



ELKHORN
PUBLIC SCHOOLS

ANNUAL REPORT



2023-2024 REPORT TO THE COMMUNITY

BOARD OF EDUCATION



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Visit www.elkhornweb.org/about/board to learn more about the Elkhorn Public Schools Board of Education, including meeting information and how to provide your input as they work to be effective liaisons between our community and our professional educators.

DISTRICT LEADERSHIP

Superintendent: *Dr. Bary Habrock*
Assistant Superintendent: *Dr. Jodi Miller*
Chief Financial Officer: *Heather Shepard*
Exec. Dir. Business Support Services: *Ryan Lindquist*
Exec. Dir. Personnel: *Dr. Don Pechous*
Exec. Dir. Student Services: *Anne Doerr*

A MESSAGE FROM THE SUPERINTENDENT

A strong partnership with our community remains a cornerstone of the Elkhorn Public Schools (EPS). As such, EPS publishes an annual report to provide an overview of District demographics, academic progress, financial stewardship, and more. Most importantly, the Annual Report serves as a reminder of the goals we continue to pursue, and the role community support plays in the success of our students.

In alignment with the Board of Education's recently updated Strategic Plan, work focused on the areas of high levels of learning for all students, recruiting and retaining highly qualified staff, the mental health and well-being of students and staff, the safety and security of our schools and those within them, and the growth of our community remains at the forefront.

Notably, a new scholarship pathway, CTE ACHIEVE, was launched recognizing students for the completion of career and technical education coursework and participation in hands-on career exploration experiences. In its inaugural year, the CTE ACHIEVE Scholarship was awarded to 32 members of the EPS Class of 2024, and it will continue to open doors for graduates by broadening their career perspectives and empowering them to explore a variety of industries. The ACHIEVE Scholarship is offered in partnership with the EPS Foundation and offers students a matching scholarship to attend Metro Community College.

In initial work related to the mental health and well-being of students and staff, various parent and community events were hosted to share knowledge of and resources surrounding mental health, and an updated cell phone policy was implemented to further protect student mental health and instructional time.

Finally, in responding to and planning for growth, and following the community's approval of a bond in November 2023, various projects are underway to meet the needs of our growing district. In August 2025, two new elementary schools and an addition to Elkhorn Valley View Middle School will open to accommodate growth across the school district.

In all, this work highlights the District's dedication to fostering academic excellence, maintaining a high quality staff, prioritizing well-being, and ensuring the safety of all. These efforts, compounded with the support of our community, will continue to drive success and opportunities for our students. On behalf of the Elkhorn Board of Education, our staff, and most importantly, our students, thank you for your continued commitment to education. Together, we can ensure that every student has the opportunity to live, learn, and grow in a community that inspires and develops responsible citizens and lifelong learners.

Sincerely,

Bary Habrock, Superintendent

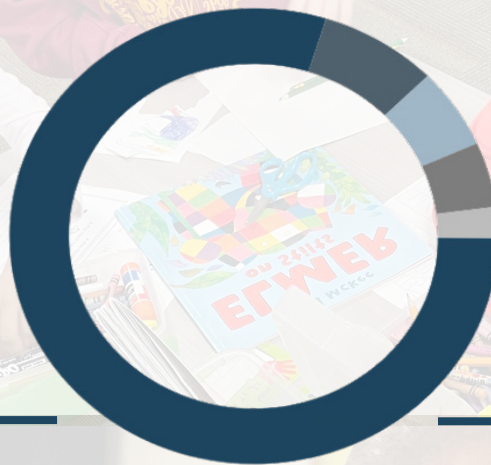
STUDENT DEMOGRAPHICS

11,104 
K-12 STUDENTS

Elkhorn Public Schools remains dedicated to providing high-quality education for all students. With a continually increasing student population, EPS is committed to fostering an environment that empowers each student to reach his or her full potential.

