

General Meeting of the Board  
Thursday, November 9, 2023 6:30 PM

Boardroom / Teleconference  
1820 Xenium Ln N  
Minneapolis, MN 55441-3790

## **Agenda**

1. **CALL TO ORDER** (*Action*)
2. **APPROVAL OF GENERAL MEETING AGENDA** (*Action*)
3. **AUDIENCE OPPORTUNITY TO SPEAK** (*Information*)
4. **APPROVAL OF CONSENT AGENDA** (*Action*)
  - 4.1. General Board Meeting Minutes from October 26, 2023
  - 4.2. Routine Human Resources Activities for November 9, 2023
  - 4.3. Approval of Fund Balance Transfers FY23
  - 4.4. Approval of Document Shredding
5. **SHARE THE SUCCESS & RECOGNITION - (10 minutes)** (*Information*)
  - 5.1. Above & Beyond: Care & Treatment
6. **SUPERINTENDENT'S REPORT - (20 minutes)** (*Information*)
  - 6.1. Strategic Plan Update
7. **INSTRUCTIONAL REPORT - (40 minutes)** (*Information*)
  - 7.1. Itinerant Services Update
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - None**
  - 8.1. Facilities Report - None
  - 8.2. Financial Report - None
  - 8.3. Human Resource Report - None
9. **BOARD BUSINESS - (15 minutes)**
  - 9.1. Policy Review & Revision (*Actions*)
    - 9.1.1. Approval of Board Officers and Operations (BOO) Policy Bucket
  - 9.2. Board Reports
    - 9.2.1. Chair Report - None
    - 9.2.2. AMSD Report
  - 9.3. District News
    - 9.3.1. School Board Planning Calendar
    - 9.3.2. November 9, 2023, Board Event Calendar
    - 9.3.3. 2023-2024 Get on the Bus/Local 2209 & Board Meeting Schedule
    - 9.3.4. MSBA Leadership Conference 2024
  - 9.4. Once Around the Table
  - 9.5. **CLOSED SESSION:** Negotiations
10. **ADJOURNMENT**

# 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

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### 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 GENERAL MEETING OF THE BOARD**  
**Intermediate District 287**  
**October 12, 2023**  
**MINUTES**

**1. CALL TO ORDER**

Chair Brakke called the general meeting to order at 6:30 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 11 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas (late)
273	Eden Prairie	Kim Ross (late)
273	Edina	Michael Birdman
270	Hopkins	Shannon Andreson
278	Orono	Michèle Kunz
279	Osseo	Jackie Mosqueda-Jones
280	Richfield	Crystal Brakke
281	Robbinsdale	ReNae Bowman
283	St. Louis Park	Anne Casey
284	Wayzata	Sarah Johansen
279	Westonka	Heidi Marty

Absent: 276/Remucal

Guests: Citlalli Sanchez

287 Administration: Superintendent Doud, Dr. Tonya Allen, Mae Hawkins, Camille Hepola, Dr. Elisabeth Lodges Rogers, Ben Magras, Kevin Witherspoon, Kiarra Zackery, and Wauneen Denson-Mgeni

287 Staff Members: Greg Beeck, Scott Swanson, Jess Petrowiak, Kerlee Ramponi, Rachel Prost, and Shawn Garvey

**2. APPROVAL OF GENERAL MEETING AGENDA**

The general meeting agenda was presented for approval. *Motion by Shannon Andreson, seconded by Heidi Marty, approve the meeting agenda. All in favor. No votes against. Motion carried.*

**3. OPEN FORUM FOR COMMUNITY COMMENTS - None**

**4. APPROVAL OF CONSENT AGENDA**

The Consent Agenda was presented for approval. The Consent Agenda included the General Meeting of the Board Minutes from October 12, 2023, Routine Human resources Activities for October 26, 2023, Benefits Insurance Premium Rate Recommendation, Extension of Hennepin Technical College Joint Powers Agreement, Google Workspace for Education Plus Licenses Agreement, and Issuance of individual Procurement Cards (P-Cards). *Motion by Sarah Johansen, seconded by Jackie Mosqueda-Jones, to approve the Consent Agenda as presented. All in favor. Motion carried unanimously.*

**5. SHARE THE SUCCESS & RECOGNITIONS**

Greg Beeck, Principal of Ann Bremer Education Center, announced that Rebecca James has been named the October 2023 Above and Beyond award winner. Beeck expressed his and the staff's appreciation for Rebecca James, an ESP in Tier 3.

Scott Swanson, Hennepin Technical College (HTC) Pathways Assistant Principal, introduced Citlalli Sanchez, a student at HTC and a Richfield member district student, was invited to speak. Citlalli shared a brief overview of her experience at District 287 and discussed how HTC provided her with support in securing employment. Citlalli thanked the Board, Superintendent Doud, and the HTC Administration.

**6. SUPERINTENDENT'S REPORT**

Superintendent Doud provided an update on the progress of the 2024-2029 Strategic Plan.

