

Intermediate District 287

Responsive. Innovative. Solutions.

GENERAL MEETING OF THE BOARD – Regular

Thursday, October 28, 2021

6:30 PM @ Boardroom / Teleconference

1820 Xenium Ln N

Minneapolis, MN 55441-3790

AGENDA

Page #

1. CALL TO ORDER (Action)

The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students.

1. Racial Equity Impact Analysis Tool

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2. APPROVAL OF GENERAL MEETING AGENDA (Action)

3. AUDIENCE OPPORTUNITY TO SPEAK (Information)

4. APPROVAL OF CONSENT AGENDA (Action)

1. General Board Meeting Minutes from October 14, 2021

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2. Medical Insurance Premium Rates for January 1, 2022 - December 31, 2022

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3. Dental Insurance Premium Rates for January 1, 2022 - December 31, 2022

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4. Routine Human Resources Activities for October 28, 2021

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5. Approval of Amendment #1 to School Mental Health Program Agreement

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6. Authorization of Issuance of Individual Procurement Cards (P-Cards)

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5. SHARE THE SUCCESS & RECOGNITION - (15 minutes) (Information)

1. Above & Beyond: Ann Bremer Education Center

2. Get on the Bus visit to Ann Bremer Education Center

6. SUPERINTENDENT'S REPORT - (30 minutes) (Information)

1. 2021 Strategic Priorities/Coherence Impact Report and Presentation

13

Chad Maxa, Executive Director of Strategic Implementation, will present a report on coherence and the District's strategic priorities of racial equity, trauma-responsive & healing-centered practices, evidence-based instruction, and employee well-being.

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORT - (45 minutes)

1. Facilities Report

1. 2021-22 Facilities Department Annual Board Report (Information)

43

Mae Hawkins, Executive Director of Business Services, will provide the Board with an update on the Facilities Department's work over the last year and share future facilities infrastructure needs.

2. Financial Report

1. Approval of Routine Monthly Finance Report (Action)

Mae Hawkins, Executive Director of Business Services, will provide an overview of the September 2021 monthly financial report, and the Board will be asked to approve it.

3. Human Resource Report

1. **Closed Session:** Labor Negotiations (Information)

Michelle Axell, Director of Human Resources, will provide an update on the Local 2209 negotiations process. The Board meeting will close to discuss strategy for labor negotiations, pursuant to Minn. Stat. Section 13D.03.

9. BOARD BUSINESS - (20 minutes)

1. Policy Review & Revision - None

2. Board Reports

1. Chair Report

1. Next Steps: Superintendent Search (Information)

2. NSBA 2022 Annual Conference (Action)

63

District 287 has been accepted to present at the NSBA Conference in April 2022. Presenting at the conference will be Theon Jarrett, Student and Staff Safety Manager, Radius Guess,

2. AMSD Report <i>(Information)</i>	
1. October 2021 AMSD Connections Newsletter	
3. District News	
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3. 2021-2022 Local 2209/Board Breakfast Schedule	69
4. 2021 AMSD Annual Conference: Reimagining Public Education: The Work Continues	71
4. Once Around the Table	
10. ADJOURNMENT	

Recommended Action: Board Chair calls meeting adjourned @ _____ PM

Racial Equity Impact Analysis Tool

287 RACIAL EQUITY IMPACT ANALYSIS TOOL



Purpose

This tool ensures that racial equity is front-and-center in discussions and prompts leaders to examine how BIPOC and low wealth communities may be affected by a proposed action or decision of the district.

Instructions

Use the Tool: Have this tool available during any meeting where decisions are being made

- **Part 1 - Discussion:** Use the guiding questions to facilitate the racial equity discussion
- **Part 2 - Answer Racial Equity Impact Analysis Questions:** Before a decision is made, respond to the four equity impact analysis questions within your meeting agenda
- **Part 3 - Reflect:** Reflect on and recognize your own racial bias, as well as the presence and role of whiteness

Part 1: Discussion

Use the below guiding questions to facilitate a discussion about race equity impact

Guiding Questions

1. Are multiple racial perspectives involved in the planning? Are participants racially diverse? Were the groups most impacted by the decision included in the discussion?
2. In what ways are we maintaining status quo or advancing race equity? What could be done differently to better support or advance racial equity efforts?
3. Who is advantaged? Who is disadvantaged? Are decisions based on the majority or those at the margins?
4. In what ways does colorblindness exist?
5. How do you know the audience is communicated with in ways that will make sense through *their* lens?
6. In what ways are other marginalized people impacted?

Part 2: Answer Racial Equity Impact Analysis Questions

1. **Who participated in completing this analysis?**
2. **What are the racial equity impacts of this decision?**
3. **Who will benefit from and/or be burdened by this decision?**
4. **Are there strategies to mitigate any unintended consequences of this decision?**

Part 3: Reflect

1. Place yourself on the Compass. What feelings came up for you during the planning?
2. What role did your race, experiences, or bias have in the conversation?
3. What aspects of whiteness showed up for you or were observed in others? ([Bellevue Guide](#))

DISTRICT 287 REGULAR BOARD MEETING
Intermediate District 287
October 14, 2021
MINUTES

1. CALL TO ORDER

Chair Regina Neville called the general meeting to order at 6:32 PM in the District Service Center Boardroom and by the use of District 287 Teleconferencing. Board Director Andreson recited Intermediate District 287 mission statement “The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students”.

A Roll Call was taken, and a quorum was declared with 10 member districts represented and the following Board members in attendance:

272	Eden Prairie	Adam Seidel
273	Edina	Regina Neville
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
279	Osseo	Jackie Mosqueda-Jones
280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
277	Westonka	Heidi Marty

Absent: 286/Dallas

Guests: Dr. Antionette Johns, Dr. Ken Dragseth, and Dr. David Clough

287 Administration: Sandra Lewandowski, Tonya Allen, Michelle Axell, Anne Becker, Melissa Brateng, Radium Guess, Mae Hawkins, Rachel Hicks, Elisabeth Lodges Rogers, Ben Magras, Chad Maxa, and Wauneen Mgeni

287 Staff Members: Shawn Garvey

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Regina Neville to amend the meeting agenda by moving agenda item 9.2.1.1. Next Steps: Superintend Search to follow agenda item 5. Share the Success and Recognition, seconded by Adam Seidel, to approve the meeting agenda as amended. All in favor. Motion carried unanimously.*

3. AUDIENCE OPPORTUNITY TO SPEAK - None

4. APPROVAL OF CONSENT AGENDA

The Consent Agenda was presented for approval. The Consent Agenda included the General Board Meeting Minutes from September 23, 2021, Board Work Session Meeting Minutes from September 23, 2021, Approval of Finance Report July 2021, Approval of Finance Report August 2021, and Routine Human Resources Activities for October 14, 2021. *Motion by Andrea Cuene, seconded by Heidi Marty, to approve the Consent Agenda as presented. Motion carried.*

5. SHARE THE SUCCESS & RECOGNITIONS

Tonya Allen, Director of Mental Health & Family Engagement, briefly presented an update on the District 287 three scholarship winners. The district raised over \$2,000 to help Chloe Bennett, Kendrick Green, and Blessing Thomas attend college.

9. BOARD BUSINESS

Board Chair Neville introduced Dr. Antionette Johns, Dr. Ken Dragseth, and Dr. David Clough from School Exec Connect, the Superintendent Search Firm. The School Exec Connect team and the Board discuss their process to arrive at the New Superintendent Profile and the online survey results. *Motion by Andrea Cuene, seconded by Michèle Kunz, to approve the New Superintendent Profile as presented. Motion carried.*

Motion by Regina Neville to table agenda item 8.1.1. 2021 Facilities Projects Report to the October 28, 2021 Board meeting, seconded by Andrea Cuene, to approve tabling agenda item 8.1.1. 2021 Facilities Projects Report as presented. Motion carried.

6. SUPERINTENDENT’S REPORT

Superintendent Lewandowski presented a brief update on the Board on why District 287 removed metal detectors. A summary document entitled “[What The Research Says.](#)”

Ben Magras, Executive Director, School & Student Outcomes, and Chad Maxa, Executive Director of Strategic Implementation, presented a comprehensive overview of the District Health, Safety, and Security Review. “[Safety Updates](#)”

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS - None

Facilities Report

Financial Report

Human Resources Report

9. BOARD BUSINESS (continues)

Policy Review & Revision - None

Board Report

AMSD Report

Board Director Cuene presented a brief update on the last AMSD meeting.

Once Around the Table

Board Director Sant gave a brief update on Robbinsdale Area Schools.

10. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 9:29 PM.

The next general meeting will be held on October 28, 2021, at 6:30 PM by Teleconference.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Approval of Medical Insurance Premium Rates for January 1, 2022 - December 31, 2022

October 28, 2021

Author

Michelle Axell, Director of Human Resources
Stephanie Klingelhutz, Human Resources Coordinator

Background

The District entered into a two-year self-insured contract with HealthPartners, starting January 1, 2022, and ending December 31, 2023, for third-party administration and stop-loss insurance, which was approved by the Board at its June 10, 2021 meeting. The medical insurance funding rates increased by 3.5% for the 2021 plan year. (January 1, 2021 - December 31, 2021).

Summary

The Insurance Committee, composed of representatives from all four employee groups, requests approval from the Board on the recommended medical insurance monthly premium rates for January 1, 2022 - December 31, 2022 (see below). The self-insurance plan is running very well and is meeting the budgeted projections. The recommended rates for January 1, 2022 - December 31, 2022, are based on the previous years of claim history, the current medical experience, a possible increase in claims due to services and treatment that were delayed by the COVID-19 pandemic, and the trajectory to hold a consistent reserve account for payment of future claims.

Fiscal Impact/Funding Source

Medical Insurance		4% rate increase	
Group #3122 Medical Insurance January - December Plan Year	January 1, 2021 MONTHLY Rate	January 1, 2022 MONTHLY Rate	MONTHLY Dollar Difference
Deductible Plan Family	\$1,995.53	\$2,075.35	\$79.82
Deductible Plan Single	\$700.60	\$728.62	\$28.02

Recommendation

Approve the Insurance Committee's recommendation of a 4% increase in the medical premium rates for January 1, 2022 through December 31, 2022.

