

Special Work Session

Monday, July 14, 2025 5:30 PM

Faribault Public Schools District Office, 710 17th Street SW, Faribault, MN 55021

I. Call to Order

I.A. Determination of a Quorum Present

I.B. Pledge of Allegiance

II. Superintendent's Evaluation Update -
INFORMATION

Presenter: John
Bellingham, Board
Chair

III. Falcon Online Academy (FOA) - *DISCUSSION*

Presenter: John
Bellingham, Board
Chair

IV. Process for 2025-26 Superintendent Goals -
DISCUSSION

Presenter: John
Bellingham, Board
Chair

V. Adjourn - *ACTION*



July 2, 2025

The Faribault Public Schools School Board met in a closed session on June 23, 2025, to discuss the results of the 2024-2025 Superintendent Evaluation. A rating score was used on the following three (3) goals set by the School Board:

Goal 1: Standard 1: Governance Team. Element 1b. Goals and/or Strategic Plan:

Facilitates the development of a strategic plan and mission statement that aligns with the school district's short and long-term measurable goals.

Goal 2: Standard 3 Communication and Community Relationships. Element 3.f. Visibility and Approachability.

Is visible and approachable to students, staff, and community. **Goal 3: Standard 7:**

Student Support. Element 7.d. Student Discipline.

Defines expectations for student behavior and conduct through policies that identify behaviors subject to discipline; enforces violations of student discipline policy, and communicates expectations for student behavior to parents and students.

After review and discussion of the evaluation scores and comments, the Board has concluded that Superintendent Bente has worked on and has met those goals to be a developing and effective leader for Faribault Public Schools. The Board looks forward to working in partnership with Superintendent Bente for a successful 2025-2026 school year.

John Bellingham, Chair
Faribault Public Schools School Board

1. Elevate Student Achievement

Action Steps:

- Implement evidence-based literacy and math initiatives aligned with the Science of Reading and MN State Standards.
 - Expand early learning opportunities through increased Pre-K capacity and community partnerships.
 - Strengthen middle and high school transitions, career pathways, and post-secondary readiness programs.
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2. Strengthen Student Well-being and Engagement

Action Steps:

- Prioritize student mental health by examining current approaches and adding supportive programs and partnerships.
 - Foster a positive, inclusive school climate to increase attendance and engagement.
 - Develop and implement interventions for students at risk of falling behind academically or socially.
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3. Maintain and Grow Financial Health

Action Steps:

- Develop and maintain 3–5 year financial and enrollment projections with transparent reporting to the Board and community.
- Actively pursue grants, sponsorships, and alternative revenue streams to support district innovation and priorities.

- Strengthen community partnerships and legislative advocacy to ensure sustainable funding.
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4. Enhance High-Quality Facilities

Action Steps:

- Update and execute a comprehensive 5–10 year facilities plan that aligns with enrollment and programming needs.
 - Prioritize modern, safe, secure, and inclusive learning environments through intentional design and regular upgrades.
 - Improve energy efficiency and sustainability of district buildings to reduce costs and model environmental responsibility.
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5. Advance Technology Integration

Action Steps:

- Develop and implement policies for ethical and effective use of AI and emerging technologies in classrooms.
 - Ensure equitable student access to devices, reliable internet, and digital resources for both in-person and online learning.
 - Provide ongoing professional development for staff to effectively integrate technology into teaching and learning.
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6. Grow Professional Development and Human Resources

Action Steps:

- Expand mentorship and leadership development programs to attract and retain top talent across the district.
 - Strengthen recruitment and hiring strategies to build a workforce that reflects the diversity of the student body.
 - Support staff well-being and professional growth through robust evaluation systems and targeted training aligned with district goals.
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7. Strengthen Communication and Community Partnerships

Action Steps:

- Enhance two-way communication with families and the community, ensuring transparency and multilingual access.
- Expand the district's social media and digital presence to celebrate successes and share timely updates.
- Empower students and families to advocate and engage in district decision-making through advisory networks and feedback opportunities.