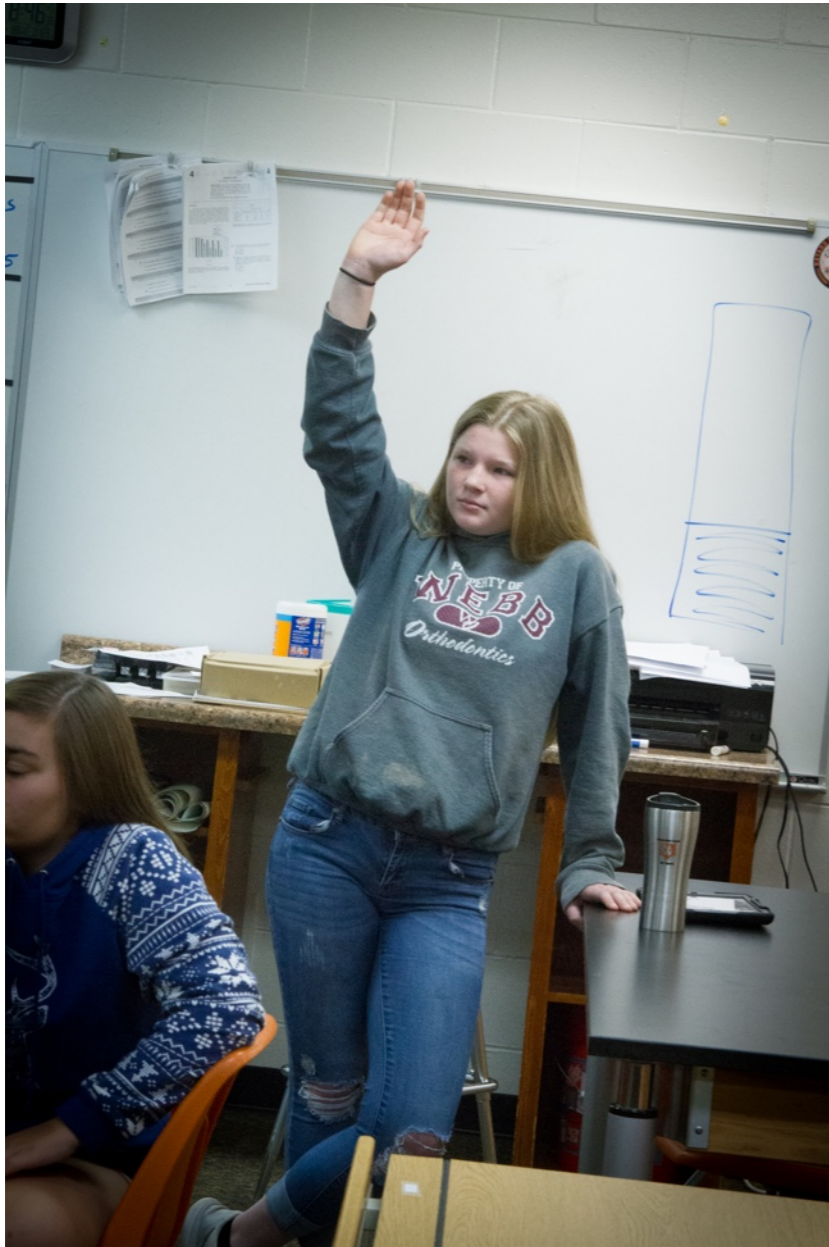
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Bayard Public Schools takes pride in providing a high quality learning environment. Students are served by a team of committed educators and support staff. Ongoing initiatives seek to continue to improve the learning climate experienced by staff and students alike.





# Learning Climate and Stakeholders



## **Grab and Go Breakfast**

The district provides a “Grab and Go” breakfast program in which students at all grades are offered a breakfast at the regular breakfast price upon entry into the school building. Students eat breakfast in the classroom during first period classes. Students are not required to take the meal, but are encouraged to eat a breakfast. If parents would like to send a breakfast from home as an alternative to the school’s offering, they are invited to do so, just like students are invited to bring their own lunches for the noon meal. Students are more effective learners when they have consumed a healthy and nutritious breakfast.

## **Coordinated School Health and School Health Index**

During the 2014-2015 school year, Bayard Public Schools participated in a Coordinated School Health Institute sponsored by the Nebraska Department of Education. As part of that process, a team completed a “School Health Index” which is used to monitor the overall health of the school community. Ongoing initiatives to promote student and staff wellness continue as a result of the work of the Coordinated School Health Institute.



