

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

BOARD OF EDUCATION

Working Meeting - March 22, 2021 - 4:00 PM
District Administration Building
210 County Rd. 101, N, Plymouth, MN

AGENDA

1. **ROLL CALL/CALL TO ORDER**
 - A. **Human Resource Services Recommendations**
 1. WPS Equity Commitment Draft

2

Equity Commitment Presentation

School Board Work Session
March 22, 2021

Topics

1. Background
2. Document
3. Strategy Leadership Team
4. Next Steps
5. Q&A

1. Background

Mission:

to ensure a world-class education
that prepares each and every student
to thrive today and excel tomorrow
in an ever-changing global society

1. Background

Opportunity Gap & Disproportional Data

1. Background

Aspirational Values and Practiced Values:
Mind the Gap

- Brené Brown

1. Background

“I did then what I knew how to do.
Now that I know better, I do better.”

- Maya Angelou

1. Background

Connected Autonomy

2. Document

Wayzata Public Schools Equity Commitment

Systemic racism and many types of inequities exist in our school district and beyond. This is not a reflection of who we aspire to be. It is essential that we address this to fulfill our mission for each and every member of our community.



We commit to:

- Evaluating and expanding our mindsets
- Embracing productive discomfort
- Transforming our core values from words to policies and actions that improve equity

We will facilitate the efforts of staff, students and families to act on our six core values.

Achievement	Collaboration	Community
<ul style="list-style-type: none">• Create a system for learning, teaching and measuring success that honors cultural differences.• Give each other space to understand our implicit biases as we seek to free ourselves of them.	<ul style="list-style-type: none">• Share collective responsibility for empowering all learners to thrive and be their authentic selves.• Build on the strengths we each bring so that together we are more than the sum of our parts.	<ul style="list-style-type: none">• Understand that we all belong here and are critical to each other's success and well-being.• Being accountable to each other in the pursuit of being our best selves.
Equity	Integrity	Respect
<ul style="list-style-type: none">• Work to increase our awareness of inequities so we can grow our capacity to become who we aspire to be.• Study and practice anti-racist behavior so that we can know better and do better.	<ul style="list-style-type: none">• Continually live our shared values, especially when those values are challenged.• Infuse our daily work and planning with equity-thinking through self-reflection and data.	<ul style="list-style-type: none">• Learn from and through our differences.• Acknowledge that the lives of Black, Indigenous and people of color matter because this has not been a core belief of our society.

We will find ways to create more equitable systems that honor each person's unique mix of overlapping identities, including but not limited to:

- age
- beliefs/religion
- class
- disability/special needs
- ethnicity
- family status
- gender
- gender expression/identity
- height/weight
- home language
- immigration status
- issues specific to women/girls
- mental health
- national origin
- poverty
- race
- sexual orientation

Our mission is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

March 2021 | Draft 4



3. Strategy Leadership Team, “We’re All In”

- Human Resources
- Community Ed
- Technology
- Communications
- Business & Finance
- Special Services
- Teaching & Learning
- Wayzata Education Assoc.
- Superintendent

4. Next Steps

- Board Approval Request: April 12, 2021
- Intranet website launch
- Structure for District Equity Committee
- Summer work

5. Q&A

Equity Commitment Presentation

School Board Work Session
March 22, 2021

Wayzata Public Schools Equity Commitment

Systemic racism and many types of inequities exist in our school district and beyond. This is not a reflection of who we aspire to be. It is essential that we address this to fulfill our mission for each and every member of our community.



We commit to:

- Evaluating and expanding our mindsets
- Embracing productive discomfort
- Transforming our core values from words to policies and actions that improve equity

We will facilitate the efforts of staff, students and families to act on our six core values.

