



# Hastings Public Schools

INDEPENDENT SCHOOL DISTRICT 200  
1000 11<sup>TH</sup> STREET WEST  
HASTINGS, MN 55033-2597  
Phone (651) 480-7000  
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## Community Collaboration Committee Purpose Statement:

The Community Collaboration Committee is a link between the Hastings School District and the ISD200 community. The committee focuses on identifying avenues to continuously improve the district's communication process for increased transparency and to better articulate the district's goals with its stakeholders. The committee seeks opportunities for shared learning, knowledge, awareness, experience, and growth to create a stronger, more united community.

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**Date & Time:** June 8, 2026 at 6:00-7:15 P.M.

**Location:** Hastings High School – Lecture Hall

**In Attendance:** Elaine Mikel-Mulder, Matt Bruns, Melissa Millner, Carrie Tate, Philip Biermaier, Mak Zuzek, Dr. Kristine Wehrkamp Herman, Kari Gorr, and LynDee Humble

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**Date & Time:** June 10, 2026 at 5:00-6:00 P.M.

**Location:** District Offices

**In Attendance:** Elaine Mikel-Mulder, Matt Bruns, Philip Biermaier, Dr. Kristine Wehrkamp Herman, Kari Gorr, and LynDee Humble

## Overview

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The June 8<sup>th</sup> Community Event was a small turn out. Conversations centered on AI use, Technology Use, and the desire to receive more updates on board action surrounding student growth. The general sentiment from the representatives that were there was that the community has “spoken” and would like little reminders of board presence at community events and general summary of actions moving forward.

The June 10<sup>th</sup> meeting focused on improving school board–staff relationships, reviewing feedback from staff and community debriefs, and discussing potential actions to increase board visibility and communication. Participants discussed a perceptions survey, governance versus management roles, and proposed monthly school visits, clearer policy communication, and regular Facebook updates to address trust and transparency.

## Key Discussion Themes and Findings

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### Staff Event Debrief Highlights

- Participants shared that small-group conversations revealed both positive collaboration and moments where staff misinterpreted board intentions.

### Board Visibility Visits – Discussion

- The committee discussed implementing monthly half-hour school visits during the day, where each board member would observe classrooms and interact with staff in their work setting, with sign-ups coordinated through principals.
- The idea was to let staff “host” board members (e.g., in food service or maintenance) so board members and staff could interact in a non-high-stakes environment.



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- Participants stressed that visits should not become complaint sessions and suggested that, if pursued, coordinating with principals could help identify optimal dates to visit.

## Policy Communication to Staff

- To address staff's desire to give input on policies, the committee discussed pushing a direct link to the board packet via email (or ensure all staff receive notifications from BoardBook) and asking principals to flag relevant policies in their staff communications.

## Governance vs. Management Clarification

- The committee discussed staff comments pertaining to board decisions versus administrative decisions.
- The committee discussed the value of posing questions to the experts proposing items put before the board for action to ensure that where concern exists, the public knows there has been inquiry while also showing that we have trust in our experts and their decision making.
- The committee discussed the value of explaining votes (especially "no" votes) to clarify the intentions of the board when their decision strays from proposed actions.

## Facebook Blurbs After Board Meetings

- The committee discussed publishing a short summary on the district's Facebook page after each regular meeting, written by a board member or Kari, highlighting key decisions and ending with the board's phone number to invite feedback. The blurbs would be visually distinct to identify them as coming from the board, not from an individual member.

## Follow-Up Communication to Staff

- The committee discussed plans to craft a formal communication to all staff summarizing the action steps from the staff meeting, after the full board approves the steps at an upcoming board meeting.
- The committee discussed that any such communication could include language such as "We heard you" and a list of potential commitments (e.g., school visits, board packet notifications, Facebook blurbs), with an invitation for questions.
- The committee discussed best mechanism to send this communication (Kari, Chair, Superintendent, etc.)

## Topics Discussed for Possible Future Action:

- BoardBook staff notification: The committee discussed verifying with LynDee whether all staff can receive BoardBook notifications, not just administrators.
- Board packet notification: The committee discussed the possibility of a recurring schedule-send email to all staff with a hyperlink to the full board packet before each board meeting.
- School visit coordination: The committee discussed working with principals to identify possible visit dates per building (October/November and February/March), then sending an email to board members asking their availability, if this idea moves forward.
- Policy email to staff: The committee discussed asking principals to consider including a note in their staff communications pointing to board policies and inviting questions.
- Post-meeting Facebook blurb: The committee discussed the idea of producing and publishing a brief summary after each regular board meeting, ending with the board website that includes phone numbers, designed visually to come from the board.
- Follow-up communication to staff: The committee discussed drafting a message that would state the board heard staff feedback and list any action steps, contingent on approval of those steps at an upcoming board meeting.
- Follow-up communication to staff regarding the decision not to move forward with an anonymous email.



BRIDGE TO SUCCESS

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### Next Community Collaboration Committee Meeting

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**To be determined.**

The committee will reconvene to discuss details next steps for communications and proposed action items. Further, we will find a time for the next Staff Community Collaboration night.