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Approval of Dental Insurance Premium Rates for January 1, 2022 - December 31, 2022

October 28, 2021

Author

Michelle Axell, Director of Human Resources
Stephanie Klingelhutz, Human Resources Coordinator

Background

The District entered into a five-year self-insured contract with Delta Dental, starting January 1, 2021, and ending December 31, 2025, for administrative services, which was approved by the Board at its October 22, 2020 meeting.

Summary

The Insurance Committee, composed of representatives from all four employee groups, requests approval from the Board on the recommended dental insurance monthly premium rates for January 1 -December 31, 2022 (see below). The self-insurance plan is running very well and is meeting the budgeted projections. The recommended rates for January 1, 2022 - December 31, 2022 are based on the current dental experience and the previous years of claim history.

Fiscal Impact/Funding Source

The recommendation for dental insurance is a continuation of the current premium amounts.

Dental Insurance		0% rate increase	
Group #50861 Dental Insurance January - December Plan Year	January 1, 2021 MONTHLY Rate	January 1, 2021 MONTHLY Rate	MONTHLY Dollar Difference
Family	\$90.33	\$90.33	\$0.00
Single	\$32.95	\$32.95	\$0.00

Recommendation

Approve the Insurance Committee's recommendation of a 0% increase in the premium rates for January 1, 2022 through December 31, 2022.

Intermediate District 287

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ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD

October 28, 2021

New Hires: Additional Position Due to Enrollment				
Name	Position	Department or Site	Effective Date	FTE
Alejandro Mateo	Education Assistant	South Education Center	10/06/2021	.875
Shanina Butler	Education Assistant	South Education Center	10/13/2021	.875
Jeremiah Hatley	Education Assistant	South Education Center	10/13/2021	.875

New Hires					
Name	Position	Department or Site	Reason For	Effective Date	FTE
Alejandro Mateo	Education Assistant	South Education Center	Additional Enrollment	10/06/2021	.875
Shanina Butler	Education Assistant	South Education Center	Additional Enrollment	10/13/2021	.875
Jeremiah Hatley	Education Assistant	South Education Center	Additional Enrollment	10/13/2021	.875
Jerise Washington	Education Assistant	North Education Center	P. Bologna	09/02/2021	.875
Arthur Quaqua	Education Assistant	North Education Center	M. Hamilton	10/06/2021	.875
Mohammed Gubara	Education Assistant	North Education Center	K. Lebhan	10/06/2021	.875
Melissa Franzen	Education Assistant	Care & Treatment	D. Parrett	10/13/2021	.875
Derrick Martin	Education Assistant	North Education Center	LOA	10/06/2021	.875
Vince Baxter	Education Assistant	North Education Center	LOA	10/06/2021	.875
Vonetta McNeal*	Administrative Support IV	North Education Center	Internal Movement, L.Dahl	10/18/2021	1.0
Maurice O'Bannon*	Innovative Teaming Coach	Equity & Inclusion	New Position to the Department	08/30/2021	1.0

Kristin Vogel	Communications Specialist	District Service Center	New Position to the Department	10/13/2021	1.0
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*current employee

Temporary Hiring Agreements				
Name	Position	Department or Site	Effective Date	End Date
Laura A Moore	Speech Language Pathologist	Ann Bremer Education Center	10/11/2021	06/13/2022

Temporary Hiring Agreement: Out of Field Permissions					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Fully Licensed Current Staff					
Caroline Steuer	DD Teacher	North Education Center	Temporary License	08/30/2021	1.0
Tier 2 Current Staff					
Ryan Henderson	SPED PhyEd Teacher	West Education Programs	Temporary License	08/30/2021	1.0

Temporary Hiring Agreement: Tier 1 or Tier 2 Licenses					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Tier 2 Hires					
Tahanee Madison	SPED Teacher	Care & Treatment	Replacement for L. Anderson	08/30/2021	1.0

Extended Leaves of Absence:					
Name	Position	Department or Site	Effective Date	End Date	FTE
Ryan Henderson	Education Assistant to accept a temporary licensed position	West Education Programs	08/30/2021	06/10/2022	.875
Maurice O'Bannon	Education Assistant to accept a temporary position	North Education Center	08/30/2021	06/10/2022	0.875

Separations: Resignation				
Name	Position	Department or Site	Reason (if internal movement)	Effective Date
Cassandra Eckart	Education Assistant	Care and Treatment	Accept a Licensed Position	08/30/2021
Vonetta McNeal	Education Assistant	North Education Center	Accept an Admin Support Grade IV Position	10/15/2021
Leslie Hanson	Program Coordinator (WSSS)	Teaching and Learning	Personal Reasons	11/02/2021

Separations: Retirements (Regular/Disability)				
Name	Position	Department or Site	Effective Date	
Deborah Cantin	Administrative Support	District Service Center	12/31/2021	
Patricia Kilkelly	Education Assistant	Ann Bremer Education Center	01/28/2022	

Other:				
RECOMMEND the Board's approval he Board's approval to credit Donzell Bell, Education Assistant at South Education Center, with one (1) day of additional sick leave. This day has been donated by the staff member listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Theon Jarrett				

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Approval of Amendment #1 to School Mental Health Program Agreement

October 28, 2021

Author

Mae Hawkins, Executive Director of Business Services
Tonya Allen, Director of Mental Health and Family Engagement

Summary

The Amendment extends the dates and payments from the original terms and conditions of the agreement between the County of Hennepin and Intermediate District 287 to co-provide mental health services through a 1.0 FTE Systems Navigator/Care Coordinator. The original agreement is scheduled to end on December 31, 2021. The original agreement was for \$60,000 per year for one year. The amended agreement continues at the same rate and only amends the term of the agreement to January 1, 2021 to June 30, 2023. As the amended term includes multiple school years, school board approval is required.

Systems Navigator's primary job responsibility is to increase access to quality and sustainable, culturally responsive and developmentally appropriate school-based mental health services and supports.

The Systems Navigator will work in collaboration with District 287 Mental Health Staff and Project Aware Coordinator to:

- Reduce barriers to programs and systems for students and families within District 287
- Reduce long-term services needed by families within District 287
- Increase collaboration with the ALC Plus Program
- Provide more timely and direct referrals to Hennepin County
- Increase communication and collaboration between Hennepin County and District 287, particularly with mental health providers on staff within District 287
- Address crisis situations that may arise to provide a greater focus on the safety and stability of 287 students

*Note: The Systems Navigator began in March of 2021. As of September 2021, the Hennepin County Systems Navigator has received 35 referrals for Service. Referrals vary from basic needs to case management referrals, housing and education related services.

Recommendation

It is recommended that the school board approves the Amendment #1 to the Agreement for School Mental Health Program.

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Authorization of Issuance of Individual Procurement Cards (P-Cards)

October 28, 2021

Author

Gloria Wilder, Director of Finance
Jane Thomas, Purchasing Agent

Summary

The administration recommends the issuance of a Procurement Card to the following employee, per Minnesota Statute 123B.02, subd 23:

- Kristin Vogel Unaffiliated District Service Center

With the addition of this card, the district will have 53 active p-cards in operation.

Recommendation

Approve and Authorize Issuance of Individual Procurement Cards (P-Cards).

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Strategic Priorities Impact Report 2021

October



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Superintendent Lewandowski

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Healing-Centered Practices

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Evidence-Based Instruction

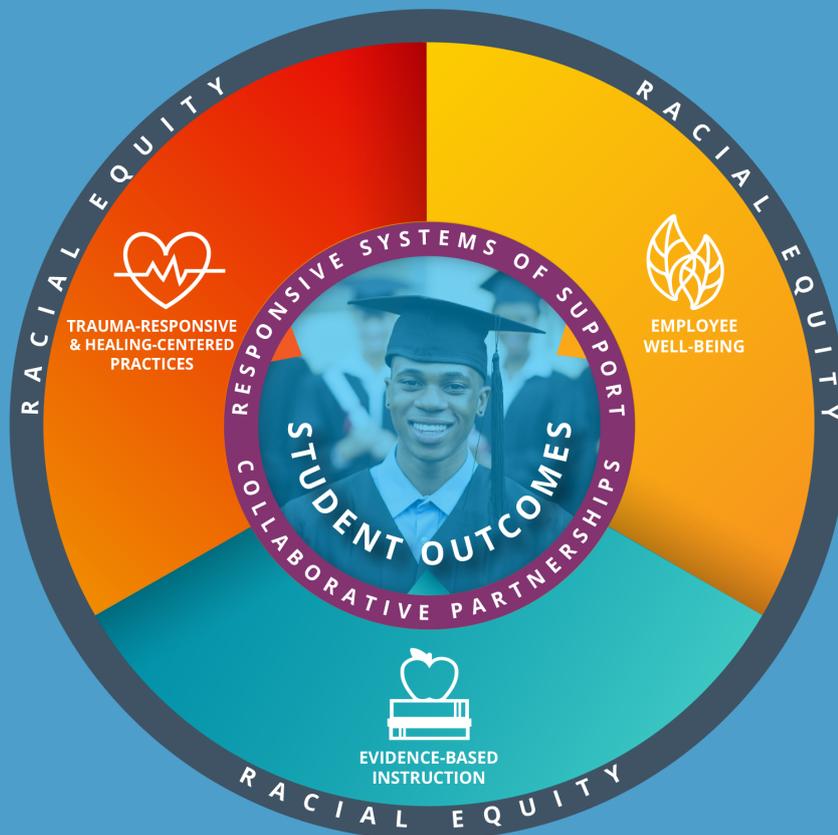
15-17

Employee Well-being

INTRODUCTION

At the conclusion of the 2015-2020 Strategic Plan, Intermediate District 287 Superintendent Sandy Lewandowski established four strategic priorities.

District 287 is committed to advancing racial equity and producing equitable student outcomes through evidence-based instruction, trauma-responsive and healing-centered practices, and employee well-being. Racial equity is foundational to District 287's mission and embedded in all its priorities.



District 287 Strategic Priorities

1. Racial Equity
2. Trauma-Responsive & Healing Centered Practices
3. Evidence-Based Instruction
4. Employee Well-being



MESSAGE FROM SUPERINTENDENT LEWANDOWSKI

Our schools serve nearly 1,000 of the highest need students in Hennepin County, and we've increasingly become the front line of the children's mental health system.

