

Regular Board Meeting

Wednesday, August 19, 2026 6:00 PM

Lysen Hall, MSAB Campus, 400 SE 6th Ave, Faribault, MN 55021

1. Call to Order

2. Oath of Office: Welcome New Board Member Anna Hakusembe

3. Pledge of Allegiance

4. Adoption of Agenda

5. Open Forum: ESY Programming - John Davis and Jason Cox

6. Public Comment:

7. Recognition of Outgoing Board Member Diane Dohnalik

8. Consent Agenda

8.A. MSA Board June Meeting Minutes for Approval

8.B. MSA and FPS Tuition Agreement

8.C. Human Resources Report

8.D. Donations

9. Policies

9.A. Policies for Reauthorization

9.A.1. 120 - MSA Website and Social Media Accessibility

9.A.2. 214 - Out of State Travel - Board Members

9.A.3. 401 - Equal Employment Opportunity

9.A.4. 531 - Pledge of Allegiance

9.B. New or Updated Policies for Approval: None

9.C. Policies for First Reading

9.C.1. 104 - Vision, Mission, and Core Values

10. Action Items

10.A. Standing Committee Member Appointments

10.B. Consider Superintendent's Goals

10.C. Out of State Travel Requests

10.D. Resolution to Recognize Outgoing Board Member Diane Dohnalik

11. Information Items:

11.A. Summary of Superintendent Wilding's
Performance Evaluation

11.B. Board Retreat

12. Board Committee Reports

12.A. Site Council Reports

12.B. Executive Committee

12.C. Policy Committee

13. Announcements:

13.A. Subsequent Meetings:

- September 16, 2026 - 6:00 PM, MSAD
- October 22-23, 2026 - Board Retreat, MSAB
- November 18, 2026 - 1:00 PM, MSAD
- December 16, 2026 - 1:00 PM, MSAB
- January 2027 - no meeting (Board attending
MSBA Conference January 14-15)
- February 10, 2027 - 1:00 PM, MSAD
- March 17, 2027 - 1:00 PM, MSAB
- April 14, 2027 - 6:00 PM, MSAD
- May 12, 2027 - 6:00 PM, MSAB
- June 23, 2027 - 6:00 PM, MSAD

**14. Closed Meeting to Review the Minnesota State
Academies Crisis Response Plan (Minn. Stat. §
13D.05, subd. 3(d))**

**15. Approve the Minnesota State Academies Crisis
Plan**

16. Adjourn



Office of the Minnesota Secretary of State

OATH OF OFFICE

I, **Anna Hakusembe**

(Name of Person Elected or Appointed)

do solemnly swear that I will support the Constitution of the United States and the Constitution of the State of Minnesota, and that I will faithfully discharge the duties of the office of:

Minnesota State Academies Board

(Name of Advisory Council, Board, or Committee)

Member of the General Public with Business, Administrative or Financial Expertise

(Position or Seat Name)

To the best of my judgment and ability, so help me God.

I certify that I am authorized to execute this oath, and I further certify that I understand that by signing this oath I am subject to the penalties of perjury as set forth in Minnesota Statutes section 609.48 as if I had signed this oath before a notary public.

Signature

Date

Return completed oath electronically to: official.documents@state.mn.us

Or mail completed oath to:

Minnesota Secretary of State, ATTN: Official Documents

Veterans Services Building, 20 W. 12th Street, Suite 201, St. Paul, MN 55155

Minutes of Regular Board Meeting

Minnesota State Academies Board

A Regular Board Meeting of the Minnesota State Academies Board was held Wednesday, June 17, 2026, beginning at 6:00 PM in the Lysen Hall, MSAB Campus, 400 SE 6th Ave, Faribault, MN 55021.

Present: Diane Dohnalik, Annette Freiheit, Sara Pratt, Jamers Kane, Katie Wangberg, Hernan Moncada.

Absent: Oluwagbenga Ogungbe.

Ex-Officio Present: Superintendent Terry Wilding, MSAD Site Council Representative Sonny Wasilowski

1. Call to Order

Chair Freiheit called the meeting to order at 6:00 p.m.

2. Pledge of Allegiance

3. Adoption of Agenda

Hernan Moncada motioned to approve the agenda as drafted. Seconded by Sara Pratt, the motion passed.

4. Public Comment

None.

5. Recognition of Outgoing Board Member Oluwagbenga Ogungbe

Superintendent Wilding acknowledged Oluwagbenga Ogungbe for his eight years of service. His replacement, Anna Hakusembe, will begin participating in meetings in August. Chair Freiheit expressed her appreciation for Gbenga's dedication to MSA.

6. Consent Agenda

A. MSA May Board Meeting Minutes for Approval

B. Human Resources Report

C. Donations

Hernan motioned to approve the consent agenda. Jamers Kane seconded, and the motion passed.

7. Policies

A. Policies for Reauthorization

1. 410 - FMLA

2. 413 - Harassment and Violence

3. 414 - Mandated Reporting of Child Neglect or Physical or Sexual Abuse

4. 415 – Mandated Reporting of Maltreatment of Vulnerable Adults

5. 506 – Student Discipline

Superintendent Wilding explained that these policies are reviewed and renewed annually in accordance with MSBA policy guidelines. The Policy Committee reviewed the policies and did not propose any changes.

Sara Pratt asked about the reasonable force provisions in Policy 506 and whether they meet legal standards in special education settings. Superintendent Wilding explained that restraint is only used in emergencies and as a last resort after de-escalation strategies have been attempted. He noted that staff are trained in de-escalation and are very cautious regarding the use of force. Hernan motioned to reauthorize all five policies. Katie Wangberg seconded, and the motion passed.

