

Intermediate District 287

Responsive. Innovative. Solutions.

GENERAL MEETING OF THE BOARD – Special

Thursday, November 18, 2021

5:00 PM @ Boardroom / Teleconference

1820 Xenium Ln N

Minneapolis, MN 55441-3790

AGENDA

Page #

1. **CALL TO ORDER** (Action) 3
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.
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 28, 2021 4
 2. Routine Human Resources Activities for November 18, 2021 6
 3. Recommendation for Board Acceptance of the Project AWARE Grant and Approval of the Joint Powers Agreement 10
 4. Approval of Post-Secondary Enrollment (PSEO) Agreement - Hennepin Technical College 11
 5. Recommendation for Board Acceptance of the State of Minnesota - MN OSHA Workplace Safety Grant 12
 6. Recommendation for Board Acceptance of funds from the American Rescue Plan Act of 2021 for COVID-19 School Testing Program Grant 13
 7. Approval of Fund Balance Transfers 14
 8. Authorization of Issuance of Individual Procurement Cards (P-Cards) 15
 9. Approval of Watchfire Data Plan 16
5. **SHARE THE SUCCESS & RECOGNITION - None**
6. **SUPERINTENDENT'S REPORT - None**
7. **INSTRUCTIONAL REPORT - None**
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - (15 minutes)**
 1. Facilities Report - None
 2. Financial Report - None
 3. Human Resource Report
 1. 2021-2023 Education Minnesota Local 2209 Tentative Agreement (Action) 17
Michelle Axell, Director of Human Resources, will present and recommend the approval of the 2021-2023 Education Minnesota Local 2209 Tentative Agreement.
9. **BOARD BUSINESS - (30 minutes)** (Information)
 1. Policy Review & Revision - None
 2. Board Reports
 1. Chair Report
 1. Officer Election Process (Action)
Chair Neville will recommend approval of the nominating committee for the new slate of Board officers effective January 13, 2022.
 2. Next Steps: Superintendent Search (Information)
School Exec Connect will provide an update on the Superintendent Search process and will provide general information on the 1st and 2nd rounds of interviews. The Board will also receive an update on the process for preparing interview questions.
 2. AMSD Report (Information)
 1. November 2021 AMSD Connections Newsletter 18
 3. District News

1. School Board Planning Calendar	22
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3. 2021-2022 Local 2209/Board Breakfast Schedule	24
4. MSBA Leadership Conference Brochure 2022	26
4. Once Around the Table	
10. ADJOURNMENT	
<i>(Board Work Session will follow immediately after the Special Meeting of the Board)</i>	

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

Vice-Chair Andrea Cuene 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 Brakke 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 8 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
280	Richfield	Crystal Brakke
281	Robbinsdale	Sam Sant
283	St. Louis Park	Anne Casey
284	Wayzata	Andrea Cuene
277	Westonka	Heidi Marty

Absent: 272/Seidel, 273/Neville, and 279/ Mosqueda-Jones

Guests:

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

287 Staff Members: Greg Beeck, Justine McGee, and Julie Tuorila

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Dean Henke, seconded by Regina Neville, to approve the meeting agenda. 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 October 14, 2021, Approval of Finance Report July 2021, Medical Insurance Premium Rates for January 1, 2022-December 31, 2022, Medical Insurance Premium Rates for January 1, 2022-December 31, 2022, Contract with Hennepin County, Authorization of Insurance of Individual Procurement Cards (P-Cards), and Routine Human Resources Activities for October 28, 2021. *Motion by Andrea Cuene, seconded by Anne Casey, to approve the Consent Agenda as presented. Motion carried.*

5. SHARE THE SUCCESS & RECOGNITIONS

Superintendent Lewandowski introduced Greg Beeck, Ann Bremer Education Center Principal, and Justine McGee, Education Assistant at Ann Bremer Education Center. Greg announced that Justine is the "Above & Beyond winner for October 2021. Justine thanked the Board, Superintendent Lewandowski, and District 287 staff for her recognition.

Superintendent Lewandowski, Board Director Kunz, and Board Vice-Chair Cuene presented an overview

6. SUPERINTENDENT'S REPORT

Chad Maxa, Executive Director of Strategic Implementation, presented an overview of the 2021 Strategic Priorities and Coherence Impact report. These include the following: 1) Racial Equity, 2) Trauma-Responsive & Healing Centered Practices, 3) Evidence-Based Instruction, 4) and 5) Employee Well-Being. "[Strategic Priorities Impact Report 2021](#)"

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS - None

Facilities Report

Mae Hawkins, Executive Director of Business Services, presented an update on the Facilities Department's work over the last year and shared future facilities infrastructure needs. "[2021-2022 Facilities Department Annual Board Report](#)"

Financial Report

Mae presented the monthly financial report for September 2021. *Motion by Sam Sant, seconded by Heidi Marty, to approve the monthly financial reports as presented. All in favor. Motion carried unanimously.*

Human Resources Report

At the recommendation of Board Vice-Chair Cuene, a motion was made by Michèle Kunz, seconded by Ruthie Dallas; the school board may hold a closed meeting to consider a strategy for labor negotiations, pursuant to Minn. Stat. §13D.03. All in favor. Motion carried unanimously. The meeting was closed to the public at 7:46 PM. A motion was made by Anne Casey, seconded Sam Sant, to reopen the general meeting. All in favor. Motion carried unanimously. The general meeting reopened at 8:31 PM.