Achievement <ul style="list-style-type: none">• Create a system for learning, teaching and measuring success that honors cultural differences.• Give each other space to understand our implicit biases as we seek to free ourselves of them.	Collaboration <ul style="list-style-type: none">• Share collective responsibility for empowering all learners to thrive and be their authentic selves.• Build on the strengths we each bring so that together we are more than the sum of our parts.	Community <ul style="list-style-type: none">• Understand that we all belong here and are critical to each other's success and well-being.• Being accountable to each other in the pursuit of being our best selves.
Equity <ul style="list-style-type: none">• Work to increase our awareness of inequities so we can grow our capacity to become who we aspire to be.• Study and practice anti-racist behavior so that we can know better and do better.	Integrity <ul style="list-style-type: none">• Continually live our shared values, especially when those values are challenged.• Infuse our daily work and planning with equity-thinking through self-reflection and data.	Respect <ul style="list-style-type: none">• Learn from and through our differences.• Acknowledge that the lives of Black, Indigenous and people of color matter because this has not been a core belief of our society.

We will find ways to create more equitable systems that honor each person's unique mix of overlapping identities, including but not limited to:

- age
- beliefs/religion
- class
- disability/special needs
- ethnicity
- family status
- gender
- gender expression/identity
- height/weight
- home language
- immigration status
- issues specific to women/girls
- mental health
- national origin
- poverty
- race
- sexual orientation

Our mission is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

- B. **Teaching & Learning Reports & Recommendations**
 - 1. Learning Model and COVID Update
- C. **Business and Finance Services Recommendations**
 - 1. Finance and Facilities Discussion



Jim Westrum, Executive Director of Finance & Business Services
 210 County Road 101 North, P.O. Box 660 | Wayzata, MN 55391-0660
 763.745.5023 | Fax: 763.745.5091 | www.wayzata.k12.mn.us

To: Dr. Chace B. Anderson
 Board of Education Finance Committee Members

From: Jim Westrum, Executive Director of Finance and Business
 Stacie Vos, Executive Director of Human Resources
 Jill Johnson, Executive Director of Teaching and Learning
 Superintendent’s Strategic Leadership Team Members

Re: Executive Directors’ Recommendation for 2020-2021 Revenue Shortfall

Date: January 19, 2021

The purpose of this memo is to provide an updated recommendation to the Superintendent and to the School Board for cost containment strategies due to the \$9.2 million projected revenue shortfall attributed to the Pandemic as determined in the district’s mid-year budget adjustment. You may recall that the 2020-2021 budget presented to and approved by the School Board was based upon projected enrollment of 12,536 ADM’s while actual October 1st enrollment was 11,962, or 574 ADM’s less than projected. Thus, our recommendation to maintain the fiscal integrity of the District’s financial position is to immediately implement \$6.2 million of financial constraint strategies as presented herein and continue to seek strategies to mitigate the remaining \$3.0 million projected shortfall that is attributed to fund accounting revenue recognition :

Defer capital budget expenditures approved in 2020-2021 to future years (after July 1 st)	\$100,000
Transfer staff development carryover (per special legislation) to current year deficit	\$380,000
Apply building carryover supply budgets to current year deficit	\$1,000,000
Adjust current year (2020-21) supply budgets to actual October 1 st enrollment	\$60,000
Adjust current year (2020-21) staff development to actual October 1 st enrollment	\$100,000
Defer curriculum adoptions planned in FY 2020-2021 to FY 2021-2022 (July 1, 2021)	\$500,000
Defer building projects approved for FY 2020-2021 to 2021-2022 (July 1, 2021)	\$500,000
Shift general fund expenditures to other funds (tech levy, operating capital, LTFM)	\$460,000
Substitutes, overtime, sabbaticals and para savings	\$1,450,000
Consultants, utilities and meeting expense savings	\$1,000,000
Utilize reserves intended to finance a portion of opening new schools	\$700,000
Expenditure reduction to balance projected revenue shortfall	<u>\$6,200,000</u>

The District administration will continue to monitor the fiscal impact of the pandemic upon the financial position of the District over the remaining months of the 2020-2021 year.