B. New or Updated Policies for Approval

1. 516 – Student Medication

No feedback or changes were recommended by the Policy Committee.

Sara Pratt moved to approve Policy 516. Seconded by Hernan, the motion passed.

8. Action Items

A. Board Resolution to Recognize Retirees with 25+ Years of Service: Patricia Rux

The Board expressed its appreciation and gratitude for Patricia's 44 years of dedicated service to the State of Minnesota.

Jamers Kane motioned to approve the resolution. Seconded by Katie Wangberg, the motion passed.

B. Board Resolution to Recognize Outgoing Board Member Oluwagbenga Ogungbe

The Board expressed its appreciation for Gbenga's eight years of service and recognized the valuable perspectives and contributions he brought to the Board.

Chair Freiheit moved to approve the resolution and was seconded by Jamers Kane. Motion passed.

C. Out of State Travel Requests

All out-of-state travel requests were submitted early to allow sufficient time for travel arrangements and required paperwork, even though the travel will not occur until the fall. Superintendent Wilding explained that the goalball tournament in Georgia will replace the national goalball tournament, resulting in an earlier start to the goalball season this year. Sara Pratt asked why some travel requests did not include meal costs. Superintendent Wilding explained that it depends on the tournament, as some host schools provide lodging and meals while others do not. He will also confirm whether we will be transporting students via school bus for the Kansas School for the Blind tournament. Sara Pratt motioned to approve the out-of-state travel requests. Seconded by Hernan Moncada, the motion passed.

D. MSA Parent-Student Handbook

The Parent-Student Handbook was revised based on stakeholder feedback. Sonny Wasilowski shared feedback from teachers, who suggested lowering the reading level of student-facing sections to approximately a third- or fourth-grade level so students can better understand the content. Teachers also recommended adding

ASL videos to agreement forms so students can fully understand what they are signing.

Superintendent Wilding explained that portions of the handbook intended for students have already been revised to a lower reading level, while some sections must retain legal language. He also noted that ASL videos will be developed before the start of the school year. Jamers Kane suggested creating separate ASL videos for each handbook section, rather than a single video covering the entire handbook. The handbook has undergone an accessibility review and is compatible with screen reader software.

Hernan Moncada moved to approve the handbook, seconded by Jamers Speier. Jamers moved to amend the motion to add the stipulation that separate ASL videos accompany each section on the website. Sara Pratt seconded the motion, which passed.

The Board then voted to approve the handbook. Motion passed.

E. MSHSL Membership and Voting Members

Superintendent Wilding explained that this is an annual agreement and that the Board must appoint a voting representative. He noted that the role requires only minimal time commitment.

Hernan Moncada moved to approve the membership and appoint Jamers Kane as MSHSL voting representative. Seconded by Katie Wangberg, the motion passed.

F. MDE Identified Official with Authority

The appointed Official will have access to the MDE reporting system. Superintendent Wilding noted that he currently serves as the primary point of contact and oversees the required reporting, including discipline and academic progress data.

Hernan Moncada moved to name Superintendent Wilding as the MDE Identified Official with Authority. This motion, seconded by Sara Pratt, passed.

G. Adoption of FY Budget

Department supervisors submitted their budget requests, and Superintendent Wilding works with Fiscal Services Director Amber Miller to develop the overall budget, including projected costs such as cost-of-living adjustments and available funding sources.

Superintendent Wilding explained that the carryover amount from the current fiscal year budget will not be finalized until August, at which time the budget will be fully closed out. As a result, the proposed budget is a conservative estimate based on the best information currently available. Amber noted that the impact of Minnesota's new Paid Leave program also remains uncertain.

Sonny Wasilowski asked about the organizational chart and projected numbers of staff and students. Superintendent Wilding explained that this information is typically presented in August and that no significant changes to the staff organizational chart are anticipated.

He also noted that the proposed budget reflects funding received through the legislative process and does not include funding from other sources.

H. Election of Officers

The Board agreed to consider the officer positions in a single vote rather than voting on each position individually. Chair Freiheit moved to elect Sara Pratt as Chair, Hernan Moncada as Vice Chair, and Jamers Kane as Officer of Business Affairs. Seconded by Hernan Moncada, the motion passed.

I. Set the MSA Board/Committee Meeting Schedule

Minor revisions were made to the meeting schedule based on stakeholder feedback. Committee meeting times will be adjusted as needed pending Board member appointments.

Sonny Wasilowski shared feedback from the MSAD Site Council, noting concerns about dedicating an entire meeting to Open Meeting Law training and about the January joint Site Council meetings. The Site Council expressed a preference for those activities to occur outside the regular meeting schedule. He also requested that Site Council representatives be permitted to serve on Board committees.

Katie Wangberg moved to approve the meeting schedule. Seconded by Hernan Moncada, the motion passed.

J. Strategic Plan

Superintendent Wilding provided an overview of the revisions made to the final Strategic Plan draft. Sara Pratt expressed appreciation for Dr. Dave Webb's work throughout the planning process and thanked all stakeholders who participated. Diane Dohnalik echoed her appreciation. Superintendent Wilding noted that the plan aligns with themes and feedback identified through the accreditation process and department-level discussions.

Sara Pratt moved to approve the Strategic Plan. Seconded by Katie Wangberg, the motion passed.