9. BOARD BUSINESS

Policy Review & Revision - None

Board Report

Board Vice-Chair Cuene presented and recommended approval of sending District 287 staff to the NSBA 2022 Annual Conference. Motion by Michèle Kunz, seconded by Sam Sant, to approve sending District 287 staff to the NSBA 2022 Annual Conference as presented. Motion carried.

Board Vice-Chair Cuene gave a brief reminder to the upcoming Special Meeting of the Board and the possible November 18th Board Work Session.

AMSD Report - None

Once Around the Table

10. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:59 PM.

The next general meeting will be held on November 11, 2021, at 6:30 PM by Teleconference.

Submitted by
Wauneen Mgeni
Secretary to the Board

Signed: Chair _____

Clerk _____

Date _____

Date _____

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD

November 18, 2021

New Hires					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Julius Clark	Student Safety Coach	District Service Center	Separation, J. Goodrum	11/15/2021	1.0
Jemel Brewer	Student Safety Coach	District Service Center	Separation, S. White	11/15/2021	1.0
James Beamon	Student Safety Coach	District Service Center	Additional Position for Department	11/10/2021	1.0
Ariyah Roby	Education Assistant	North Education Center	Leave of Absence	11/10/2021	.875
Carlton Williams	Education Assistant	Ann Bremer Education Center	Additional Enrollment	11/10/2021	.875
Monie Kennedy	Education Assistant	North Education Center	Separation, N. Rowan	11/03/2021	.875
Kaitlin Tran	Education Assistant	North Education Center	Leave of Absence	11/03/2021	.875
Adeleke Adeyeni	Education Assistant	North Education Center	Internal Movement, B. Cox	11/03/2021	.875
Tiffany Pillows	Education Assistant	North Education Center	Separation, T. Mukong	11/03/2021	.875
Shannon Jones	Education Assistant	North Education Center	Separation, C. Johnson	11/03/2021	.875
Erling Zhang	Special Education Accountant	Finance	New Position to Department	10/27/2021	1.0
Tonnia Mortenson	Education Assistant	Ann Bremer Education Center	Additional Enrollment	10/27/2021	.875
Jerrica Ross	Education Assistant	South Education Center	Additional Enrollment	10/27/2021	.875
Ebony Turner-Lee	Education Assistant	North Education Center	Separation, T. Wagner	10/20/2021	.875

Wyada Williams-Smith	Education Assistant	North Education Center	Internal Movement, V. McNeal	10/20/2021	.875
Tessagay Haughton	Education Assistant	Care & Treatment	Separation, B. Kratt	10/18/2021	.875
Patrick Morgan	Education Assistant	South Education Center	Additional Enrollment	08/24/2021	.875
Austin Thune	Education Assistant	South Education Center	Additional Enrollment	08/24/2021	.875

Temporary Hiring Agreement: Out of Field Permissions					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Fully Licensed New Hires					
Kellie Soronen	Special Education Science Teacher	West Education Programs	Separation, M. Bugge	08/24/2021	1.0
Fully Licensed Current Staff					
Bridget Bengtson	ASD Teacher	North Education Center	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 1 Hires					
Sadie Norlin	ASD Teacher	North Education Center	Separation, D. Lundeen	08/30/2021	1.0
Tier 2 Hires					
Brielle Thomas	EBD Teacher	North Education Center	Temporary License	08/30/2021	1.0

Extended Leaves of Absence:					
Name	Position	Department or Site	Effective Date	End Date	FTE
Tahanee Madison	Education Assistant to accept a temporary licensed position	Care and Treatment	08/30/2021	06/10/2022	.875
Sadie Norlin	Education Assistant to accept a temporary licensed position	North Education Center	08/30/2021	06/10/2022	.875
Joshua Boettcher	Education Assistant to accept a temporary licensed position	North Education Center	08/30/2021	06/10/2022	.875
Bridget Bengtson	Education Assistant to accept a temporary licensed position	North Education Center	08/30/2021	06/10/2022	.875
Brielle Thomas	Education Assistant to accept a temporary licensed position	North Education Center	08/30/2021	06/10/2022	.875
Greice Thorsen	Education Assistant	North Education Center	01/03/2022	06/10/2022	1.0

Separations: Dismissal			
Name	Position	Department/Site	Effective Date
Shanina Butler	Education Assistant	South Education Center	11/16/2021