**Bayard Elementary School**

**308-586-1211**

Matthew McLaughlin -- Principal

James Miller -- AD/Assistant Principal

Cortney Schuller -- Secretary

Mark Keszler -- Counselor

Candace Smith -- Family Liaison

Joy Rafferty -- Kindergarten

Shawna Reish -- Kindergarten

Jessica Nesbitt -- 1st Grade

Crystal Batt -- 1st Grade

Jennifer Tavenner -- 2nd Grade

Micki McKibbin -- 2nd Grade

Cheryl Ferrero -- 3rd Grade

Amanda Anderson-- 3rd Grade

Emily Snyder -- 4th Grade

Michelle Martinez -- 4th Grade

Kristyn Collins -- 5th Grade

Jenna Krul -- 5th Grade

Brittani Binder -- 6th Grade

Amanda Reilly -- 6th Grade

Laurie Bauer -- Librarian

Michael Simons -- Physical Education

Brandon Stuart -- Special Education

Jessica Scott -- Art

Stephanie Barker -- Keyboarding

Sarah Schmidt -- Music and Band

Martha Rawlings -- Vocal Music

Karen Andreas -- Para-educator

Deborah Rose -- Para-educator

Nicole Schmunk -- Para-educator

Dana Korell -- Para-educator

Kris Hopkins -- Para-educator

Ashley Deines-- Para-educator

Stacey Jones -- Para-educator

Virgil Christopherson -- Sign Language

Lacee James -- Behavioral Para

**School Health Service**

Cheri Scott -- School Nurse

**Nutrition Services**

Renee Harter -- Head Cook

Connie Dickey -- Cook

Laura McLaughlin -- Cook

Sally Wright -- Cook

**Student Transportation**

**308-586-1535**

Garrett Schukei -- Transportation Director

Connie Leever -- Bus Driver

Matthew Rockwell -- Bus Driver

Kris Hopkins-- Bus Driver

Linda Safford -- Bus Driver

Alvin Salazar -- Bus Driver

**Early Childhood Education**

Tabitha Unzicker -- Teacher

Lauren Himes -- Para-educator

**Pathfinders (After School Program)**

Kristin Maag -- Director (UNL Partnership)

Kim Mendez -- Para-educator

James Asay -- Para-educator

Stacey Jones -- Para-educator

Kathy Ragland -- Para-educator

Ivisann Carter -- Para-educator

Ashley Deines -- Para-educator



**Bayard Jr./Sr. High School**

**308-586-1700**

Kelley Rice -- Principal

James Miller -- AD/Assistant Principal

Cindy Korell -- Secretary

Linde Rafferty -- Counselor, Social Science

Sarah Schmidt -- Band

Martha Rawlings -- Vocal Music

Matthew Baker -- Social Science and P.E.

Kimberly Ferguson -- Social Science

Stephanie Barker -- Science, Technology

Laurie Bauer -- Librarian, Speech

Susan Daniels -- English

Sharon Schluterbusch -- Mathematics

Barbara Pieper -- Mathematics

Holly Nolte -- English

Mark Keszler -- Journalism

Eduardo Salazar -- Spanish

Randy McKibbin -- Physical Education

Dwight Malcolm -- Industrial Arts and P.E.

Zach Nesbitt -- Science and P.E.

Justin Rafferty -- Vocational Agriculture, FFA

Elliot Reish -- Special Education

James Roberts -- Science

Jessica Scott -- Art

Tressa White -- Para-educator

Mandi Sauer -- Para-educator

Barbara Franklin - Para-Educator

Jamie Sinks -- Accompanist

**Custodial and Maintenance Services**

Roberto Gonzales -- Head Custodian

Jon Coon -- Custodian

Connie Loutzenhiser -- Custodian

Herman Ziegler -- Custodian

Jeff Erdman -- Custodian

**Central Administrative Office**

**308-586-1325**

Travis W. Miller, Ed.D. -- Superintendent of Schools

Bobbie Stuart -- Secretary/Treasurer

Heather Oliverius -- Administrative Assistant

Jennifer Gier -- Technology Specialist

Kari Foreman -- Special Education Director

**General Contact Information**

School Website: [www.bayardpublicschools.org](http://www.bayardpublicschools.org)

Facebook:

<https://www.facebook.com/BayardPublicSchools>

Twitter Handle: @BayardTigers

Twitter Hashtag: #BayardTigers

Address:

Bayard Public Schools

726 4th Avenue

PO Box 607

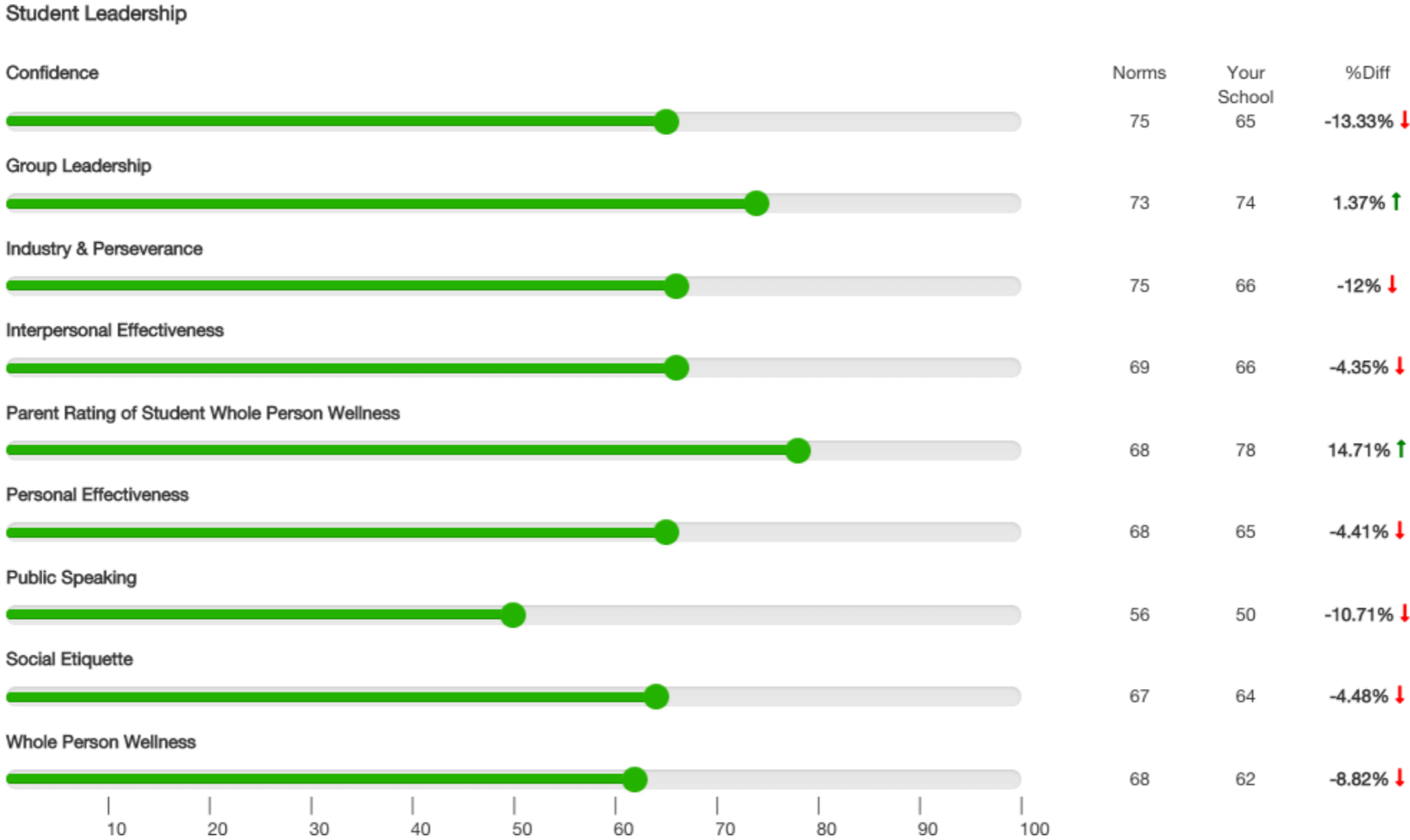
Bayard, NE 69334



# School Learning Climate Data from Leader in Me Measurable Results Assessment Baseline Data

The following data displays show the baseline data (year 1) compared to the normative data for other schools (in various stages of implementation) within the Leader in Me network.