**7. INSTRUCTIONAL REPORT- None**

**8. BUSINESS SERVICES & LABOR RELATIONS REPORTS**

**Facilities Report**

Mae Hawkins, Executive Director of Business Services, presented an update on the district Long Term Facilities Bond Plan. ["2023-2024 Facilities Department Annual Board Report"](#)

**Financial Report**

Mae Hawkins, Executive Director of Business Services, presented the monthly financial report for September 2023. *Motion by ReNae Bowman, seconded by Ruthie Dallas, to approve the monthly financial reports as presented. All in favor. Motion carried unanimously.*

**Human Resources Report - None**

**9. BOARD BUSINESS**

**Policy Review & Revision**

Superintendent Doud presented Board Officers & Operations (BOO) Policy Bucket for a First Read.

**Chair Report - None**

**AMSD Report**

Board Chair Brakke provided an update on the upcoming AMSD meeting.

**Once Around the Table**

**10. ADJOURNMENT**

*Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 8:09 PM.*

The next general meeting will be held on November 9, 2023, at 6:30 PM in the District Service Center Boardroom and by Teleconference.

Submitted by  
Wauneen Mgeni  
Secretary to the Board

Signed: Chair \_\_\_\_\_

Clerk \_\_\_\_\_

Date \_\_\_\_\_

Date \_\_\_\_\_

# Intermediate District 287

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## ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD November 9, 2023

New Hires					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Susan Burton	Educational Support Professional	West Education Center	Additional Enrollment	11/01/2023	.875
Destiny Elmore	Educational Support Professional	North Education Center	Additional Enrollment	11/01/2023	.875
Connor Nordvall	Educational Support Professional	Ann Bremer Education Center	Resignation: P. Peterson	11/01/2023	.875
Andrew Seffrood	Educational Support Professional	West Education Center	Additional Enrollment	11/01/2023	.875
Bladimir Tapia Naranjo	Educational Support Professional	West Education Center	Additional Enrollment	10/23/2023	.875
Misty Lustila	Educational Support Professional	South Education Center	Resignation: K. Cohen	10/16/2023	.875
Jasmine Mawolo	Educational Support Professional	North Education Center	Additional Enrollment	10/11/2023	.875
Safia Mohammed	Educational Support Professional	South Education Center	Additional Enrollment	09/06/2023	.875

Extended Leaves of Absence:					
Name	Position	Department or Site	Effective Date	End Date	FTE
Kenna Shearman	Social Emotional Learning Coordinator	Care and Treatment Programs	11/28/2023	06/07/2024	1.0

<b>Separations: Resignations</b>				
<b>Name</b>	<b>Position</b>	<b>Department or Site</b>	<b>Reason (if internal movement)</b>	<b>Effective Date</b>
Angelo Grant	School Social Worker	North Education Center	To accept an Administrator Position	10/23/2023
Maryssa Shinnick	Educational Support Professional	South Education Center	Personal Reasons	10/24/2023
Amiah Patterson-Ramji	Educational Support Professional	South Education Center	Personal Reasons	11/06/2023
Michelle Dunbar	Administrative Support IV	Student Information Services Department	Personal Reasons	11/02/2023
Dena Andrew-Jaja	Senior Manager of Mental Health	Mental Health	Personal Reasons	11/08/2023

<b>Separations: Retirements (Regular/Disability)</b>			
<b>Name</b>	<b>Position</b>	<b>Department or Site</b>	<b>Effective Date</b>
Vernell Brazell	Custodial Worker	Facilities	11/30/2023
Lisa Hager	Administrative Support V	District Service Center	12/05/2023

# CONSENT AGENDA - RECOMMENDATION

**Intermediate District 287**  
RESPONSIVE. INNOVATIVE. SOLUTIONS.

## **FY23 Fund Balance Transfers from the General Fund to the Food Service Fund**

November 9, 2023

### **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 \$410,706.30.

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 \$154,550.60, but less than budget by \$116,194.70. In the previous year (FY22) Federal Seamless Summer funding of student meals helped reduce the transfer amount needed. 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 \$410,706.30

# CONSENT AGENDA - RECOMMENDATION

**Intermediate District 287**  
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## Approval of Contracts – Document Shredding

November 9, 2023

### Authors

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

### Summary

District 287 received two proposals for Confidential Document Shredding Services for a one (1) year term with an option to renew for two (2) additional one-year terms. Minnesota Data Destruction LLC, dba PROSHRED Minnesota was the lowest proposal.

Site	Monthly Cost	Annual Cost
ABEC	\$ 65.00	\$ 780.00
DSC	\$ 175.00	\$ 2,100.00
NEC	\$ 95.00	\$ 1,140.00
SEC	\$ 75.00	\$ 900.00
WEC	\$ 65.00	\$ 780.00
Total	\$ 475.00	\$ 5,700.00

### Recommendation

It is recommended that the contract for Document Shredding at Ann Bremer Education Center, District Service Center, North Education Center, South Education Center and West Education Center be awarded to Minnesota Data Destruction LLC, dba PROSHRED Minnesota in the amount of \$5,700.00.



