



**LEBANON COMMUNITY SCHOOL DISTRICT
SCHOOL BOARD MEETING
SEPTEMBER 8, 2022, 6:00 PM**

Santiam Travel Station

750 S. Third Street, Lebanon, OR 97355

MEETING MINUTES

BOARD MEMBERS PRESENT:

Tom Oliver, Chair, via zoom
Richard Borden, Vice Chair
Nichole Piland, Member
Tammy Schilling, Member

EXECUTIVE STAFF PRESENT:

Bo Yates, Superintendent
Jennifer Meckley, Assistant Superintendent, via zoom
William Lewis, Business Director
Kim Grousbeck, Human Resources Director

The meeting minutes were recorded by Executive Secretary Jessica Woody.

1. WELCOME AND CALL TO ORDER

Board Vice Chair Richard Borden called the meeting to order at 6:04 PM and led the flag salute.

2. PUBLIC COMMENTS

No public comments were made.

3. STUDENT AND COMMUNITY ENGAGEMENT

Jordon Ford, Community Engagement and Inclusion Coordinator, speaks to the board about the overall goals from his presentation referred to in the board packet. Jordon's main roles with the district is to support family engagement and resources, relational trust, identifying existing barriers to stakeholder engagement, and supporting the equity plans of the district.

Jordon reviews the Family Engagement and Inclusion slides found in the board packet. He also reviews what he has been working on with our staff, which includes running sessions for families and the community about school safety with our SRP (safety response protocol), MTSS, SEL, Character Strong and Purposeful People, along with monthly newsletters going out to families. Among this, continuing with Latino family night, and work with the welcome center. Jordon also speaks about our community partnership with the ODE and what our goals are and how we can bridge the gaps.

He also reviews the student voice project that took place in the spring of last year, students finish a sentence with a statement of, "I wish my teacher knew...". The district received several responses with some funny, and inspiring messages from students. He explains how great it was to start the year off that way, with student voice and listening to the students advocate for themselves.

Bo Yates adds that Jordon has done a great job and has been aggressive with having purposeful meetings and getting our parents and families involved, and how the parents can work with our schools and the best practices the district can follow to do so. Bo also explains that our partnership with our community and families is what the district needed help with, with great programs for students to access, the district wants parents to be able to be involved in those as well.

Richard Borden inquires about the power hour that the district is newly providing. Jordon explains that it is open to all community members in person at the LHS auditorium or via zoom, and a digital newsletter is sent to families to notify them of these via parent square.

4. LCSD GOAL REVIEW FOR 22-23

Bo Yates speaks to the board and assures that the district is still in alignment with our focus, of increasing the education of each of the students, increase test scores, achieve a years' worth of growth, assess and support, and make sure all students are reading at grade level by grade 3. This is shown to pay off because it will increase graduation rates. He explains that it is also important for freshman to be in good standing by the end of the year so that they are on track to graduate. He also assures that the district is using recipes and resources that we know are going to work, some students struggle and we will offer more intensive support if needed.

Bo also refers to the districts strategic plan that is updated on the district website, and listed for elementary, middle, and high school, and what we are committed to doing. Bo explains that this resource portrays what we do instructionally, our student support assessment, and curriculum, with a simple way for parents and the community to see what we are doing. Bo recommends checking this out on the website if you have not already. Bo also tells the board that as school returns his biggest concern is to benchmark where the students are at, using star assessments. Bo will bring back some data in relation to this at the upcoming meeting. He also is interested to review the data for students who participated in summer school to see if there is indeed an educational impact there. Bo adds that at the high school specifically the staff has felt so positive about the kids that are there this year and are so happy to be in school and engaging, when they maybe weren't before.

Lastly, Bo adds that the district is continuing to update our website and making it much simpler for families to access this information as well, the district wants to provide something usable and easy to work through for the website.

5. PROJECTED ENROLLMENT NUMBERS

Bo Yates explains that as we have students coming back, the high school enrollment numbers are as high as they have been, also that there were some slight concerns with adjusting classes at the elementary level, but more scalable at LHS. He adds that we are showing some solid numbers and are happy to have kids coming back.

Richard Borden asks if the district has any classes over 30 students, and Bo adds that we do at Seven Oak, the district did a schedule change so that students would be spending more time in ELA and math so because of that classes are varying from 15-32 because of the new schedule change. Bo also adds that the school will continue to hand schedule and adjust as much as possible.