9. Information Items

A. Superintendent's Report

Superintendent Wilding noted that another successful school year has concluded. Administrators are currently focused on hiring and preparing for the upcoming school year.

He reported that MSA did not receive design funding for two projects requested during the legislative session but did receive Asset Preservation funding. MSA will continue working with Real Estate and Construction Services (RECS) to identify other possible funding opportunities to move priority projects forward.

B. Director's Reports

1. Director of Curriculum and Educational Programs: Justin Cyboron

a. Cognia Accreditation Update

Justin Cyboron was unable to attend the meeting, so Superintendent Wilding provided the update on his behalf. He reported that MSA received the final Cognia accreditation the previous Friday, too late to be included in the Board agenda materials.

Superintendent Wilding shared that MSA received COGNIA accreditation and identified three areas for improvement, which align with the action steps outlined in the Strategic Plan. The full report and an executive summary will be presented at the next Board meeting.

2. Fiscal Services Director: Amber Miller

a. FY Year-to-Date Report

The year-to-date financial report reflects activity through May, as June reports are still being finalized. Amber also noted that the new Accounting Officer began on June 1 and is currently undergoing training.

10. Board Committee Reports

A. Executive Committee

The committee discussed legislative updates, reviewed the proposed meeting schedule, and received an update on the Strategic Plan.

B. Site Councils

Sonny Wasilowski (MSAD) reported that there were no additional items to share. He noted that the MSAD Site Council established three subcommittees: Athletics, School Climate, and Social Media. No report was provided from the MSAB Site Council as no meetings have occurred since the last board meeting in May.

C. Policy Committee

No additional updates were reported beyond those included in the committee meeting minutes.

11. Announcements

There will be no Board meetings scheduled in July.

12. Closed Meeting to Evaluate Superintendent Wilding's Performance (Minnesota State Statute 13D.05, Subd.3(a))

Hernan Moncada moved to close the meeting to evaluate Superintendent Wilding's performance. Seconded by Katie Wangberg, the motion passed.

During the closed session, the Board discussed Superintendent Wilding's performance for the 2025-2026 school year.

Sara Pratt moved to reopen the meeting. Seconded by Katie Wangberg, the motion passed.

13. Adjourn

Katie Wangberg moved to adjourn. Seconded by Jamers Kane, the motion passed. The meeting adjourned at 7:54 p.m.



MINNESOTA STATE ACADEMIES FOR THE DEAF AND THE BLIND

615 Olof Hanson Drive, Faribault MN 55021 (507) 384-6600 www.msa.state.mn.us

Minnesota State Academies and Faribault Public School District Tuition Agreement 2026-2027

WHEREAS, the Faribault School District #656, hereinafter referred to as Faribault School District, and the Minnesota State Academy for the Blind and Minnesota State Academy for the Deaf, hereinafter referred to as Minnesota State Academies (District #160), have entered into a positive relationship for the education of students with disabilities.

WHEREAS, the Board of the Minnesota State Academies and the School Board of the Faribault School District wish to maintain this positive relationship,

NOW THEREFORE:

Be it resolved that the Faribault School District, as authorized by M.S. 125A.65, Subdivision 5, will provide opportunities for learners who are enrolled in the Minnesota State Academies.

Be it resolved that the Board of Minnesota State Academies, in accordance with M.S. 125A.65, Subdivision 6, has determined that no tuition will be charged to the Faribault School District for students enrolled at the Minnesota State Academies who are residents of the Faribault School District.

Be it resolved that the School Board of Faribault School District, in accordance with M.S. 125A.65, Subdivision 6, has determined that no tuition will be charged to the Minnesota State Academies for students attending classes at the Faribault School District.

This resolution shall be in effect for the 2026-2027 school year.

RECOMMENDED BY

THE MINNESOTA STATE ACADEMIES – DISTRICT #160

BY _____

TITLE: _____

DATE: _____

APPROVED

FARIBAULT SCHOOL DISTRICT #656

BY _____

TITLE: _____

DATE: _____

APPROVED

MINNESOTA STATE ACADEMIES BOARD

BY _____

TITLE: _____

DATE: _____

Human Resources Report

August 2026 Board Meeting

Personnel Changes June 3, 2026 – July 28, 2026

Retiring Employees:

Vacancies Filled:

1. Jaylee Anderson
2. Megan Lockner
3. Katelynn Crosby
4. Dana Swingen
5. Rachelle Settambrino-Wallis

Resignations/Separations:

1. Amy Wheelock
2. William Brethauer

Leave of Absences (LOA/PPL):

1. Julia Forti
2. Lyndsy Ryson
3. Megan Richardson
4. Christine Adams
5. Kris Wagner

Return from LOA:

1. Chloe Donahue
2. Nettie Peters
3. Amy Miller

Permanent Lay-Off: None

Re-Call from Lay-Off: None

Transfers:

Work Out of Class:

Probation to Permanent:

1. Brianna Willow
2. Chelsea Willow
3. Jill Stenson
4. Amy Miller

Non-Certifications:

Phased Retirement Option Appointments (PRO): None

ECA Positions 2025-2026 and Staff Assigned:

Items that do not require Board Approval: None

June 2026 Donations

No Donations Received

July 2026 Donations

Date:	7/7/2026
From:	Frandsen Bank & Trust
Type:	Monetary Donation
Amount:	\$43.57
For:	Landis Forester Donation
Deposited to:	#1395
Thank You:	

Date:	7/31/2026
From:	MSAD Foundation
Type:	Monetary Donation
Amount:	\$800.00
For:	MSAD International
Deposited to:	#1357
Thank You:	Lisa Wasilowski/Aimee Sever-Hall

Policy #: 120
Title: MSA WEBSITE AND SOCIAL MEDIA ACCESSIBILITY
Date of Initial Approval: 11-16-2017
Revision/Re-authorization Dates: 12-16-2020; 09-27-2023
Reviewers: MSA Superintendent; MSA Director of Community Engagement

I. PURPOSE

Minnesota State Academies (MSA) is a state agency and a school district. As part of our accountability and function as a government agency, it is the right of all members of the public to access public information. MSA is committed to providing access to all individuals – with or without disabilities – who wish to access MSA websites, documents, applications, or services to obtain information or resources.