Additionally, while EPS students continue to excel academically, many students are also actively engaged in extracurricular activities. Involvement in a variety of areas such as athletics, fine arts, student groups, and community service, provides students with essential skills to best write their future stories.

| | |
|-----------|-------|
| White: | 79.6% |
| Asian: | 7.8% |
| Hispanic: | 5.7% |
| Other: | 4.6% |
| Black: | 2.2% |



STUDENTS IN SPECIAL PROGRAMS

| | |
|--------------------|-------|
| English Learner: | 2.0% |
| Poverty: | 11.4% |
| Special Education: | 14.5% |
| High Ability: | 14.1% |

STAFF STATISTICS



In 2023-2024, EPS employed over 1,350 people, including more than 950 certified staff and 400 classified staff.

EPS teachers are required to be highly qualified in their content areas and must demonstrate that they have sufficient knowledge in their subject. Teachers meet this requirement by holding the appropriate endorsement for the courses taught or successfully completing a state evaluation.

Notably, in alignment with the Strategic Plan goal of Attracting and Retaining High Quality Staff, work to develop and offer a highly competitive benefits package, a partnership created to assist with the further development of a paraeducator-to-teacher pipeline, and more frequent, targeted professional development opportunities for teacher assistants is ongoing.

CERTIFIED STAFF GROUPS

| | |
|--|-----|
| Classroom Teachers | 662 |
| Special Education Teachers/Specialists | 165 |
| Administrators..... | 37 |
| Guidance Counselors..... | 28 |
| Media Specialists | 20 |
| Specialists and Coordinators | 15 |
| Gifted Education Teachers | 12 |
| Reading Specialists..... | 12 |
| Math Interventionists | 4 |

CERTIFIED STAFF WITH MASTER'S DEGREES

| | |
|-----------------------------|-----|
| Elkhorn Public Schools..... | 71% |
| State of Nebraska..... | 59% |

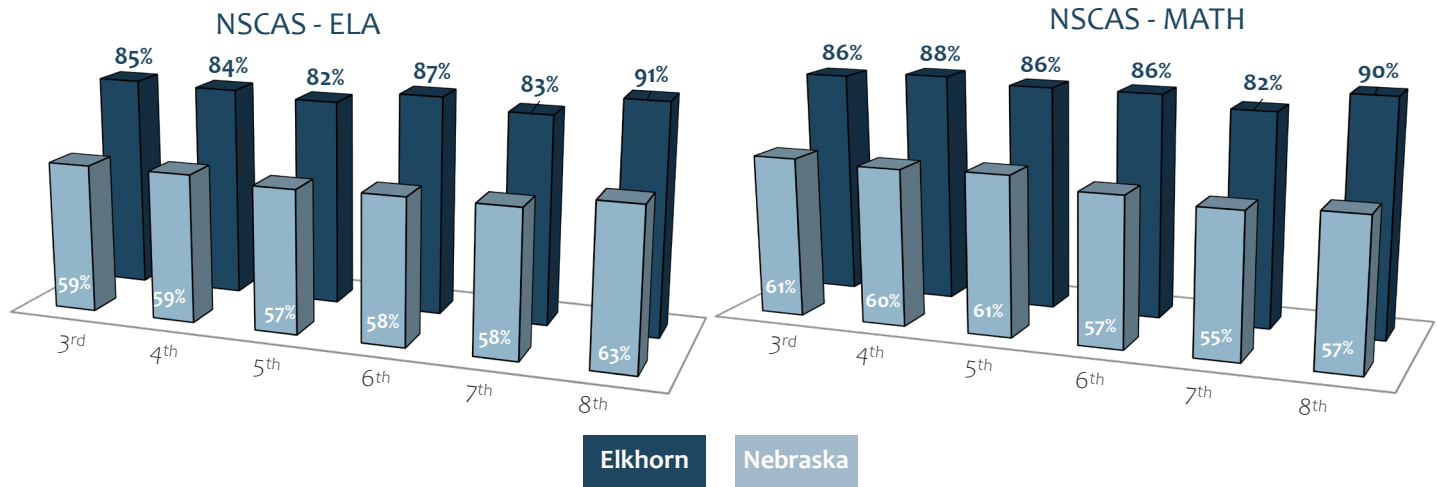
AVERAGE YEARS OF EXPERIENCE

| | |
|-----------------------------|--------|
| Elkhorn Public Schools..... | 13 yrs |
| State of Nebraska..... | 14 yrs |

