

Commissioner Advisory Group
June 13, 2018, 10:00 a.m. – 2:00 p.m.
Lincoln Public Schools District Office
5905 O Street, Lincoln, Nebraska

1. Introductions and Purposes
 - Propose meeting two times a year
 - Discussion of composition of Advisory Group
 - Intent and purpose of the Group
2. Alignment of the State Board Strategic Plan and Commissioner's priorities
3. A proposed message for Administrators' Days (July)
4. A review of the Department Reorganization
5. A review of the top four areas we developed last year and Leadership for each focus
 - Behavioral/Mental Health
 - P16 Transitions
 - Resources
 - Teaching and Learning

**Leading for Educational Equity at the Nebraska Department of Education
DRAFT June 6, 2018**

The Nebraska Department of Education will lead the way in addressing inequities of the past by focusing on opportunities to learn for all students and by adopting a relentless focus on outcomes that ensure all stakeholders deliver on the promise of equity.

- Nebraska ESSA Leadership and Learning
Community, 2018

STATE BoE STRATEGIC PRIORITY I: Ensure all Nebraskans, regardless of background or circumstances, have equitable access and opportunities for success.

STATE BoE STRATEGIC PRIORITY II: Increase the number of Nebraskans who are ready for success in postsecondary education, career, and civic life.

How does the Nebraska Department of Education define educational equity?

As a state agency, the NDE acknowledges a history of bias and bigotry resulting in societal disparities and inequities, and the NDE commits to confronting this history by leading for educational equity. In leading for educational equity, the NDE looks to the educational equity definition as set forth by the Council of Chief State School Officers, ***“Educational equity means that every student has access to the educational resources and rigor they need at the right moment in their education across race, gender, ethnicity, language, disability, sexual orientation, family background, adverse events, and/or family income”*** (based on CCSSO definition, 2017, pg. 3). The NDE believes that leading for educational equity will ensure all learners reach high expectations for learning while also discovering and exploring their passions and making meaningful connections within the context of their postsecondary interests, thus ensuring preparedness for success in postsecondary education, career, and civic life.

How will the Nebraska Department of Education lead for educational equity?

The 2017-2026 Nebraska State Board of Education’s Strategic Vision and Direction describes multiple roles assumed by the state agency in carrying out the complex work of supporting a state education system. These roles include Champion, Regulator, Capacity Builder, Connector, and Change Agent. As a state agency, the NDE will lead for educational equity through intentional and data-informed operationalization of these agency roles. As a result of the NDE commitment to leading educational equity intentionally and through multiple agency roles, districts and educational partners will be better equipped to advance educational equity, and there will be an increase in the number of Nebraskans who are ready for success in postsecondary education, career, and civic life.

The following paragraphs detail how the NDE will lead for equity through the agency roles outlined in the 2017-2026 Nebraska State Board of Education’s Strategic Vision and Direction. The red text represents “leading for equity enhancements” to the original text as found in the

2017-2026 Nebraska State Board of Education's Strategic Vision and Direction.

Champion - The NDE will be a Champion **for educational equity** by actively leading the strategic vision, goals, and policy direction to support learning, earning, and living. Examples include:

- Model and be recognized for persistent and insistent leadership that delivers on the promise of equity.
- Model, advocate for, and insist on a data-informed approach to advancing equity.
- Engage key stakeholders and partners in data-informed discussions and action planning focused on emerging needs in the educational equity landscape and corresponding policy advocacy approach.
- Exercise policy leadership to advance educational equity and proactively engage and partner with the Unicameral and Governor on priority issues.
- Advocate for data-indicated necessary resources to meet needs and/or address issues to execute the state vision of leading and supporting all Nebraska students for learning, earning, and living.

Regulator - The NDE will be a Regulator **for educational equity** by leveraging policy authority to ensure delivery of high-quality, equitable education and services, beyond compliance with state and federal regulations. Examples include:

- Assure access to fair, equitable, and high-quality education and services.
- Monitor schools and districts to ensure adherence to regulations and set expectations that advance educational equity beyond compliance for accountability and growth in learning.
- Promote best practices for leadership and utilize data and resources to ensure effective continuous improvement that advances educational equity.