Separations: Resignation				
Name	Position	Department or Site	Reason (if internal movement)	Effective Date
Bobbie Cox	Education Assistant	North Education Center	Accept a Licensed Position	08/30/2021
Julius Clark	Education Assistant	West Education Programs	Accept a Student Safety Coach Position	11/14/2021
Jemel Brewer	Education Assistant	North Education Center	Accept a Student Safety Coach Position	11/15/2021

Separations: Retirements (Regular/Disability)			
Name	Position	Department/Site	Effective Date
Helen Casey	Parent Child Specialist	North Education Center	04/29/2022

Other:				
RECOMMEND the Board's approval he Board's approval to credit Lawrence Parrett, Education Assistant at Ann Bremer 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.				
Elisabeth Lodge Rogers				
RECOMMEND the Board's approval he Board's approval to credit Donzell Bell, Education Assistant at South Education Center, with three (3) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Elizabeth Rockler	Katherine Utter	Nancy Guelich		
RECOMMEND the Board's approval he Board's approval to credit Willie Johnson, Education Assistant at North Education Center, with four (4) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Brent Maves	Tracy Mooney	Barbara Becker	Kimberly Mackenzie	

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of the Project AWARE (Advancing Wellness and Resiliency in Education) Local Education Agency Grant

November 11, 2021

Author

Mae Hawkins, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$1,700,000.00 from Project AWARE (Advancing Wellness and Resiliency in Education) federal grant project. The funds from this award will be used to increase awareness of mental health issues among school-aged youth; provide training for school personnel to detect and respond to mental health issues; and connect school-aged youth who may have behavioral health issues or serious mental illness to needed services. This grant has a corresponding Joint Powers agreement between the State of Minnesota, Minnesota Department of Education and Intermediate District #287 that also requires board approval. This program will focus on partnerships and collaboration between state and local systems to promote the healthy development of school-aged youth and prevent youth violence.

The district plans to budget \$425,000.00 per year for the next four (4) years. This grant runs from October 1, 2021 – September 29, 2025.

Recommendation

It is recommended that the Board approves this award and its corresponding Joint Powers Agreement.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of Post-Secondary Enrollment Contract with Hennepin Technical College.

November 11, 2021

Author

Mae Hawkins, Executive Director of Business Services

Summary

Approve the Post-Secondary Enrollment Contract between Intermediate District 287 and Hennepin Technical College pursuant to the provisions of Minnesota Statute 124D.09. The contract outlines the terms for paying Hennepin Technical College an amount equivalent to the Post-Secondary rate for students enrolled in District 287 programs who are taking college courses as part of their school day.

Recommendation

Administration recommends that the school board approve the above contract.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
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Recommendation for Board Acceptance of the State of Minnesota - MNOSHA Workplace Safety Grant

November 11, 2021

Author

Mae Hawkins, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$8,000.00 through the Department of Labor and Industry MNOSHA Workplace Safety Consultation Unit. This is a dollar for dollar matching grant and will be used to repair concrete at the District Service Center. This grant runs from September 1, 2021 – June 30, 2022.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION



Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of funds from the American Rescue Plan Act of 2021 for COVID-19 School Testing Program Grant

November 11, 2021

Author

Mae Hawkins, Executive Director of Business Services

Summary

Intermediate District 287 has been awarded \$40,000.00 through the Minnesota Department of Education's Epidemiology Laboratory Capacity (ELC) Reopening Schools Grant supported through the American Rescue Plan Act of 2021. The funding will be used to contract a testing coordinator to support the implementation of COVID-19 school testing program. This grant runs from July 1, 2021 – June 30, 2022.

Recommendation

It is recommended that the Board approves this award.

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

FY21 Fund Balance Transfers from the General Fund to the Food Service Fund

November 11, 2021

Author

Mae Hawkins, Executive Director of Business Services
Gloria Wilder, Director of Finance

Summary

The administration recommends approval of a Fund Balance Transfer from the General Fund to the Food Service Fund in the amount of \$378,877.32.

In the event of a negative fund balance at year end in the Food Services Fund, districts are required to transfer dollars from the General Fund to bring the Food Service Fund to zero. The District 287 Board has approved similar transfers for prior fiscal years. The District continues to look for efficiencies in its Food Services operations. The fundamental issue appears to be that we do not have the critical mass of students at each location that would allow a food service program to operate at a breakeven level.

This food service fund balance transfer request is higher than prior year by \$53,985.38 and less than budget by \$217,372.68. Participation in the food service program for FY21 was difficult to predict because of the pandemic and the different learning models utilized. Every effort was made to keep costs down throughout the year, lowering the anticipated amount needed for the transfer.

Recommendation

Approval of Fund Balance Transfer from the General Fund to Food Service Fund in the amount of \$378,877.32.

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

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

November 11, 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:

- Vonetta McNeal Admin Support Staff North Education Center

With the addition of this card, the district will have 54 active p-cards in operation.

