

To the Patrons of USD 428,

I am very proud of the accomplishments that we have achieved in USD 428 since I became Superintendent of Schools in July of 2014. These achievements have been staggering in their scope and breadth for the students of USD 428. There has never been a three-year period in the history of USD 428 when so much has been accomplished for the students, staff, and community of Great Bend. Some of the accomplishments include:

District Restructuring:

- 1) The Human Resources Department was completely restructured to ensure excellent hiring practices.
- 2) New HR software was purchased to manage the district's personnel functions.
- 3) USD 428 has been fully staffed each school year. This is a fact that only a few school districts in Kansas can claim.
- 4) We began online enrollment district-wide.
- 5) We conducted a Certified Employee Audit and were able to save the district over \$800,000 in unnecessary labor costs.
- 6) We conducted a Classified Employee Audit to ensure proper levels of support staff across the district.
- 7) We instituted a new and positive Back-To-School Celebration, which saw the best starts to school in the history of the district.
- 8) We began feeding students breakfast and lunch throughout the summer months at no charge.
- 9) We purchased a new financial package through Skyward to better manage our district financial processes.
- 10) We restructured the Great Bend Education Foundation to be a community volunteer organization.
- 11) We were able to secure membership for Great Bend Middle School in an Activities and Athletic league.
- 12) We began an online fee payment system across the district.
- 13) We restructured summer school into a viable educational experience.
- 14) We upgraded our district broadband capacity from 75 mg to 500 mg across the district.
- 15) We purchased a new phone system district wide.
- 16) We put in place a student assessment package where student data is triangulated to better help struggling students.

Brought Funding to the District:

- 1) We brought in over \$3 million dollars of new grants to USD 428 – an unprecedented amount.
- 2) We worked closely with the Great Bend Education Foundation to bring in a record amount of grants.
- 3) We refinanced existing district bonds to save USD 428 taxpayers over \$60,000.

Communication with the Community:

- 1) USD 428 has been a United Way Pacesetter Organization for three years in a row.
- 2) Over thirty *SuppeTalk* video magazines have been taped to reach the community.
- 3) We started the Back-To-School Business Showcase, in partnership with the Great Bend Chamber of Commerce.

- 4) We are in the process of developing summer academies at Great Bend High School as a partnership with local businesses.
- 5) I have been extremely visible in the community having attended over 250 district and community events.
- 6) We negotiated a new twelve-year lease with Barton Community College for district use of their swimming pool.
- 7) We began a new program where Great Bend Police officers eat lunch every day at USD 428 schools.
- 8) We brought the Reality U to Great Bend Middle School in partnership with the United Way.
- 9) We partnered with the Recreation Commission on their new playground.

Innovations Brought to USD 428:

- 1) We began the *One District-One Book* Community Literacy Celebration. This is the only school district in the state of Kansas to have a literacy program like this. USD 428 has received state and national acclaim for this program.
- 2) The USD 428 Teacher Mentoring Program has been deemed the model program for Kansas by the Kansas State Department of Education.
- 3) We brought the MTSS program to USD 428. This program has already elevated assessment scores in reading and math for hundreds of USD 428 students.
- 4) The USD 428 MTSS program has been deemed the model program for the state of Kansas by the Kansas State Department of Education. Other Kansas school districts, and districts as far away as Denton, Texas, are looking at what we are doing in Great Bend to try and replicate it in their districts.
- 5) We brought the Kansas Reading Roadmap program and the LIFE program to USD 428. These are after-school, evening, and summer programs for students to increase their reading skills and to make literacy a family project. These programs have been very successful and have been deemed the model programs for the state by the Kansas State Department of Education. No other district in the state has MTSS, KRR, and LIFE integrated together seamlessly across their district as USD 428 does.
- 6) The state of Kansas asked us to pilot their new CCC program for soft skills curriculum. We are currently doing that at GBMS and GBHS.
- 7) I was invited to be a presenter at the 2016 National Superintendents Conference, which I did. This is the first time a Great Bend Superintendent has had this honor.
- 8) I was invited to be a presenter at the 2016 state United School Administrators conference, which I did.
- 9) We began the Walking School Bus at all of our elementary schools two years ago. We were informed that we had the best WSB program in the state.
- 10) We have begun our 1 to 1 Technology Initiative this year, K-12. Every student in the district has access to a piece of technology every day. At GBHS, the students take their Chromebooks home at night. This is the biggest technology movement in the history of USD 428.
- 11) In 2016, our entire district participated in a mock presidential election.

Safety:

- 1) All of our schools have been equipped with electronic entryways to make our buildings more secure.
- 2) We have installed outside security cameras at the District Education Center to improve security there.
- 3) We have a much stronger relationship with our Police Department than in the past. We have a new agreement with the Police Department where we have a full-time police officer in our schools now, and he has an office at GBHS. This adds to the safety and security of our students and staff.
- 4) We completed a Safety Audit of our elementary school playgrounds to ensure that all of them were safe for our students.