It is agreed that the hope is to maintain and continue to build on the enrollment numbers.

In question, Bo explains that whether the extended time in ELA and math classes becomes permanent for Seven Oak will be determined depending on the progress that is made. COVID came between the progress that was being made prior to it, so now there is need for more core instruction. This takes some extra options away from the students earlier, in hopes that they will then have more options in the future. Bo also adds he thinks we will follow this for at least a couple years until the district works its way out of it.

6. CONSENT AGENDA

Nichole Piland motions to approve and Tammy Schilling seconds the motion. All in favor with a unanimous vote, the consent agenda made up of August 11, 2022 Board Meeting Minutes, LCSD Organization Chart, first reading policy update GBEA, IGDJ, IGBAF-AR, IK, JGAB, GCDA/GDDA-AR, IGBBA, and IGBB, and second reading policy update JGEA, and new hires Frances Bonner, Nicole Chancellor, Fay Jaramillo, Jessica Quetschke, Lindsay Raybould, Amealia Schreiter, Janet Fery (temp), and Jake Schlechter (temp) is approved in its entirety.

7. DEPARTMENT REPORTS

A. Operations

Bo explains that the district had to shut down operations at Lacombe school the following day due to the power situation, and this could pose some issues with food storage and food in freezers, though it looks like all other schools will be able to function as normal.

He also adds that bus drivers are in routes, it hasn't been without some challenges but everyone has done a good job.

B. Human Resources

Kim Grousbeck gladly reports that the district only has 2 licensed teacher positions open at this time, which is an elective teacher at Hamilton Creek and a music teacher that was shared with Lacombe and Hamilton Creek. As well as only a handful of classified positions that still need hired. She also explains that the human resources department did a last-minute job fair and hired 12 employees from that.

Human resources also led a new licensed academy with 36 new teachers that attended and were given tools to be successful, and get attached to a mentor and instructional coach. While new classified staff also met with their mentors that will be working with them and supplying topics to meet about throughout the year.

C. Finance

William Lewis provides information about the fiscal realities that the district is faced with currently. The district is working diligently on the Seven Oak project and has signed a contract with someone to over see the documents with the architect. The goal is to have the 3rd party look over it and over see the budget, and use the bottom line during the bidding process.

He also explains that the business office is on track for wrapping up the 21/22 school year. Staff insurance open enrollment is open for all employees to access, and closes on September 15. He adds that this is a holding period for the district at this time.

8. COMMUNICATION

A. Board

Tom Oliver thanks Richard for running the meeting tonight, and for Alisha working through the technical difficulties. He states it was a good discussion and he looks forward to seeing everyone next meeting.

B. Superintendent

Bo Yates also adds a thank you to Alisha for hustling through the technical difficulties.

Jessica Woody provided information to the board about the OSBA elections which are open through September 30, they are looking for nominations for a Linn/Benton/Lincoln Region member. No board members were interested at this time.

AUDIENCE COMMENTS

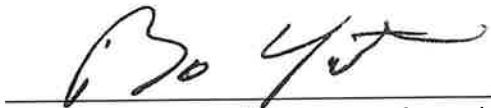
No audience comments were made.

9. MEETING ADJOURNED

There being no further business before the Board, the meeting was adjourned at 6:40 PM.



Tom Oliver, Board Chair



Bo Yates, Superintendent

BOARD MEMORANDUM



To: The Honorable Chair and Members
Lebanon Community School District Board of Directors

From: William H. Lewis III, Business Director

Date: September 02, 2022

Meeting Date: September 08, 2022

Re: Financial Report and Fiscal Updates

Financial Report

The 2022-2023 Financial Board Report included in this packet reflects all revenues and expenditures for 2018-2021, and the budgeted YTD expenditures, plus encumbered amounts for 2022-2023 as of 09/02/22.

