



Millard Public Schools

# 2019 Annual Report



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# The Mission

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The mission of the Millard Public Schools is to guarantee each student demonstrates the character, knowledge and skills necessary for personal excellence and responsible citizenship through an innovative world-class educational community that engages and challenges all students.



## The Strategic Plan



Millard Public Schools believes each individual has worth and our greatest resource is our people. We believe all schools are accountable to the community and that excellence is worth the investment. These are just some of our beliefs that have flowed from our strategic planning process. The purpose of strategic planning is to get better!

The district began to strategically plan in the 1989 - 1990 school year. The process refines our systems, evaluates our critical issues, and positively impacts achievement and engagement across the district. Specifically, strategic planning is how we monitor and evaluate our district needs and initiatives. Millard uses the Cambrian model. The process is cyclical, with a full re-write occurring every five years and internal update sessions occurring annually.

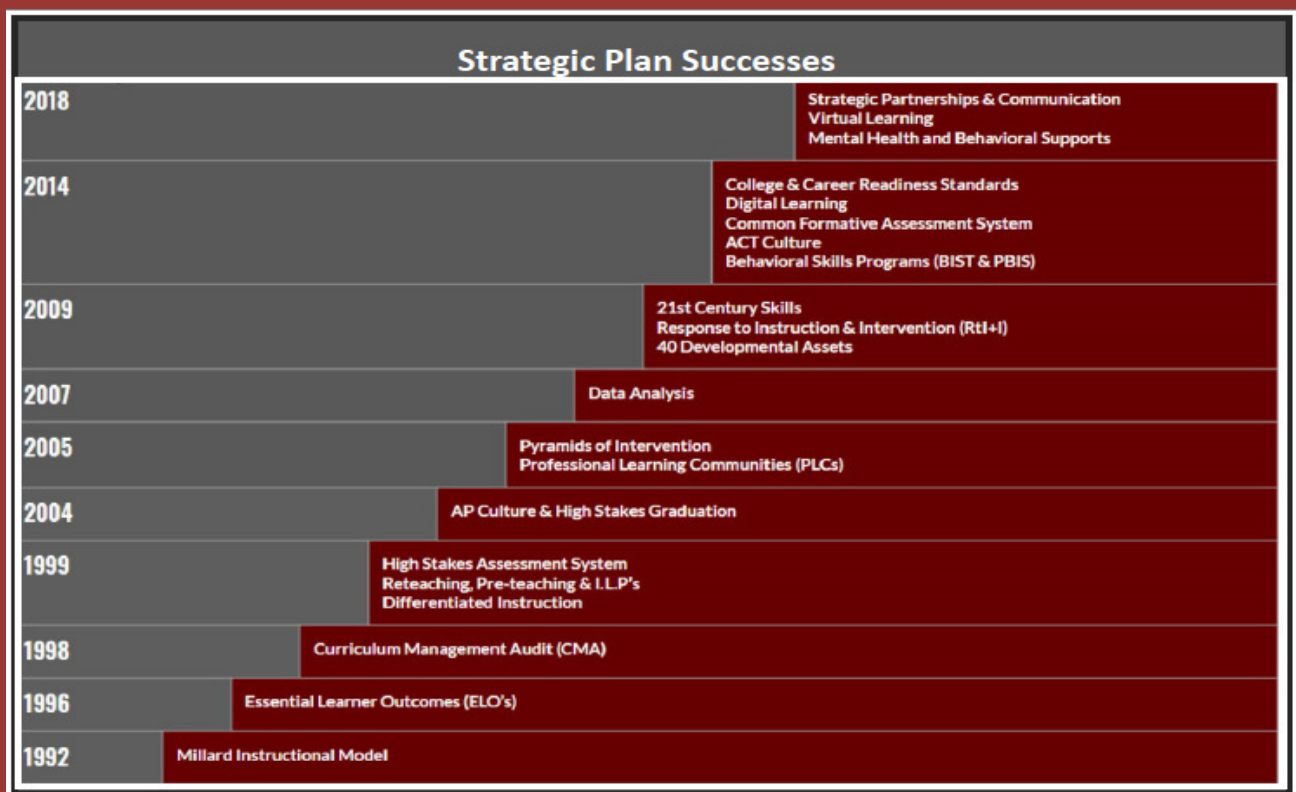
The latest rewrite began in 2017. A strategic planning team of district leaders, teachers, staff, students, parents and community members came together to determine where the district will focus its time, talent and resources for the next five years.