Capacity Builder - The NDE will be a Capacity Builder **for educational equity** by directing technical assistance and professional development opportunities and by promoting the sharing of best practices. Examples include:

- Provide technical assistance and professional development opportunities for educators, staff, and community providers that advance educational equity and opportunities to learn for all students.
- Leverage policy to ensure all leaders understand their roles in ensuring equitable outcomes and opportunities to learn for all students.
- Actively engage with priority and needs improvement schools while also continuing to support the improvement of all schools.
- Identify schools and districts across the state with effective educational practices to gather data on successful practices that advance educational equity.
- Act as a facilitator to connect schools to highlight learnings, share lessons learned, and communicate best practices that advance educational equity.
- Develop, maintain, and leverage strong working relationships with education and community partners to extend and enhance capacity across the state to advance educational equity.

Connector - The NDE will be a Connector **in support of educational equity** by bridging the divide between learning, earning, and living and by connecting schools, families, business, and communities. Examples include:

- Connect, convene, and partner with schools, businesses, out-of-school programs, postsecondary education, state agencies, and community providers to create a more

comprehensive approach to **data-informed advancement of equity** in education and service delivery.

- Support other agencies and organizations in active engagement and relationship building among individuals, parents, and families to **advance educational equity**.

Change Agent - The NDE will be a Change Agent by exploring and supporting promising new innovations **that advance educational equity**. Examples include:

- Research, promote, and provide support for promising **data-informed and equity-advancing** initiatives and innovations in education across the state and nation (e.g., promising activities in rural areas, blended learning, personalized learning, adult basic education).
- Provide ongoing training, support, and resources to drive the adoption of **data-informed and equity-advancing** practices and to assure implementation **with fidelity**.

#BeKind

Goal: Bring awareness of all types of bullying and harassment while simultaneously initiating a campaign on being kind. The campaign is meant to be a year long verses one episode. The campaign is aimed at positive behavior and action. Being kind costs nothing.

Activities: #BeKind is open to any group, business, school, etc.. that would like to participate. Plans are developed at the employment location. A group can do as much or as little as they like and the goal is for this to evolve so that #BeKind is operational for years to come.

City Wide #BeKind Date: Friday, August 24, 2018

- Proclamation by Mayor and signed by other Mayors.
- Recognition at Football Games (Be Talking to your Principals and AD's)

Mayor's Office (City of Omaha)

- Initiate Proclamation (Declare Friday, August 24, 2018. Proclamation ready by August 3.)
- Has involved Police, Fire, and City Administrators
- We need Mayors from all other cities involved.
- Mark and Joni are presenting to the Mayor's Youth Leadership Council on March 8, 2018.

Omaha Chamber of Commerce:

- Want and need Chamber involvement

Student Planning Rally at ESU #3:

- Mark Adler, Joni Adler and Jim Sutfin will present at the April 16, 2018 Rally.
- Student Planning is essential (Principals also in attendance)

Faith Based Organizations:

- Millard has contacted all of its faith based organizations about the Campaign.

T-shirts: Each entity is responsible to order and design their own t-shirts. One potential vendor is **Mike Battershell** | Bergman Incentives | mike@bergmanincentives.com Direct 402.661.7929 | text/mobile 402.871.5200 [9411 'F' Street Omaha, NE 68127](#)

Building Plans:

- Have you given consideration for buildings to plan for the year?
- Each Millard School will submit a Building Plan involving students and staff to Central Office.

Other Items to Consider (Branding):

- Millard will use #BeKind Note cards and stationary.
- #BeKind Art contest (Displays created)
- Fall Kick Off for all staff (Rolling out the theme)
- Friday Folders will be branded with #BeKind
- Social Media Photos and 'Picture frame Campaign'
- Corrugated Cardboard #BeKind Poster Boards (8.5x11)

#BeKind Action Plans

Metro Area Schools#BeKind Action Plans

LAURIE KERR FEB 01, 2018 03:32PM

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Abraham Lincoln

Problem- Need to be in a culture where it's normal to speak up without judgement and need . to believe in themselves.
Solution Ideas- #bekind and #beconfident, and starting with our realtimes. Spread awareness through student nominated representatives and keep the momentum going with students (not teacher driven)

Do- talk to Tim Hamilton (Director of Student Services) and TJ to start a district wide campaign and to know fund amounts

Study- surveys

Arlington

Problem - add visibility/make BeKind actionable

Who - everyone (students, staff, faculty, parents, community)