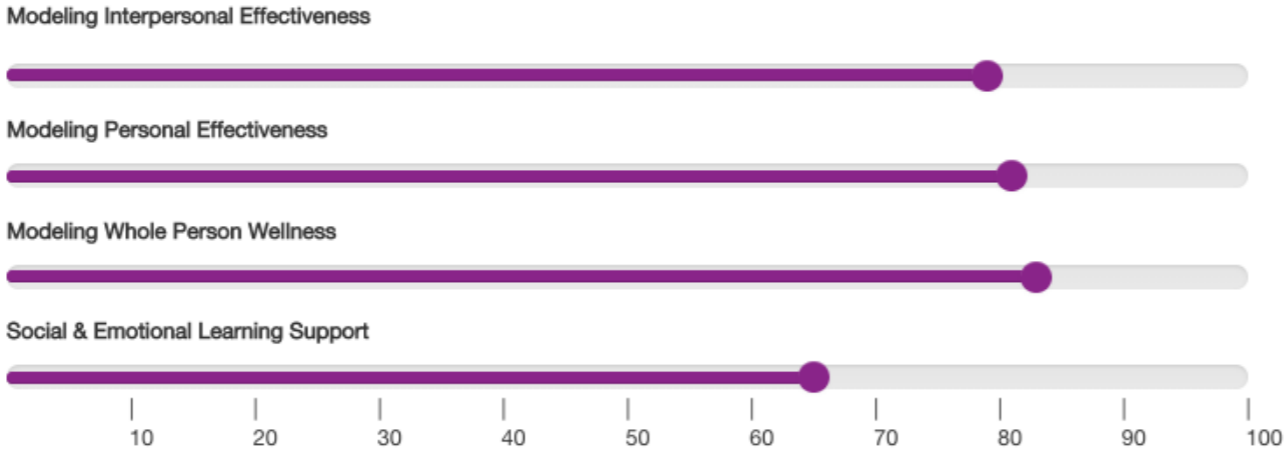
## Student Leadership:





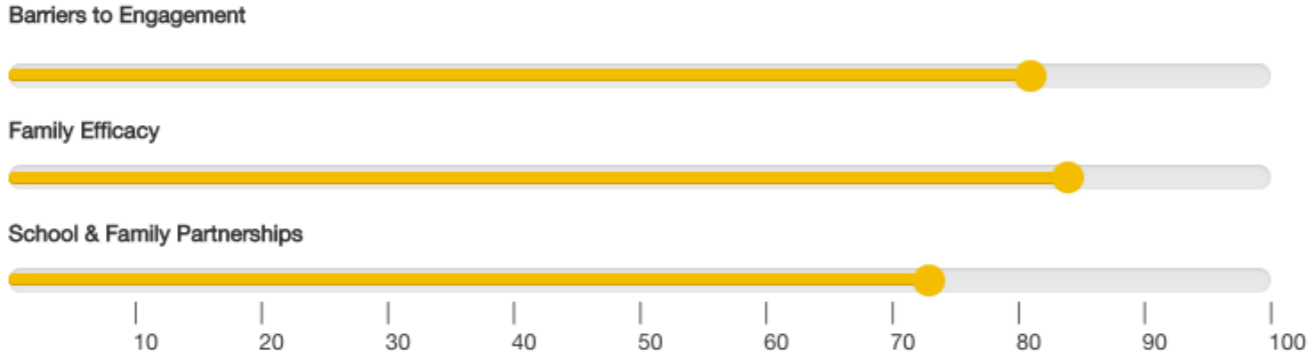
# Staff Social/Emotional Teaching Readiness

## Staff Social/Emotional Teaching Readiness



# Family Involvement

## Family Involvement





## Student Engagement

### Student Engagement

#### Learning Engagement



Norms	Your School	%Diff
72	67	-6.94% ↓

#### School Belonging



70	66	-5.71% ↓
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10 20 30 40 50 60 70 80 90 100