As a trauma-responsive and healing-centered school district, we must support students' academic, emotional, and behavioral needs to thrive in school and life.

Our strategic priorities of racial equity, trauma-responsive and healing-centered practices, evidence-based instruction, and employee well-being keep student outcomes at the center and exist as our roadmap to success.



"Organizational coherence will lead to collective purpose and aligned strategies."

ORGANIZATIONAL COHERENCE

District 287 Mission

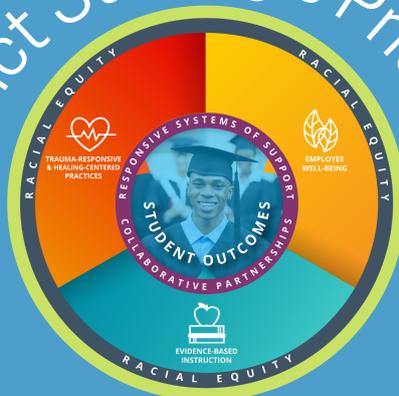
The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students.



Superintendent's Uber Goal

By June 30, 2022, District administration will have enhanced communications and built structures to begin assessing and increasing coherence within the organization (coherence as defined by Michael Fullan in his book "coherence").

District Strategic Priorities



Priorities are centered in all operational plans



School Improvement Plans



Department Strategic Implementation Plans



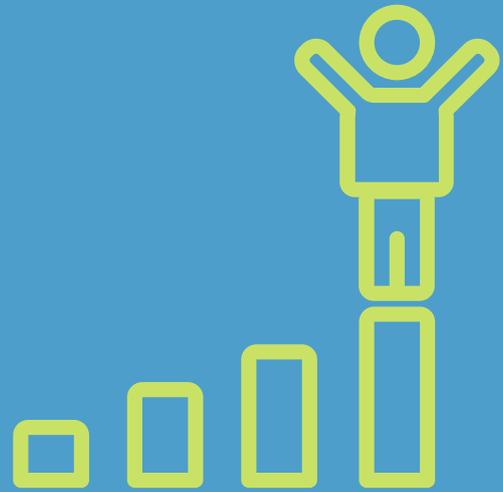
Leadership Performance Results

INDICATORS OF SUCCESS

Student Outcomes

Student outcomes are at the center of our strategic priorities because their success is the ultimate indicator of District 287's effectiveness.

We believe that when we implement our strategies and accomplish our strategic priority goals, our students benefit.



Example Student Outcome Data



- 287's suspension rate is almost half of that of the state average (3 suspensions per 100 students enrolled) even though our students have complex needs.
- Gaps between students who are Black, Indigenous, and People of Color (BIPOC) and white students have narrowed in the areas of student engagement, credit attainment, and percent meeting reading growth goals.

Indicators of Success

- District-wide** >
 - Re-integration to home district
 - Meeting IEP goals and objectives
 - Enrollment
- 1. Racial Equity** >
 - Gap reduction in all of the following:
 - All district-wide Indicators of Success
 - BIPOC and white student outcomes
 - BIPOC and white employee well-being
- 2. Trauma-Responsive & Healing Centered Practices** >
 - Critical incidents
 - Restrictive procedures
 - Suspensions
- 3. Evidence-Based Practices** >
 - Student engagement
 - NWEA/MAP growth
 - Student attendance
- 4. Employee Well-being** >
 - Staff attendance
 - Staff retention

RACIAL EQUITY

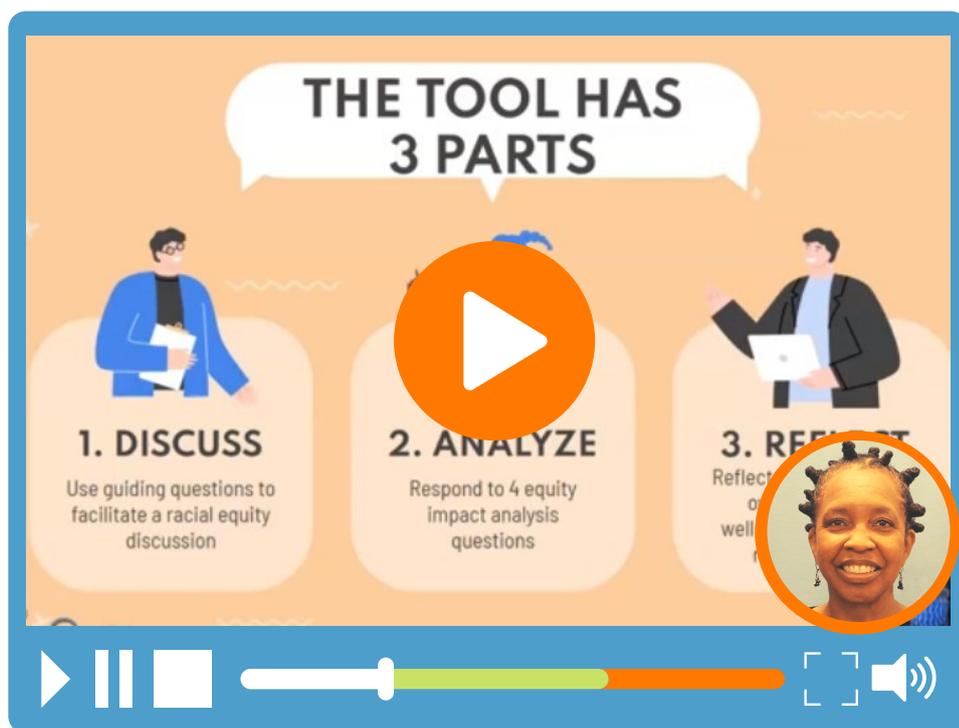
As a school district that serves a majority of minoritized students, racial equity is the foundation of all of our strategic priorities. Each student and staff person is entitled to a welcoming, respectful, equitable, and supportive learning and working environment in which their racial identity is valued and contributes to successful academic and employment outcomes.

Intermediate District 287 acknowledges the historical, generational and compounding reality of the systems, structures, and practices that have intentionally created and continue to afford advantages to dominant racial groups while perpetuating inequities for others. The District owns its role in creating, maintaining, and implementing policies, procedures, and practices that result in predictably lower academic and graduation outcomes, and disproportionate disciplinary action for minoritized students

including American Indian/Indigenous and/or Native students, than their white peers. These disparities contradict the beliefs and values we hold about what students can achieve and the role of adults in ensuring conditions for success. We work to become a more racially equitable school district.

We focus on discovering our racial identities, establishing a standard of truth through authentic relationships, removing systemic inequities, increasing opportunities and recognizing the impact of living in a society with a culture normed in Whiteness so we can eliminate achievement disparities.

Understand the racial equity impact analysis tool



RACIAL EQUITY Strategic Actions



Indicators of Success

- Gap reduction in all of the following:
- All district-wide Indicators of Success
 - BIPOC and white student outcomes
 - BIPOC and white employee well-being

Milestones

We're proud of the following accomplishments yet recognize the long journey ahead to achieve racial equity.

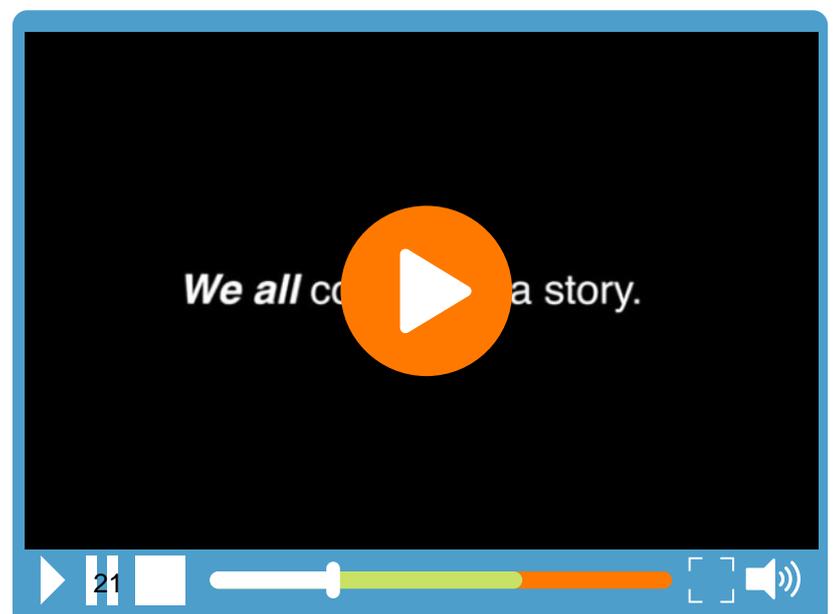
- Introduced a **theory of change** to guide our racial equity work and plan for transformation, including decision-making, measurement, & accountability tools.
- Established racial equity as a **key value** and created a **sense of urgency** to make change.
- **Racial Equity Impact Analysis Tool** embedded into District decision-making.
- Established the role of senior leaders in **building a race equity culture** and built a culture of organizational wellness designed to **acknowledge and repair** historical and ongoing racialized stress and trauma.
- Partnership with **Resmaa Menakem** (Year of Learning with over 100 staff).
- Among 34 school districts nationally to participate in the **Equity Change Cohort** sponsored by the American Association of School Superintendents.
- Development of 7 school site and district department **equity teams** with 150 participants.
- Development of the **Being Heard Tool** to address microaggressions. Over 100 educational assistants participated in sessions.
- Ongoing **professional development** on Implicit Bias and talking about race/racism in the classroom.

“ The world watched as former officer Derek Chauvin pressed his knee on George Floyd’s neck for nine minutes and 29 seconds as he took his last breaths...

» [Pain and Suffering in the BIPOC Community](#)

» [Derek Chauvin Guilty Decision](#)

Voices of racial equity in District 287



RACIAL EQUITY FUTURE GOALS FOR

2023

1 Year of Learning

Engaging in a second Year of Learning with Resmaa Menakem, including member districts.

2 Racial Equity Framework

Evolve 287's racial equity and social justice practices into a comprehensive, defined framework with clear system-wide actions and measurable impact to ensure improved outcomes for every student.