STATE TESTING: NSCAS

Annually, students in grades 3-8 take the Nebraska Student-Centered Assessment System (NSCAS) assessments in English Language Arts (ELA) and Math. On all NSCAS assessments, students fall into one of three state-determined categories: Developing, On Track, and Advanced.

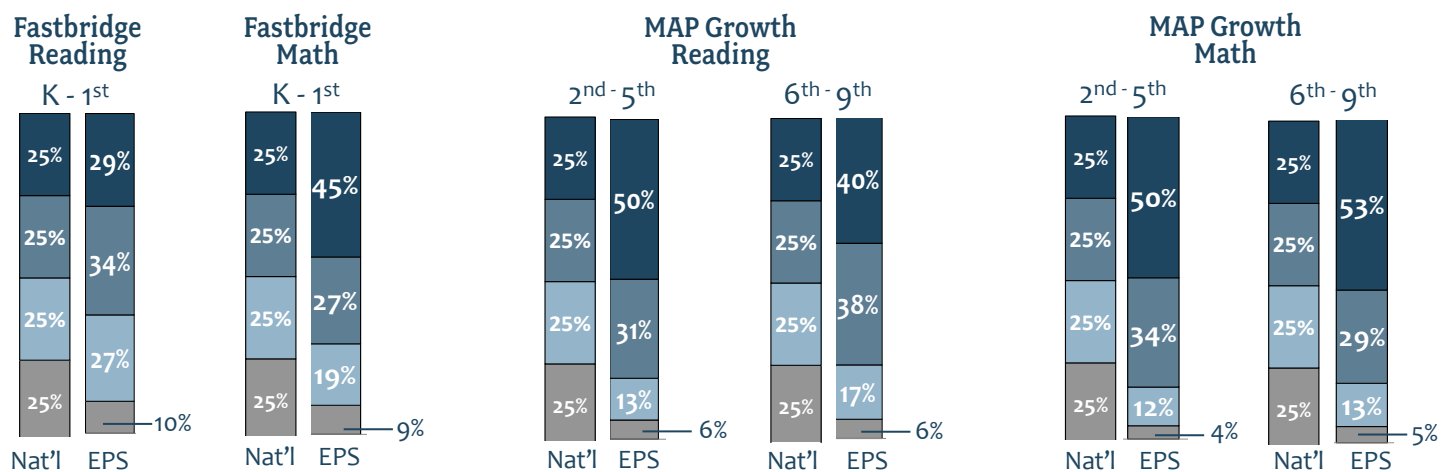
The graphs show the percentage of EPS students achieving at “On Track” or “Advanced” levels compared to state averages. Additional state assessment performance information can be found online on the Nebraska Department of Education website.