2022-23 General Fund Expenditure Report

Description	18/19 Actual	19/20 Budget	20/21 Budget	21/22 Budget	22/23 Budget	9-02-22 YTD	9-02-22 Encumb	9-02-22 Balance
Certified salaries	12,295,790	12,665,056	12,540,564	12,871,079	13,169,912	56,887	12,884,081	228,944
Classified salaries	5,554,869	6,227,931	6,008,791	6,250,523	6,233,686	305,020	5,651,587	277,079
Administrative salaries	1,782,092	1,873,807	1,863,955	2,059,820	2,151,593	353,826	1,771,639	26,128
Managerial - classified	249,120	154,577	289,051	299,689	511,189	85,198	427,427	(1,436)
Retirement stipends	19,904	91,904	133,413	120,000	0	0	120,000	(120,000)
Confidential salaries	159,789	162,808	284,898	343,800	485,197	93,628	402,855	(11,286)
Certified subs	43,660	2,000	0	14,294	0	0	0	0
Classified subs	43,138	1,500	23,975	0	0	0	0	0
Temp certified	162,287	82,264	45,425	0	625	0	0	625
Temp classified	23,111	8,000	21,658	481	11,086	2,119	0	8,967
Student helpers salaries	4,413	21,000	16,654	5,748	9,173	2,618	0	6,555
Overtime	50,768	0	91,513	57,127	38,449	2,009	0	36,440
Compensation time	77,738	52,300	44,207	71,883	8,946	2,892	0	6,054
Extra duty	350,933	279,579	128,295	230,761	83,537	7,975	0	75,562
Classified extra hrs	200,393	208,000	0	0	0	0	0	0
Vacation Payoff	14,017	29,817	24,292	28,240	43,273	10,524	0	32,749
Mentor teacher pay	0	0	0	0	822	0	0	822
Personal Leave Payout	0	0	0	0	0	0	0	0
Department Head Extra Duty	788	6,000	30,000	0	0	0	0	0
Taxable Meal Reimbursement	2,073	0	809	2,000	396	61	0	335
Cell Phone Stipend		0	1,080	1,080	450	75	375	0
Travel Stipend		0	11,400	0	30,500	4,117	21,833	4,550
Club Advisor	34,950	29,650	120,904	169,964	257,438	30,128	57,325	169,985
Total Salaries	21,069,833	21,896,193	21,680,883	22,526,487	23,036,272	957,077	21,337,122	742,073
PERS	5,753,639	7,398,130	7,286,664	6,797,646	6,994,709	285,952	5,781,093	927,664
Social Security	1,544,838	1,655,388	1,642,024	1,627,475	1,759,624	71,295	1,469,197	219,132
Worker's Comp	210,272	293,025	275,747	189,328	196,035	7,196	91,142	97,697
Employee Ins - Admin	239,427	215,642	275,263	283,669	325,403	52,524	262,621	10,258
Employee Ins - Certified	2,829,522	2,449,421	2,756,998	2,840,563	3,029,490	4,153	2,407,351	617,986
Employee Ins - Classified	2,408,513	2,327,520	2,596,579	2,598,694	2,651,363	84,925	2,020,239	546,199
Employee Ins - Other	36,487	33,429	65,298	92,498	110,502	18,920	83,835	7,747
Employee Ins - Retired	120,255	83,600	52,700	120,000	0	2,616	0	(2,616)
TSA	24,336	25,200	45,600	45,600	48,600	10,303	55,525	(17,228)
Total Benefits	13,157,764	14,481,355	15,086,873	14,597,973	15,115,726	537,884	12,171,003	2,406,839