## Current Strategic Plan Objectives

- All students will meet or exceed district and state standards; the achievement gap between subgroups will decrease annually, and overall performance on district, state, and national assessments will increase annually.
- Individual student growth on district, state, and national assessments will increase annually and exceed national targets.
- The percentage of students participating in and performing at high levels on measures of national and/or international education excellence will increase annually.
- All students will demonstrate the character and positive behaviors necessary for personal excellence and responsible citizenship.

## Current Strategic Plan Strategies

- We will engage the Millard Educational Community to maximize resources in order to address our financial challenges and better achieve our mission and objectives.
- We will develop and implement plans to differentiate and expand our instructional delivery systems to meet each student's needs in a changing world.
- In cooperation with family and community, we will address the behavioral and mental health needs of our students by implementing systematic practices that promote good character, positive social behavior, and responsible citizenship.





# District Leadership



Hello!

Thank you for your interest in Millard Public Schools. We are a high-achieving district of nearly 3,000 diverse staff members who share a single goal - to teach and support the growth of the 24,000 students entrusted to us.

We are especially grateful for our dedicated and focused Board of Education. Our Board members regularly visit our schools and attend our events. Under their steady leadership, Millard ensures high educational standards while also maintaining fiscal responsibility. Our student body achieves higher scores than state and national averages, and we operate below the state average cost per student.

Our annual report is a good way to get a snapshot of the district. For a more in-depth look at our schools, our website offers a wealth of information and resources. A great way to keep up with the daily banter and accomplishments of our students and staff, along with enjoying the lighter side of Millard, is through our social media. You can follow me on Twitter @jsutfin. Scroll through these pages and you will understand why we are #Proud2bMPS.

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Sutfin". The signature is fluid and cursive, written in a professional style.

Jim Sutfin, Ed.D.  
Superintendent

# #TeachUP!

Millard teachers and staff are amazing, and they prove it every day. In both good times and challenging ones, they focus on teaching up. This year we celebrated the 3,000 people who always keep education as the priority and stay determined to

# TeachUP!

## #Proud2bMPS





# Curriculum

## The Early Years



A world-class education starts early. The district provides traditional preschool at Bryan, Cody, Cottonwood, Disney, Hitchcock, Holling Heights, Neihardt, Norris, Rockwell, Sandoz and Wheeler.

Tuition is free for students who qualify for free and reduced priced lunch, and early childhood special education preschool programs are provided at no cost to students who qualify for special education services.

Millard is proud to be a district of choice and recognizes that students learn in different ways. From the start, the Millard Instructional Model accommodates the various ways children gain skills and knowledge.

Millard's elementary schools stress the basics. By focusing on reading, writing and math, students concentrate on mastering essential skills. Children also study science, social studies, citizenship, health, music, physical education and art. Students learn how to think critically and creatively while collaborating with others.

The High-Ability Learner Program serves intellectually gifted students, including those who are talented in music. For students who struggle academically, extra help is provided through re-teaching, summer school and after school study centers. Literacy and math intervention programs are also available for students who are having difficulty.

Each elementary school also offers Kids Network, a before and after-school parent-pay child care program provided by the Millard Public Schools Foundation. Additionally, the Millard Central Boys & Girls Club offers before and after care for Millard students who join the Club for a nominal cost.