NATIONAL TESTING: MAP GROWTH and FASTBRIDGE

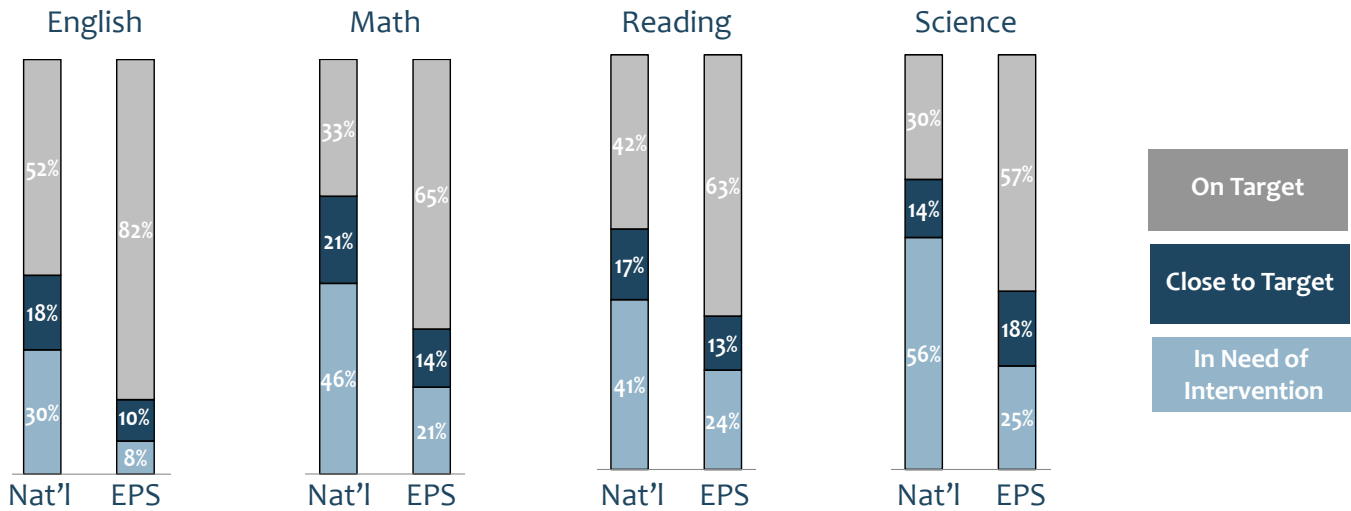
EPS administers nationally normed achievement tests to all students in grades K-9. Fastbridge is administered to students in grades K-1, and Measures of Academic Progress (MAP) Growth is administered to students in grades 2-9. Both are adaptive assessments that can be administered multiple times per year, allowing teachers and administrators to better measure academic growth during the school year.

Nationally, 25 percent of students fall in each of the four quartiles, with only 50 percent scoring at or above national averages. In Elkhorn, 63-84 percent of students score at or above national averages based on grade level and subject. The graphs below illustrate the percentage of EPS students in each quartile on the Spring 2024 reading and math assessments.



SOPHOMORE Pre-ACT

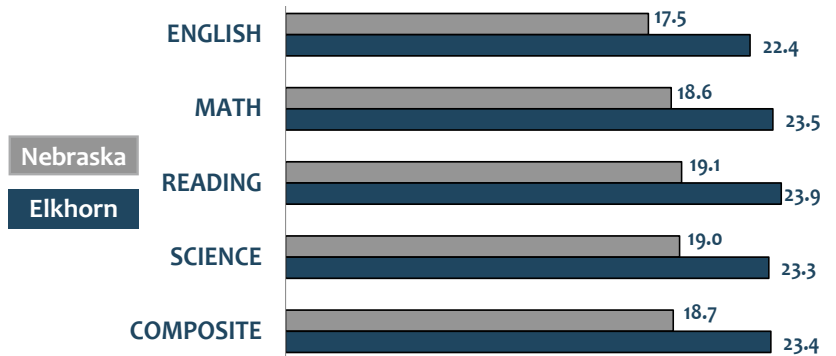
Annually, EPS sophomore students take the Pre-ACT to provide students with information about their own preparation for the ACT. From their results, students are determined to be “On Target”, “Close to Target”, or “In Need of Intervention” for a college-ready score on the ACT.