Do - Lunches, TA time, visibility, posters, student leaders, clubs help out, awareness, let the positive outweigh the negative, celebrate and praise successes

Concerns - buy in, momentum might fade

Bellevue East High

Problem: lack of education on bullying topics

Plan: Create an environment based on inclusiveness that allows students to feel comfortable

Do: Admin

Clubs (GSA, Leadership Academy, Diversity Club)

Social Media

Study: change in school culture

number of kids effected reduced about what's been posted on social media

#of positives/negatives per week

postive messages around the school and in restrooms

Act: t-shirts

Begin school year with it

Campaigns

Advisory time to implement discussions

Speakers

Bellevue West T-Birds

Problem: Lack of empathy among student body

Soulution: Create a student advisory committee among clubs and leaders to create a community of kindness and empathy

-Begin the 2018-2019 school year.

-Nominate students for advisory committee from clubs/groups.

-Begin early in the year, with "Step to the line" activity.

-#bekind joint message at beginning of competitive events.

Bennington High School

Problem: bullying is a major problem but it's not often reported and there isn't a clear definition of bullying vs conflict. Students often bring in problems from out of school or social media

Target users: students

Solutions: make changes to homeroom system to include bullying and student support in the curriculum. Place a value in each sports program/club of supporting teammates and have a standard of respect for everyone in the teams. Make sure that everyone in a team is treated equally and all team standards are implemented for each person. Promote this

movement through administration support and displaying be kind at sporting events.

In summation: Administration changes homeroom curriculum to include bullying, , and student support. Change the culture of sports programs and clubs to promote team support and equal treatment of all. We will be able to understand if we were successful around this time next

Blair High School

Student involvement to get new kids involved so they won't be alone.

AEP Mentors can get to know freshmen and help find a good club for them.

Integrate sports and fine arts somehow.

Start Twitter page to show cool things that have happened in BHS.

No one sits alone day, get a color and go to that color of table and have lunch with people you don't usually sit with.

Science department shows how vape is bad for you so younger kids don't do it.

Have a leader or two from each club be in a leadership club so every club knows what's happening

c1stoga High School

Problem: Lack of peer leadership.

Target User: All Students and Staff, starting with activities and their leaders

Solution Idea: Set up a system of leadership representatives from each extra curricular activity.

Steps:

1. Our student-led group focused on building better people will invite all coaches and leaders from each activity to explain the master plan.
2. Pick student representatives from activities to work on implementing leadership qualities within their groups.
3. Recognize who is not in any activities.
4. Personalized invitation from the leaders designated in each activity, to those not already involved in activities.

Study:

-Ask students and activity leaders how bullying takes place within their groups and how and where it can be addressed.
-Ask leaders and coaches of activities how the council has impacted their groups after 1st quarter of implementing the

plan.

Maybe a survey during our Cougar Connection Plan.

D.C. West High School

Plan: Students need an escape from social media. Target user is all students. Solution is to power down.

Do: Teach self control and strategies to power down. Keystone teachers.

Study: Survey.

Act: Discuss in May.

Plan: Negative hallway talk. Target user is all students.

Solution is to empower student monitoring.

Do: Teach students empowerment strategies for themselves and others. Teach them common language. Use of keystones and student leaders.

Study: Survey.

Act: Meet with student leaders to develop common language.

Implement through keystones.

Plan: Reporting of negative behaviors in and out of school.

Target users is all students. Solution is to create an anonymous electronic reporting system - Google Form or QR Code.

Do: Create form in Google. Create QR codes to post around school. Promotion through keystones.

Study: Survey. Number and types of responses.

Act: Get together in May.

Elkhorn High

Plan: cross-club, once a month meeting, #be kind promote good deeds, take pics of good deeds and post on social media, tee shirt for person of month? Notes: weekly/daily kind challenges. sweet sticky notes, take pic with someone you don't know, calendars, highlight this year and escalate next year, bring in 8th graders early, coordinate with student mentors,

Action: Contact Christine, Introduce topic, Have Christine talk, have ford and whalen talk, Make plan for thursday

Elkhorn South High School

Problem: Student apathy and inaction

Plan: Greater Council involvement in a digital mobilization movement. Additionally getting a speaker to talk about these issues and speak truth to existing issues and sparking an emotional response that will ignite real and lasting change.