2022-23 General Fund Expenditure Report

Description	18/19 Actual	19/20 Budget	20/21 Budget	21/22 Budget	22/23 Budget	9-02-22 YTD	9-02-22 Encumb	9-02-22 Balance
Instructional Services	125,368	103,800	76,375	66,000	161,000	0	0	161,000
Instr Prog Improve Service	33,042	53,000	67,750	87,750	56,200	0	730	55,470
Student SVCS	0	0	0	0	0	0	0	0
Data Processing SVCS	0	0	0	3,000	5,000	0	0	5,000
	0	0	0			0	0	0
Professional and Improvement Co	0	0	0	15,000	5,000	0	0	5,000
Other Instr-Prof-Tech SVCS	11,205	20,000	10,000	11,500	16,000	0	0	16,000
Repairs & Maintenance	206,884	190,300	227,612	258,500	286,050	31,459	1,348	253,243
Radio Service	12,455	11,100	11,100	15,000	4,500	1,742	8,878	(6,120)
Rentals	121,067	129,400	88,286	86,300	89,105	12,036	366	76,703
Electricity	453,206	502,620	465,700	451,500	450,500	13,137	369,483	67,880
Fuel	181,534	223,135	217,800	208,100	233,000	3,258	104,577	125,165
Water & Sewer	138,029	153,520	142,500	146,700	134,000	14,125	0	119,875
Garbage	112,864	102,400	87,000	106,500	104,500	0	0	104,500
Other Property Services	3,500	20,000	0	0	0	14,360	0	(14,360)
Reimb. Student Transportation	4,658	10,200	29,900	34,500	159,390	240	0	159,150
Reimb. Student Transportation	(79,915)							0
Travel	163,937	158,263	150,513	153,011	168,395	9,309	1,039	158,047
Travel - Student - Out of Dist.	1,140	5,300	4,500	3,500	0	0	0	0
Meals/Transportation	153	200	350	350	0	0	0	0
Mileage/Transportation	0	0	0		0	0	0	0
Staff Tuition	92,746	47,000	2,000	72,000	72,500	0	0	72,500
Telephone	44,987	73,165	65,100	52,300	73,250	8,893	39,573	24,784
Postage	24,224	26,074	28,900	32,117	31,500	4,150	15,850	11,500
Advertising	2,761	4,300	2,650	3,500	5,500	0	0	5,500
Printing & Binding	13,712	29,400	30,950	31,700	44,500	2,070	29,789	12,641
Charter School Payments	2,159,564	2,195,000	2,300,000	2,400,000	2,540,000	621,784	2,600,000	(681,784)
Tuitions Payments to Other Dist.	0	0	0	0	0	0	0	0
Tuition Pay Private School	0	5,000	0	0	0	0	0	0
Other Tuition	240,090	92,500	90,000	115,000	95,600	212	0	95,388
Audit Services	29,150	30,000	39,000	36,000	45,000	0	0	45,000
Legal Services	33,971	35,000	35,000	35,000	30,000	3,041	0	26,959
Negotiation Services	0	10,000	5,000	1,000	1,000	0	0	1,000
Data Processing SVCS	65,278	89,600	65,000	57,500	57,000	1,790	0	55,210
Election Services	4,632	5,000	5,000	18,000	5,000	0	0	5,000
Other Non_instr Pro/Tech	447,701	363,700	351,450	402,650	379,154	10,155	20,900	348,099
Physical Exams - Drivers	4,072	4,400	5,750	5,500	8,000	450	3,250	4,300
Drug Tests Drivers	1,670	3,000	2,250	3,000	2,500	0	2,000	500
Child Care Services	0	15,000	0	0	0	0	0	0
Sub calling service	14,113	15,000	12,000	7,500	7,500	0	0	7,500
Classified subs	226,030	194,000	228,600	251,500	191,831	0	0	191,831
Criminal History checks	3,394	3,200	3,500	3,500	500	67	0	433
Fingerprinting	626	1,000	2,500	1,000	1,000	135	0	865
Classified subs	499,112	425,000	445,791	510,573	413,248	0	0	413,248
Total P. Services	5,396,276	5,349,577	5,299,827	5,686,551	5,877,223	752,413	3,197,783	1,927,027