Jim Westrum, Executive Director of Finance & Business Services
210 County Road 101 North, P.O. Box 660 | Wayzata, MN 55391-0660
763.745.5023 | Fax: 763.745.5091 | www.wayzata.k12.mn.us

To: Dr. Chace B. Anderson
Board of Education Finance Committee Members

From: Jim Westrum, Executive Director of Finance and Business
Stacie Vos, Executive Director of Human Resources
Jill Johnson, Executive Director of Teaching and Learning
Superintendent's Strategic Leadership Team Members

Re: Executive Directors' Recommendation for 2020-2021 Revenue Shortfall
Federal ESSER and GEER Funds

Date: March 1, 2021

The purpose of this memo is to provide an updated recommendation to the Superintendent and to the School Board for cost containment strategies due to the \$9.2 million projected revenue shortfall attributed to the Pandemic as determined in the district's mid-year budget adjustment. You may recall that the 2020-2021 budget presented to and approved by the School Board was based upon projected enrollment of 12,536 ADM's while actual October 1st enrollment was 11,962, or 574 ADM's less than projected. Thus, our recommendation to maintain the fiscal integrity of the District's financial position is to immediately implement \$6.2 million of financial constraint strategies. In addition, the District administration is proposing to use Federal ESSER and GEER funds to mitigate the remaining \$3.0 million projected shortfall as follows:

We have had discussions on using the dollars issued from the Feds directed to schools to cover a portion of the \$9.2 million shortfall experienced this year (2020-2021). We are expecting to use \$2.6 million of ESSER II Funds for this purpose. We also have another \$600,000 in ESSER I funds where we are paying about \$300,000 for the licensed nurses since Jan 1st and also mid-day transportation. The remaining \$300,000 will be used to offset another portion of the revenue shortfall.

At this time, estimates indicate that providing daycare to essential personnel will result in another \$2.5 million deficit in the community ed fund. Last year, the community ed fund incurred a \$1.28 million deficit. This deficit will need to be reimbursed by the general fund at the end of the 2021-2022 fiscal year.

A reminder that the District received and spent slightly more than \$3 million through last December on PPE, transportation, nurses, enhanced cleaning and furniture at Birchview. Also our utility costs (heating) increased from bringing in additional fresh air during the cold spell in February. The increased costs were more than \$100,000 but because we had staff and some students in the building it was necessary. While guidance on ESSER III funding is expected to come out later this spring, the legislature will wrap up proposals by the end March 19, 2021. So far it is not looking favorable in providing a remedy for the student enrollment shortfall and the cost of providing essential personnel with free childcare.

2. RFP for School Portraits
2. **ADJOURN**

WAYZATA PUBLIC SCHOOLS

Independent School District 284
Wayzata, Minnesota

MISSION

Our Core Purpose:

The mission of Wayzata Public Schools is to ensure a world-class education that prepares each and every student to thrive today and excel tomorrow in an ever-changing global society.

VISION

What We Intend to Create and Experience:

The vision of Wayzata Public Schools is to be a model of excellence where all students discover their unique talents, develop a love and tenacity for learning and demonstrate confidence and capacity for success through:

Exceptional Student Learning, Experiences and Relationships:

- High achievement by each and every student—no exceptions, no excuses;
- Content-rich, rigorous and personalized education;
- Meaningful relationships with teachers, staff, mentors and peers in a welcoming, nurturing and safe environment where all are valued for who they are and the contributions they make.

Community Trust, Confidence and Partnership:

- Comprehensive learning opportunities meeting diverse learner needs and community aspirations;
- Committed to being the first choice for students and families;
- Maintaining the highest levels of satisfaction and pride by staff, parents and community.

Operational Excellence:

- Attraction, development and retention of exemplary, creative and engaged employees;
- Accountability by all staff for individual and collective performance;
- Effective and efficient use of time and human, financial and physical resources;
- Culture of continuous improvement and responsive innovation;
- High performing district governance, management and partnerships.