Moreover, this message can be applied to the student council message by putting it on the student council shirts and honors convocation apparel to try to raise awareness and move this issue forward to reduce the issue of awareness and reduce the scope of student apathy, the aforementioned issue. Creating fundraisers to promote awareness of these issues is of tantamount importance in the addressing of these issues. Elkhorn v. Elkhorn South Football Game presented by #bekind.

Gretna High School

Problem: Cyberbullying, unkind words

Target user: students & teachers

Solution/idea: Positive tweet each day; teachers incorporate brain breaks that include high fives and compliments; school leaders (Stuco, Class Officers, Friends of Rachel) advocate for people at lunch who don't have a comfortable place to sit; advertise TIPS (an anonymous online reporting system for bullying) so that student understand its function and purpose; Encourage teachers to intervene in hallway banter even when they aren't sure if it is bullying or a joke.

Timeline: We can start right away, but should reconvene in the Fall when school start back up.

Louisville

PLAN: Targeting all student. Reduce bullying and remind people what kindness is.

DO: Re-educate what bullying is and the different types. Find a report system where students can go to report things they are seeing or things that are happening to them , anonymously, get the community involved with a t-shirt and football game theme/ dedicate a specific day to #BeKind, get the staff involved and more aware, put constant kindness reminders on lockers in the hallway, wall of kindness where people put sticky notes of what being kind means, empower the students, weekly announcements, kindness leader board (competition between classes).

STUDY: Google forms survey, staff evaluation of the classroom

ACT: Rebrand our student leadership council, start with weekly announcements, start reinforcing what kindness and bullying is, reinforce what good characteristics are

Millard North Plan

Problem: How to effectively implement the BeKind initiative.

Solution: Utilize the weekly Mustang Time advisement to combat student apathy, communicate that words matter, and help students know that they can make a difference.

Next Steps: Connect with MN Admin Team, Mustang Time coordinator (Betzold), Mrs.Therkelsen, Mr.Schettler, Mr.

Eledge, Mustang Mentors, and Mustang Time teachers. Write new lessons plans reflecting these ideas. Train underclassmen to be leaders as seniors.

Study: Conduct surveys to monitor student health (BrightBytes survey).

Timeline: By the end of year, connect with above stated people. In fall of next year, begin training and education of mentors and MT advisors. Begin discussions now on 2018-19 school year plans.

Millard South High School

Problems: Social media bullying and kids not being fully aware of their actions. Kindness actions fading out within a long period of time.

TARGET: All students and staff

SOLUTION: Implement and initiate "Be Kind" for a long, strong period of time that is constantly tangible and visible. Involve many other clubs and sports within.

Ideas

Kindness Agents

#bekind on freshmen day t-shirts

#bekind on student planners

#be kind on patriot pride drawing winners

Class t-shirts add #bekind

#bekind twitter

#bekind stickers for laptops

social media monitor

permanent be kind snapchat filter

be kind socks

instagram account with a daily kindness message

stickers to put on the walls

show #bekind video on our scorevision board

#bekind added daily announcements

weekly #bekind testimony by teachers

students stories of kindness

Staff plan

t-shirts for all

speaker in the fall

district video made

stationary with #bekind

#bekind signs for each school

Study: Student Monitors and student monitor social media accounts

Millard West High School

Problem: Awareness/ lack of student involvement
Plan

Step 1: crazy/ kindness tee shirts (orientation, freshman day)

Step 2: Guest Speaker

Step 3: Quad Qts

Step 4: Social media pledge, notes (keeping the ball rolling)

Step 5: Whatever comes next

Helpful Organizations-Student Council, NHS, Secret Kindness Agents, Assets in Action, Key Club, Honors Societies (all clubs and activities)

QTs-students pick get to know you games

Notes: BE KIND back to school bracelets, organization videos, monthly leader meetings, backpack ribbons

Omaha Benson High School

problem: Never hurts to make people feel included

Do: Have Allies help make #BeKind posters/ student council have a kindness day or week

Study: Reflection

Bryan High

Problem: People are "unaware" that there is a problem

Solution: School wide presentation of real stories

Steps

-Student Council and Bearclustivity work together to find potential speakers

-speak to principal about inviting speakers

-set up speaker

Post Speaker:

-upstander training

Burke High School

Plan:

-Problem - Students do not have enough of a voice in school decisions.