II. GENERAL STATEMENT OF POLICY

Some users may not be able to see, hear, or process information in particular formats, may have difficulty reading or understanding text, or may not be able to use a keyboard or mouse. We have developed our information, websites, and web content to ensure compatibility with common adaptive technology by utilizing the State of Minnesota's Accessibility Standard, which is based on Section 508 of the Rehabilitation Act (as amended) and Web Content Accessibility Guidelines **2.2**, in the development of our products and services. Users may access the Minnesota IT Services website for additional information.

The State of Minnesota Accessibility Standards can be found at:

<https://mn.gov/mnit/government/policies/accessibility/>

III. PROCEDURES FOR ENSURING ACCESSIBLE WEBSITE AND/OR SOCIAL MEDIA CONTENT

- a. Content developed by MSA staff that is posted on our websites and/or social media must be carefully developed to maximize accessibility for everyone. This includes the following:
 - i. For all videos, add captions, voice-over, and a short video description.
 - ii. For written material, ensure that the material is compatible with common screen-reading software.
 - iii. For pictures, add a short picture description.
 - iv. Video and picture description may be added to "alternate text" if desired.
 - v. On our websites, the following statement must be posted: "The MSA *[website or social media page]* may contain links to non-MSA publications and websites. MSA has no control over the accessibility of those non-MSA publications and external websites. Links are provided as a service to our audience, in an effort to provide additional information where applicable."
 - vi. On our social media pages, if we provide a link to non-MSA publications and/or websites, the same statement (above) must be posted in the comments section.
- b. MSA websites navigation must include the following accessibility features as outlined on the MNIT website.

- i. Common Look and Feel: pages should have a simple design, with a similar layout, making site navigation easier.
 - ii. Skip Navigation: allowing users to go directly to the substantive content of the webpage.
 - iii. Accessible Images: Images on the website contain alternative text, which assistive technologies can read aloud to the user to provide access to information presented visually.
 - iv. Adjustable Text Size: Text size can be increased with the web browsers' text size adjustment feature.
- c. Content on MSA websites and social media sites must adhere to the State of Minnesota Accessibility Standard.

Policy #: 214
Title: OUT-OF-STATE TRAVEL BY SCHOOL BOARD MEMBERS
Date of Initial Approval: 06-12-2018
Revision/Re-authorization Dates: 06-02-2021; 10-25-2023
Reviewers: MSA Superintendent; MSA Fiscal Services Director

I. PURPOSE

The purpose of this policy is to control out-of-state travel by MSA board members as required by law.

II. GENERAL STATEMENT OF POLICY

MSA board members have an obligation to become informed on the proper duties and functions of a board member, to become familiar with issues that may affect the Academies, to acquire a basic understanding of school finance and budgeting, and to acquire sufficient knowledge to comply with federal, state, and local laws, rules, regulations, and MSA policies that relate to their functions as board members. Occasionally, it may be appropriate for board members to travel out of state to fulfill their obligations.

III. APPROPRIATE TRAVEL

Travel outside the state is appropriate when the board finds it proper for board members to acquire knowledge and information necessary to allow them to carry out their responsibilities as board members. Travel to other out-of-state meetings for which the member intends to seek reimbursement from MSA should be preapproved by the board.

IV. REIMBURSABLE EXPENSES

Reimbursable expenses include transportation, meals, lodging, registration fees, required materials, parking fees, tips, and other reasonable and necessary expenses which are referenced in MSA Policy #740. Generally, it is expected that the MSA Business Office will be arranging most of the travel expenses prior to the activity (transportation, lodging, registration fees, reasonable accommodations outlined in MSA Policy #440 and/or required materials, etc.) and reimburse board members for only “out-of-pocket” expenses that occur during the trip. Exceptions to this must be approved by the board.

V. REIMBURSEMENT

- A. Requests for reimbursement must be itemized on the official MSA form for non-state employees and are to be submitted to the Superintendent’s office. Itemized receipts for lodging, commercial transportation, registration, and other reasonable and necessary expenses must be attached to the reimbursement form.
- B. Automobile travel shall be reimbursed at the mileage rate set by the state of Minnesota. Commercial transportation shall reflect economy fares and shall be reimbursed only for the actual cost of the trip.
- C. Amounts to be reimbursed shall be within the board’s approved budget allocations, including attendance at workshops and conventions.
- D. Amounts for reimbursement shall follow the same guidelines and regulations that determine reimbursement for all other school employees. (MSA Policy #740)

Legal References:

Minn. Stat. § 123B.09, Subd. 2 (School Board Member Training)

Minn. Stat. § 471.661 (Out-of-State Travel)

Minn. Stat. § 471.665 (Mileage Allowances)

Minn. Op. Atty. Gen. 1035 (Aug. 23, 1999) (Retreat Expenses)

Minn. Op. Atty. Gen. 161b-12 (Aug. 4, 1997) (Transportation Expenses)

Cross References:

MSBA/MASA Model Policy 212 (School Board Member Development)

MSBA/MASA Model Policy 412 (Expense Reimbursement)

MSA Policy #740 – Special Expense/Out-of-State Travel Policy

Policy #: 401
Title: EQUAL EMPLOYMENT OPPORTUNITY
Date of Initial Approval: 11-17-2011
Revision/Re-authorization Dates: 01-19-2012; 11-21-2013; 06-12-2018; 06-02-2021; 10-25-2023
Reviewers: MSA Superintendent; MSA Human Resources Office

I. PURPOSE

The purpose of this policy is to provide equal employment opportunity for all applicants for employment at the Minnesota State Academies (MSA) and MSA employees.