Finances:

- 1) We have put forward budgets for three years in a row now that, combined, have only increased the tax burden to local taxpayers by one-half of one mil total. This is an incredible feat during the current fiscal distress in our state.
- 2) We have built our capital outlay fund to \$7 million for capital improvements to the district, so that a future bond issue or raise in the tax burden to taxpayers will not be needed.
- 3) We have given raises to all of our staff for three years in a row.
- 4) We have raised our teacher base pay to \$36,000.

Capital Improvements:

- 1) We have refurbished our football stadium bleachers.
- 2) We have added four new vehicles to our district fleet.
- 3) We have installed a new scoreboard in the GBHS gymnasium.
- 4) We have installed new lights in the GBHS gymnasium.
- 5) We have installed a new sound system in the GBHS gymnasium.
- 6) We have installed new playground equipment at Eisenhower Elementary School.
- 7) We have purchased a new maintenance truck.
- 8) We have purchased two new activity buses.
- 9) We will be installing new lighting in the GBHS auditorium.
- 10) We will be installing a new sound system in the GBHS auditorium.
- 11) We will be installing new curtains in the GBHS auditorium.
- 12) We have installed new security cameras at the District Education Center.
- 13) We have installed electronic voice entry systems at all of our schools.
- 14) We have purchased a new vision screener for our school nurses.
- 15) We will be purchasing new lights for the GBHS football stadium.

Land Acquisition:

- 1) We have purchased additional land for future district expansion.

Community and State Outreach:

- 1) I serve on the Great Bend Chamber of Commerce Executive Board.
- 2) I serve on the Great Bend Education Foundation Executive Board.
- 3) I am a member of the Great Bend Rotary Club.

- 4) I serve on the Kansas School Superintendents Association Executive Board, which gives USD 428 a voice in state educational matters.
- 5) I serve on the Kansas School Superintendents Association Legislative Committee.

Improved Curriculum and Instruction:

- 1) We have deepened the district's use and capacity of the Charlotte Danielson teaching model.
- 2) We have expanded use of Professional Learning Communities.
- 3) We have brought the MTSS program to USD 428 to improve our students' reading and math skills.
- 4) We have unified all of our elementary schools so that they all teach the same math and language arts curriculum.
- 5) We have expanded our advanced placement course offerings at GBHS.
- 6) We have improved the delivery model for our DARE curriculum at all of our elementary schools.
- 7) We have expanded our *Project Lead the Way* curriculum at GBHS and are planning on expanding to all K-12 students in USD 428.
- 8) We have improved our Drivers Education curriculum at GBHS.
- 9) We have implemented a new social, emotional, and behavior curriculum across our district to improve student behavior.

Staffing Improvements:

- 1) We hired a new Career/ACT Coordinator at GBHS.
- 2) We hired a new Federal Programs Director position at the District Education Center.
- 3) We hired twenty-one new Instructional Coach positions all across our district so that every school now has a full-time Math, Language Arts, and Technology Coach to work directly with students and staff.
- 4) We cut ten unnecessary teaching positions across the district.
- 5) Teacher morale has improved across the district.
- 6) IBB Bargaining sessions with GBNEA have been very smooth.
- 7) We have increased coverage in our schools by a School Liaison Officer as a result of our positive relationship with the Great Bend Police Department.
- 8) We created a full-time Therapeutic Day Treatment Classroom at the Washington building.
- 9) We have significantly improved the level of coaching quality across our district as a result of hires made the last three years.
- 10) We have significantly improved the level of administrative quality across our district as a result of hires made the last three years.

Projects in the Works:

- 1) We are working to bring in more significant amounts of grant money to the district.
- 2) The creation of a District Technology Coordinator position at the District Education Center.
- 3) The creation of a Human Resources Director position at the District Education Center.
- 4) I want to build safe rooms at all of our school buildings.
- 5) We want to install new turf on our district baseball fields.
- 6) We will look at a new discipline structure for our entire district.
- 7) We will refurbish our district-used tennis courts.

- 8) We will develop a local and state-wide initiative to teach Financial Literacy to students through our *One District-One Book* program.
- 9) We will take our *One District-One Book* initiative state wide.

This is a staggering list of achievements. When you consider it is not everything, was completed in three years, and was done with no additional tax burden to our local taxpayers, it is remarkable. I am quite proud of these achievements, and everyone in our district and community should be as well.

I have enjoyed my time as Superintendent of Schools in Great Bend. The district is positioned to continue to move forward and I know will have many more great accomplishments in the future.

Sincerely,

Brad Reed

A handwritten signature in cursive script, appearing to read "Brad Reed".