School Board Meeting

# Strategic Planning Update

November 9, 2023

# Achieving Academic Success



- Students meet their individualized academic goals.
- Staff demonstrate the knowledge and skills to provide a culturally responsive education.
- Families/caregivers are empowered through collaborative partnerships and resources to support students in reaching their academic goals.

# Cultivating Equity and Inclusion



- Students have equitable access to educational opportunities and resources within District 287.
- Staff create a district culture that celebrates diversity and advances inclusion.
- Families/caregivers feel welcomed, heard and valued in our district.

# Promoting Social-Emotional Learning (SEL)



- Students thrive emotionally and socially.
- Staff cultivate a positive, safe, and healing learning environment for each other and students.
- Families/caregivers are empowered through collaborative partnerships and resources to support students in reaching their social-emotional goals.

# Focus Area Groups



- Three Focus Area Groups
  - Achieving Academic Success
  - Cultivating Equity & Inclusion
  - Promoting Social-Emotional Learning (SEL)
- Students, caregivers, and staff provided input
- Each Focus Area drafted goals for:
  - January 2024- June 2024 (foundational goals)
  - July 2024 - June 2025 (annual goals)



# GOALS

# Achieving Academic Success



## **STUDENT:**

By June 30, 2024, an identified literacy and math assessment that is accessible to all students will be established and staff will receive professional development.

By June 30, 2025, each student will have an academic growth target, and 80% of students will meet their growth target.

# Achieving Academic Success



## **STAFF:**

By June 30, 2024, a Collaborative Planning Time Guide and professional development for teachers, ESPs, and related service providers will be completed.

By June 30, 2025, during observations of scheduled planning time, 100% of classrooms/programs will show evidence of implementing the Collaborative Planning Time Guide for teachers, ESPs, and related service providers.

# Achieving Academic Success



## **PARENTS/CAREGIVERS:**

By June 30, 2024, an audit and summary report of current methods of communication to parents will be completed.

By June 30, 2025, a comprehensive system for communicating to parents/caregivers regarding school and academic progress will be completed.

# Cultivating Equity and Inclusion



## **STUDENT:**

By June 30, 2024, at least 40 students in the Tier 2 programs or academies will provide input on accessibility and course offerings on digital tools.

By June 30, 2025, all students in the Tier 2 programs and academies will have access to District 287's digital course offerings and select courses for scheduling.

# Cultivating Equity and Inclusion



## **STAFF:**

By June 30, 2024, a cultural calendar with dates of observances, educational resources, and recognitions of different cultures will be developed and provided to all District 287 staff.

By June 30, 2025, each District 287 sites and programs will host two culturally relevant educational opportunities, experiences, or performances.

# Cultivating Equity and Inclusion



## **PARENTS/CAREGIVERS:**

By June 30, 2024, an audit will be completed to determine current level of culturally appropriateness for translation and interpretation service providers, language, and usage.

By June 30, 2025, culturally relevant interpreting and translating resources will be provided to staff as well as consistent standards of usage.

# Promoting Social-Emotional Learning (SEL)



## **STUDENTS:**

By June 30, 2024, students will participate in the selection of the District's SEL curriculum and professional development for staff will be complete.

By June 30, 2025, 80% of all Tier 2 Elementary and Middle School and Academy students will develop their own SEL goal, self monitor progress, and conference with staff.

# Promoting Social-Emotional Learning (SEL)



## **STAFF:**

By June 30, 2024, an audit of current onboarding processes and summary of recommendations will be completed.

By June 30, 2025, a universal onboarding system for new staff that includes mentoring and a minimum of eight hours of understanding disabilities, mental health, trauma, and de-escalation will be developed.

# Promoting Social-Emotional Learning (SEL)



## **PARENTS/CAREGIVERS:**

By June 30, 2024, a summary of parent/caregiver feedback on suggested SEL topics will be gathered and dates for community engagement will be identified.

By June 30, 2025, a minimum of four community opportunities related to social emotional learning will be provided to parents/caregivers.

# District 287 Values

- Inclusion
- Integrity
- Trust
- Authenticity



# Next Steps

- **November 9th - School Board Meeting**
  - Board will review the drafted goals and provide feedback.
- **December 14th - School Board Meeting**
  - Board will review final Strategic Plan and determine approval.



# Questions?

**INTERMEDIATE DISTRICT 287**  
**PLYMOUTH, MINNESOTA**  
**BOARD OF EDUCATION**

**Regular Meeting – October 26, 2017**

**AGENDA SECTION:** POLICY REVIEW & REVISION

**ITEM:** Board Officers & Operations (200) Policy Series

**PRESENTED BY:** Superintendent Doud

**1. Background Information**

Approval of Board Officers & Operations (BOO) Policy Bucket.