II. GENERAL STATEMENT OF POLICY

- A. The policy of the Minnesota State Academies is to provide equal employment opportunities for all applicants and employees. MSA does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, gender, gender identity, marital status, status with regard to public assistance, disability, sexual orientation, age, family care leave status, or veteran status. MSA also provides reasonable accommodations for disabled employees.
- B. The Minnesota State Academies prohibit the harassment of any individual for any of the categories listed above. For information about the types of conduct that constitute impermissible harassment and MSA's internal procedures for addressing complaints of harassment, please refer to MSA Policy #413 regarding harassment and violence.
- C. This policy applies to all areas of employment including hiring, discharge, promotion, compensation, facilities, or privileges of employment.
- D. It is the responsibility of every MSA employee to follow this policy.
- E. Any person having a question regarding this policy should discuss it with the MSA Human Resources Office.

Legal References:

Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
29 U.S.C. § 621 et seq. (Age Discrimination in Employment Act)
29 U.S.C. § 2615 (Family and Medical Leave Act)
38 U.S.C. § 4211 et seq. (Employment and Training of Veterans)
38 U.S.C. § 4301 et seq. (Employment and Reemployment Rights of Members of the Uniformed Services)
42 U.S.C. § 2000e et seq. (Title VII of the Civil Rights Act)
42 U.S.C. § 12101 et seq. (Equal Opportunity for Individuals with Disabilities)
42 U.S.C. § 12101 et seq. (Americans with Disabilities Act)

Cross References:

MSBA/MASA Model Policy 402 (Disability Nondiscrimination)
MSBA/MASA Model Policy 405 (Veteran's Preference)
MSBA/MASA Model Policy 413 (Harassment and Violence)
MSA Policy #413 (Harassment and Violence)
MSA Affirmative Action Plan

Policy #: 531
Title: PLEDGE OF ALLEGIANCE
Date of Initial Approval: 01/22/2004
Revision/Re-authorization Dates: 01/23/2014; 11/16/2017; 10/21/2020; 09/27/2023
Reviewers: MSAB/MSAD Directors; MSA Superintendent

I. PURPOSE

The Board of the Minnesota State Academies recognizes the need to provide instruction in the proper etiquette, display, and respect of the United States Flag. The purpose of this policy is to provide for recitation of the pledge of allegiance and instruction in school to help further that end.

II. GENERAL STATEMENT OF POLICY

Students attending the Minnesota State Academies shall recite or sign the pledge of allegiance to the flag of the United States of America one or more times each week. The recitation or signing will be conducted:

- A. By each individual classroom teacher or the teacher's surrogate; or
- B. Over a school intercom or video-distribution system by a person designated by the school principal or other person having administrative control over the school.

III. EXCEPTIONS

Any student or staff may decline to participate in recitation or signing of the pledge of allegiance to the flag. Students and staff must respect the choice of others to not recite or sign the pledge.

IV. INSTRUCTION

Students will be instructed in the proper etiquette toward, correct display of, and respect for the flag and in patriotic exercises.

Legal References:

Minn. Stat. § 121A.11, Subd. 3 (Pledge of Allegiance)

Minn. Stat. § 121A.11, Subd. 4 (Instruction)

[Note: Recitation of the Pledge of Allegiance by students and instruction of students as provided in this policy are required by statute. Also, the statement in Part III., above, must be included in the student handbook or a policy guide. A local school board or a charter school board of directors may waive these statutory requirements by a majority vote taken annually. If the local school board or charter school board of directors waives the requirement to recite the Pledge of Allegiance, it may adopt a district or school policy regarding the reciting of the Pledge of Allegiance.]

Policy #: 104
Title: VISION, MISSION, AND CORE VALUES-GUIDING BELIEFS
Date of Initial Approval: 09-16-2020
Revision/Re-authorization Dates:
Reviewers: MSA Superintendent; MSA Board

I. PURPOSE

The purpose of this policy is to establish a clear statement of the purpose, vision, and guiding beliefs for the Minnesota State Academies (MSA).

II. GENERAL STATEMENT OF POLICY

The Minnesota State Academies believes that a vision, mission, and guiding beliefs for MSA should be adopted. The vision statement should be an overview of what MSA strives to provide for our students. The mission statement should be based on the beliefs and values of the MSA community, should direct any change efforts, and should be the basis on which decisions are made. ~~The guiding beliefs should provide structure and support regarding day-to-day operations of MSA programs.~~

The MSA board, on behalf of, and with extensive participation by the MSA community, should develop a consensus among its members regarding the nature of the programs that the MSA board governs, the purposes it serves, the constituencies it should consider, and the results MSA programs intend to produce.