2022-23 General Fund Expenditure Report

Description	18/19 Actual	19/20 Budget	20/21 Budget	21/22 Budget	22/23 Budget	9-02-22 YTD	9-02-22 Encumb	9-02-22 Balance
Gas Oil & Lubricants	185,324	190,500	189,100	192,000	248,000	6,961	190,198	50,841
Supplies & Materials	457,850	648,024	651,837	698,023	996,751	62,395	11,497	922,859
Vehicle repair parts	27,649	52,800	50,500	50,500	61,500	7,257	28,318	25,925
Transportation operations	30,665	15,000	25,000	25,000	25,000	735	7,946	16,319
Textbooks	68,642	28,033	9,933	5,433	21,500	0	6,566	14,934
Library Books	5,914	15,694	8,200	11,700	12,750	0	90	12,660
Periodicals	6,511	6,000	10,800	12,100	12,150	0	0	12,150
Equipment under 5K	160,140	178,842	146,100	125,550	72,800	2,991	6,034	63,775
Computer software	184,472	264,360	257,398	323,918	339,174	71,585	106,855	160,734
Computer hardware	142,441	170,593	181,265	162,359	92,550	828	1,500	90,222
Total Supplies & Materials	1,269,608	1,569,846	1,530,133	1,606,583	1,882,175	152,752	359,004	1,370,419
Buildings Acquisition		0	0	25,000	25,000	0	1,250	23,750
Improvements Other Than Buildings				0	0	0	0	0
Equipment	33,623	54,500	25,000	45,000	0			0
New Equipment over 5K	35,353	0	45,000	10,000	22,500			22,500
Replace of Equip over 5K		0	20,000	20,000	22,500	15,173.00	5,438.00	1,889
Depreciable Technology	7,579	0	0	0	0	0.00	0.00	0
Bus Replacement	0	0	0	0	0	0.00	0.00	0
Total Capital Outlay	76,554	54,500	90,000	100,000	70,000	15,173	6,688	48,139
Regular Interest	0	500	0	0	0	0	0	0
Dues & Fees	105,393	175,180	159,726	148,076	122,303	12,775	11,228	98,300
Insurance & Judgments	245,279	265,588	306,221	350,000	395,000	0	0	395,000
		0	0	0	0	0	0	0
Fidelity Bond Premiums		0	0	0	0			0
Property Insurance Premium		0	0	0	0			0
		0	0	0	0	0	0	0
Judgments & Settlements		0	2,500	3,000	2,500	0	0	2,500
Settlements		0	0	0	0	0	0	0
		0	0	0	0	0	0	0
Taxes & Licenses	0	200	700	700	800	0	0	800
					0	0	0	0
Total Other Objects	350,672	441,468	469,147	501,776	520,603	12,775	11,228	496,600

2022-23 General Fund Expenditure Report

Description	18/19 Actual	19/20 Budget	20/21 Budget	21/22 Budget	22/23 Budget	9-02-22 YTD	9-02-22 Encumb	9-02-22 Balance
Transfer - Vocational House Fund	40,000	0	70,000	250,000	450,000	0	0	450,000
Transfer - Technology	100,000	0	80,000	100,000	100,000	0	0	100,000
Transfer - Classroom Furniture	50,000	0	10,000	35,000	35,000	0	0	35,000
Transfer - Textbook Adoption	400,000	400,000	200,000	350,000	550,000	0	0	550,000
Transfer - Capital Improvement	400,000		200,000	300,000	50,000	0	0	50,000
Transfer - Track and Turf Fund	85,000	10,000	0	0	0	0	0	0
Transfer - Athletic Fund	446,000	450,000	475,000	475,000	475,000	0	0	475,000
Transfer - Bus Replacement	300,000	150,000	225,000	225,000	225,000	0	0	225,000
Transfer - Unemploy Ins	25,000	25,000	250,000	0	0	0	0	0
PERS Reserve	525,000	0	450,000	300,000	154,000	0	0	154,000
Transfer - Food Service	100,000	100,000	120,000	224,446	225,000	0	0	225,000
Transfer - Music/Band Replaceme	0	0	20,000	20,000	20,000	0	0	20,000
Transfer - Debt Service	150,000	50,000	0	0	0	0	0	0
Transfer - Academic Achievemen	0	0	0	0	0	0	0	0
Total Transfers	2,621,000	1,185,000	2,100,000	2,279,446	2,284,000	0	0	2,284,000
Reserve/Contingency	0	1,750,000	2,000,000	3,000,000	3,000,000	0	0	3,000,000
Grand Total	43,941,707	46,727,940	48,256,864	50,298,816	51,785,998	2,428,074	37,082,828	12,275,096