***Summary of Changes:***

The District will eliminate any current BOO policies that are not mandated and ensure the legally required language is in the Bylaws. This includes:

- Eliminate BOO 100 - Goals
- Eliminating BOO 120 - Board-Superintendent Relations
- Eliminating BOO 140 - Compensation
- Eliminating BOO 220 - Board Structure and Decision Making
- Eliminating BOO 240 - Board Member Conflict of Interest
- Change to 200 - SCHOOL BOARD to align with MSBA Categories and numbering.
- Title change to 214 Out-of-State Travel to align with MSBA Categories and numbering.
- Eliminate HM 200 - Face-Coverings
- Eliminate - HM 220 - Quarantine
- Keep Current COVID Procedures

**2. Fiscal Impact/Funding Source:**

**3. RECOMMENDED ACTION: The Board approves the Board Officers & Operations (BOO) Policy Bucket as presented.**

Motion by: \_\_\_\_\_ Yes \_\_\_\_ Passed \_\_\_\_

Second by: \_\_\_\_\_ Yes \_\_\_\_ Failed \_\_\_\_

Abstentions: \_\_\_\_\_

# Intermediate District 287

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## DISTRICT POLICY

### *Second Read*

**POLICY SERIES: 200 - SCHOOL BOARD**

**SUBJECT: Out-of-State Travel**

**BOARD APPROVED: October 2008**

**BOARD REVIEWED DATE: October 2012, October 2023**

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## **214 Out-of-State Travel by Board Members**

### **I. PURPOSE**

The purpose of this policy is to regulate out-of-state travel by Board members as required by law.

### **II. GENERAL STATEMENT OF POLICY**

Board members have an obligation to be: informed about the proper duties and functions of an Intermediate District Board member and familiar with issues that may affect the District and its member districts; and to acquire: a basic understanding of school finance and budgeting, and sufficient knowledge to comply with federal, state and local laws, rules, regulations and District policies that relate to their role as Board members. Occasionally, it may be appropriate for Board members to travel out-of-state to fulfill their obligations.

### **III. APPROPRIATE TRAVEL**

- A. Travel outside the state is appropriate when the board finds it proper for board members to acquire knowledge and information necessary to allow them to carry out their responsibilities as Board members. Travel to regional or national meetings is presumed to fulfill this purpose.
- B. Out-of-state travel for which the member intends to seek reimbursement from the District must be pre-approved by the Board.

### **IV. REIMBURSEMENT OF EXPENSES**

- A. Expenses eligible for reimbursement may include transportation, meals, lodging, registration fees, required materials, parking fees, tips, Board-related phone calls, and other reasonable and necessary District-related expenses.
- B. Reimbursement amounts should be within the school board's approved budget, including attendance at workshops and conventions.
- C. This policy must be reviewed annually by the Board and any subsequent changes must be approved by a recorded vote.

# Intermediate District 287

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## DISTRICT POLICY

### *Second Read*

**POLICY SERIES: SCHOOL DISTRICT**

**BOARD APPROVED: October 2023**

**BOARD REVIEWED DATE:**

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## 102 EQUAL EDUCATIONAL OPPORTUNITY

### I. PURPOSE

The purpose of this policy is to ensure that equal educational opportunity is provided for all students of the school district.

### II. GENERAL STATEMENT OF POLICY

- A. The policy of the school district is to provide equal educational opportunity for all students. The school district does not unlawfully discriminate on the basis of race, color, creed, religion, national origin, sex, marital status, parental status, status with regard to public assistance, disability, sexual orientation, including gender identity and expression, or age. The school district also makes reasonable accommodation for students with disabilities.
- B. The school district prohibits harassment and discrimination of any individual based on any of the protected classifications listed above. For information about the types of conduct that constitute violation of the school district's policy on harassment and violence and the school district's procedures for addressing such complaints, refer to the school district's policy on harassment and violence policy.
- C. The school district prohibits discrimination of students with a disability, within the intent of Section 504 of the Rehabilitation Act of 1973 ("Section 504"), who need services, accommodations, or programs in order to receive a free appropriate public education. For information as to protections that may apply pursuant to Section 504 and the school district's corresponding procedures for addressing disability discrimination complaints, refer to the school district's policy on student disability nondiscrimination policy.
- D. The school district prohibits sexual harassment discrimination of any individual on the basis of sex in its education programs or activities. For information as to the protections that apply pursuant to Title IX and school district's corresponding procedures and processes for addressing sexual harassment and discrimination, refer to the school district's policy on Title IX sex nondiscrimination policy.
- E. The school district shall provide equal opportunity for members of each sex and to members of all races and ethnicities to participate in its athletic program. In determining whether equal opportunity to participate in athletic programs is available for the purposes of this law, at least the following factors shall be considered to the extent that they are applicable to a given situation: whether the opportunity for males and females to participate in the athletic program reflects the demonstrated interest in athletics of the males and females in the student body of the educational institution; whether the opportunity for members of all races and ethnicities to participate in the athletic program reflects the demonstrated interest in athletics of members of all races and ethnicities in the student

body of the educational institution; whether the variety and selection of sports and levels of competition effectively accommodate the demonstrated interests of members of each sex; whether the variety and selection of sports and levels of competition effectively accommodate the demonstrated interests of members of all races and ethnicities; the provision of equipment and supplies; scheduling of games and practice times; assignment of coaches; provision of locker rooms; practice and competitive facilities; and the provision of necessary funds for teams of one sex.

