

First and foremost, the Board is very aware and has been concerned with this years relatively high turnover in staff. The Board appreciates all the concerns, comments and input that have been expressed to us via personal conversations, email, and messages about this issue.

As a consequence of the higher-than-normal number of staff that indicated they were leaving the District we initiated a number of conversations and meetings with the purpose of having open and honest conversations that will not be attributed to anyone. We have personally talked with a number of staff who are leaving, current teachers and staff (some who have been here for decades and some who are new), the administration, members of the community, the Louisville Education Association, Board members from surrounding school districts like Millard, Elkhorn, and Gretna. Our goal was to determine if staff was leaving to get away from a bad environment or if they were moving to other opportunities or any combination of reasons.

I cannot state this in stronger terms; the boards silence on this issue up to this point was not because of indifference or to keep things hush-hush. The board thought it prudent to conduct as thorough of an investigation as it could to root out the facts from rumor and inuendo. It is incumbent upon the board to conduct a fair and impartial review that attempted to solicit information from multiple parties and to take that information and formulate concrete solutions that would improve our district moving forward. Consequently, during this review the board did not publicly comment on the situation until it felt it thoroughly understood the situation. Furthermore, the Board cannot, nor will it comment publicly on specific personnel issues or individual staff.

In the multiple conversations and meetings that board members have been a part of, the reasons for staff leaving are multiple and varied according to each individual's personal situation. A number of staff are leaving because a better position with higher pay was offered by another district that LPS could not match, their retiring, leaving the teaching profession entirely, moving, family issues, medical issues, upset with or have philosophical differences with LPS leadership, lack of community support. In all of our conversations there was not one single reason, problem or person that was identified as the sole cause of staff turnover. However, there were common themes of why people were upset or frustrated and common problems and issues that need to be addressed to make LPS a better district and to create a culture of excellence. A few common issues that need to be addressed by teachers, administrators, and the board together as a team:

1. Improved communication between the admin, teachers, and board.
2. Professional development (teachers/admin)
3. Student behavior and discipline; distracted students with cell phones.
4. Consistency in implementing ideas, initiatives, and policies (Marzano/MRSS)
5. High special needs students
6. Educator burnout and stress (outside and inside school)

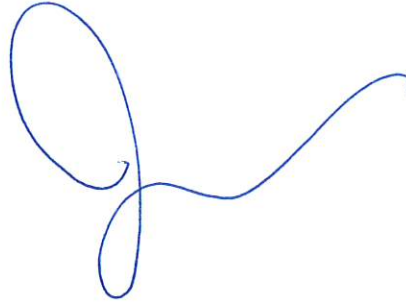
7. More room for classrooms, dedicated special needs areas.
8. Mental health training and more resources dedicated to psychologists in school.
9. Build trust and sense of team.
10. More and better compensated paras.

As a board and district, we do not have the luxury of pointing fingers and playing the blame game for too long. We collectively must formulate solutions to these issues and more, with that in mind the following recommendations/actions will be taken or have already been initiated:

1. A teacher/admin/board (TAB) advisory committee will be formed to meet as often as necessary to increase communication, solve issues and improve accountability to each other and the community.
2. A third-party independent survey will be conducted this spring and again in the fall to gather anonymous staff input on issues impacting the district and the learning environment. (Survey began May 6th and will be open for 10 days)
3. We have added a Louisville Education Association (LEA) update to every Board agenda meeting to give the LEA an opportunity to update the board on whatever they would like.
4. We have directed the Superintendent to provide an Employee Assistance Program (EAP) benefit to all staff where they can seek professional assistance for free; outside the community on issues impacting their professional and/or personal lives.
5. A discipline/behavioral program is currently being worked on and will be implemented this fall.
6. A cell phone policy will be adopted which sets controls on cell phone use in the classroom.
7. The administration and the board will dedicate more resources to professional development for teachers and administrators.
8. The administration and the board will explore adding more mental health service and school psychologist time to the district.
9. The administration and board will explore adding an assistant principal to LPS to free up our administrator's time in dealing with behavior and discipline and to spend more time observing and assisting our teachers.
10. The District will work to enhance paraprofessional recruitment and retention.

Simply, there is no magic bullet to fix any of these issues that are impacting not only our district but other school districts in Nebraska and nationwide. The other school districts that I talked to are experiencing staff turnover as high as 100 to 150% above normal. It will take a team approach and it will take a lot of hard work and buy in from everyone including parents and the

community. However, I have never been more confident in this District to be able to work together to create a place where students, teachers and parents want to come to, not get away from.

A handwritten signature in blue ink, consisting of a large loop on the left and a long, sweeping tail that curves upwards and to the right.