2022-23 General Fund Revenue Report

		18/19	19/20	20-21	21-22	22-23	9-02-22	9-02-22
		Actual	Actual	Budget	Budget	Budget	YTD	Balance
SSF Formula								
1111,	Taxes	10,179,205	10,509,179	10,938,094	11,873,719	12,150,243	-	12,150,243
4801,4899	Federal Forest Fees	179,478	157,804	130,000	125,000	120,000	-	120,000
3103	Common School	437,082	196,120	400,000	444,819	445,000	226,677	218,323
2101	County School		209,250	200,000	195,000	50,000	-	50,000
3104	State Timber	167,048	23,587	100,000	100,000	130,000	-	130,000
3101/3199	School Support Fund	29,101,930	30,942,140	31,791,963	31,702,011	32,604,755	8,227,183	24,377,572
	Adjustments to SSF Payments							-
	Adj for Prior Year payments	(755,646)						-
	Adj for HC Disability Grant	439,748	-	-				-
	Total SSF Formula	39,748,844	42,038,081	43,560,057	44,440,549	45,499,998	8,453,860	37,046,138
1510	Interest on Investments	385,564	320,317	250,000	150,000	250,000	11,902	238,098
4200	Third Party billing	72,372	-	-	-	-	-	-
2210	TMR	180,556	212,376	210,000	210,000	210,000	-	210,000
4300	JROTC reimbursement	35,236	77,982	65,000	65,000	65,000	2,682	62,318
	Other							-
1741	Outdoor School		-	-	-	-	-	-
1910	Rental Fees	3,926	1,582	7,500	5,000	-	320	(320)
1980	Fees Charged to Grants	-	14,915	50,000	108,266	315,500	-	315,500
1312, 1960, 1990,								
5300	Miscellaneous	370,469	304,781	250,000	255,000	265,000	12,921	252,079
1760	Club Fundraising		-	-	-	-	-	-
1411, 1993	Transportation Fees		4,538	-	-	-	-	-
1994	E-Rate reimbursement	-	-	80,000	-	-	-	-
5200	Interfund Transfer - Athletics	8,029	850,000	-	-	-	-	-
5400	Beginning Fund Balance	5,263,314	2,126,603	3,784,307	5,065,000	5,180,500	6,205,654	(1,025,154)
	Total	46,068,310	45,951,175	48,256,864	50,298,816	51,785,998	14,687,339	37,098,659

LEBANON COMMUNITY SCHOOL DISTRICT

STRATEGIC PLAN/PLAN ESTRATÉGICO
2022-2023

*PURSUING EXCELLENCE FOR
EVERY STUDENT, EVERY DAY*





Serving Students K - 12 / Sirviendo a los niños K-12

Some of how we serve students varies across grade levels, but our vision--that we are Pursuing Excellence for Every Student, Every Day--is consistent. We strive for inclusive practices, a standards-based core, and data-driven strategies. **Click on your child's level below to learn more.**

Algunas de las formas en que servimos a los estudiantes varían según los niveles de grado, pero nuestra visión, que buscamos la excelencia para todos los estudiantes, todos los días, es constante. Nos esforzamos por lograr prácticas inclusivas, un núcleo basado en estándares y estrategias basadas en datos. **Haga clic en el nivel de su hijo a continuación para obtener más información.**

ELEMENTARY

ESCUELA PRIMARIA

MIDDLE SCHOOL

ESCUELA INTERMEDIA

HIGH SCHOOL

ESCUELA SECUNDARIA

LEBANON COMMUNITY SCHOOL DISTRICT ELEMENTARY LEVEL

DISTRICT GOAL
STUDENTS* WILL BE
AT OR ABOVE
GRADE LEVEL IN
MATH & ENGLISH.

DISTRICT GOAL
90%* WILL READ AT
GRADE LEVEL BY THE
END OF THIRD
GRADE.

DISTRICT GOAL
90%* WILL
GRADUATE
ON TIME.

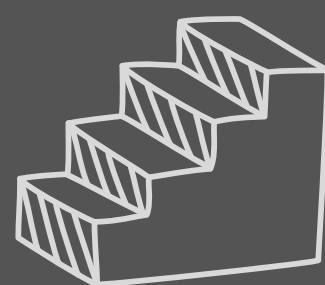
INSTRUCTION



- Elementary students receive a minimum of 90 minutes of daily core literacy instruction, using **Amplify**; they receive 60 minutes of daily core math instruction using **Eureka**, with many supplements available.
- Students learning online or accessing those resources do so through **Google Classroom** or **Canvas** pages maintained by teachers.
- A shared scope and sequence ensures that grade levels are consistent in their coverage and pacing district wide.
- Grade-level teams across the district are each led by a building principal.

STUDENT SUPPORTS

- We employ a **multi-tiered system of supports** that serves the whole child: academic, behavioral, and social-emotional.
- Instructional Assistants (IAs) are trained on small group instruction and behavior to ensure more adult support in classrooms.
- Schools have a Title Teacher and Title IAs dedicated to early reading support.
- Online resources ensure that students may access learning from anywhere; devices are provided to all.
- Trained staff at each school teach and promote **positive behaviors** and engage in reteaching when poor choices occur.
- Our staff and systems equitably address remediation and **special education** as well as enrichment and **advanced opportunities**.
- We are proud to offer free **nutrition** and **transportation** to and from school and after-school instructional sessions.