- F. This policy applies to all areas of education including academics, coursework, co-curricular and extracurricular activities, or other rights or privileges of enrollment.
- G. Every school district employee shall be responsible for complying with this policy.
- H. Any student, parent, or guardian having a question regarding this policy should discuss it with the appropriate school district official as provided by policy. In the absence of a specific designee, an inquiry or a complaint should be referred to the superintendent.

**Legal References:** [Minn. Stat. § 121A.03, Subd. 2](#) (Sexual, Religious, and Racial Harassment and Violence Policy)  
[Minn. Stat. § 121A.04](#) (Athletic Programs; Sex Discrimination)  
[Minn. Stat. Ch. 363A](#) (Minnesota Human Rights Act)  
[20 U.S.C. § 1681 et seq.](#) (Title IX of the Education Amendments of 1972)  
[42 U.S.C. § 2000d et seq.](#) (Title VI of the Civil Rights Act of 1964)  
[42 U.S.C. § 12101 et seq.](#) (Americans with Disabilities Act)

**Cross References:** [MSBA/MASA Model Policy 413](#) (Harassment and Violence)  
[MSBA/MASA Model Policy 521](#) (Student Disability Nondiscrimination)  
[MSBA/MASA Model Policy 522](#) (Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process)

# CONNECTIONS

News from the Association of Metropolitan School Districts

November 2023

Volume 21

Number 2

## Wayzata is Connecting the Dots for Preschool Families



**November 3, 2023**

**Board of Directors Meeting**

7 a.m. - 9 a.m.

Quora Education Center  
NE Metro 916  
Little Canada

**November 9, 2023**

**Annual Conference**

8 a.m. - 3:30 p.m.

Minneapolis Marriott  
Northwest

**Register here:**

<https://www.amsd.org/conference2023/>

**November 17, 2023**

**Executive/Legislative Committee Meeting**

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

Anderson Center  
Bethel University  
Arden Hills

**December 1, 2023**

**Board of Directors Meeting**

7 a.m. - 9 a.m.

Quora Education Center  
NE Metro 916  
Little Canada

Wayzata Public Schools is working hard to connect with its youngest learners and their families, both those who attend the district's popular Early Learning School and those who don't. The district estimates that about 40 percent of its incoming kindergartners and 4-year-olds attend the Early Learning School; only 20 percent of residents who are five-years-old and younger go there.

According to Director of Community Ed Jenni Ebert, there is a waiting list of families who want to get in. "Just because we don't have space for them in our school, doesn't mean we don't have the capacity to get to know them in some other way," explained Ebert. Community Ed oversees all the early learning programs.

Michelle Bedor is the director of the Early Learning School. She explained, "We want all families in the district with 3- and 4-year-olds to feel connected to and cared for by our district. We want them to know about and participate in social and learning opportunities available to them through our district."

This past summer, the district started promoting Connect at 3, an inclusive, community-building initiative for district families with preschool students. One of the primary goals is to encourage families to register their children for Early Childhood Screening, a free developmental assessment that helps parents and the district understand and support a child's learning and development needs. But that's just the beginning. The district wants to keep talking to, supporting and learning from its preschool families.

All families who sign up for Connect at 3 will receive regular emails about up-

*Continued on page 2*

If you haven't already done so, I encourage you to register for the AMSD/BrightWorks conference on Nov. 9. It promises to be a great day of learning and networking with your colleagues as we explore the intersection of student-centered learning and artificial intelligence. **The deadline to register is Friday, Nov. 3.** Further details, including registration information, can be found [here](#). And, of course, Election Day is next Tuesday, Nov. 7. There are many school board elections and [19 AMSD member school districts have important referendum questions on the ballot](#). Best wishes to school board members up for reelection and to AMSD members with a referendum on the ballot!

*From the AMSD Chair, Marcus Hill, West St. Paul-Mendota Heights-Eagan Board Member*

WWW.AMSD.ORG



WWW.FACEBOOK.COM/AMSDMN



@AMSDMN

# Reframing, Re-introducing and Improving Early Childhood Screening

*Continued from page 1*

coming classes, workshops, social events and more. Early learning outreach specialists also plan to visit families at community gathering places like libraries and parks, preschools and daycare centers and other places where preschool families come together. This is especially important for families who are new to the country, the state or the school district, a population that is growing every day.

“Connect at 3 will help us better understand and prepare for students who will be coming to our elementary schools. We’ll have a relationship with them long before they start kindergarten, and we hope that relationship will make them feel like they belong here,” said Bedor.

## Early Childhood Screening

Connect at 3 is a way of reframing, re-introducing and improving Early Childhood Screening — a free service all Minnesota school districts have offered since the 1970s. “We realized that the language we’ve used to talk about Early Childhood Screening is dated, bureaucratic and confusing. We used to tell people to make a screening appointment. Now we say, meet with us so we can check in on your child’s development. We want to talk with families about developmental milestones and hear from them about their child,” she said. She continued, “We’re also finding ways to make the meetings more convenient and family-friendly. We’re looking at everything from when and where meetings take place, building signage, meeting room decor and how families are welcomed to an appointment.”