Recommendation

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

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Recommendation for Board Acceptance of Five-Year Contract for Sign Data Plan

November 18, 2021

Author

Kurt Vredenburg, Facilities Operations Senior Manager
Mae Hawkins, Executive Director of Business Services

Summary

Watchfire Signs provide the broadband wireless service for the sign at the DSC. This makes it easy to update any message on a timely basis.

- The five year data plan would cost \$520.00 vs \$200.00 for one year

Recommendation

It is recommended that the school board approves this five year contract.

INTERMEDIATE DISTRICT 287
PLYMOUTH, MINNESOTA
BOARD OF EDUCATION

Regular Meeting – November 18, 2021

AGENDA SECTION: SUPERINTENDENT REPORT

ITEM: 2021-2023 Education MN Local 2209 Tentative Agreement

PRESENTED BY: Michelle Axell, Director of Human Resources

1. Background Information

The 2021-2023 Education Minnesota Local 2209 Tentative Agreement is recommended for Board approval.

2. Fiscal Impact/Funding Source:

3. RECOMMENDED ACTION: The Board approves the 2021-2023 Education Minnesota Local 2209 Tentative Agreement as presented.

Motion by: _____ Yes ____ Passed ____

Second by: _____ Yes ____ Failed ____

Abstentions: _____

November 2021

Volume 19

Number 2

Edina Strategic Plan Drives Focus on Mental Wellness Support

November 17, 2021

Annual Conference

8 a.m. - 3 p.m.

Minneapolis Marriott Northwest

Register here:

<https://www.amsd.org/conference2021/>

Registration deadline is November 10!

November 19, 2021

Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.

Anderson Center
Bethel University
Arden Hills

December 3, 2021

Board of Directors Meeting

7 a.m. - 9 a.m.

Quora Education Center
NE Metro 916
Little Canada

December 17, 2021

Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.

Anderson Center
Bethel University

At one time, students with underdeveloped social emotional skills might have been referred for a special services assessment. "Now we say, 'Oh, you don't know how to play. I will teach you how to play and how to ask someone to play with you,'" said Leah Byrd, coordinator of Edina Early Learning Center (ELC).



Edina Early Learning teacher Joanna Taylor fosters students' social emotional skills by teaching them how to play and work together.

Training in the Pyramid Model, a framework of practices to promote young children's social and emotional development, has led to a change in staff perspective and in children's early classroom experiences.

In 2018, the Edina ELC received a grant of \$58,000 from the Minnesota Department of Education, in collaboration with the Minnesota Centers of Excellence, to fund training and implementation of the Pyramid Model. The district's new strategic plan, adopted in 2020, further emphasizes mental wellness with a specific priority aimed at "fostering positive learning

Continued on page 2

It is hard to believe but AMSD's annual Session Preview Program is right around the corner. The 2022 Preview will be held on Friday, January 7 from 8-10 a.m. and will be conducted in a hybrid format with the option to attend in person or participate remotely. The Session Preview always provides a great opportunity for AMSD board members to discuss important education issues with their local legislators and review AMSD's legislative platform. Further details will be coming soon but for now, please mark your calendar for January 7!

From the AMSD Chair, Kelsey Dawson Walton, Osseo Area Schools Board Member

Staff More Confident In Their Ability To Help Kids Be Successful

Continued from page 1

environments and whole student support.”

Every classroom teacher participates in training, and those interested in becoming a Pyramid coach for their colleagues receive advanced training. As new teachers join the staff, they engage in foundational training and are connected with a coach. Now, in the fourth year of a five-year implementation, every ELC staff member has had Pyramid training and results are being noticed.

“Parents have said that their child was dismissed from other preschool programs and it wasn’t until they came to Edina ELC that their child learned how to play with others,” Byrd said. “Kindergarten teachers tell us they recognize when they have one of our ELC students in their classroom by the words and phrases they use to solve problems.”

As the effects of COVID-19 continue, Byrd points out that most early learning students do not remember life without the trauma of a pandemic. “That is heart-stopping, if you think about it,” she said. “Pyramid training has contributed to staff well-being too, by making them feel more confident in their ability to help kids be successful at school in spite of the pandemic.”

Of course, many Edina students do remember life before the pandemic. They are old enough to miss the way things “used to be,” which for many has added anxiety to the rollercoaster of emotions that are common with childhood and adolescent development.

Last spring, in alignment with the district’s new strategic plan, Edina Public Schools administered the Panorama Student Survey to students in grades 3-12. Although the survey was voluntary, the majority of students in each grade band (elementary, middle and high school) completed the survey. Its purpose was to measure student perceptions of their relationships, feelings, emotions, and engagement at school.

“What we see on the outside -- a student’s behaviors and attitudes -- are what we tend to work on. But the vast majority of mental health happens between the ears,” said Jeff Jorgensen, district director of student support services. “Through the survey, they could tell us how they feel. The survey reveals to us where we need to do work.”