## Elementary School



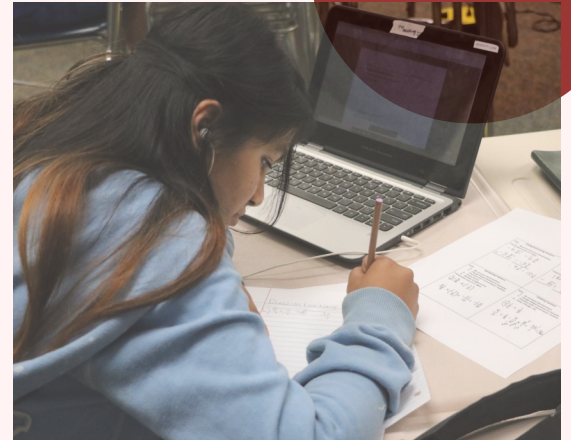
# Curriculum

Middle school builds on the basics mastered in elementary school while developing abstract and critical thinking skills and strategies.

Along with math, reading and English, students study health, physical education, music and art. The curriculum include exploratory classes in areas such as industrial arts and family and consumer science. Electives include creative writing and STEM.

The High-Ability Learner Program provides extension opportunities for intellectually gifted students, and re-teaching and intervention plans are available for students in need of additional academic support.

## Middle School



## High School



High school offers a full range of required and elective courses. Each student develops a Personal Learning Plan which helps them identify skills and talents while also ensuring all graduation requirements are met.

Graduation requirements are in the core areas of math, science, English, social studies, fine and performing arts, financial literacy, physical education and health. Elective offerings feature world language, art, music, computer science, industrial technology, business, and family and consumer science.

Students may earn a commended or distinguished diploma by taking additional classes within an articulated sequence and achieving a specific grade point average.



# Curriculum

## An Advanced Placement Culture

Millard offers more than two dozen Advanced Placement® courses and promotes an AP culture, encouraging every student to stretch themselves academically. Students may begin taking AP courses in their freshman year.

Special Education programs are provided for students from birth through age 21 who qualify under state and federal guidelines. The services are delivered to meet each student's individual needs through an Individual Education Plan. Specialized teaching methods supplement or can replace services in the general education classroom. The services cover 13 disability categories ranging from mild speech and language disabilities to more significant mental and physical disabilities.



## Special Education Services

## Unified Activities & Athletics



Millard offers unified activities and athletics. Unified clubs and sports are in partnership with Special Olympics and bring general education students together with Special Education students promoting ability, understanding, inclusion and friendship. Unified clubs and activities include music, ice skating, bowling, basketball, softball and baseball, Sparkle Cheer at Millard North High School, the Q Street Classic competitions between Millard West and Millard South High Schools and additional opportunities.

In 2018 Millard West was named to the ESPN Honor Roll of the top 30 schools from across the country recognized as Special Olympics Unified Champion Schools. In 2019 Millard South became a Unified Champion School and Millard North Middle School became the first middle school in the state to become a Unified Champion School.

The ELL program in Millard is a content-based English Language Development program in which students are grouped by language ability level. Group assignments are flexible and temporary, changing according to the learner's needs. Students spend the majority of the school day with the general education program, receiving support services from highly trained ELL teachers in ELL classes.

## English Language Learners Program

# Programs of Choice



## Core Knowledge Academy

Millard's Core Knowledge® Academies are located at Cather and Disney Elementary Schools. In addition, Cather Elementary is recognized as a Core Knowledge Program – School of Distinction. Core Knowledge Academies offer a traditional and highly structured environment for elementary students. The curriculum provides intensive phonics instruction and stresses math basics. Major content areas follow the E.D. Hirsch Core Knowledge Sequence.



## Montessori

Millard offers elementary Montessori® programs at Montclair and Norris Elementary Schools. A middle school program is available at Russell Middle School. Interactive materials and interdisciplinary curriculum foster exploration, independence and analytical thinking. Students develop individual interests while progressing academically in multi-age classrooms. Lessons and activities based on developmental needs and individual learning styles inspire students to become lifelong learners.



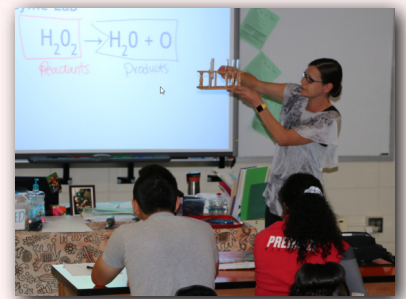
## International Baccalaureate

Millard offers the only K-12 International Baccalaureate® program in Nebraska. Aldrich and Black Elk Elementary Schools are home to the Primary Years Programme. Millard North Middle School and Millard North High School collaborate together to host the Middle Years Programme for students in sixth through tenth grade. Millard North High School also sponsors the Diploma Programme for eleventh and twelfth grade students. Through the Diploma Programme, high school students work towards a special diploma, which may earn them college credit. These four IB World Schools provide challenging courses with an international focus.