3 Critical Race Theory

Establish a framework grounded in Critical Race Theory for the elimination of bias, particularly racism, bigotry, and cultural bias, as factors affecting student achievement and relational experiences.

4 Diverse Community

Create and maintain an equitable, inclusive, and diverse school community that ensures each and every student and staff voice is heard and valued.

5 Equity Teams

Expand 287's Equity Team collaboration so every school site and District department has the opportunity to build capacity and understand structural racism and systems of privilege and oppression.

6 Financial Equity

Integrate explicit considerations of racial and economic equity into instructional and operational budgets.





TRAUMA-RESPONSIVE & HEALING-CENTERED PRACTICES

District 287 continues the journey to becoming a trauma-responsive and healing-centered organization. Following the coronavirus pandemic, we are more committed than ever to our work in Social Emotional Learning and Restorative Justice practices. We are allowing our work on racial equity to inform how we look at positive behavior supports within our schools. District 287 has taken key actions to ensure our schools are safe and responsive to the needs of students who have experienced trauma.

Neurosequential Model in Education

District 287 has over 30 staff trained as trauma leaders who will train staff during the 2021-2022 school year in understanding the key tenets of Dr. Bruce Perry's work.

Our practices



Therapeutic Teaching Classrooms

In 2018 we partnered with the Amherst H. Wilder Foundation to launch the Therapeutic Teaching Model, an integrated educational and therapeutic approach for students who have experienced severe trauma - where a teacher and clinical therapist work together in the classroom on the therapeutic needs and learning needs of students. The model is continuing and expanded to the South Education Center during the 2021-2022 school year.

Professional Development

We continue to support our staff by being responsive to the needs of our students and prioritizing training related to adverse childhood experiences (ACES), youth mental health first aid (YMHFA), and trauma.

TRAUMA-RESPONSIVE & HEALING-CENTERED PRACTICES

Strategic Actions



Indicators of Success

- Critical incidents
- Restrictive procedures
- Suspensions

Milestones

- Forty-six people trained in the **Neurosequential Model in Education (NME)** completed the necessary steps to earn certification in October 2020.
- The District's **Trauma Leadership Team** met throughout the pandemic and created the goals for the 2021-2022 school year to implement what was learned through the NME Certification process.
- Beginning with the 2020-21 school year, all instructional staff were trained in **Trauma 101**.

Understand Project Aware



FUTURE GOALS FOR

2023



1 Trauma Leadership

Trauma Leadership Team will implement two practices learned through the Neurosequential Model in Education (NME) work.

2 Trauma Practices

We will provide professional development to 80% of instructional staff to inform trauma-related practices at school sites.

3 Social-Emotional Learning

A collaborative team will establish two culturally responsive SEL curriculums to utilize district-wide based on student age groups.

EVIDENCE-BASED INSTRUCTION

We have seen through research and experience that all students can achieve high academic outcomes when we hold high expectations and deliver high-quality instruction and curriculum.

Evidence-based instruction encompasses high-impact classroom practices along with academic and social-emotional learning supports and interventions. It also complements all of the additional supports our students need around mental health and trauma response.

Culturally-Relevant Instruction

Culturally relevant teaching and learning is about building trust with students through a learning partnership, using that rapport and trust to get permission from students to push them toward higher levels of learning.

As students learn more, the brain responds by growing more neurons and dendrites - brainpower! With more brainpower and cognitive routines, they are able to do more rigorous work, build their background knowledge, and deepen their understanding. To reach this level, our teams include students' cultural references in all aspects of learning.

Universal Instructional Model

To help all students build their brainpower, we incorporate a range of high-leverage instructional practices. We focus on Classroom Instruction that Works as our model for classroom instruction.

Literacy Evidence-Based Practices (EBP's) are tightly interwoven, along with SEL/mental health practices.

Innovative Instructional Coaches

The 20 staff in these roles help lead instructional practice in our sites and support educators to attain their professional learning goals. These coaches provide the on-the-job learning and co-teaching opportunities that our staff deserve. It is every educator's job to be racially and culturally responsive in their teaching, learning, and interaction with students and with each other.

Understand evidence-based instruction



EVIDENCE-BASED INSTRUCTION

Strategic Actions



Indicators of Success

- Student engagement
- NWEA/MAP growth
- Student attendance

Milestones

- **State Literacy Grant:** We are able to add four Literacy coaches and one Family Literacy Specialist over 4 years to increase the use of Literacy Evidence-Based Practices (EBPs) in our classrooms. Funds will support books for classroom libraries and time for teachers to work on embedding literacy within core content curriculum.
- **Instructional Leadership Team (ILT):** One coach and one administrator from each site formed the first district-wide leadership team for instruction. The group started by developing and sharing processes for measuring and addressing student engagement during Connected Learning. In the second half of 2020-2021, we examined Culturally Relevant Teaching & Learning models to develop an approach to match student needs in our programs.
- **Coaching model:** We continue with year 2 of our cohort of Innovative Instructional Coaches, supporting our instructional practices from Classroom Instruction That Works (CITW), Social Emotional Learning (SEL), and Racial Equity work. We added a role for Teaming Coaches, as nonlicensed positions working with teams of teachers and Educational Assistants to better improve classroom practice as a team. Those coaches also coordinated Check & Connect to ensure students remained in contact with staff during remote learning.
- **Curriculum Development:** We initiated projects in developing special curriculum to engage our students better. Course work has been developed for piloting in Ethnic Studies, Action Civics, Social Justice Math, Rich Reading (high school literacy), and Phenomenon-Based Science. A grant from the Pulitzer Center and the 1619 Project Network has furthered our work in Ethnic Studies and African American History.
- **Professional Learning:** We continued to implement a centralized professional development system and provide targeted professional learning opportunities for staff to meet the needs of changing learning environments. To support the success and retention of Tier 1 and newer teachers, we created an extended induction program with a grant from The Professional Educator Licensing and Standards Board (PELSB). Success for Our Unique Learners (SOUL) provides training interweaving key District priorities of equity, social justice, classroom instruction, and literacy.



1 Evidence-Based Practices

A universal model of integrated classroom practices for literacy, instruction, and SEL will be implemented following the Culturally Relevant Teaching & Learning model developed this year.

2 New Professional Learning System and Plan

Priority area core offerings will be identified and developed in progressions of learning by department and site teams. These will be incorporated into a Badging system that will lead to additional in-depth learning opportunities for staff.

3 Teaming

A year-long learning opportunity for teams of EAs and teachers will be provided to enhance collaboration and co-service. This will also lead to a focused professional development opportunity based on measurable outcomes.



Ethnic Studies Project



28

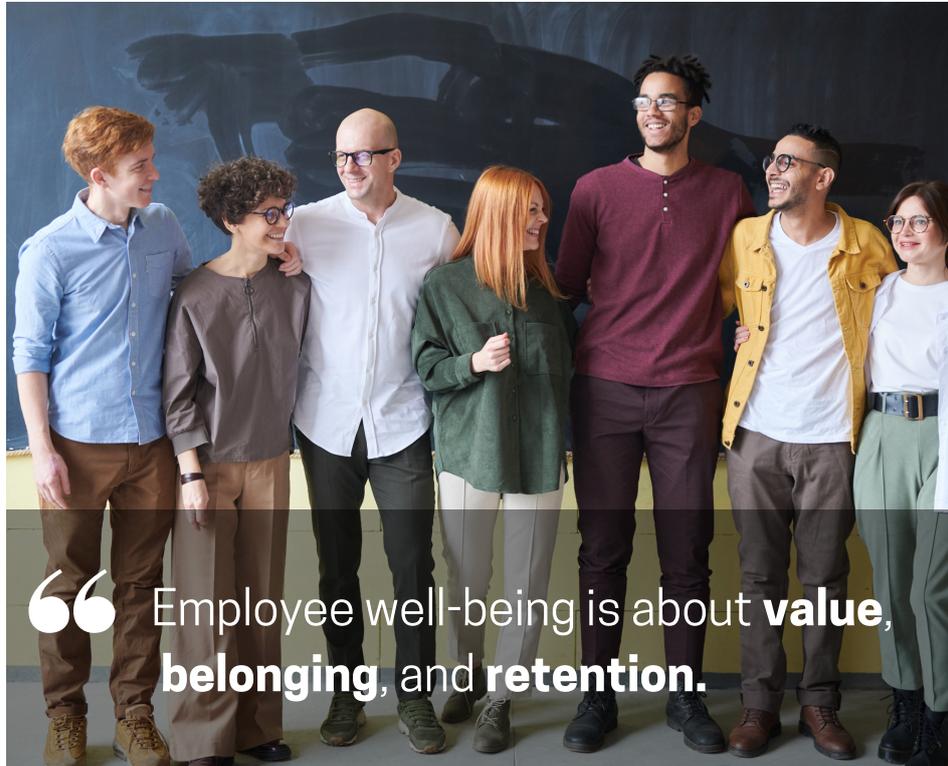
“ Our project will support students in middle and high school to explore African American History as it relates to their personal and family experience, community, and future goals and aspirations.

EMPLOYEE WELL-BEING

We know that students have their best chance at success when the adults around them are in the best position possible to support them. Students will thrive, and all other priorities can be achieved when employees are well.

Intermediate District 287 understands wellness is a language not everyone knows. Health equity goes beyond gym memberships and smoothie recipes. Rather, it includes addressing those affected by trauma and those who experience systemic racism. Physical exercise may be as simple as movement and financial wellness may be how to access food scarcity resources.

Intermediate District 287 is focused on creating a culture of well-being. We invest in a holistic well-being approach and offer universal, ongoing internal, and outside services to support employee well-being.



“ Employee well-being is about **value, belonging, and retention.**”

Universal Well-being Supports

We provide universal support in the following areas:

- Physical
- Emotional
- Financial
- Personal Development

Internal Supports

Our internal resources are unique to District 287 because of the unique challenges our employees can encounter on the job. We support staff on an individual basis to process situations and understand their own

emotional/cognitive responses to disruptive or unsafe student behavior.

Outside Supports

Our external resources provide access to mental health support services as well as physical, relational, financial, and legal well-being to help create work/life balance strategies.

At Intermediate District 287, we know employee well-being is essential to our mission and strategic priorities.