JUNIOR ACT

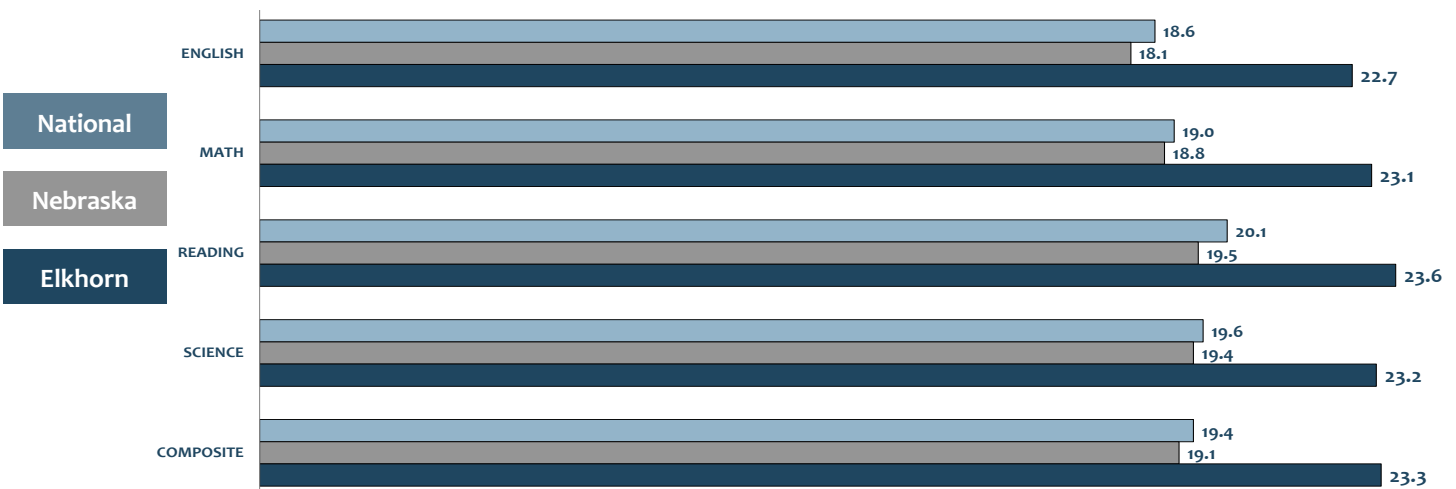
In order to meet state and federal testing requirements, EPS students are required to take the ACT in the spring of their junior year. This requirement gives all students an opportunity to take the ACT at no cost to them and to then use the results earned for college entrance information.

The graph features EPS student scores, both composite and in individual subject areas, in comparison to Nebraska state averages.



GRADUATE ACT

EPS graduates consistently score above both state and national averages on the ACT. For the EPS Class of 2024, the average composite score was 23.3 out of a possible score of 36. Results featured below illustrate how EPS 2024 graduates rank in comparison to state and national averages.

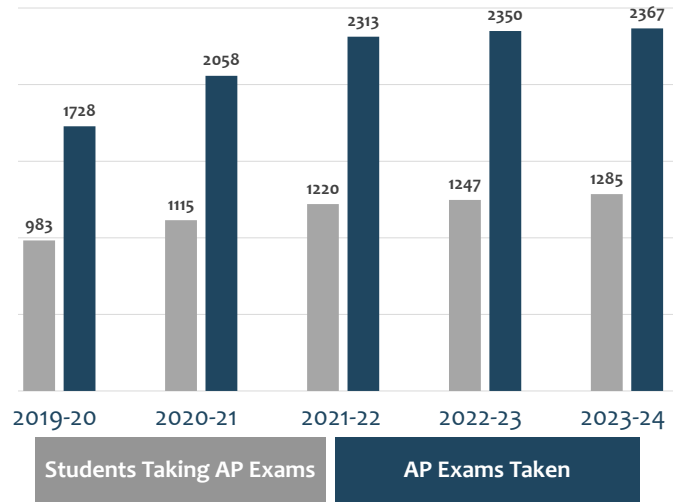
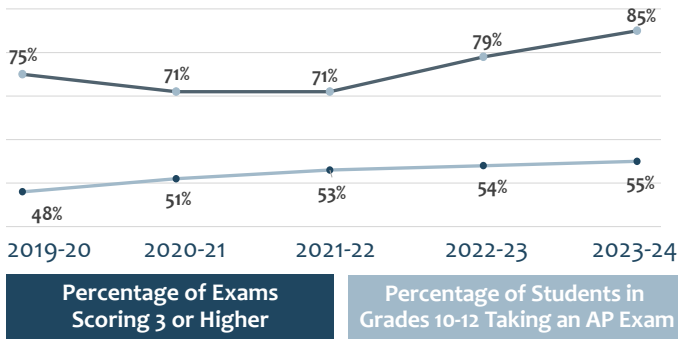