Data from the survey has helped target resources to the needs of students at each school, and staff reach out to connect with individuals who indicated they may be struggling.

The district’s efforts to support the mental health of students receives wide support from the community, most notably from the Edina Education Fund. Last year the organization launched an initiative called Heal Together: From Awareness to Wellness. A fall concert and a recent grant to the Education Fund from the City of Edina, through the American Rescue Plan Act, have helped the district increase the number of full-time therapists at secondary schools, provide trauma-sensitive training and intervention skills for staff, and summer support staff for students and families. Jorgensen said the support the district receives from the Edina Education Fund is “tremendously important.”

“We want all of our students to have a sense of belonging and personal wellness. A feeling of valued worth allows kids to participate in school in ways that are meaningful. Through that involvement, they experience success,” Jorgensen said, “and academic success is good for mental health.”

This month’s member feature was submitted by Mary Woitte,¹⁹ Executive Director of Communications, Edina Public Schools.

State Education Spending Ranks Barely Above National Average

Minnesota state spending on education ranks only slightly above the national average of state and local revenue dedicated per pupil according to a [new national study](#), and the state received an overall grade of C when it came to spending on education.

A new analysis by the public education advocacy group Education Law Center (ELC), of U.S. Census Bureau data, reported that Minnesota spends \$15,193 per pupil statewide — just \$79 above the national average of \$15,114 per student.

The analysis, released in October, calculates 2019 per pupil funding levels from state and local sources against the most recent U.S. Census data. The figures do not include federal funds, which make up just 8 percent of the nation’s K-12 education funding. Figures were also cost-adjusted for regional variations related to labor market costs. A state’s funding level grade is determined by ranking its position relative to other states and does not measure whether a state meets any particular threshold of funding level based on the actual cost of resources necessary to achieve state or national academic standards.

Two of Minnesota’s four contiguous states, Wisconsin and North Dakota, rank above Minnesota and the national average — spending \$15,856 and \$16,493 per pupil, respectively — while Iowa and South Dakota spend less than the national average at \$14,720 and \$13,847 respectively per student.

While Minnesota’s spending levels for education ranks only slightly above average, Minnesota receives a grade of “A” from the ELC on how it allocates its funding to school districts, relative to concentration of student poverty. States are classified as progressive, regressive, or flat, and Minnesota’s funding distribution was ranked as “progressive” as its high poverty districts receive 28 percent or \$4,167 more per pupil than low poverty districts.

The study classifies poverty districts using the Census definition of poverty, because National School Lunch Program poverty classifications can often be misleading because of self-underreporting.

Making the Grade 2021

Minnesota



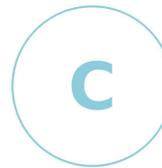
SELECT STATE
Minnesota

STATE DEMOGRAPHICS
 Enrollment: **821,775**
 District Poverty (Census): **10%**
 Percent Asian: **6%**
 Percent Black: **10%**
 Percent Hispanic/Latino: **9%**
 Percent Native American: **2%**
 Percent white: **68%**

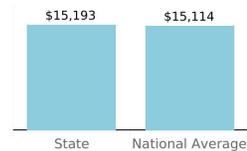
Funding Level

State and local revenue per pupil, adjusted for regional cost differences.

Minnesota ranked 21 out of 51 on funding level with \$15,193 in cost-adjusted per pupil revenue. That is \$79 above the national average of \$15,114.



PER PUPIL FUNDING



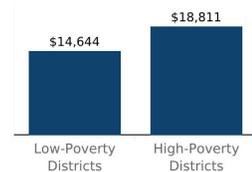
Funding Distribution

The allocation of funds to school districts relative to the concentration of student poverty. States are classified as progressive, regressive, or flat.

Minnesota’s funding distribution was progressive: on average, high poverty districts receive 28% or \$4,167 more per pupil than low poverty districts.



PER PUPIL FUNDING BY DISTRICT POVERTY



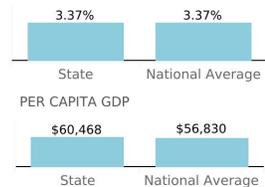
Funding Effort

Funding allocated to support PK-12 education as a percentage of the state’s economic activity (GDP).

Minnesota makes an average effort to fund schools. The state’s fiscal capacity (GDP per capita) is higher than average.



EFFORT INDEX



Minnesota Has Fiscal Capacity to Provide Stronger Education Funding

Continued from page 3

ELC considers the Census definition of poverty a more accurate measure than either free lunch eligibility (130 percent of Census poverty) or reduced lunch eligibility (185 percent). The study defined high-poverty districts as having a 30 percent Census poverty rate among school-aged children, and low-poverty districts having a 5 percent poverty rate. AMSD advocates for using criteria beyond eligibility for free or reduced-price lunch to determine the level of poverty and compensatory funding to stabilize that funding stream and more accurately reflect the needs of students in each school district. [Research has consistently indicated](#) that investment in high poverty schools positively impacts educational outcomes.