EMPLOYEE WELL-BEING

Strategic Actions



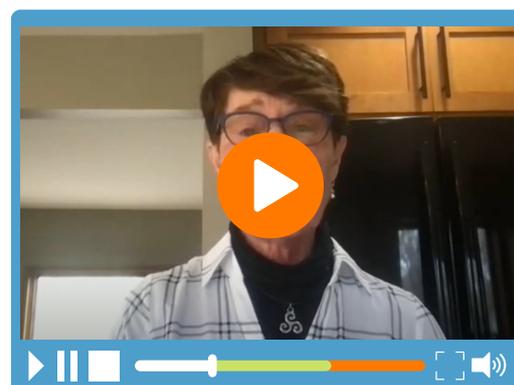
Indicators of Success

- Staff attendance
- Staff retention

Milestones

- **Employee Assistance Program:** Through our partnership with Sand Creek, employees and their household family members can access diverse, culturally competent counselors.
- **Hennepin County Shipmates:** The program is an employee wellness collaborative designed to help schools focus on staff well-being and enhance existing employee wellness programs. The eight site teams who met the program requirements received a \$1,000 stipend.
- **Your Well-being Matters @287:** Developed a resource for potential applicants and internal employees to understand that well-being is a District priority.
- **Diversification of Insurance Committee:** Increased voices of Staff of Color by deliberately creating a diverse group of 287 employees to be members of the District insurance committee and District-wide and Site Well-being action teams.
- **Retention and Advancement:** Created the Anti-Racist Leadership program to promote leadership advancement and promoted the West Metro Partnership for non-licensed staff interested in teaching within the special education programs.
- **Well-being Action Teams (WBAT):** Ongoing District-wide WBATs engaged in spaces where ideas and strategies are shared across the District to excite site Wellness Champions.
- **Well-being Response to Racial Violence:** Provided support to staff using mental health teams and outside resources, including SandCreek EAP, through community response and healing related to George Floyd's murder.

“ The level of pain I am hearing and seeing is beyond anything I've seen in my tenure...The layers of trauma are compounding...COVID-19, George Floyd's murder, the police killing of Daunte Wright, demonstrations fighting for racial justice and against police brutality, and so much more. This reality is unprecedented.



EMPLOYEE WELL-BEING FUTURE GOALS FOR

2023

Improve strategies for systems change through shifting the Six Conditions of System Change holding the problem (racial inequities) in place by targeting specific conditions.



1 Positive Trusting Culture

Efforts to ensuring that all employees feel welcomed during candidacy and upon hire will be implemented. Administrators will understand their role in retention, wellness, and more specifically equity in retention & wellness, and employees will understand what is expected of them, especially related to accountability and dependability. All employees will understand how to access benefits and well-being opportunities.

2 Supporting Employees in Career Planning and Advancement Opportunities

Recognition of the special skills and abilities of non-licensed staff will be implemented through the creation of new career advancement and stipend opportunities. Employees will understand the evaluation process and all the pathways to further education and/or salary increase.





Contact

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(763) 559-3535

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Intermediate District 287

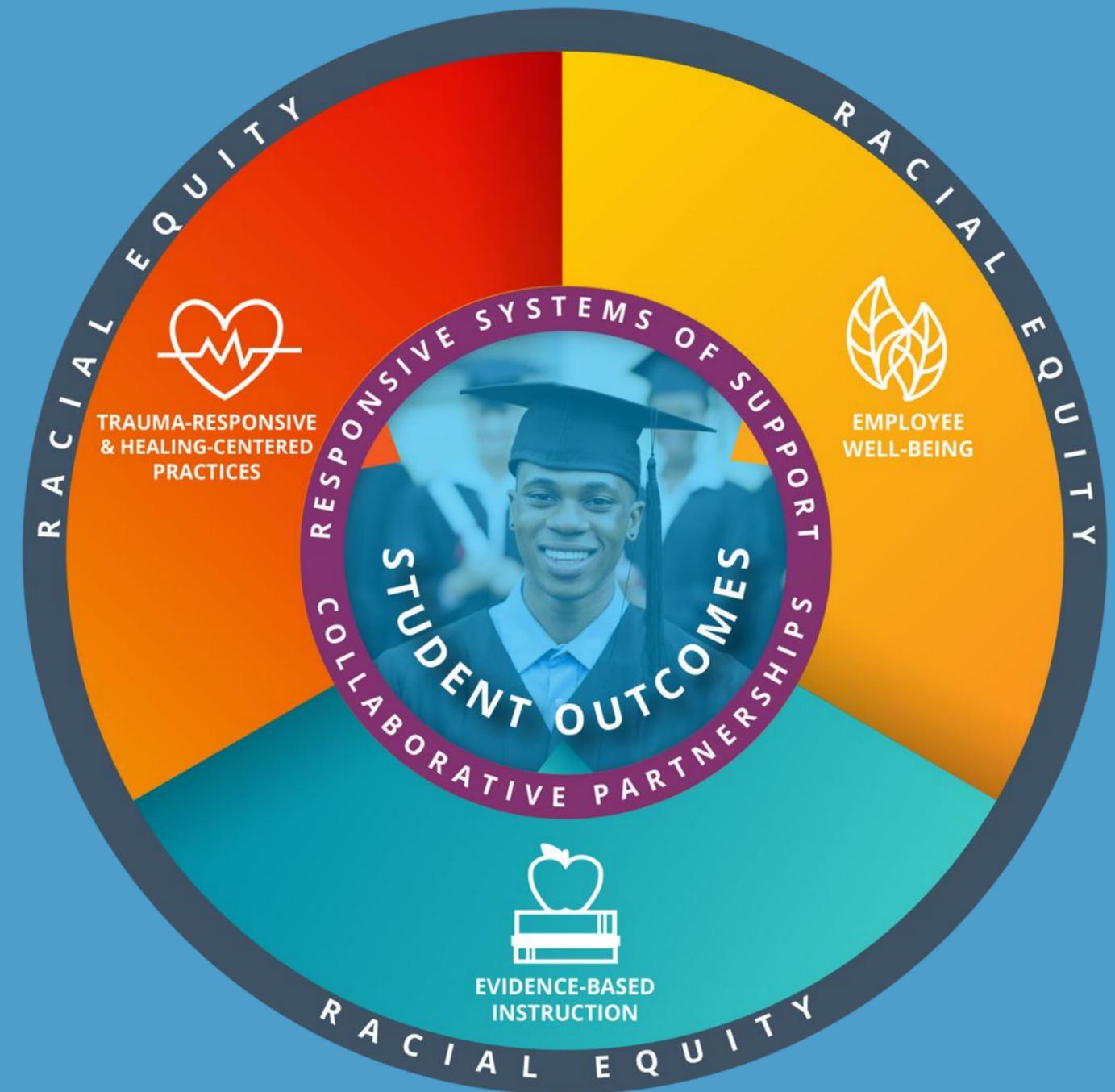
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Strategic Priorities Impact Report 2021



STRATEGIC PRIORITIES

- Racial Equity
- Trauma-Responsive & Healing Centered Practices
- Evidence-Based Instruction
- Employee Well-being



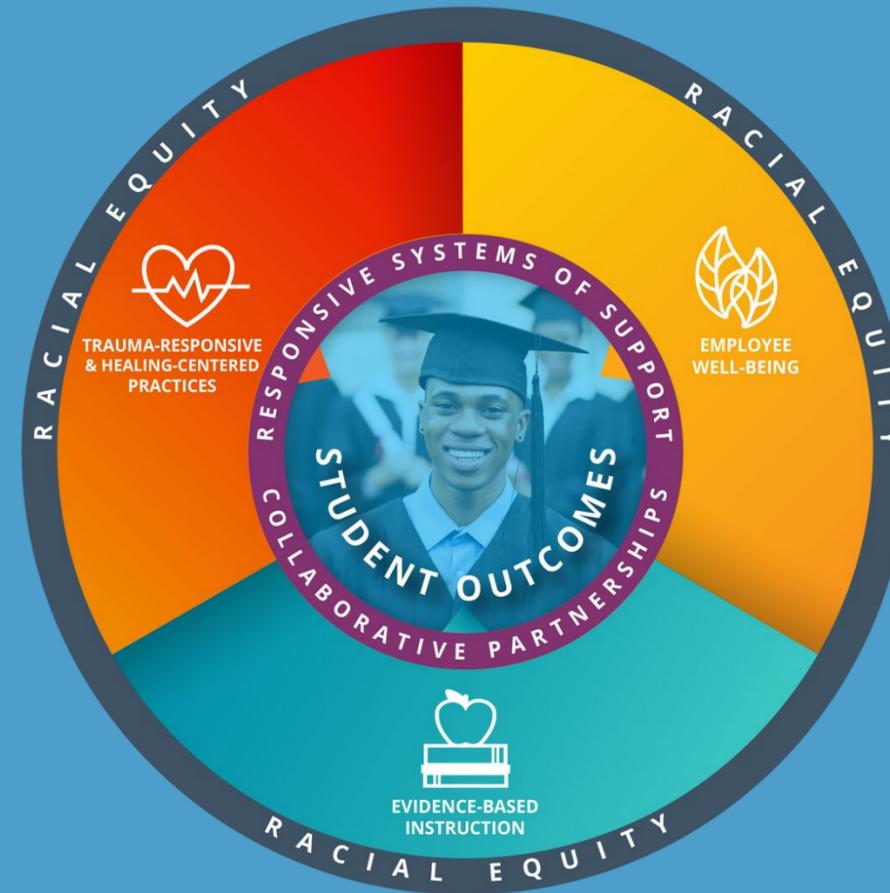
ORGANIZATIONAL COHERENCE

District 287 Mission

The mission of Intermediate District 287 is to be the premier provider of innovative specialized services to ensure that each member district can meet the unique learning needs of its students.

Superintendent's Uber Goal

By June 30, 2022, District administration will have enhanced communications and built structures to begin assessing and increasing coherence within the organization (coherence as defined by Michael Fullan in his book "coherence").