## Staff Satisfaction

### Staff Satisfaction

#### Staff Empowerment



Norms	Your School	%Diff
68	70	2.94% ↑

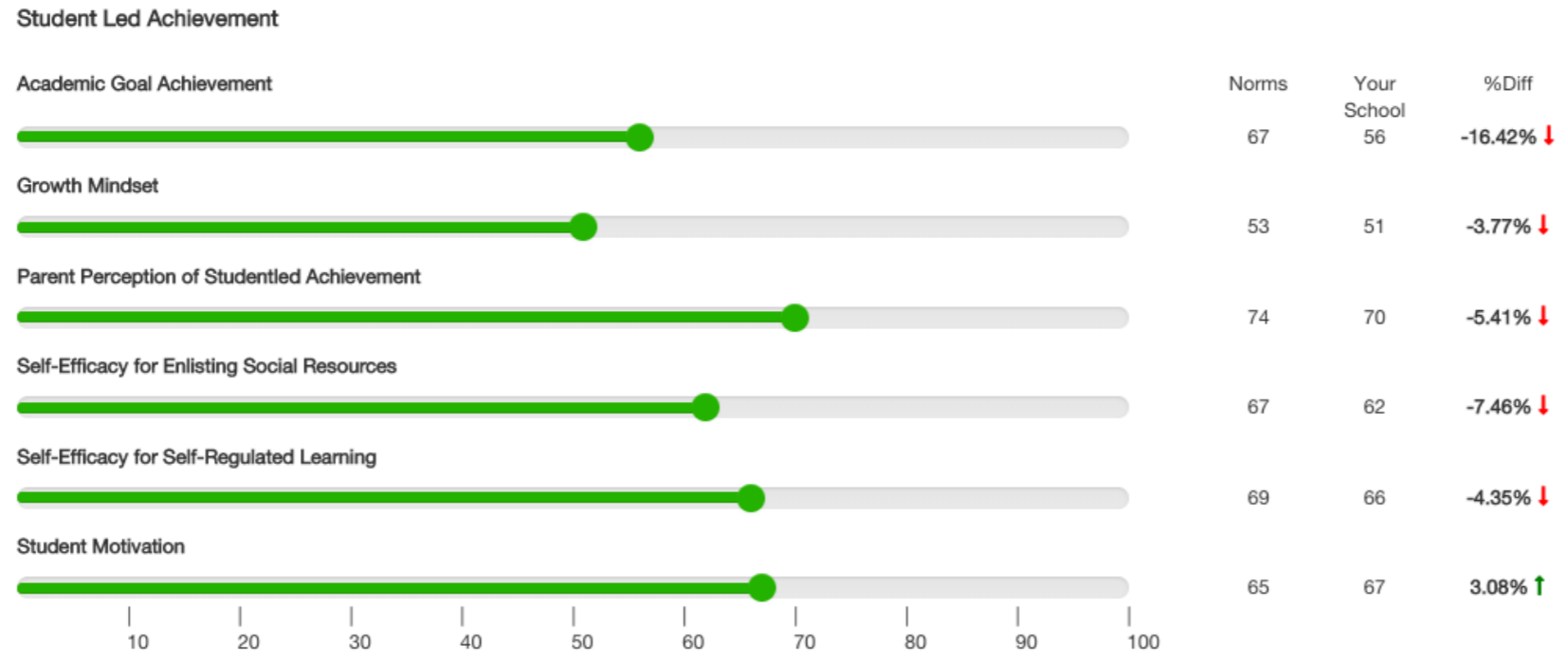
#### Staff Fulfillment



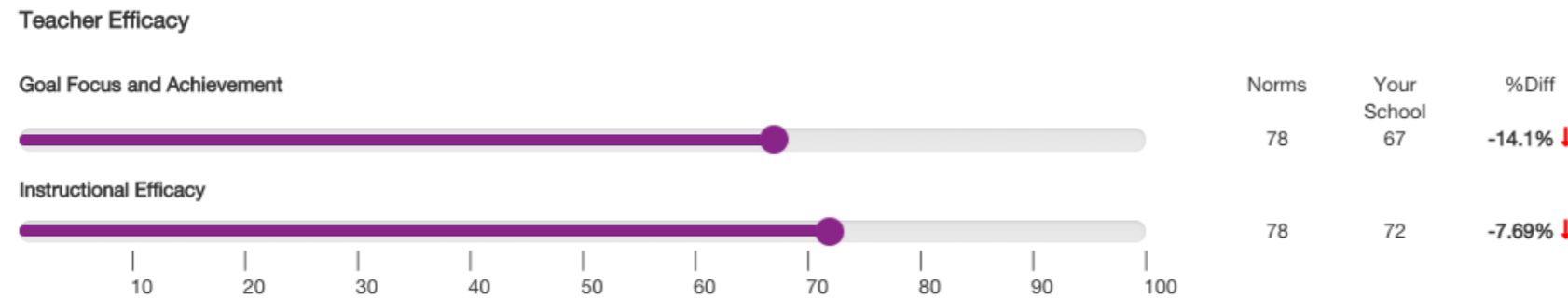
86	83	-3.49% ↓
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10 20 30 40 50 60 70 80 90 100