The report stresses that funding progressivity must be looked at within the context of overall funding levels. Specifically, the report notes, "The potential for progressive funding to adequately resource a state's high-poverty schools is difficult if the overall level of funding is extremely low."

On a third ranking, the report examined the fiscal effort each state makes to fund education. Effort is measured as total state and local revenue (including capital outlay and debt service, excluding all federal funds) divided by the state's gross domestic product (GDP). GDP is the value of all goods and services produced by each state's economy and is used to represent the state's economic capacity to raise funds for schools. In this analysis, Minnesota rated just average because the state's fiscal capacity (GDP per capita), at \$60,468 in 2019, was notably above the national average of \$56,830 but Minnesota's education spending level is only average. In other words, Minnesota has the fiscal capacity to provide much stronger funding for its public schools.

A Minnesota Department of Education School Finance Working Group, convened in September of 2019, issued a comprehensive report, and set of recommendations, that would strengthen Minnesota's education funding system and restore Minnesota's place as a national education leader. The full report can be found using the link below:

- LINK: [View the Education Week overview of the 2021 report](#)
- LINK: [View the 2021 "Making the Grade" report](#)
- LINK: [School Finance Working Group Report](#)



2021 AMSD Friend of Public Education: Paula Forbes

At the November Board of Directors meeting, AMSD recognized Paula Forbes with the 2021 Friend of Public Education Award for her tireless work to ensure an equitable and excellent education for every Minnesota student. Congratulations to Paula!

INTERMEDIATE DISTRICT 287
November 11, 2021
SCHOOL BOARD CALENDAR

November 2021

11	Thursday	General Board Meeting	6:30PM	DSC
30	Tuesday	Get on the Bus: North Education Center	8:00AM	DSC

December 2021

01	Tuesday	Special Board Meeting	5:00PM	DSC
02	Tuesday	Special Board Meeting	5:00PM	DSC
03	Tuesday	Special Board Meeting	5:00PM	DSC
06	Tuesday	Special Board Meeting	5:00PM	DSC
07	Tuesday	Special Board Meeting	5:00PM	DSC
08	Tuesday	Special Board Meeting	5:00PM	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
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- ◆ 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, 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

_____	_____
_____	_____
_____	_____



Where School Boards Learn to Lead



January 13-14, 2022

Minneapolis Convention Center

- Learning to Lead – School Board Basics: Phase I, January 11, Hilton Hotel Minneapolis
- Leadership Foundations – School Finance and Management: Phase II, January 12, Hilton Hotel Minneapolis
- Charter School Board Member Training, January 12, Hilton Hotel Minneapolis
- Evening Early Birds, January 12, Minneapolis Convention Center

Conference at a Glance

Tuesday, January 11

6:30 p.m. – 9:30 p.m. Learning to Lead – School Board Basics: Phase I (Hilton Hotel Minneapolis)

Wednesday, January 12

8:30 a.m. – 4:00 p.m. Leadership Foundations – School Finance and Management: Phase II (Hilton Hotel Minneapolis)

8:30 a.m. – 3:30 p.m. Charter School Board Member Workshop (Hilton Hotel Minneapolis)

7:00 p.m. – 9:30 p.m. Early Bird Sessions (Minneapolis Convention Center)

- Inclusive School Board Leadership, Kinect Education
- When Board Meetings Go Sideways, MSBA staff

Thursday, January 13

7:30 a.m. Registration

8:00 a.m. Exhibit Hall opens

8:00 a.m. Board Skills Sessions, MSBA staff

8:00 a.m. Board Chair Q & A with MSBA Executive Director

9:00 a.m. Opening Session (doors open)

- Keynote: John Miller: “Personal Accountability and the Question Behind the Question”

11:00 a.m. Exhibit Hall time

11:00 a.m. School Board and Superintendent Support Staff Networking Opportunity

11:00 a.m. School Excellence Showcase

11:30 a.m. Recognition Luncheon

12:50 p.m. Director District Discussions

1:30 p.m. Round Tables

2:30 p.m. Workshops

3:45 p.m. Workshops

5:00 p.m. Governor Tim Walz invited

Minnesota School Board Directors of Color and Indigenous Fellowship Awards and Celebration (after Governor)

Friday, January 14

7:30 a.m. Registration & Exhibit Hall opens

8:00 a.m. Round Tables

9:15 a.m. Workshops

10:15 a.m. Closing Session (doors open)

- Keynote: Cindra Kamphoff: “Shifting Your Mindset: Developing Resilience and Grit in Uncertain Times”

Noon Adjourn

Visit <https://mnmsba.org/workshops-events/msba-leadership-conference> for more details.

Visit www.mnmsba.org/LeadershipConferenceHousing to register for housing online or call 888-947-2233 between 9:00 a.m. and 3:00 p.m.