-Target User - All students

-Solution Ideas -

1. Suggestion or complaint box for student input

2. Principals open office

3. Gather all student leadership groups to get input and build a plan to promote kindness.

Do:

1. Create an anonymous box to be placed in the Counseling Center, Cafeteria, and Library. Let students know through announcements and homeroom teachers.

2. Talk to the Principal and schedule the event to happen once a month.

3. Talk to the advisors, get everyone on board, start a planning committee.

Study:

1. If students are bringing concerns.

2. If students are showing up.

3. Experiment and see how it turns out.

Act:

1.

Omaha Central

problem: jokes about , lost its severity ("kms"), people don't know how to open up ("can't take a joke")

ideas: -making counseling more accessible in schools, make it well-known how to go in for help

-call people out on saying "kms" or joking about

-self love week (affirmations on walls and bathrooms, over announcements)

-making social media less toxic (promote blocking, unfollowing, or reporting), don't support negative activity

-making real life examples more well-known (when people hear real stories, they are more conscious of what they're saying)

-putting #bekind on merchandise, integrating campaign into school

Omaha North High Magnet

Problem:

-lack of awareness and caring

Plan:

-take ideas from student council to administration and stress the need to their consistent support

Steps:

-get to know your teachers and administrators video

-utilize social media to spread word

-interview staff members

-have more stu co involvement

Study:

- hear less bullying
- bystanders standing up for people
- people are noticeably supporting anti-bullying campaigns

ACT:

- Breakfast with the principal
- cabinet meeting
- all advisory boards
- reach out to all clubs

Omaha Northwest Magnet

PLAN: People don't feel like they can speak out

Target User- student

Solution- being a proactive ally more visible

DO: have resolution of respect

- have buttons of respect
- have student mentoring

Omaha South High School

Plan: To encourage Forgiveness and empathy. To target Hateful words that are hard to take back. To stop...Drama/Pot Stirrers who like to continue the hate.

Do: Students/Staff/Admin/Parents/Business/Community members to get involved in spreading the message of #BeKind. By:

- creating lessons during advisements
- text blast and morning announcements, #BeKind section in school newspaper/yearbook/graduations/football games, plays, recitals
- tshirts
- recognize students who are modeling and spreading kindness in classrooms, bulletins
- students create videos
- promote at all school assemblies

Study: Create a student committee, decrease in discipline issues

Act: All year, and during

Papillion LaVista

Home room talk and reminder everyday
Wanting to speak out but not wanting to be in the spotlight.

Papillion South

Developed by Leadership Academy and Student Council

Target User: All students/adults in the community

Do: Be Kind advocates group who will make posters, plan random acts of kindness, T-Shirts, school theme, videos etc.

Platteview High School

Problem: lack of awareness, lack of student involvement and activities to promote kindness and overall interaction between students.

Plan: student leaders wear lanyard/bracelet to identify as students who are "trusted people" to talk to when they are in need of someone to open up to.

PHS #BeKind bumper stickers/back windshield stickers for all students to advertise that Platteview is involved in this movement

Ralston

Problem: Students don't feel like they need to be nice

Solution: Find ways to celebrate and praise

Problem: Big assemblies make it easier for students to feel uninvolved

Solution: Make the campaign homeroom and small group driven to encourage participation

Problem: Having every student feel included and impacted

Solution: Have class officers write personal notes to each student in their class.

Thomas Jefferson HS

Problem: Raising awareness and getting the community involved

Plan:

- Random Acts of Kindness
- #BeKind Twitter account
- Posters
- START lessons
- Surveys

Target users:

-Start with the high school students
-Mayor, Police, Firefighters
-Elementary/Middle School
Act:

Weeping Water Public School

Problem: Not enough awareness and not enough caring

Plan: Merchandise, posters, anonymous tip line and speakers

Do: All students and staff

1. Present ideas to Student Council and staff

Study: We would know if the ideas work and are worth spending time when we see a change.

Act: We need to figure out the source of the problem

Westside High School

Problem: Student Support (Relatability)

Plan: Monthly homeroom kindness activities with different student groups leading them(ex: cheerleaders, DECA, etc.).
#BeKind bracelets, monthly kindness videos

Anonymous Help Box

-Bully box