# Additional Opportunities

## Early College

The Early College Program at Millard South High School offers students the unique opportunity to earn a Millard diploma while also fulfilling the requirements for an Associate of Arts Degree at Metropolitan Community College. The degree is transferable to the University of Nebraska-Omaha to fulfill the general education requirements for a Bachelor's Degree.



## Career Academies

Juniors and seniors may apply to attend one of Millard's Career Academies to get a head start towards college and a career while earning both high school and college credit. Offerings include the Educational Academy, the Entrepreneurship Academy, the Health Science Academy and the Business and Logistics Management Academy. Students can earn both high school and college credit.



## Junior ROTC

Air Force Junior Reserve Officer Training Corps at Millard South High School covers the history of aviation, principles of flight, meteorology, navigation, flight physiology, and exploration of space. The Leadership Education curriculum includes the military training of uniform wear, drill, customs and courtesies. It also includes stress management, leadership styles, communication skills, and financial management.



## Non-Traditional Learners

Millard works to meet the needs of every child. For students who struggle in a traditional classroom environment, alternative options are available. High school students may be recommended to attend the Keith Lutz Horizon High School program. Horizon offers small class sizes and the opportunity for each student to progress at his or her own pace. Additionally Millard partners with Ombudsman Educational Services to provide classes for students unable to attend school for various reasons ranging from discipline to restarting their education.





# Additional Opportunities

## Intern Omaha

Intern Omaha is a new program spearheaded by a partnership between Millard Public Schools and Avenue Scholars. High school seniors work in a paid internship and complete course requirements to earn high school credit. Students apply during their junior year and begin the internship in the summer between their junior and senior year.

## Metro Academies

Students interested in careers in gaming, welding, information technology, civil engineering, plumbing and additional opportunities may wish to explore the options available through Metropolitan Community College. Millard partners with Metro to let juniors and seniors explore their interests while still in high school. Students attend their home school for half the day and travel to one of the Metropolitan Community College campuses for the other half of the day.

## University of Nebraska Medical Center Health Alliance

Students with a strong interest in the medical field have two options in Millard, the Millard Health Science Academy or the UNMC Health Alliance. Students who are part of the Health Alliance attend their home school for half the day and travel to UNMC for the second half. This is a two year program starting in the junior year. Limited spaces are available.

## Zoo Academy

Students with a strong interest in veterinary sciences and medicine may apply to the Zoo Academy. Limited spaces are available. Students attend their home school for half the day and travel to the Henry Doorly Zoo for the other half of the day. This is a two year program starting in the junior year.

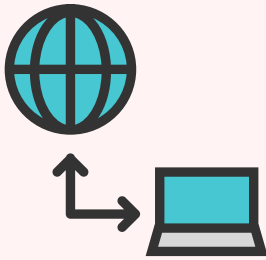


# Technology

## A One-to-One District



Each student in middle school and high school receives a district computer for use at both school and home. The district provides either an HP 360 or Dell Latitude laptop. Both are traditional computers with a touch screen that can also function as a tablet. Fourth and 5th graders receive a 9.7-inch district iPad. Third grade students will receive their iPads in January 2020. Elementary students use their devices in the classroom and may on occasion take them home.



The one-to-one environment makes learning possible anytime, anywhere. With access to the Google classroom, students can continue learning away from school. During inclement weather, school can continue through eLearning.

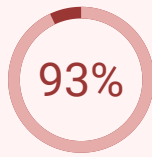


All student devices are connected to Content Keeper, the District's internet filtering application which blocks inappropriate content. All devices point back to the school internet no matter where the computer may be - school, home or on public wifi.