School Improvement Plans



Department Strategic Implementation Plans



Leadership Performance Results

INDICATORS OF SUCCESS

District-wide

- Re-integration to home district
- Meeting IEP goals and objectives
- Enrollment

1. Racial Equity

- Gap reduction in all of the following:
- All district-wide Indicators of Success
 - BIPOC and white student outcomes
 - BIPOC and white employee well-being

2. Trauma-Responsive & Healing Centered Practices

- Critical incidents
- Restrictive procedures
- Suspensions

3. Evidence-Based Practices

- Student engagement
- NWEA/MAP growth
- Student attendance

4. Employee Well-being

- Staff attendance
- Staff retention

Example Student Outcome Data

- Gaps between students who are Black, Indigenous, and People of Color (BIPOC) and white students have narrowed in the areas of student engagement, credit attainment, and percent meeting reading growth goals.
- 287's suspension rate is almost half of that of the state average (3 suspensions per 100 students enrolled) even though our students have complex needs.

RACIAL EQUITY



Indicators of Success

Gap reduction in all of the following:

- All district-wide Indicators of Success
- BIPOC and white student outcomes
- BIPOC and white employee well-being

Strategic Actions

- Racial Equity Impact Analysis Tool
- Partnership with Resmaa Menakem
- Equity Change Cohort
- Site equity teams with 150 participants.
- Being Heard Tool to address microaggressions.
- Professional development on Implicit Bias and talking about race/racism in the classroom.



Future Goals

1. Year of Learning

Engaging in a second Year of Learning with Resmaa Menakem, including member districts.

3. Critical Race Theory

Establish a framework grounded in Critical Race Theory for the elimination of bias, particularly racism, bigotry, and cultural bias, as factors affecting student achievement and relational experiences.

5. Equity Teams

Expand 287's Equity Team collaboration so every school site and District department has the opportunity to build capacity and understand structural racism and systems of privilege and oppression.

2. Racial Equity Framework

Evolve 287's racial equity and social justice practices into a comprehensive, defined framework with clear system-wide actions and measurable impact to ensure improved outcomes for every student.

4. Diverse Community

Create and maintain an equitable, inclusive, and diverse school community that ensures each and every student and staff voice is heard and valued.

6. Financial Equity

Integrate explicit considerations of racial and economic equity into instructional and operational budgets.

TRAUMA-RESPONSIVE & HEALING-CENTERED PRACTICES



Indicators of Success

- Critical incidents
- Restrictive procedures
- Suspensions

Strategic Actions

- Neurosequential Model in Education (NME)
- District's Trauma Leadership Team
- Trauma 101 training



Future Goals

1. Trauma Leadership

Trauma Leadership Team will implement two practices learned through the Neurosequential Model in Education (NME) work.

2. Trauma Practices

We will provide professional development to 80% of instructional staff to inform trauma-related practices at school sites.

3. Social-Emotional Learning

A collaborative team will establish two culturally responsive SEL curriculums to utilize district-wide based on student age groups.



Indicators of Success

- Student engagement
- NWEA/MAP growth
- Student attendance

EVIDENCE-BASED INSTRUCTION

Strategic Actions

- State Literacy Grant/Family Literacy Specialists
- Instructional Leadership Team (ILT) examination of Culturally Relevant Teaching & Learning models.
- Innovative Instructional Coaches supporting instructional practices from Classroom Instruction That Works (CITW), Social Emotional Learning (SEL), and Racial Equity work.
- Curriculum Development in Ethnic Studies, Action Civics, Social Justice Math, Rich Reading (high school literacy), and Phenomenon-Based Science.
- Professional Learning on interweaving key District priorities of equity, social justice, classroom instruction, and literacy.

Future Goals

1. Evidence-Based Practices

A universal model of integrated classroom practices for literacy, instruction, and SEL will be implemented following the Culturally Relevant Teaching & Learning model developed this year.

2. New Professional Learning System and Plan

Priority area core offerings will be identified and developed in progressions of learning by department and site teams. These will be incorporated into a Badging system that will lead to additional in-depth learning opportunities for staff.

3. Teaming

A year-long learning opportunity for teams of EAs and teachers will be provided to enhance collaboration and co-service. This will also lead to a focused professional development opportunity based on measurable outcomes.



EMPLOYEE WELL-BEING



Indicators of Success

- Staff attendance
- Staff retention

Example Strategic Actions

- Employee Assistance Program/Access to diverse, culturally competent counselors.
- Hennepin County Shipmates Program
- Diversification of Insurance Committee
- Retention and Advancement efforts (creation of Anti-Racist Leadership program and West Metro Partnership)
- Well-being Action Teams (WBAT)
- Well-being Response to Racial Violence

Future Goals

1. Positive Trusting Culture

Efforts to ensuring that all employees feel welcomed during candidacy and upon hire will be implemented.

Administrators will understand their role in retention, wellness, and more specifically equity in retention & wellness.

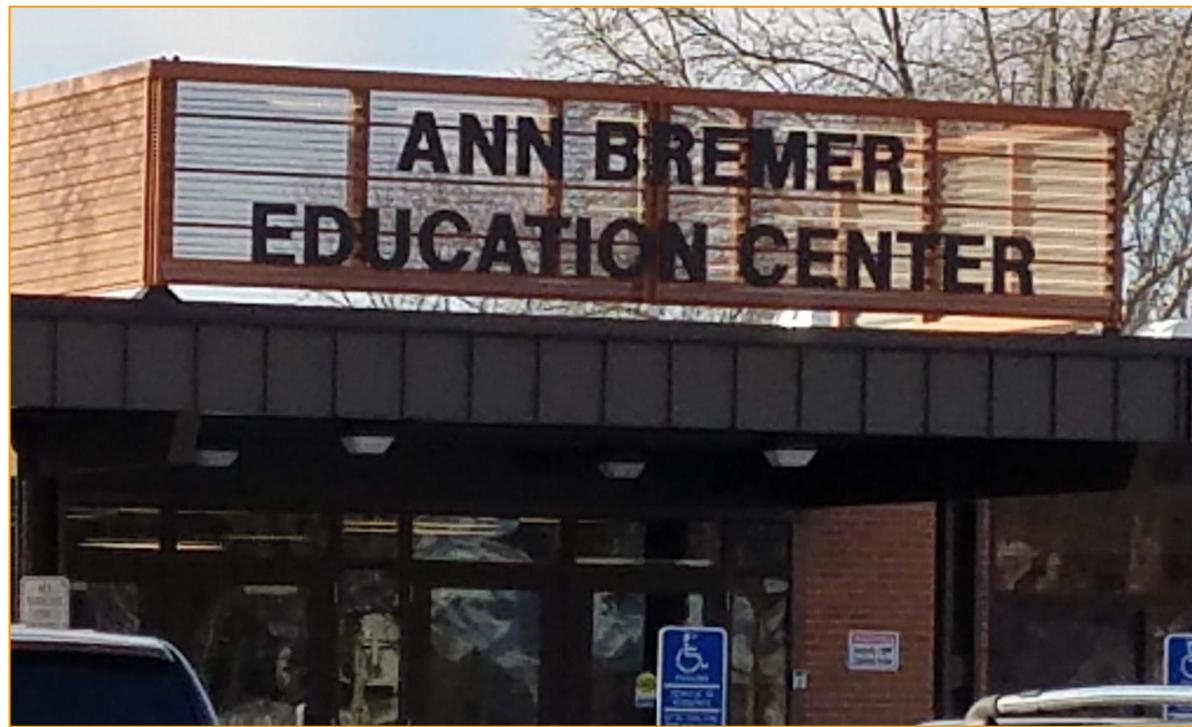
Employees will understand what is expected of them, especially related to accountability and dependability. All employees will understand how to access benefits and well-being opportunities.

2. Supporting Employees in Career Planning and Advancement Opportunities

Recognition of the special skills and abilities of non-licensed staff will be implemented through the creation of new career advancement and stipend opportunities. Employees will understand the evaluation process and all the pathways to further education and/or salary increase.



QUESTIONS?



2021-22 Facilities Department Annual Board Report

October 28, 2021

Learning Intentions

- 1) The Board will have a better understanding of:
 - a) Projects Completed Last Year
 - b) Projects Completed or In-Progress for this year
- 2) The Board will be made aware of the future infrastructure needs of District 287 buildings
- 3) The Board will hear about the Facilities Department's Strategic Priorities work

District Service Center

BEFORE Landscaping and Foundation Work



District Service Center

AFTER

Landscaping and Foundation Work



South Education Center

Converted 2 offices into a Classroom



South Education Center

Front Entry Remodel (follow up)



Last Fall



Finished Entry

South Education Center

Retention Pond Clean Up



West Education Center

New Sports Court - (follow up)