III. VISION STATEMENT

MSA empowers every student to achieve, care, and thrive ~~in an ever-changing world.~~

IV. MISSION STATEMENT

~~MSA empowers students to thrive in school and life through an accessible, inclusive, and language-rich educational environment, supported by statewide resources and professional expertise for parents, families, community partners, and educational programs across Minnesota.~~

~~MSA provides a rigorous, student-centered educational program in a fully accessible, language-rich environment to maximize each student's full potential.~~

~~Additionally, MSA provides statewide resources and professional expertise to parents, families, partners, and educational programs in Minnesota.~~

V. CORE VALUES

- 1. Student-Centered Excellence:** We prioritize student learning, growth, independence, and well-being across academics, social development, and life skills in every decision.
- 2. Accessibility & Language Equity:** We ensure that every student can fully participate and succeed by providing full access through ASL, Braille, assistive technology, and inclusive practices.
- 3. Belonging & Identity:** We honor culture, identity, and diverse lived experiences by creating inclusive opportunities for students to engage in academic, social, and extracurricular experiences.
- 4. Family & Community Partnership:** We value families, community members, school districts, and statewide partners as vital collaborators in supporting student success.

5. **Collaboration & Statewide Impact:** We partner with families, districts, and statewide stakeholders to expand access, share expertise, and strengthen outcomes.

~~VI. CURRENT GUIDING BELIEFS~~

~~MSA Believes:~~

- ~~● Families are valued partners in fostering the development of each student's full potential.~~
- ~~● Students are the primary focus of all decisions and they will have opportunities to participate in decision-making.~~
- ~~● Students thrive by becoming independent, active, lifelong learners to the greatest extent possible.~~
- ~~● Students' development of understanding, appreciation, and respect for individual and cultural diversity is valued.~~
- ~~● Students require an accessible language and communication-rich environment so continuous opportunities for planned and incidental learning can occur in and outside the classroom.~~
- ~~● Students require ongoing opportunities to directly interact with a variety of peers and role models to develop positive self-identity, as well as social-emotional and advocacy skills.~~
- ~~● Students gain valuable life skills and benefit from other learning opportunities in a safe, caring, supportive, and accessible environment during school, after school (Student Life*), and community-based activities.~~
- ~~● Students must be given the tools necessary to locate, access, and use resources/supports within their school and community.~~
- ~~● Students prepare for a successful transition to education, work, and citizenship after graduation through an array of quality programs, services, and the use of state-of-the-art technology.~~
- ~~● Students achieve communication competency and gain access to the world by maximizing their use of assistive technology.~~
- ~~● All staff members need to have high expectations for all students, so that students can develop high expectations for themselves.~~
- ~~● All instructional and residential staff members are responsible to provide appropriate resources, universal design for learning, and differentiated instruction to meet the needs of all students.~~
- ~~● All staff members require ongoing quality professional development and support to optimize their ability to meet the needs of students.~~

- ~~All staff members are responsible for contributing to the achievement of the school's vision, mission, and guiding beliefs.~~
- ~~All MSA community members thrive with effective communication and collaboration.~~
- ~~MSA is a valued resource for information and outreach activities to support students, parents, families, and school districts statewide.~~

~~For Our Blind, Visually Impaired, and Deafblind students, MSA Believes:~~

- ~~The Expanded Core Curriculum (ECC)* is foundational to the instructional program and provides a pathway to independence.~~
- ~~Instruction in Braille and the use of Braille throughout the student's educational program, as appropriate to the strengths and needs of the student, is vital for maximizing students' literacy and academic development.~~
- ~~Accessible Educational Materials (AEM: Braille, large print, audio, digital) are vital for maximizing every student's academic, cognitive, social-emotional, and self-identity potential.~~
- ~~Orientation and Mobility (O&M) skills are vital for students to know where they are and how to safely navigate their world.~~

~~For Our Deaf, Hard of Hearing and Deafblind students, MSA Believes:~~

- ~~Having a cultural and linguistic perspective of Deaf/Hard of Hearing/DeafBlind people is a core value.~~
- ~~A comprehensive, bilingual (American Sign Language & English) education that results in proficiency in both languages is vital for maximizing every student's academic, cognitive, social-emotional, and self-identity potential.~~
- ~~Providing auditory, spoken, and tactile language services, as appropriate to the strengths and needs of the student, is an important component of our bilingual instructional program.~~
- ~~Ongoing direct communication using American Sign Language with peers and staff is a foundational aspect of our program.~~

VII. REVIEW

The MSA board will review and reauthorize MSA's Vision, Mission, and **Core Values Guiding Beliefs** every three years during the annual board organization meeting. The MSA board will conduct a comprehensive review of the vision, mission, and **core values guiding beliefs** every five to seven years as part of the accreditation process.

Legal References:

Minn. Stat. § 120B.11 (School District Process for Reviewing Curriculum, Instruction, and Student Achievement)

Minn. Rule Parts 3501.0010-3501.0180
Minn. Rule Parts 3501.0200-3501.0270

Out of State Travel

Staff Professional Development

Staff: Jenene Johnson

Dates: October 25-28, 2026

Event: NTID Math and Science Conference, Rochester, NY

Justification: This conference brings together DHH teachers to collaborate on effective math and science teaching practices.

Estimated expenses:

- Flight: \$400
- Lodging: \$600
- Registration: \$0
- **Total amount: \$1000 (estimated)**

Staff: Nichelle Steffen

Dates: October 12 – 16, 2026

Event: CEASD Leadership Academy, Hartford, Connecticut

Justification: This is an annual cohort of leadership candidates from schools across the country, and provides comprehensive mentoring and professional development from seasoned leaders in the Deaf Education field.