With the strong and steady support of the Millard Public Schools Foundation, Millard's one-to-one initiative is cost neutral. *Since 2014, the Foundation has given the district more than \$4 million to support district technology.* Additionally, funds that used to be spent on computer labs, computer carts and other expired technology now support the one-to-one initiative.

# District Demographics



**93%** Graduation Rate  
\*4 Year Cohort

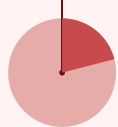


College Going Rate

82%



21%



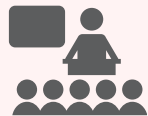
Students Receiving Free  
or Reduced Lunch



12% Special Education  
Population



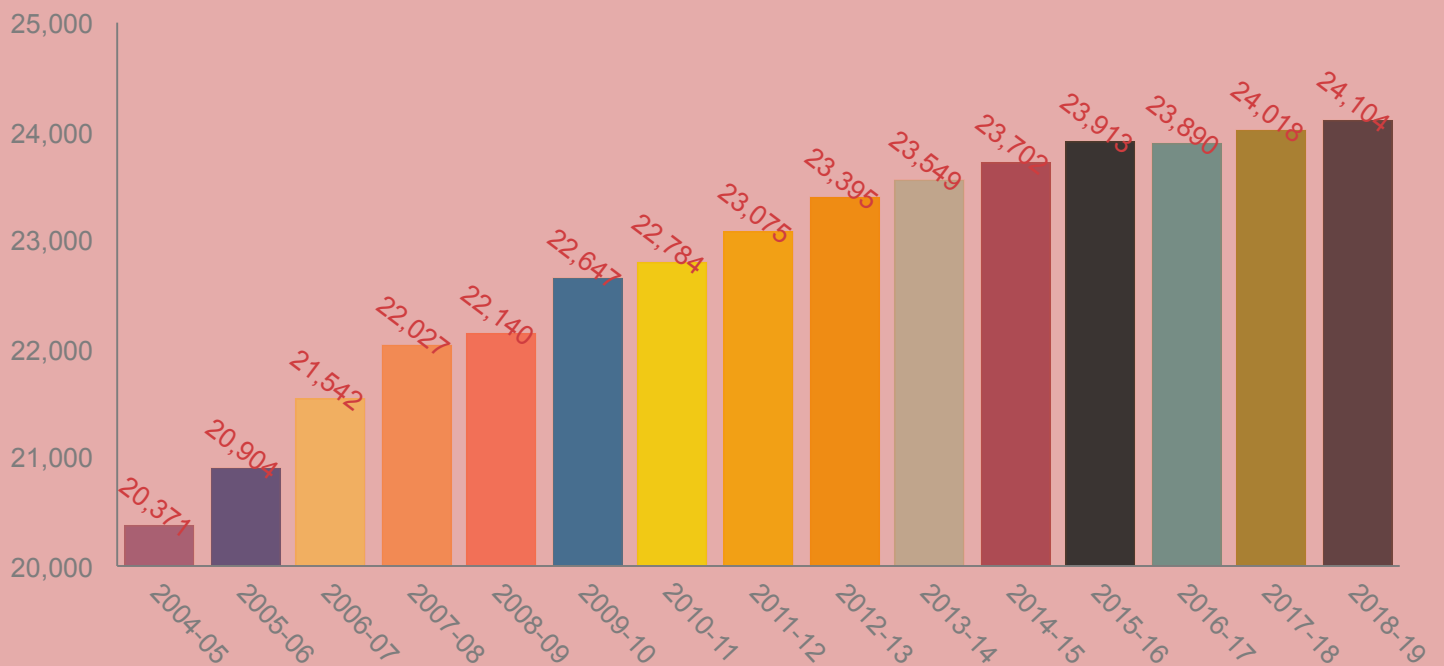
High Ability Learners



2% English Language  
Learners



## Student Population Growth





# District Demographics

## NSCAS

### State Assessment

	District	State
English Language Arts	65%	52%
Math	65%	52%
Science	78%	66%

## ACT

### National Assessment

	District	State
English Language Arts	71%	51%
Math	66%	52%
Science	71%	53%

WANT TO KNOW MORE?