Last Fall

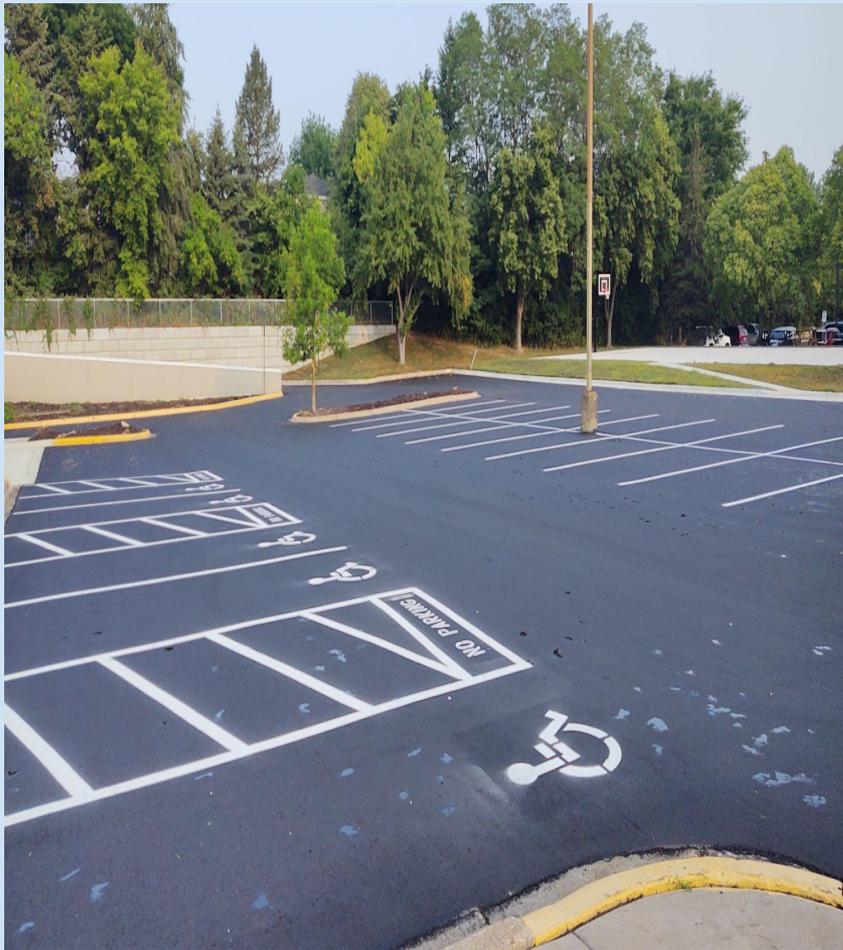


Finished Court



West Education Center

Parking Lot and New Green Space



West Education Center

Remove Wallpaper on Classroom Walls



North Education Center

LED Lighting and Controls Replacement Project



North Education Center

Bathroom Remodel - Add Shower



Ann Bremer Education Center

Downspouts



Ann Bremer Education Center

Roof Railing



District Wide

Roof Study

Roof Study Results

- WEC Roof Phase 1 1st Priority - \$440,000
 - WEC Roof Phase 2 2nd Priority - \$275,000
 - DSC Roof 2nd Priority - \$400,000
 - SEC Roof 3rd Priority - \$ 850,000
-
- Available LTFM Funding averages around \$300,000 per year.

Future Planned Projects

- WEC Phase 1 Roof Restoration (2022-23 LTFM)

Projects for future as funding becomes available:

- WEC Phase 2 Roof Restoration
- DSC Roof Restoration
- SEC Roof Restoration
- SEC LED Lighting and Control System
- WEC Concrete Foundation Repair
- SEC HVAC Engineering Study (delayed due to COVID)⁵⁸
- ABEC - E Wing - Replace 8 Venmar Units
- WEC Rooftop Units Replacement
- SEC Parking lot Repair

Strategic Priorities

Facilities Team

- **Student Outcomes/Employee Wellness**
 - Clean well maintained buildings linked to feelings of safety
 - Studies show well maintained facilities lead to increased attendance of both students and staff
 - Pandemic Safety Precautions
 - Infectious Disease Cleaning Training
 - Sanitizing - precautionary & post-incidence
 - Additional cleaning of touchpoints
 - Furniture moves for social distancing
 - Signage

Strategic Priorities

Facilities and Food Services Staff Racial Equity Team

- Racial Equity
 - Monthly meetings started August 2021
 - Watched Jim Crow of the North
 - Introduction, History of Racial Injustice, Understanding White Privilege
- 2021-22 Results
 - Staff will have increased their knowledge and understanding of racial equity
 - Staff will understand microaggressions, their impact on workplace culture and how to interrupt, stop them

**A BIG THANK YOU TO OUR GREAT
FACILITIES TEAM!**



Questions

Thank you School Board!



INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – October 28, 2021

AGENDA SECTION: SUPERINTENDENT REPORT

ITEM: NSBA 2022 Annual Conference

PRESENTED BY: Board Chair Neville

1. Background Information

District 287 has been accepted to present at the NSBA Conference in April 2022. Presenting at the conference will be Theon Jarrett, Student and Staff Safety Manager, Radious Guess, Director of Equity and Inclusion, and Superintendent Lewandowski.

2. Fiscal Impact/Funding Source: Superintendent

3. RECOMMENDED ACTION: The Board approves sending District 287 staff to the NSBA 2022 Annual Conference as presented.

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

School Board Planning Calendar 2021-2022

2021 Meetings (August - December)		2022 Meetings (January - June)	
July 22	October 14	January 13	March 24
August 26	October 28	(possible conflicts with MASA)	April 14
September 9	November 11	January 27	May 12
September 23	December 9	February 10	May 26
		February 24	June 9
		March 10	June 23

1 st Meeting of the Month	2 nd Meeting of the Month
--------------------------------------	--------------------------------------

START TIME 6:30 PM

JULY 22, 2021

- Consent agenda:
 - Approval of Radio Bid
 - Approval of Agreement - Camera Software
 - Approval of Multiple Agreements to Provide Educational Services - Care and Treatment Sites
 - Approval of Authorization for Issuance of Purchasing Cards
- Update on State & Federal Funding report
- 2209 Closed Session

AUGUST 26, 2021

Kudos & Recognition

- What Board Members Need to Know About “2021-2022 Back to School Start-Up: We’re in this Together”

Special Presentation

- 287 Anti-Racist Leadership Program Pilot Proposal

Annual Presentation - none

- Coherence-Uber Goal (First Read)
- Racial Equity-Kendi Follow Up Or My Grandmother’s Hand’s
- Financial Report June - (Action)
- COVID 19 POLICIES
- Update on Back to School Planning

Consent Agenda OR What the Board Needs to Know OR Verbal Update

- Wilder Contracts - TTM & KOFI

SEPTEMBER 9, 2021

Kudos & Recognition

- Kudos (back to school - first days of school video)

Consent Agenda OR What the Board Needs to Know OR Verbal Update

Coherence Result 2021

Update to Public Comment Procedure

Special Presentation:

- Moving Racial Consciousness to Action tool
- Update on the Year of Learning

Annual Presentation

SEPTEMBER 23, 2021

Kudos & Recognition

Consent Agenda OR What the Board Needs to Know OR Verbal Update

- Routine monthly finance report - July/August (consent agenda)

Special Presentation

-

Annual Presentation

- ~~Facilities Report (Summary of Summer Projects)~~
- What the Board Needs to Know

<ul style="list-style-type: none"> KPI update / Strategic Plan update HOLD for Aug/Sept meeting <p>Spotlight - TBD</p>	<p>Emergency and Crisis Plans for 2021-22 Jake Horejsh (Action)</p> <ul style="list-style-type: none"> What the Board Needs to Know MSBA Resolution on TTM funding (Action)
<p>OCTOBER 14, 2021</p> <p>Kudos & Recognition</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <p>Special Presentation</p> <p>Annual Presentation</p> <ul style="list-style-type: none"> Facilities Report (Summary of Summer Projects) 	<p>OCTOBER 28, 2021</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> Above & Beyond: Ann Bremer Education Center (virtual) <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Insurance Premium Rate recommendation <p>Special Presentation</p> <ul style="list-style-type: none"> 2021 Strategic Priorities/Coherence Impact Report and Presentation - Presentation <p>Annual Presentation</p> <ul style="list-style-type: none"> Financial Report September - Quarterly Update (Action) HR Closed Session: <ul style="list-style-type: none"> Local 2209 Negotiations - Update 2021-2023 Contract
<p style="text-align: center;">NOVEMBER 11, 2021 <i>(Only one Board meeting this month!)</i></p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> Above & Beyond: Care & Treatment <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Fund balance transfers (consent agenda item) <p>Special Presentation: Board Work Session</p> <ul style="list-style-type: none"> KPI update & School Improvement Plans update - 2020-21 plans (30 min) (<i>carryover from last year</i>) <p>Annual Presentation</p> <ul style="list-style-type: none"> Grant updates - Ben and Jon [SRCL update] (<i>carryover from last year</i>) National Trends - COVID 19 and Future Economic Impacts (Mae Hawkins) Update on Key Performance Indicators <ul style="list-style-type: none"> What the Board Needs to Know about Emergency & Crisis Plans (Action) Jake Horejsh, Student & Staff Safety Manager - Health and Safety will present a brief overview of our 21-22 emergency preparedness plan and answer questions. HR Closed Session: <ul style="list-style-type: none"> Local 2209 Negotiations - Tentative Agreement 2021-2023 Contract 2021-2023 Employment Guide for Administrative and Unaffiliated Employees 	
<p style="text-align: center;">DECEMBER 9, 2021 <i>(Only one Board meeting this month!)</i></p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> Above & Beyond: District Service Center <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Financial Report October (consent agenda) Legislative Platform <p>Special Presentation</p> <ul style="list-style-type: none"> STOP Violence Federal Grant Update (Ben M.) (<i>carryover from last year</i>) Data Presentation (PowerBI) <p>Annual Presentation</p> <ul style="list-style-type: none"> Officer Election Process - (Chair Report) World's Best Workforce Report & ESSA Update (Jon Ben) Unaudited Financial Report for FY21 (action item) 2021-2022 Yearly ADM Summary 	

<p style="text-align: center;">JANUARY 13, 2022 <i>*Organizational Meeting</i></p> <p>Election of Board Officers Oath of Office Annual Resolutions</p> <ul style="list-style-type: none"> Electronic signatures resolution - was this included in the annual resolutions? (<i>Please move to the annual organizational meeting</i>) FY20 Audit - Auditor Presentation - (Annual Report) (recurring) (action item) (<i>Please move to top of Agenda behind election of officers</i>) Financial Report November (consent agenda) Report on UBER goal including strategic implementation plans and budget 	<p style="text-align: center;">JANUARY 27, 2022 Regular Meeting</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> Above & Beyond: Hennepin Technical College programs <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Superintendent Mid-Year Evaluation Procedure (recurring) <p>Special Presentation -</p> <ul style="list-style-type: none"> Learning model, phase three update for the Board. <p>Annual Presentation</p> <ul style="list-style-type: none"> Financial Report December - Quarterly update (action item) 2021-22 Budget Update Equity Policy Second Read
<p style="text-align: center;">FEBRUARY 10, 2022</p> <p>Kudos & Recognition *online student letter</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Update on Culture and Climate Uber Goal -Staff WELLBEING <p>Special Presentation</p> <ul style="list-style-type: none"> EL Certificates Radios and the Vaccine Article <p>Under HR Report:</p> <ul style="list-style-type: none"> What the Board Needs to Know: HR Planning and upcoming hiring season: Michelle Axell, Director of Human Resources and Amanda Achterkirch, Talent Acquisition Professional will share recruitment & retention strategies. <p>Annual Presentation</p> <ul style="list-style-type: none"> ESSA submissions for schools identified for Comprehensive Support and Improvement (will recur annually) 	<p style="text-align: center;">FEBRUARY 24, 2022</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> Above & Beyond: Itinerant <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Financial Report January -consent agenda 2022-2023 School Calendar Approval (recurring) HR Report: Resolution Reducing Programs and Positions (recurring) Michelle Axell will present a Resolution asking the Board to direct administration to make recommendations for any necessary reductions in programs and positions. <p>Special Presentation -Coherence and Strategic Planning</p> <p>Annual Presentation</p> <p>Chair Report</p> <ul style="list-style-type: none"> Trauma Sensitive Organization Ben M
<p style="text-align: center;">MARCH 10, 2022</p> <p style="text-align: center;">Equity (60 min) Equity Work Session</p> <p>Kudos & Recognition</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Confidentiality Commitments <p>Special Presentation</p> <p>Annual Presentation</p> <ul style="list-style-type: none"> Approval of revised Administrative Organizational Plan (recurring) <p>FY22 Budget Revision - annual report (action item) FY23 Budget Assumption/Program Withdrawal Report - Annual Report (Action item)</p>	<p style="text-align: center;">MARCH 24, 2022</p> <p>Kudos & Recognition</p> <ul style="list-style-type: none"> Above & Beyond: North Education Center <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Financial Report February - consent agenda Verbal update: Expansion of Furthering Your Education program (The Transforming Teaching & Learning (TTL) Scholarship) What the Board Needs to Know about Operational Results (recurring) (video) Approval of Contracts: FY23 - Food Services Prime Vendor Contract (consent agenda)