ASSESSMENT



Students are assessed informally throughout their school day, but we rely on a few trusted mediums to give us timely data on students' growth and proficiency in regard to reading and math. This data drives instruction, student interventions, and systems.

- Grades K - 1 use **EasyCBM** or **ESGI** to measure reading and math skills
- Grades 2 and up use **STAR** three times annually to assess literacy and math skills
- The **SBAC** is a state test for grades 3 and up that measures skills in literacy and math

POST-SECONDARY READINESS

Even as we build foundational skills, we want students to adopt a future-focused mindset. Our schools utilize **AVID** strategies and philosophy, which are about preparing students for life after graduation--whether that means a job, trade school, university, military, or another path.

The elements of writing, inquiry, collaboration, organization, and reading will serve all students well, no matter what comes after graduation. Job fairs, visits from community partners, and guest speakers give our students the opportunity to see what's possible and begin working toward their goals.



FAMILY ENGAGEMENT



We know that student success relies on students feeling an emotional connection to school. Our elementary schools provide many ways to get students to be part of their campus and community. From open houses, book fairs, family nights, concerts, science fairs, carnivals and more--as well as partnerships with our local **Boys & Girls Club** and other agencies--we encourage our elementary students to get hooked on learning and to have fun!

LCSD also opens our doors to families, for they are our partners in raising and educating healthy children. We are here to welcome and assist you. At all ages, we encourage goal setting *with* your student around your learning practices at home.

Our schools use **ParentSquare** for two-way communication about events and information. We are launching a new **website** later this fall that will be easier for all our stakeholders to navigate. Additionally, look for details this year for a new line-up of monthly parent **workshops and sessions** on a variety of topics to help families be involved and informed.

LEBANON COMMUNITY SCHOOL DISTRICT

MIDDLE LEVEL (6-8)

DISTRICT GOAL

STUDENTS* WILL BE AT OR ABOVE GRADE LEVEL IN MATH & ENGLISH.

DISTRICT GOAL

90%* WILL GRADUATE ON TIME.

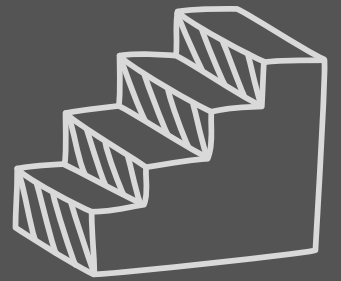
INSTRUCTION



- Curriculum is the foundation from which we instruct, and we select curriculum carefully with a process that seeks stakeholder input and relies on an **equity lens**.
- Middle school students receive core reading instruction using **Amplify**; they receive math instruction using **EdGems**, with supplements available in both subjects. Students learning online or accessing those resources do so through **Canvas**.
- Content-area teams of teachers collaborate regarding strategies and student data.

STUDENT SUPPORTS

- We employ a **multi-tiered system of supports** that serves the whole child: academic, behavioral, and social-emotional.
- Instructional Assistants (IAs) are trained on small group instruction and behavior to ensure more adult support in classrooms.
- Online resources ensure that students may access learning from anywhere; we provide devices to all.
- Trained staff at each school teach and promote **positive behaviors** and engage in reteaching when poor choices occur.
- Our staff and systems equitably address remediation and **special education** as well as enrichment and **advanced opportunities**.
- We are proud to offer free **nutrition** and **transportation** to and from school and after-school instructional sessions.



ASSESSMENT



Students are assessed informally throughout their school day, but we rely on two formal tests to give us data that informs our instruction, student interventions, and systems: Students are tested three times annually using **STAR**, giving us timely indicators of their growth or need for additional support in literacy and math. The **SBAC** (state test) measures the same skills and is given each spring.

POST-SECONDARY READINESS

Even as we build foundational skills, we want students to adopt a future-focused mindset. Our schools utilize **AVID** strategies and philosophy, which are about preparing students for life after graduation--whether that means a job, trade school, university, military, or another path.



Elective course options and an introduction to **Career & Technical Education** opportunities helps students look ahead to high school pathways and beyond. Job fairs and guest speakers give students the opportunity to set goals and begin working toward them.