## Student Led Achievement



## Teacher Efficacy













Bayard Public Schools

# School District Financials

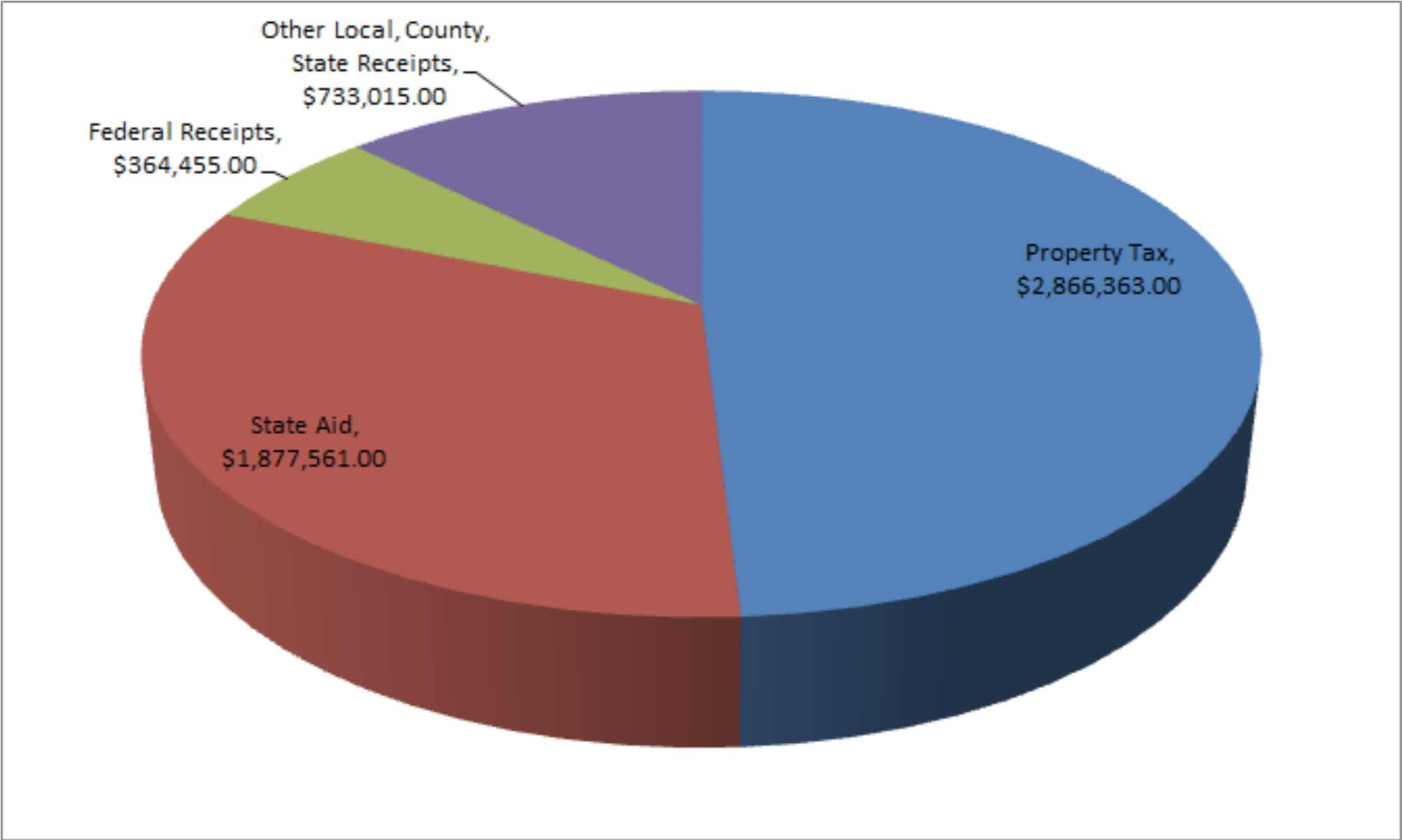
During the 2017-2018 fiscal year the district general fund receipts were \$5,841,394. The district general fund expenditures for the same fiscal year were \$5,767,693. The following pages show the major receipt and expenditure categories for the 2017-2018 fiscal year.