Estimated expenses:

- Registration: \$750
- Airfare: \$600
- **Total amount: \$1350 (estimated)**

Staff: John Davis and Nichelle Steffen

Dates: October 26 – 29, 2026

Event: COSB Leadership Institute/APH Annual Meeting, Louisville, KY

Justification: COSB conference is an annual conference for administrators serving at schools for the Blind. Various topics include college readiness, building capacity through Expanded Core instruction, and workforce recruiting, retention, and growth.

Estimated expenses:

- Registration: \$866
- Transportation: \$956
- Lodging: \$1,434
- **Total amount: \$3,700**

Staff Travel – CEASD Accreditation

Staff: Terry Wilding

Dates: October 25 – 28, 2029

Event: CEASD on-site accreditation, Rhode Island School for the Deaf, Providence, RI

Justification: The Conference of Educational Administrators of Schools and Programs for the Deaf (CEASD) is an association of schools and educational programs involved with the education of deaf and hard of hearing individuals. Terry serves on the Board, which serves as an advocate with governmental bodies regarding educational policy and implementation of federal legislation. Terry is also on their accreditation team, which will visit the Rhode Island School for the Deaf, who will be covering all travel expenses.

Estimated expenses:

- Transportation: \$0
- Lodging: \$0
- **Total amount: \$0**

**BOARD RESOLUTION OF THE MINNESOTA STATE ACADEMIES
IN RECOGNITION AND PROFOUND APPRECIATION OF DISTINGUISHED
SERVICE BY DIANE DOHNALIK**

DULY PASSED ON AUGUST 19, 2026

**IN RECOGNITION AND PROFOUND APPRECIATION OF
DISTINGUISHED SERVICE BY DIANE DOHNALIK**

WHEREAS, Diane Dohnalik has been a great advocate for students at the Minnesota State Academies (MSA) and has worked tirelessly to advance the education, independence, and enrichment opportunities for MSA students;

WHEREAS, Diane Dohnalik has provided outstanding leadership and guidance through her work on the MSA board and related committees for eight years; and

WHEREAS, Diane Dohnalik faithfully and with honor, integrity, and distinction, served on the MSA Board as a board member representing the Minnesota Department of Education;

BE IT RESOLVED, that the MSA Board formally acknowledge and extend its profound appreciation to Diane Dohnalik for her service to the Minnesota State Academies Board and her support of the Minnesota State Academies' mission to empower every student to achieve, care, and thrive in an ever-changing world.

We, the undersigned, hereby certify that the Board of the Minnesota State Academies is comprised of seven members and two ex-officio members, of whom four constitute a quorum, were present at the meeting duly and regularly called, noticed, convened and held this 19th day of August 2026, and that the foregoing resolution was duly adopted at said meeting by the affirmative vote of a majority of its members, and that said resolution has been duly recorded in the Minutes Book and is in full force and effect.

Chair

**Minnesota State Academies
Superintendent Performance Evaluation for SY 2025-2026**

SCHOOL BOARD'S SUMMARY OF ITS CONCLUSIONS

Goal 1.: Rating: Highly Effective

Summary Statement:

Mr. Wilding continued to implement and update policies and procedures designed to improve school accountability through the following actions:

- Mr. Wilding ensured the School Accountability Committee developed a 3-year Comprehensive Achievement and Civic Readiness Plan, which was presented to the Board at the December 2025 Board Meeting.
- The committee, led by the Curriculum and Educational Programs Director, met monthly and completed significant work between meetings. Key accomplishments included updating the curriculum review cycle and presenting it to the Board in March 2026, identifying priority curriculum areas, and developing a new course approval process that was nearing final approval with completion targeted for June 1, 2026.
- Additionally, the MSA course catalogs for both campuses were in the final stages of completion, with all approved courses being entered into PowerSchool and the catalogs scheduled for publication on the MSA website by the end of June 2026. The catalogs will continue to be updated as curriculum development progresses.

The Board recommends Mr. Wilding shifts to monitoring the progress and work of the School Accountability Committee and the final completion of the course catalogs.

Goal 2.: Rating: Effective

Summary Statement:

Mr. Wilding focused on general school operations to enhance efficiency, long-term planning consistency, and stability with emphasis on transparency, document, and professionalism through the following actions:

- Mr. Wilding completed 10 new or updated procedures, with 6 additional procedures currently in progress and targeted for completion by the end of the fiscal year.
- Feedback on onboarding was collected through surveys, department meetings, and supervisor input, with a workgroup led by the Human Resources Director set to address findings in summer 2026.
- Staff and administrators have collaborated throughout the year on MTSS implementation and will continue training, procedure development, and structural review over the summer, including training for four staff members.
- The admissions team has met regularly to support student screening and onboarding, while the Language Planning team develops communication and language support plans for new students. Progress has been made in all three areas, with ongoing work focused on full implementation and alignment with MSA expectations.
- He continues to expand the documentation of decision-making processes within MSA. Twelve new documents have been added to the Decision Center, with seven additional

MSA empowers every student to achieve, care, and thrive in an ever-changing world.

documents currently awaiting final review and documentation, targeted for completion before the end of the fiscal year. The organization is also awaiting implementation of a password-protected staff portal to centralize decision records and improve staff access. These efforts are further supported through accreditation and strategic planning initiatives.