It’s early in the process, but response has been positive.

Wayzata School Board member Bonita Lucky is excited about the initiative and the opportunities for creating an environment of “honesty, inclusion and respect for all.”

Katie Shepherd, director of client experience at Interfaith Outreach and Community Partners (IOCP) agrees. “The district is putting families at the center, and that is clear in how they’ve gone about their early childhood work. They are considering cultural differences, family strengths and systems barriers to opportunities like Early Childhood Screening. They’re working to remove barriers and welcome all families into the school community,” she said. IOCP is a human services nonprofit that serves families in the Wayzata School District.

The district will be monitoring and evaluating the pilot program throughout the year and seek feedback from families and staff to find out what’s working and what needs improvement. The process will continue to evolve.



*This month's member feature was submitted by Amy Parnell, Director of Communications and Community Engagement, Wayzata Public Schools.*

# 2023 Education Bill Includes Changes to Teacher Licensure

Professional Educator Licensing and Standards Board (PELSB) Executive Director Yelena Bailey and Licensing Supervisor Emily Busta shared an [overview](#) of changes to the teacher licensing system with the AMSD Board of Directors last month. The amendments to the tiered licensing system are the most significant changes since the tiered system was adopted in the 2018 session.



*Yelena Bailey, Executive Director of PELSB, at right, and Emily Busta, PELSB Licensing Supervisor, outlined the legislative changes to PELSB's tiered licensing at the October 2023 AMSD Board of Directors meeting.*

The 2018 legislation followed a [report](#) from Minnesota's Office of the Legislative Auditor (OLA) calling for an overhaul of the state's teacher licensure system. The report was highly critical noting, "Minnesota's teacher-licensure system is broken and needs significant changes." The report urged the Legislature to consider a tiered-licensing system that provides transparency, consistency, and flexibility.

The report also warned of a crisis on the horizon: A teacher shortage was coming, and the state's complicated licensure process — then co-regulated by the Board of Teaching and the Minnesota Department of Education — was inhibiting schools' abilities to recruit and retain teachers. The OLA further noted the state was already challenged by a shortage of teachers of color and Indigenous teachers.

The prescient report — which also forecast an increasing demand for non-traditional licensed professionals, such as CTE instructors, and needs in the areas of emotional and behavioral disorders and learning disabilities — highlighted the need for action. In 2018 the Legislature and then Gov. Dayton created PELSB — as well as a four-tiered licensure system for teachers to be certified to teach in Minnesota.

The [2023 Teacher Supply and Demand Report](#) shows significant work remains to address the teacher shortage and diversify the workforce. The report notes: "Minnesota continues to lag significantly in the ability to hire and retain racially and ethnically diverse teachers even close to the proportion of students of color and Indigenous students in the state." Specifically: In 2022, just under 6 percent of Minnesota's nearly 113,000 licensed working teachers self-identified as teachers of color, compared to 37 percent of the student population.

While that disparity is disheartening, there is encouraging data that suggests efforts to recruit teachers of color are working — albeit slowly. The report notes that the candidates completing teacher preparation in Minnesota are more diverse than Minnesota's existing teacher workforce. In fact, 11.14 percent of teacher candidates who completed teacher preparation in Minnesota are of color or Indigenous. Furthermore, 17.14 percent of all enrolled teacher candidates are people of color or Indigenous people.

Not surprisingly, the Supply and Demand Report also notes that districts are increasingly challenged by a growing teacher shortage, with a majority of school districts being "somewhat significantly" or "very significantly" impacted by the teacher shortage (84 percent) and substitute teacher shortage (89 percent).