School District Financial Information (2017-2018 Audited Figures)

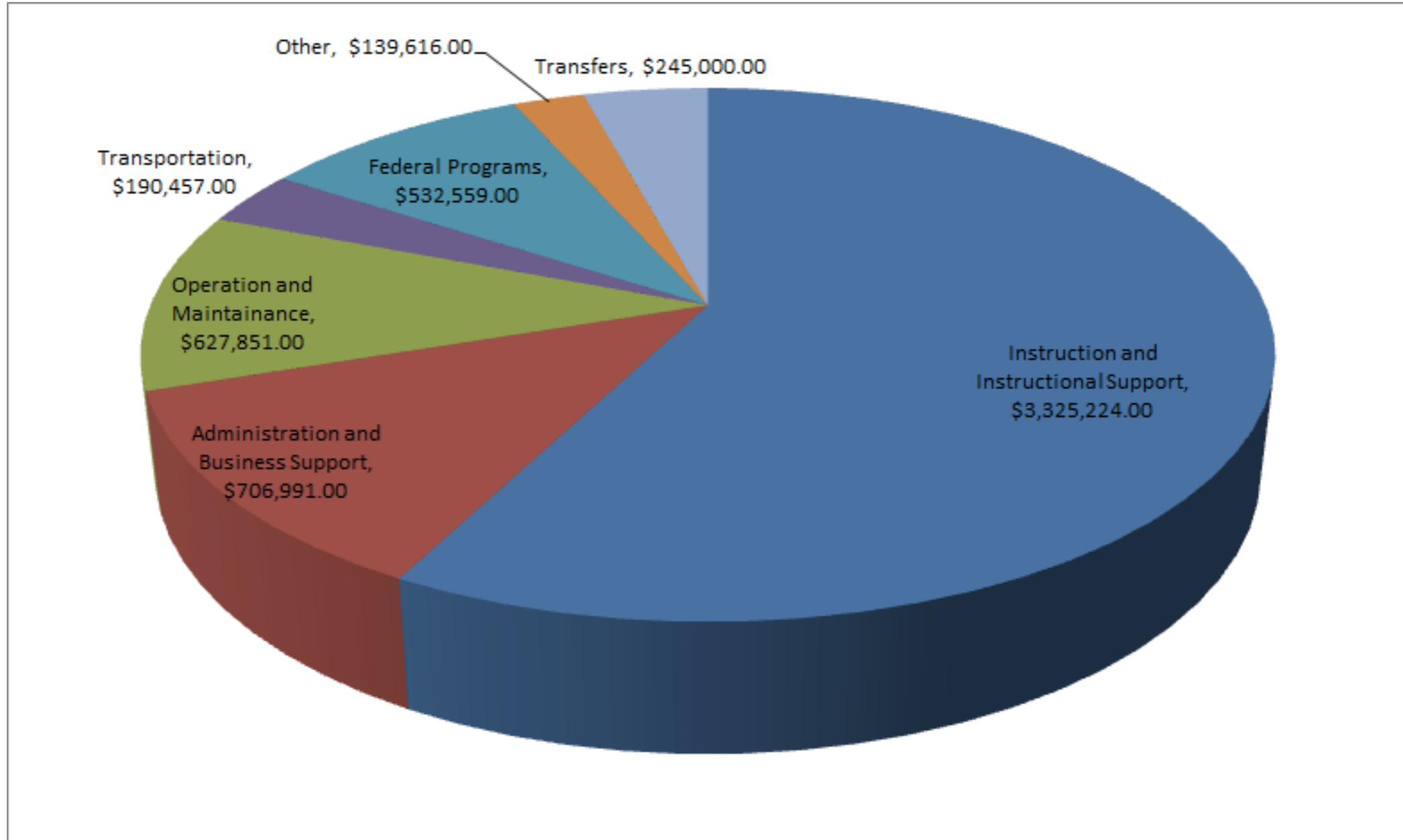
Receipts by Source:





School District Financial Information (2017-2018 Audited Figures)

Disbursements:









# School Song

*We're here to boost you, Bayard High, here's to you.*

*The school we love the best of all.*

*Our colors proudly waving never fall,*

*We'll carry on and fight, fight, fight, forever more.*

*And when the victory you have won again,*

*We will salute your loyal men.*

*We'll rally 'round your colors, Bayard High,*

*And always FIGHT, FIGHT, FIGHT.*