- Mr. Wilding has the organization on track to complete a comprehensive review of its Crisis Management Plan (CMP) and Continuity of Operations Plan (COOP) by June 2026 to ensure both plans align with current regulations, best practices, and training requirements.
 - Crisis Management Plan (CMP): Led by Kim Barron, the crisis response team has conducted risk assessments, reviewed existing plans, and identified priority focus areas. The plan framework is expected to be completed by June 2026, with ongoing work planned for training, tabletop exercises, drills, equipment and communication testing, and expansion of safety and technology measures. Continuous review and updates will continue under Strategic Goal #4.
 - Continuity of Operations Plan (COOP): The review is nearing completion, with only minor updates remaining, including room numbers, evacuation site agreements, and vendor information. Completion is projected for June 2026.
 - Overall, the review process has established a strong foundation for emergency preparedness, with a commitment to ongoing evaluation and improvement to address emerging risks and operational needs.

The Board recommends Mr. Wilding ensure the continuation of developing and evaluating the procedures and documentation of decision making as an established action. The Board also requests updates on the completion of the CMP and COOP at a future board meeting date in 2026-2027.

Goals for 2026-2027:

Mr. Wilding's goals for 2026-2027 should be focused on the implementation of the 2026-2029 Strategic Plan.

Evaluation Period: August 2025 to June 2026

Superintendent's Signature: _____ Date: _____

School Board Chair's Signature: Dr. Annette K. Freiheit Date: June 23, 2026

Minutes of Executive Committee Meeting

Minnesota State Academies Board

An Executive Committee Meeting was held Monday, August 10, 2026, beginning at 3:45 PM in the Tate Hall Conference Room, 615 Olof Hanson Drive, Faribault, Minn.

Present: Sara Pratt, Jamers Kane, Terry Wilding, Hernan Moncada (arrived at 4:14 p.m.)

1. Call to Order

Chair Pratt called the meeting to order at 3:49 p.m.

2. Meeting Minutes Review

No changes.

3. Officer Orientation

The committee reviewed officer responsibilities and the role of the Executive Committee. Historically, the Officer of Business Affairs (OBA) served more as a combined secretary/treasurer, but the role has shifted and now largely serves as an additional member of the Executive Committee. The group agreed that the OBA duties could be revised. In the past, the OBA was required to reside in Faribault to be available to sign paperwork. With electronic signature software now available, this requirement is somewhat outdated. Superintendent Wilding asked the committee to consider possible duties and responsibilities for the Officer of Business Affairs.

4. Superintendent Goals

Superintendent Wilding asked for feedback on developing his goals for this year. One goal could focus on the first-year action steps of the strategic plan. Chair Pratt stated that the Board should develop goals around the strategic plan rather than creating additional goals. Jamers suggested stronger collaboration with other schools and maintaining our visibility with school districts (aligning with Goal #3 in the Strategic Plan).

At the October retreat, the Board can determine which strategic plan goals to prioritize for this year. These priorities would then become school goals and part of Superintendent Wilding's evaluation. Committees/teams will be established to address each area, with Superintendent Wilding responsible for ensuring they have sufficient support and resources to complete the goals in a timely manner.

Superintendent Wilding will develop a draft to present at the Board retreat in October after receiving feedback from staff. He will also consider ways for the site councils to be more involved beyond monthly meetings and sharing updates.

5. Board Retreat

Possible topics/activities:

- Invite the Site Councils for part of the day

- Develop some kind of dashboard for the strategic plan
- Strategic Plan one-year action plan (Board implementation)
- Open Meeting Law refresher
- Board manual review
- Guest presenter: AI implications/ethics and technology in education. Chair Pratt will connect with a potential speaker.
- Dorm renovations
- Townhall with the community, consider hosting it the Wednesday evening prior to the retreat, so the information gathered could be used during the retreat. A facilitator would be needed; perhaps Dr. Freiheit can facilitate or recommend someone. The group agreed that the townhall would need a clear purpose/topic for discussion.
- At the next Board meeting, ask the Board members if they are available Wednesday evening the 21st to participate in the townhall meeting.

6. Adjourn

Adjourned at 4:22 p.m.

Minutes of Policy Committee Meeting

Minnesota State Academies Board

A Policy Committee Meeting of the Minnesota State Academies Board was held on Monday, August 03, 2026, beginning at 3:15pm via Zoom.

Present: Terry Wilding – Superintendent, Hernan Moncada – Board Member, Heather Smisek – HR Director, Justin Cyboron – Director of Curriculum and Educational Programs, Brittany Thomforde – Director of Student Support Services

Absent: Katie Wangberg – Board Member

1. Call to Order: 3:15pm
2. Meeting Minutes Review: None
3. Policies to Review from MSBA: None
4. Policies to Review for a Second Reading: None
5. Policies to Review Before Revision: None
6. Policies to Review Prior to a First Reading:

A. Policy 104 – Vision, Mission, and Core Values

Not a huge change. The board approved the new “Vision, Mission, and Core Values” statement last June. It has now been implemented into a policy.

7. Policies to Review for Reauthorization:

A. Policy 120 – MSA Website and Social Media Accessibility

Only a minor change as the law has been updated to the 2.2 version.

B. Policy 214 – Out of State Travel by School Board Members

This policy has stayed the same over the years. There are no recommendations for changes at this time.

C. Policy 401 – Equal Employment Opportunity

This is a pretty routine policy and stays stable to reauthorize. There are no recommendations for changes at this time.

D. Policy 531 – Pledge of Allegiance

This is required by state law. There are no changes or comments.

This should be a light year for the Policy Committee. Our board members will change at the next board meeting in two weeks.

8. Adjourn: 3:21