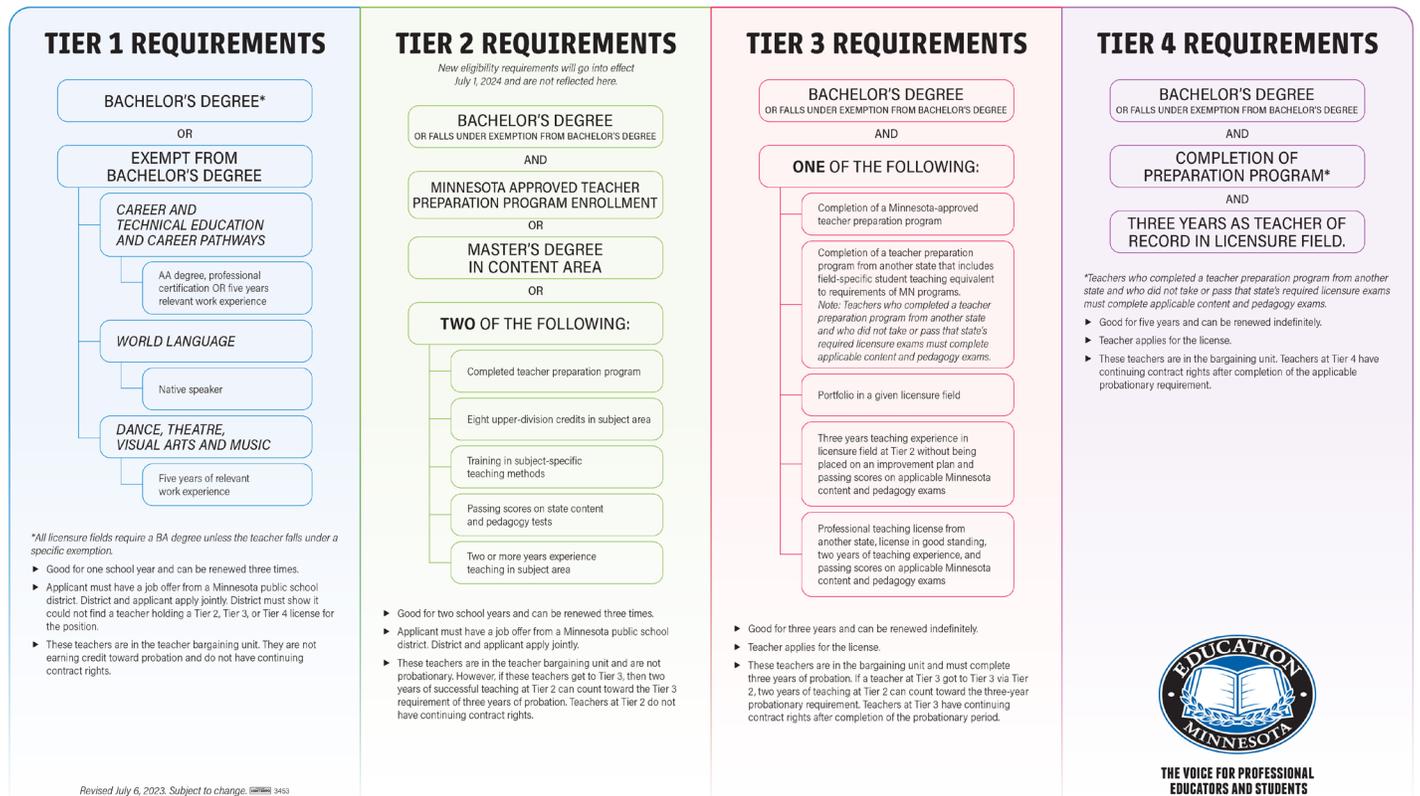
*Continued on page 4*

# Some Tier 2 Pathways Eliminated

Continued from page 3

The graphic below outlines the tiered licensure system that is in place through June 30 of 2024. The significant changes adopted in the 2023 session are noted below the graphic.

## Licensure Requirements in MN: August 1, 2023-June 30, 2024



[LINK: Download and View the Full-Size Tiered Licensure Graphic on the PELSB Website](#)

The 2023 Education Bill made some significant changes to the tiered system including:

- For Tier 4:
  - The new legislation eliminated the requirements for the Minnesota-specific teaching experience, a Basic Skills Examination, and a Summative Evaluation effective Aug. 1, 2023.
- For Tier 3:
  - The new legislation exempts a teacher from content and pedagogy exam requirements if the teacher has completed a teacher preparation program in Minnesota or another state (and completed that state's exams, if applicable), or completed licensure via portfolio effective Aug. 1, 2023.
  - In addition, changes to Tier 2 licensure that went into effect July 1 will limit the teachers moving through the pathway allowing for three years of teaching experience on a Tier 2 license.
- For Tier 2:
  - The ability to use "two of the following" from the original legislation requirements will no

Continued on page 5

# Bill Includes Grants to Recruit and Retain Teachers of Color

Continued from page 4

- longer be an option to qualify for Tier 2 licensure;
- Teachers who received their Tier 2 license based on the "two of the following" option will be able to use their Tier 2 licenses through the 2025-2026 school year;
- Allows time to move to Tier 3 using the "Tier 2 to Tier 3 experience pathway."

The 2023 legislation also makes additional exemptions for BA requirements for licensure including:

- Exemptions for World Language & Culture/Native Speakers (with attestation from hiring school district);
- Exemptions for five years of work experience in Music, Visual Arts, Theatre, & Dance;
- Exemptions in Career & Technical Education (CTE) and Career Pathways including for professional certification, Associate Degrees, or five years of work experience.

The 2023 Education Bill also included a new grant program to address the growing need for substitute teachers in school districts by creating a "Pilot Short Call Substitute" program that lowers requirement thresholds for experience to qualify Paras/ESPs within school districts, as well as allowing applicants with Associate Degrees. Districts must provide training, process background checks, and provide compensation of either \$200/day or their regular rate of pay, whichever is higher. The \$200 per day minimum compensation requirement has created a significant barrier for many districts.