ADVANCED PLACEMENT (AP)

EPS offers a robust Advanced Placement (AP) program with more than a dozen course offerings. Participation in AP courses gives high school students the opportunity to develop the skills necessary to succeed in the rigorous coursework of higher education, and the chance to earn college credit while in high school.

In the 2023-24 school year, 55% of EPS students in grades 10-12 took at least one AP course, a percentage that has steadily increased over the last 5 years. In total, over 1,200 EPS students took more than 2,300 AP tests in the 2023-24 school year with over 85% of tests taken earning a 3 or higher and qualifying the student for earned college credits at many institutions.

By fostering a culture of high expectations at all levels, EPS ensures that every student can challenge themselves and be best prepared to write his or her future story.



GRADUATION REPORT



775

CLASS OF 2024 SENIORS

98%

CLASS OF 2024 GRADUATION RATE



\$37.2M

SCHOLARSHIP DOLLARS EARNED

85%

PURSUING POST-SECONDARY EDUCATION



23.3

COMPOSITE ACT SCORE



EPS students are encouraged to take a rigorous curriculum in order to maximize their post-secondary options. To graduate from an EPS high school, students must accumulate 42 credits to include 8 English credits, 6 credits of social sciences (must include US History and American Government), 6 math credits (must include Algebra I), 6 credits of science (must include Biology), 2 credits of physical education, 1 financial literacy credit, 1 computer science and technology credit, and 12 elective credits. In addition to the core graduation requirement offerings, EPS high schools also offer a wide range of other courses and activities including career/technical education, world languages, visual/performing arts, physical education/health, career awareness experiences and extracurricular activities to enhance the educational experience for all students.



FINANCIAL REPORT

The EPS tax levy is determined by the district’s general, bond, and building funds. The common general and common building fund levies are set by the Learning Community of Douglas and Sarpy counties.

| | | | |
|---------------|-------|---------------|-------|
| 2023-24 | 1.209 | 2021-22 | 1.418 |
| 2022-23 | 1.383 | 2020-21 | 1.423 |

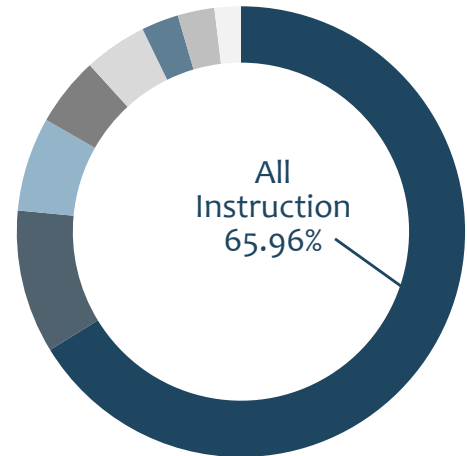
Note: as a result of an increase in state-aid for fiscal year 2024-25, the EPS Board of Education approved a combined levy decrease of 19.8 cents (1.011) to take effect in January 2025.

EPS continually maintains one of the lowest per pupil costs, ranking #2 in Nebraska and averaging \$12,221 per pupil according to the most current available information*.

Additionally, given the District’s strong focus on student learning, nearly 66% of the total budget goes directly into the instructional budget.