FAMILY ENGAGEMENT



We know that students who engage in any school activity achieve at higher levels and are more likely to graduate. Activities, such as fine arts or clubs, athletics, and other extra-curriculars build character, promote teamwork, and build a necessary emotional connection to school.

Our middle school students have many ways to get connected to the campus and community. From open houses, concerts and performances, athletic events, science fairs, and more--as well as partnerships with our local **Boys & Girls Club** and other agencies--we encourage every student to get involved.

LCSD also opens our doors to families, for they are our partners in raising and educating healthy children. We are here to welcome and assist you. At all ages, we encourage goal setting *with* your student around your learning practices at home.

We use **ParentSquare** for two-way communication about events and information. We are launching a new **website** later this fall that will be easier for all our stakeholders to navigate. Additionally, look for details this year for a new line-up of monthly parent **workshops and sessions** on a variety of topics to help families be involved and informed.

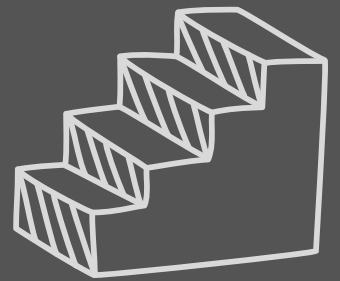
LEBANON COMMUNITY SCHOOL DISTRICT HIGH SCHOOL

DISTRICT GOAL: 90%* WILL GRADUATE ON TIME.

STUDENT SUPPORTS

Instructional practices at LHS mirror the best practices we employ at lower levels. Additionally, we apply a multi-tiered system of supports that serves the whole child: academic, behavioral, and social-emotional.

- Freshmen (and sophomores, as needed) are scheduled into cohorts for math, ELA, and science, and they automatically receive a support period. These allow teachers to collaboratively serve students.
- **Canvas** course pages ensure that students may access learning from anywhere; we provide devices to all. After school sessions, with **nutrition** and **transportation** provided, are available for any student needing additional instruction.
- Staff and systems equitably address remediation and **special education** as well as enrichment and **advanced opportunities**.
- Four counselors and an on-site mental health specialist provide emotional and social supports.
- **Ralston Academy** is our alternative school serving students in grades 11-12 in a highly-individualized, selective setting.



ASSESSMENT



Students are assessed informally throughout their school day, and we rely on formal tests for data to inform instruction and interventions. The **SBAC** (state test) measures the same skills and is given each spring. Sophomores and juniors take the **PSAT** free of charge; seniors have the opportunity to take the **SAT**.

POST-SECONDARY READINESS

Our schools utilize **AVID** strategies across classrooms. Those strategies, and the elements of writing, inquiry, collaboration, organization, and reading, will serve our students well no matter what comes after graduation.

Elective **course options** and an introduction to **Career & Technical Education** opportunities helps students look ahead to high school pathways and beyond. We offer learning in Agriculture (with over 60 acres on a Land Lab for student use), Business, Health Occupations, Culinary Arts, Construction, Computer Technology, Architecture, and Engineering. These pathways allow students to earn high school credit while earning professional skills that will serve them in any career.

Students may also earn dual credit (at high school and college simultaneously) by enrolling in **Advanced Placement (AP)** courses and taking the AP exam. College credits are also offered through Beyond Lebanon High School--a partnership with our local community college.

Our on-campus **College & Career Center** hosts guest speakers from local businesses, universities, and military, and offers advising on scholarship opportunities and post-graduation options.



STUDENT & FAMILY ENGAGEMENT



We know that students who engage in any school activity achieve at higher levels and are more likely to graduate. Activities, such as fine arts, clubs, or **athletics**, build character, promote teamwork, and build a necessary emotional connection to school.

Our high school students have many ways to get connected to the campus and community. From athletic events, concerts and performances, clubs, service opportunities, and activities such as **JROTC**, Leadership, and many others--as well as partnerships with our local **Boys & Girls Club** and other agencies--we encourage every student to get involved.

When students become young adults, they need support at home more than ever. LCSD also opens our doors to families, for they are our partners in raising and educating healthy people. If you need help with resources at home, we welcome your request.

We use **ParentSquare** for two-way communication about events and information. We are launching a new **website** later this fall that will be easier for all our stakeholders to navigate. Additionally, look for details this year for a new line-up of monthly parent **workshops and sessions** on a variety of topics to help families be involved and informed.