**Thank you to Ratwik, Rożak and Maloney, P.A.,
for supporting the printing and mailing of this conference brochure.**

Featured Speakers



Thursday, January 13

John G. Miller

“Personal Accountability and The Question Behind the Question”

In this last year, more than ever, board members have seen the all-too common traps of complaining, victim thinking, entitlement, finger-pointing, and blame from our communities and others in school districts. How do we practice personal accountability while bringing our communities and school districts back together for the common purpose of student achievement of all students?

Are you asking yourself:

- How can I provide leadership in this changing world?
- What can I do to develop myself?
- What can I do to understand other people’s challenges and frustration?
- How can I become part of the solution?

Explore a practical method for putting personal accountability into daily action for yourself and those around you. An invaluable resource for anyone seeking to learn, grow, and change in their leadership role and everyday life.

Biography

John Miller was born in 1958 in Ithaca, N.Y. At 18, John asked 16-year-old Karen on a date and they married in June 1980. They finally settled in Minneapolis. In early 1986, John began a new career providing leadership and sales management training to Twin Cities’ corporations from all industries.

This is how and when John created *QBQ! The Question Behind the Question*. Throughout a decade of selling and facilitating training for executives and managers, he discovered the incredible need for personal accountability. In 1995, he chose to become a keynote speaker, titling his sessions “Personal Accountability and the QBQ!”—even though some people told him that “personal accountability isn’t a topic.” John’s speaking career took off and he began writing books, gaining the new title of “author.”



Friday, January 14

Cindra Kamphoff

“Shifting Your Mindset: Developing Resilience and Grit in Uncertain Times”

In uncertain times, we need to master our mindset and emotions every day to handle the challenges we experience in our lives and as school board members. Join Dr. Cindra Kamphoff, a consultant to the World’s Best, to learn how to lead yourself and your team with resilience and grit to embrace today’s challenges.

Biography

Dr. Kamphoff is recognized nationally for her work and contributions to the field of performance psychology. As a leader, high performance coach, author, professor, and speaker, Dr. Kamphoff brings passion, energy, and authenticity to her work with athletes, performers, and business people. She believes we perform each day, and the strategies and skills used to enhance performance in sport are similar strategies and skills used to enhance life.

She received her M.S. and Ph.D. degrees in Sport and Performance Psychology from the University of North Carolina at Greensboro, and her B.S. from the University of Northern Iowa. She is the CEO of Mentally Strong Consulting, a consulting company that provides mental training for individuals, teams, and groups. She has over 20 years of work with elite, Olympic, college, and high school athletes.

Pre-Conference Extras

Registration begins 30 minutes before each workshop.
All workshops are held at the Hilton Hotel Minneapolis.

Learning to Lead – School Board Basics: Phase I

6:30 p.m. – 9:30 p.m. Tuesday, January 11

Tuition is \$125. Walk-ins add \$10.

Help new board members hit the ground running with this session. *Learning to Lead – School Board Basics: Phase I* covers the role of the school board, the role of the superintendent, the leadership team relationship, and common scenarios facing new board members.

Visit <https://mnmsba.org/workshops-events/learning-to-lead-school-board-basics-phase-i> for more information and to register.

Leadership Foundations – School Finance and Management: Phase II

8:30 a.m. – 4:00 p.m. Wednesday, January 12

Tuition is \$210. Walk-ins add \$20.

Presented by MSBA staff and state experts. *Leadership Foundations – School Finance and Management: Phase II* includes the training school boards are required to have by state law. The session covers core topics such as the budget, school finance, local levies, policies, significant laws affecting school boards, collective bargaining, and personnel issues.

Visit <https://mnmsba.org/workshops-events/leadership-foundations-school-finance-and-management-phase-ii> for more information and to register.

Charter School Board Member Workshop

8:30 a.m. – 3:30 p.m. Wednesday, January 12

Tuition is \$210 for MSBA Charter Associates; \$270 for Non-Associates. Walk-ins add \$20.

Presented by MSBA staff. This workshop covers the three state-mandated areas for charter school board members: governance, employment, and finance. Charter school board members are required to start these workshops within six months of election to a charter school board and complete the workshops within one year.

Visit <https://mnmsba.org/workshops-events/charter-school-board-training> to register.

Pre-Conference Extras: Evening Early Birds

Registration begins 30 minutes before each workshop.
All workshops are held at the **Minneapolis Convention Center**.

Inclusive School Board Leadership

7:00 p.m. – 9:30 p.m. Wednesday, January 12

Tuition: \$125; walk-ins add \$10

Presenters: Staff, Kinect Education

Inclusive School Board Leadership engages school board members to consider their role in creating equitable and inclusive learning environments. Ensuring a district-wide sense of value and belonging requires that all school board members have the tools they need to provide inclusive recommendations, make inclusive decisions, and achieve equitable success in academic outcomes. Join the partners of Kinect Education Group for an immersive and engaging session with tangible takeaways and tools for success as an inclusive school board member.