<p>HR Closed Session (2209)</p> <ul style="list-style-type: none"> Initial Review - Parameters for Negotiations 	<ul style="list-style-type: none"> Approval of the RFQ Transportation Contracts <p>Special Presentation - Annual Presentation - none <u>Chair Report</u></p>
<p>APRIL 14, 2022</p>	
<p>Kudos & Recognition/Spotlight</p> <ul style="list-style-type: none"> Above & Beyond: Northern Star Online Gateway to College award? <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> HR Report: Discontinuing Educational Programs and Positions/Staff Reduction ULA Resolution (only if necessary) Organizational Chart Approval <p>Special Presentation - none Annual Presentation -</p> <ul style="list-style-type: none"> Facilities - Long Term Facilities Maintenance Plan Approval - (Action item) <p><u>Chair Report</u></p>	
<p>MAY 12, 2022</p> <p>RETIREMENT EVENT 5:00 PM - 6:30 PM</p>	<p>MAY 26, 2022</p>
<p>Kudos & Recognition</p> <ul style="list-style-type: none"> Itinerant <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Superintendent Evaluation Closed Session (carry over) <p>Special Presentation - none Annual Presentation - none</p> <ul style="list-style-type: none"> Financial Report March - Quarterly update (Action) <p><u>Chair Report</u></p>	<p>Kudos & Recognition</p> <p>Above & Beyond: South Education Center</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Superintendent's Evaluation Update (10 min) Approval of Computer Refresh (carry over) Financial Report April- consent agenda <p>Special Presentation - none Annual Presentation -</p> <ul style="list-style-type: none"> Probationary Licensed, and Non-Licensed Non-Renewal Resolutions (recurring) Learning Conversations, Superintendent Luncheon Recap
<p>JUNE 9, 2022</p>	<p>JUNE 23, 2022</p>
<p>Kudos & Recognition/Spotlight</p> <ul style="list-style-type: none"> 2022 Graduation video <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <p>Jaynie Leung FY 23 Lease Agreement</p> <p>Special Presentation - none Annual Presentation</p> <ul style="list-style-type: none"> Food Services Report - (Annual Report) Annual Food Service Program Resolution Action Item Liability and WC Renewal Rates Consent Agenda: Recommendation to Renew Teachers on Call (TOC) Agreement <p><u>Chair Report</u></p> <p>Data Privacy & Records policy bucket - 1st read</p>	<p>Kudos & Recognition/Spotlight</p> <p>Above & Beyond: West Education Center</p> <p>Consent Agenda OR What the Board Needs to Know OR Verbal Update</p> <ul style="list-style-type: none"> Financial Report May (consent agenda) Special Education Monitoring Report (Ask Melissa) PrairieCare Partnership Report (Kate and Chad Jayasekera) <p>Special Presentation - none Annual Presentation</p> <ul style="list-style-type: none"> KPI update / Strategic Plan update HOLD for Aug/Sept meeting 2022-23 Original Budget Approval - Annual Report Action Item Approval of 2022-23 Rates. Action Item Staff Reduction ULA Resolution (Resolution) Michelle Axell, Director of Human Resources, will present a Resolution placing tenured licensed staff on unrequested leave of absence. SEIU Local 284 – Closed Session (Information) Michelle Axell, Director of Human Resources will present the <i>Tentative Agreement</i> for Board approval. The School Board may hold a closed meeting to consider strategy for labor negotiations. Minn. Stat. §13D.03. <p><u>Chair Report</u></p> <p>Data Privacy & Records policy bucket - 2nd read</p>

INTERMEDIATE DISTRICT 287
October 28, 2021
SCHOOL BOARD CALENDAR

October 2021

26	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316
28	Thursday	General Board Meeting	6:30PM	DSC

November 2021

11	Thursday	General Board Meeting	6:30PM	DSC
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December 2021

07	Tuesday	Get on the Bus	8:00AM	DSC
09	Thursday	General Board Meeting	6:30PM	DSC
14	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316

TENTATIVE**January 2022**

13	Thursday	General Board Meeting	6:30PM	DSC
27	Thursday	General Board Meeting	6:30PM	DSC

February 2022

08	Tuesday	Get on the Bus	8:00AM	DSC
10	Thursday	General Board Meeting	6:30PM	DSC
22	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316
24	Thursday	General Board Meeting	6:30PM	DSC

March 2022

10	Thursday	General Board Meeting	6:30PM	DSC
24	Thursday	General Board Meeting	6:30PM	DSC

April 2022

12	Tuesday	Get on the Bus	8:00AM	DSC
14	Thursday	General Board Meeting	6:30PM	DSC
26	Tuesday	Local 2209/Board Breakfast	7:00AM	DSC-Rm316

May 2022

12	Thursday	General Board Meeting	6:30PM	DSC
26	Thursday	General Board Meeting	6:30PM	DSC

June 2022

09	Thursday	General Board Meeting	6:30PM	DSC
23	Thursday	General Board Meeting	6:30PM	DSC

◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Get on the Bus & Local 2209 Breakfast Schedule
2021-2022

Get on the Bus



Tuesday, ~~December 7th~~ **November 30th**

North Education Center

Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, February 8th

West Education Center & Hennepin Tech Center

Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

_____	_____
_____	_____
_____	_____
_____	_____

Tuesday, April 12th

Itinerant Center

Bus leaves 287 DSC @ 8:30 AM

Michèle Kunz

_____	_____
_____	_____
_____	_____
_____	_____

Local 2209/Board Breakfast

7:00 AM

Tuesday, October 26th
District Service Center
(3rd Floor – Room 316)

Michèle Kunz

Regina Neville

Tuesday, December 14th
District Service Center
(3rd Floor – Room 316)

Michèle Kunz

Tuesday, February 22nd
District Service Center
(3rd Floor – Room 316)

Michèle Kunz

Tuesday, April 26th
District Service Center
(3rd Floor – Room 316)

Michèle Kunz

2021 ANNUAL CONFERENCE

2021 AMSD ANNUAL CONFERENCE

WEDNESDAY, NOV. 17, 2021

**REIMAGINE
MINNESOTA?**

**Reimagining Public Education:
The Work Continues**

MINNEAPOLIS MARRIOTT NORTHWEST :: 8 A.M.-3:15 P.M.

DEADLINE FOR REGISTRATION: WEDNESDAY, NOV. 10, 2021

AGENDA:

Check-in and continental breakfast begins at 8 a.m.

KEYNOTE: RISING TO THE ATTAINMENT CHALLENGE: USING AN INNOVATIVE K-12 WORKFORCE DEVELOPMENT INFORMATION SYSTEM

- › Dr. Dave Heistad
- › Dr. Julio Caesar
- › Dr. Raymond Robertson (virtual)

REIMAGINE MINNESOTA STRATEGIES BREAKOUT SESSIONS

- › Strategy: Student Voice | Hosted by St. Louis Park Public Schools
- › Strategy: Community Engagement | Hosted by Osseo Area Schools
- › Strategy: Shared Understanding | Hosted by Intermediate District 287
- › Strategy: Student Voice/Personalized Education | Hosted by Saint Paul Public Schools

UNCONFERENCE

- › Engaging small group discussions on timely topics identified at the conference

2021 AMSD Annual Conference

Tickets: \$100. Includes continental breakfast and lunch.

REGISTER FOR THE CONFERENCE
([HTTPS://WWW.EVENTBRITE.COM/E/2021-AMS-ANNUAL-CONFERENCE-TICKETS-172730279917](https://www.eventbrite.com/e/2021-amsd-annual-conference-tickets-172730279917))

DOCUMENTS AND MATERIALS

2021 CONFERENCE

OPEN ALL

CLOSE ALL

GET IN TOUCH

Association of Metropolitan School Districts

2 Pine Tree Drive, Suite 380
Arden Hills, Minnesota 55112

612-430-7750
info@amsd.org

QUICK LINKS

- › Home (<https://www.amsd.org/>)
- › Who We Are (<https://www.amsd.org/about-us/>)
- › Legislative Session (<https://www.amsd.org/2018session/>)

- › Document Library (<https://www.amsd.org/document-library/>)
- › Meeting Materials (<https://www.amsd.org/document-library/meeting-materials/>)
- › Events Calendar (<https://www.amsd.org/calendar/>)

@AMSDMN TWEETS

Today 8 school organizations that represent districts, educators and more across MN—including [@EducationMN](https://twitter.com/EducationMN) (<https://twitter.com/EducationMN>),... [twitter.com/i/web/status/14374...](https://twitter.com/i/web/status/1437490857888960516) (<https://twitter.com/i/web/status/1437490857888960516>)

September 13, 2021 6:58 pm (<http://twitter.com/amsdmn/status/1437490857888960516>)

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