2023-24 EXPENDITURES

| | |
|---|--------|
| ■ All Instruction | 65.96% |
| ■ Operation and Maintenance/Safety and Security | 10.22% |
| ■ Student Support Services | 6.73% |
| ■ Office of the Principal..... | 4.95% |
| ■ Instructional Staff Support | 4.53% |
| ■ Local, State, and Federal Grants..... | 2.67% |
| ■ Admin and Central Services | 2.64% |
| ■ Transportation..... | 1.89% |



*Most recent Per Pupil Spending information available reflects the 2022-23 school year. Please visit <https://nep.education.ne.gov/> in early 2025 for additional updated financial information.

INSTRUCTIONAL TIME REPORT

ELEMENTARY

Total Required 1032 hrs.
Total Attended..... 1098.90 hrs.

MIDDLE SCHOOL

Total Required 1032 hrs.
Total Attended..... 1152.84 hrs.

HIGH SCHOOL

Total Required..... 1080 hrs.
Total Attended 1144.51 hrs.

ANNUAL NOTICES

SPECIAL EDUCATION CHILD FIND: Any resident of the Elkhorn Public Schools District may refer a child for special education services for speech, language, hearing, visual, physical or behavioral impairments, learning disabilities, or problems in mental development. Please contact the Student Services department at (402) 289-2579.

STUDENT ASSISTANCE PROGRAM: Elkhorn Public Schools makes available a student assistance program through Arbor Family Counseling to provide assessment, counseling and referral services to students and families who may be experiencing problems with peer relationships, family relationships, eating disorders, violent/aggressive behaviors, drug/alcohol abuse or other concerns. The student assistance program can be accessed by calling (402) 330-0960.

TEACHER QUALIFICATION NOTICE: As part of federal legislation, all parents have the right to request information about their child’s teacher’s qualifications. General information about district teacher qualifications is available on the Nebraska Department of Education website (www.education.ne.gov) as part of the State of the Schools report. Specific requests for teacher qualification information should be directed to Executive Director of Personnel, Dr. Don Pechous, 20650 Glenn Street, Elkhorn, NE 68022.

NOTICE OF NON-DISCRIMINATION: The Elkhorn Public Schools District does not discriminate on the basis of sex, disability, race (including skin color, hair texture and protective hairstyles), color, religion, veteran status, national or ethnic origin, age, marital status, pregnancy, childbirth or related medical condition, sexual orientation or gender identity, or other protected status in its programs. The following persons have been designated to handle inquiries regarding the Non-discrimination Policies:

- Students: Anne Doerr, Executive Director of Student Services, 20650 Glenn Street, Elkhorn, NE; (402) 289-2579
 - Employees and Others: Dr. Don Pechous, Executive Director of Personnel, 20650 Glenn Street, Elkhorn, NE; (402) 289-2579
- Complaints or concerns involving discrimination or needs for accommodation or access should be addressed to the appropriately identified individual. For further information about anti-discrimination laws and regulations, or to file a complaint of discrimination, contact the OCR at One Petticoat Lane, 1010 Walnut Street, 3rd Floor, Suite 320, Kansas City, Missouri 64106, (816) 268-0550 (voice), Fax (816) 268-0559, (800) 877-8339 (telecommunications device for the deaf), or ocr.kansascity@ed.gov.



ELKHORN
PUBLIC SCHOOLS

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Elkhorn Public Schools unites students, families, educators, and the community to ensure a challenging and enriching academic environment that inspires students to develop the knowledge and skills necessary to become responsible citizens and lifelong learners.

2025-2026

KINDERGARTEN INFORMATION

Registration for students entering kindergarten for the 2025-26 school year will open in January 2025 at www.elkhornweb.org. Per Nebraska state law, students must be at least 5 years of age by July 31, 2025, in order to attend kindergarten for the 2025-26 school year.

By completing the online registration, parents/guardians will be added to the contact list to receive information for incoming kindergarten students, including details for the parent meeting and kindergarten round-up.

Elkhorn Public Schools publishes the Annual Report for the sole purpose of informing district residents of the programs, procedures, and progress of the school district. Questions or comments should be addressed to Superintendent Dr. Bary Habrock, 20650 Glenn Street, Elkhorn, NE 68022, (402) 289-2579.