When Board Meetings Go Sideways

7:00 p.m. – 9:30 p.m. Wednesday, January 12

Tuition: \$125; walk-ins add \$10

Presenters: Staff, Minnesota School Boards Association

Public school boards are facing more instances of public incivility, interruptions of meetings, and problems when citizens don't follow courtesies for open forum. Learn some strategies for keeping your board meetings on point and walk through some small group scenarios on handling difficult situations at board meetings. This workshop will be interactive and will involve table-top exercises.

Health & Safety

MSBA will monitor the impact of the COVID-19 pandemic on in-person events. We are working closely with our hotels and the Minneapolis Convention Center to help mitigate and prevent the spread of COVID-19 to provide a safe conference experience. We are also following CDC (Centers for Disease Control) guidance, as well as local, state, and federal guidelines.

No matter our safety protocols, there is an inherent risk of exposure to COVID-19 with any public gathering. The best way to have a safe event is for everyone to be diligent about their own personal safety both inside and outside of the conference. With many school districts having implemented masking requirements, we anticipate that our conference safety guidelines will align with those policies. As our guidelines are finalized, we will continue to inform attendees through emails as well as on the MSBA website.

Workshop Topics & Special Features

Workshop topics: In December, view a complete list of workshops with descriptions at <https://mnmsba.org/workshops-events/msba-leadership-conference>.

Workshop topics will include: School-Based Mental Health, Engineering in the Classroom, Board Meeting Management, Board-Superintendent Relationships, Contracts, Nutrition, Creative Collaboration, MSHSL, PELSB, Law Updates, Data Practices, Crisis Management, Finance, and much more.

SPECIAL FEATURES

Skills Sessions

Join us Thursday morning for special sessions on the nitty-gritty aspects of school boarding: The Open Meeting Law, superintendent contracts, and legislative advocacy. Board chairs can attend a special session to talk to MSBA Executive Director Kirk Schneidawind about what districts need from MSBA.

School Excellence Showcase

Visit with proud Minnesota students and staff who are showcasing unique programs from their schools.

Recognition Luncheon

Celebrate the accomplishments of Minnesota's school leaders at Thursday's luncheon. Registration is required.

Director District Discussions and Elections

Your MSBA Director District representatives will be setting aside time to meet with board members from their region. Director Districts with openings on the MSBA Board of Directors will also have presentations from board members running for those positions. Bring any issues you'd like to discuss to add to the conversation.

Round Tables

Join us for two 20-minute sessions 1:30 p.m. Thursday, and three rounds of 20-minute sessions 8:00 a.m. Friday in the Exhibit Hall. These informal sessions provide a great opportunity to converse with an expert in a small-group setting.

Minnesota School Board Directors of Color and Indigenous (MSBDOCI) Fellowship Awards and Celebration

The Minnesota School Board Directors of Color and Indigenous Fellowship will present the 2022 Annual Lighthouse and Xiong Awards. All are welcome to attend.

School Board and Superintendent Support Staff Networking Opportunity

Get to know other school district staff with similar positions and job duties. Share tips and tricks to become the most effective in your position. Connect and check-in with your colleagues.

Join Us in Person Reserve Your Hotel Room Today

Housing is open for the 2022 MSBA Leadership Conference. MSBA encourages you to **make your hotel reservation early** at one of our long-time conference hotels (the Hilton Minneapolis, the Millennium Hotel, and Hyatt Regency Minneapolis).

Please visit <https://mnmsba.org/workshops-events/leadership-conference-housing> to make your housing reservations as early as possible.



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Update Board Members' Information As Soon As Election Results are Canvassed

How Do I Update My Board Members' Information?

After Election Day, a district administrator needs to log into www.mnmsba.org and click on the Member Admin link (located toward the top right of the screen) to let us know who your new board member(s) are and who will be leaving your board. You will be asked to enter contact information (address, e-mail address, phone number, etc.) for the new board member(s).

Why?

Registration for all MSBA events is online only. The MSBA database must be updated before event registration for any new board member(s) can occur.

Registration

The Leadership Conference registration/tuition is FREE as a benefit to your district for being a member of MSBA. Even though the conference is free, please go online to register your attendees.

Other pre-conference and conference-related opportunities to register for include:

- Learning to Lead – School Board Basics: Phase I (\$125) – January 11, 2022
- Leadership Foundations – School Finance and Management: Phase II (\$210) – January 12, 2022
- Early Bird Workshops (\$125) – January 12, 2022
- The Recognition Luncheon (\$38) – January 13, 2022

To register for the above-mentioned opportunities, please visit <https://mnmsba.org>. After logging in, click on the "Member Admin" link at the top of the webpage and then click on "Event Registration." All registrations should go through your district office.

Watch for the MSBA Leadership Conference App!

Minnesota School Boards Association

1900 West Jefferson Avenue
St. Peter, MN 56082

www.mnmsba.org

Phone: 507-934-2450

Fax: 507-931-1515