**[VISIT NEP.EDUCATION.NE.GOV](http://VISIT NEP.EDUCATION.NE.GOV)**



Millard has 1,471 teachers and nearly 3,000 staff total.



1,307 MPS employees have a Master's degree and 46 have doctorates.



Our teachers and administrators have worked for Millard for an average of 12 years and an average 15.4 total years in education.



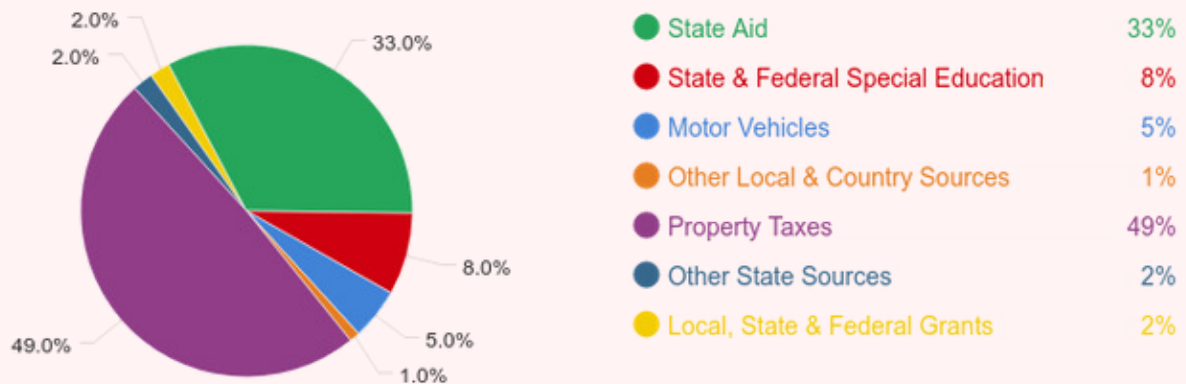
Millard recruits and develops strong teachers. Over the past year, the district attended 16 university teacher recruiting events in three states and hosted student teachers from 14 universities.

