

**CUSTER COUNTY SCHOOL DISTRICT NO. 180**  
**CALLAWAY, NEBRASKA**

The Custer County School District No. 180 has authorized and monitored the compilation of this policy manual and has formally adopted its contents, which describes, in accord with Nebraska Statute §79-526, the board of education's intention for the operation, supervision, and control of the school district. The board of education intends further that this policy manual be made accessible to the staff and patrons of the district and that it be updated from time to time to reflect contemporary legal requirements and the educational needs and expectations of students.

No part of this policy manual is purposefully in conflict with local ordinances, state or federal statute, or contractual agreements with employees and vendors. Moreover, the school district hereby serves notice that it does not discriminate on the basis of race, religion, color, national origin, sex, age, or handicap in admission or access to, or treatment or employment in, its programs and activities.

In compliance with Title II of the Educational Amendments of 1976; Title VI of the Civil Rights Act of 1972; Section 504 of the Rehabilitation Act of 1978; and all other Federal, State, School rules, laws, regulations, and policies, the Custer County School District No. 180 shall not discriminate on the basis of sex, age, race, color, national origin, religion, or handicap in the educational programs of activities which it operates.

Specified complaints of alleged discrimination should be referred to:

Patrick Osmond, Superintendent  
Title IX Coordinator  
Section 504 Coordinator  
Custer County School District No. 180  
101 North Needham Street  
Callaway, Nebraska 68825

The Custer County School District No. 180 serves the incorporated community of Callaway, Nebraska and the surrounding rural area. The school district's central administrative office address is located at 101 Needham Street, Callaway, Nebraska 68825.

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**PHILOSOPHY OF EDUCATION**

We believe that the school is an institution of our social system and has been organized to promote and perpetuate the fundamental aims, ideals, purposes, principles, and objectives of a

democracy.

We believe that in order to fulfill its responsibilities, the Custer County School District No. 180 must attempt to provide the environment and experiences which will enable the student to acquire not only knowledge and information but also the attitudes, ideals, understandings, appreciations, and skills necessary for effective participation in a democratic society.

We believe that each teacher evaluates students somewhere between potential ability and actual accomplishment, and that each teacher must realize that the child must be taken from where he or she is in the process of education.

We believe that school should promote a feeling of cooperation among the student body, the faculty, the administration, and the community regardless of race, color, or personal philosophy.

We believe that in our changing society circumstances demand that we change with it, thus making it necessary that we continually evaluate, clarify, and revise instructional method, school policies, and total objectives.

## **OPERATIONAL GOALS**

The primary responsibility of Custer County School District No. 180 is to establish those purposes, programs, and procedures which will produce the best educational achievement by district students. The board of education is further charged with the responsibility for wise management of resources available to the district. The board of education must fulfill these responsibilities by functioning primarily as a legislative body to formulate and adopt policy, by selecting an executive officer to implement policy, and by evaluating the results. Further, it must carry out its functions openly, seeking the involvement and contributions of the public, students, and staff in its decision-making processes.

In accordance with these principles, the board of education will seek to achieve the following goals:

- I. To work in a spirit of harmony and cooperation for the betterment of the public educational system in our community.
- II. To concentrate the board of education's collective effort on its policy-making and planning responsibilities.
- III. To provide the superintendent of schools with sufficient and adequate guidelines for implementing school board policies.
- IV. To formulate sound fiscal policy in the interest of fiscal economy.
- V. To evaluate continually district educational goals and their implementation in the school.
- VI. To maintain open and effective communication with the public served by the school, and with staff and students in order to maintain awareness of attitudes, opinions, desires, and ideas.

### **Notice of Nondiscrimination**

The Callaway Public School District does not discriminate on the basis of race, color, national origin, sex, disability, religion, age or other protected status in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. The following persons have been designated to handle inquiries regarding the non-discrimination policies:

Students: Patrick Osmond, Superintendent, 101 North Needham, Callaway, NE 68825, (308) 836-2272.

Employees and Others: Patrick Osmond, Superintendent, 101 North Needham, Callaway, NE 68825, (308) 836-2272.

Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriate Coordinator. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination with the Office for Civil Rights in the U.S. Department of Education (OCR), please contact the OCR at 8930 Ward Parkway, Suite 2037, Kansas City, Missouri 64114, (816) 268-0550 (voice), or (877) 521-2172 (telecommunications device for the deaf), or [ocr.kansascity@ed.gov](mailto:ocr.kansascity@ed.gov).