



BRIDGEPORT SUPT  
DUANE MILLER

# Bridgeport Has Potential, Improving

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planned for the immediate future, the mayor said.

**THE BRIDGEPORT** Community Hospital continues to operate on a sound basis although additional medical doctors are needed badly. Dr. Herbert Blackstone and Dr. George Post continue serving the medical needs but the patient load has been a growing problem in the community. It is not unusual for one doctor to see 45 patients in a period of one day.

Bridgeport serves a large region as the center for farm equipment sales and service through the Bridgeport Equipment Co., Wozniak Machine Co. and Gary's Implement at nearby Northport. About six 100-car coal trains pass through Bridgeport on the Burlington Northern Railroad line daily and Mayor Christensen believes that if this traffic continues to grow, Bridgeport might become a refueling stop for these trains.

**MAJOR EMPHASIS** at Bridgeport involves the public school system now under the direction of Dr. Duane Miller. He recently was appointed superintendent, succeeding Arnold Ost-diek who resigned to enter private business.

Miller has suggested some changes and the use of new policies he hopes will improve the overall school system in the community. "We've started off with a bang," he said, "and so far reaction has been real good."

He promises to operate an open system and "I'm pleased the school board agrees the community should have an open school," he said.

The new superintendent and his staff members are currently rewriting and

updating all school policies that were adopted by the board of education during the past 10 years. When completed, copies will be kept in a loose-leaf holder. In the future, if the school board decides to make a change, it will not be necessary to rewrite the entire policy manual. The change can be made by removing one page from the file.

**A SYSTEMATIC** teacher evaluation manual, prepared by Miller while he was working on his doctorate degree at The University of Nebraska, has been presented for acceptance to the Bridgeport Teachers Association.

The system allows teachers to evaluate each other on criteria agreed to by the teachers and administration. The information is compiled to show the relative comparison of each teacher's

performance. The evaluation is then used by the administrators and staff to determine performance areas needing attention as well as possible needs for in-service on a school wide basis. At the same time, the evaluation can be used to identify areas of exceptional performance.

Miller said many school districts are rather arbitrary during the evaluation process. Usually one person (an administrator) decides if the teacher is doing a good job or not.

**HE QUESTIONS THE** credibility of the "one boss syndrome" in making an honest evaluation of an individual's work especially if the administrator has a "personal grudge" against that individual. Miller believes the opinions of all instructors in the system, who

have the opportunity to work side by side each day, are more suitable making this determination.

He also is initiating a new supply purchase procedure which require each teacher to make a budget. Instead of starting on the and working down, Miller said, we work from the bottom.

He calls this a "needs assessment program that will continue under control by the administration because all purchases still must be approved

**GRIEVANCE PROCEDURES** has always been a big "hassle," said Miller, but his system again will use the "appeal method" for the benefit of teachers association members and individuals. Each teacher will have the opportunity to appeal any decision right up to the board of education and on to the court if needed. He encourages principals and teacher association members to attend school board meetings.

Miller, a former resident of Lynn and a graduate of Scottsbluff Junior College, says the Bridgeport system has no major problems that cooperation, the professional staff can't handle.

We will, he said, encourage the students to develop a stronger voice perhaps through the student council. Some people think the students will be running the system, but this is no true Miller said, "laws will not allow it."

"I FEEL THE more involvement they have the less problems are created," he said.

The physical facilities are still in good shape although there are some special problems, said Miller, but he added, "We must first develop a comprehensive education plan to determine the future needs of the community before any building program is undertaken."

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