# District Finances

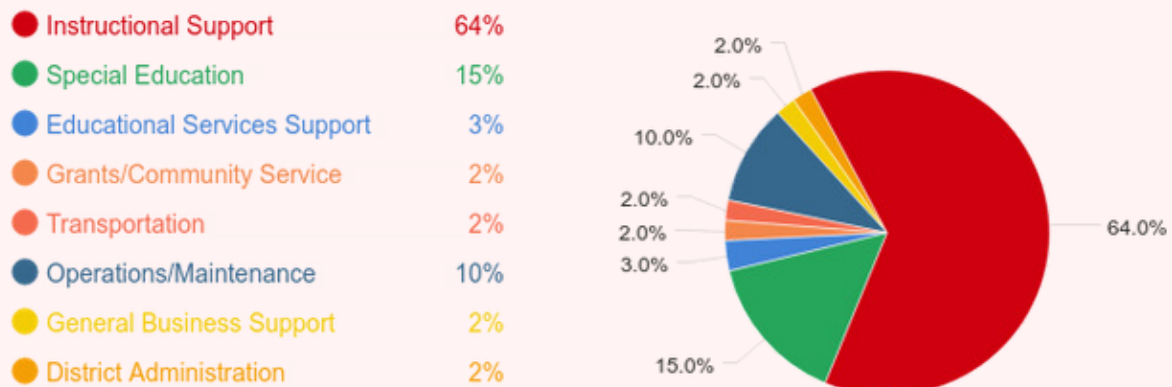
## 2019-20 Budgeted Revenues

\$240,798,784

### Where does the money come from?



### Where does the money go?



# District Finances

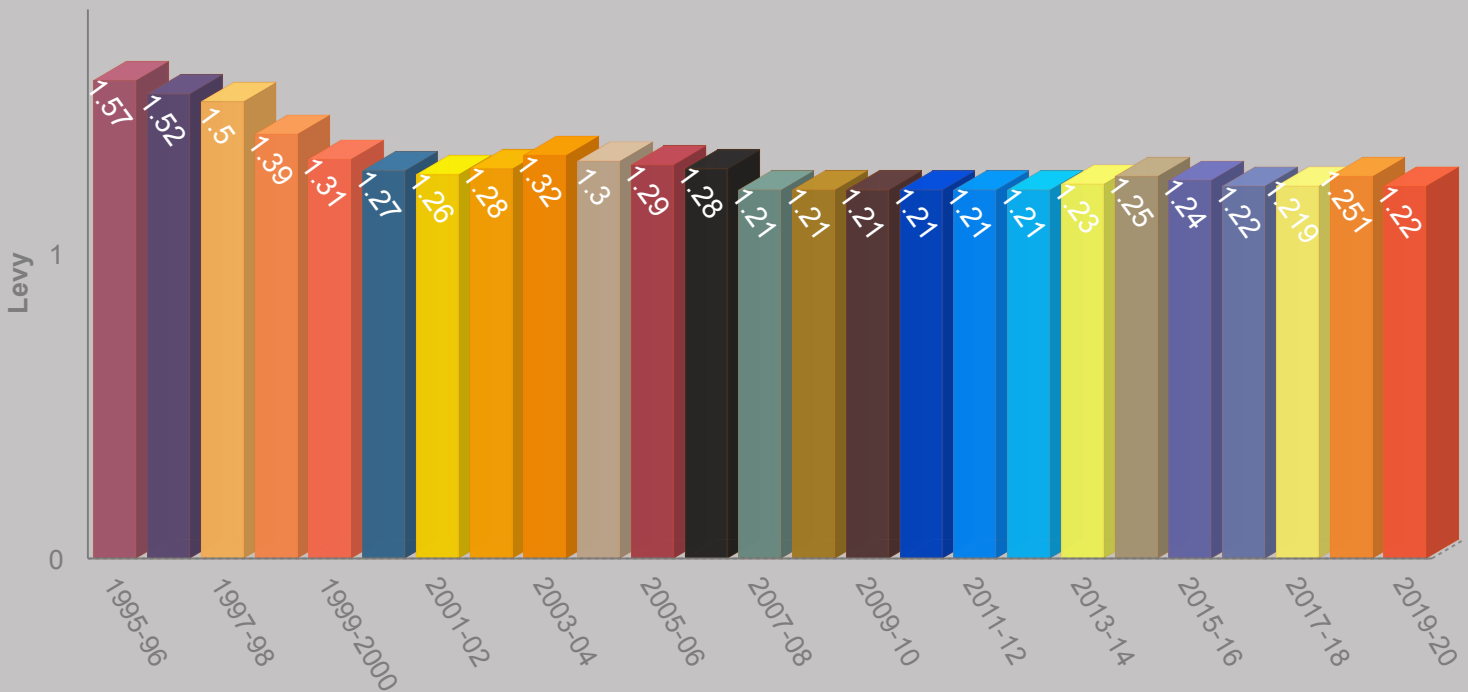
## Per Student Cost

*The most equitable comparison of school district spending is by per-student costs. Millard Public Schools is one of the lowest spending districts per student in the state.*

	Millard	State
2015-16	\$9,634	\$11,897
2016-17	\$9,549	\$12,230
2017-18	\$9,530	\$12,614



## Property Tax Levy





# District Partnerships

## The Millard Public Schools Foundation



### Excellence is Worth The Investment!

Millard Public Schools would not be what we are without the investment of our number one partner, the Millard Public Schools Foundation. The Foundation supports our families from kindergarten through college in so many ways.

- **Technology:** Providing more than three million dollars in funding
- **AP and IB Exam Scholarships:** Supporting students directly by paying the costs of exams
- **College Scholarships:** Helping students meet their higher learning aspirations
- **Millard Families in Crisis:** Assisting families in crisis in order to maintain student learning
- **School Support:** Granting annual funds to every school
- **Endowment:** Ensuring future students a world-class education

The MPS Foundation supports our working parents through Kids Network, providing affordable, quality, licensed care before and after school at all 25 Millard elementary schools. Kids Network also supports families with a summer program and child care during holiday breaks and on most inclement weather days. Profit from Kids Network tuition goes back to support Millard schools.

## Partners for Education

The strength and generosity of our community defines us. Our Partners for Education program gives our community organizations a way to connect with our community and make our schools stronger through their gifts and involvement.

The goal is to expand learning opportunities and experiences for students and to support school needs. Local businesses and organizations may become Support Partners, Academic Partners or District Legacy Partners.



# District Partnerships

## Education



Millard partners with **Metropolitan Community College** to provide Millard high school students with dual enrollment opportunities. For students enrolling in Early College at Millard South High School, this means the opportunity to graduate from high school with an Associate of Arts Degree. Students may also earn dual credit through Metropolitan Community College's partnership with the Millard Career Academies or by attending a Metro Academy on one of their campuses.



The **University of Nebraska at Omaha** brings strength to Millard's Advanced Placement® culture by partnering with the district to provide dual enrollment for Advanced Placement classes and Career Academy classes. Millard students have the opportunity to earn college credit in high school. This gives them a head start on credits toward their college graduation and gives them and their families the benefit of significant savings for college classes.



# District Partnerships

## Community



The privately funded **Clarke Community Initiative** aims to make the connection between growing and changing district needs and services available in the community in order to further the mission of the Millard Public Schools. All CCI initiatives must be integrated systematically, be sustainable and be in alignment with the district strategic plan.

The Initiative has created new partnerships, increased community awareness of district needs, supported fatherhood initiatives including Watch D.O.G.S. and All Pro Dad and provided funds for families in crisis. Now in its third year, the CCI is proving to be a valuable gift to Millard Public Schools.



Connected to Central Middle School, the **Millard Central Boys & Girls Club** provides affordable and convenient after-school services to the Millard community with after-school snacks, activities, homework help, dinner and services until 9 p.m. in the evening.

The Club offers athletic programs including basketball, flag football, volleyball, baseball and soccer. The club also offers STEAM (Science, Technology, Engineering, Art and Mathematics) programming. Students have the chance to explore 3D fabrication, programming, robotics, coding, textile design, drone piloting and more.



The **Buffett Early Childhood Institute** focuses on learning and development of children from birth through third grade, particularly those living in poverty. Through the Superintendents' Early Childhood Plan and the Learning Communities of Douglas and Sarpy Counties, Millard has Early Childhood Outreach programs at Cody and Sandoz Elementary Schools.



# 2019 Annual Report

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## Notice of Non-Discrimination

The Millard School District does not discriminate on the basis of race, color, religion, national origin, gender, marital status, disability, age, or on any other basis prohibited by federal, state, or local laws in admission or access to or access to or treatment of employment, in its programs and activities. The following person has been designated to handle inquiries regarding the discrimination and harassment policies: Associate Superintendent of Human Resources, 5606 South 147 Street, Omaha, NE 68137 (402) 715-8200. The Associate Superintendent of Human Resources may delegate this responsibility as needed. Complaints by school personnel or job applicants regarding unlawful discrimination or unlawful harassment (including sexual harassment) shall follow the procedures of District Rule 4001.2. Complaints by students or parents regarding unlawful discrimination or unlawful harassment (including sexual harassment) shall follow the procedures of District Rule 5010.2.

## Special Education Child Find

If you, as a District resident in the Millard School District, know of infants, toddlers, or school-age children you believe may be eligible for educational services as a student with a disability under the Individuals with Disabilities Education Act (IDEA) or Section 504 of the Rehabilitation Act, please contact your school principal or the District's Special Education Department at the Don Stroh Administration Center, 5606 South 147th Street, Omaha, NE 68137 or call 402.715.8302. Students attending K-12 nonpublic schools in Millard School District boundaries may be referred for an evaluation by Millard Public Schools or their resident district.

## 2019 Annual Report

The 2019 Annual Report is produced for Millard School District residents as required by the Nebraska Department of Education: Rule 10, regulations and Procedures for the Accreditation of Schools. Questions or comments may be directed to: The Director of Communications, Don Stroh Administration Center, 5606 South 147th Street, Omaha, NE 68137, and 402.715.8200. You may reach Millard Public Schools for inquiries about this report or any other matter at [MPSCommunicates@mpsomaha.org](mailto:MPSCommunicates@mpsomaha.org).