In addition, the 2023 Education Bill invested additional funding to aid the recruitment and retention of teachers of color through [several grants](#) administered by PELSB:

- More than \$5 million in Collaborative Urban and Greater Minnesota Educators of Color grants;
- More than \$3 million in Teacher Mentorship & Retention grants; and
- \$400,000 into Preparation Pathway grants.

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## EMBRACING STUDENT-CENTERED LEARNING AND ARTIFICIAL INTELLIGENCE

Minneapolis Marriott Northwest

Thursday, Nov. 9

**Deadline to register: Friday, Nov. 3**

[LINK: Register for the 2023 Conference](#)



# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## Board Calendar (Second & Fourth Thursday of the Month)

*Start Time: 6:30 PM*

<b>January 2023 – December 2023</b>	
January 26, 2023	
February 9, 2023	February 23, 2023
March 9, 2023	March 23, 2023
April 13, 2023	
May 11, 2023	May 25, 2023
June 8, 2023	June 22, 2023
No July Meeting	
August 24, 2023	
September 14, 2023	September 28, 2023
October 12, 2023	October 26, 2023
November 9, 2023	
December 14, 2023	

# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## Board Calendar (Second & Fourth Thursday of the Month)

*Start Time: 6:30 PM*

<b>January 2024 – December 2024</b> <b><i>TENTATIVE</i></b>	
<del>January 11, 2024</del> Conflict MSBA Meeting January 25, 2024	
February 8, 2024	February 22, 2024
March 14, 2024	March 28, 2024
April 11, 2024	
May 9, 2024	May 23, 2024
June 13, 2024	June 27, 2024
No July Meeting	
August 22, 2024	
September 12, 2024	September 26, 2024
October 10, 2024	October 24, 2024
November 14, 2024	
December 12, 2024	

**INTERMEDIATE DISTRICT 287**  
**November 9, 2023**  
**SCHOOL BOARD CALENDAR**

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**November 2023**

09	Thursday	General Meeting of the Board	6:30 PM	DSC
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**December 2023**

05	Tuesday	Get on the Bus – Itinerant Services	8:30 AM	DSC
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12	Tuesday	Local 2209 & Board Meeting	1:00 PM	HYBRID
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14	Thursday	General Meeting of the Board	6:30 PM	DSC
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***TENTATIVE 2024 DATES***

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**January 2024**

25	Thursday	General Meeting of the Board	6:30 PM	DSC
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**February 2024**

06	Tuesday	Get on the Bus – Hennepin Technical College	8:30 AM	DSC
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08	Thursday	General Meeting of the Board & <b><i>Board Retreat</i></b>	6:30 PM	DSC
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20	Tuesday	Local 2209 & Board Meeting	1:00 PM	HYBRID
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22	Thursday	General Meeting of the Board	6:30 PM	DSC
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**March 2024**

14	Thursday	General Meeting of the Board	6:30 PM	DSC
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28	Thursday	General Meeting of the Board	6:30 PM	DSC
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**April 2024**

11	Thursday	General Meeting of the Board	6:30 PM	DSC
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23	Tuesday	Local 2209 & Board Meeting	1:00 PM	HYBRID
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**May 2024**

09	Thursday	General Meeting of the Board – <b><i>Board Retreat</i></b>	6:30 PM	DSC
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23	Thursday	General Meeting of the Board	6:30 PM	DSC
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**June 2024**

13	Thursday	General Meeting of the Board	6:30 PM	DSC
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18	Tuesday	Get on the Bus – West Suburban Summer School	8:30 AM	DSC
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27	Thursday	General Meeting of the Board	6:30 PM	DSC
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◆ General Board Meeting – Date Change

◆ New Event

◆ Event Date Change

# Intermediate District 287

*RESPONSIVE. INNOVATIVE. SOLUTIONS.*

## Get on the Bus & Local 2209 Breakfast Schedule 2023-2024

### Get on the Bus

~~Tuesday, October 17<sup>th</sup>~~

~~Ann Bremer Education Center~~

~~Bus leaves 287 DSC @ 8:30 AM~~

~~ReNae Bowman~~ ~~Kim Holmes (Robbinsdale)~~

~~Anne Casey~~ ~~Crystal Brakke~~

~~Michael Remucal~~ ~~Michèle Kunz~~

Tuesday, December 5<sup>th</sup>

Itinerant

Bus leaves 287 DSC @ 8:30 AM

ReNae Bowman Michèle Kunz

Kim Ross

Tuesday, February 6<sup>th</sup>

Hennepin Technical College

Bus leaves 287 DSC @ 8:30 AM

Crystal Brakke Michèle Kunz

Tuesday, June 18<sup>th</sup>

West Suburban Summer School

Bus leaves 287 DSC @ 8:30 AM

Crystal Brakke Renae Bowman

Shannon Andreson Michèle Kunz

# Local 2209/Board Meeting

1:00 PM

~~Tuesday, October 24<sup>th</sup>~~  
~~District Service Center~~  
~~(3<sup>rd</sup> Floor – Room 316)~~

<del>Crystal Brakke</del>	<del>Rena Bowman</del>
<del>Michèle Kunz</del>	

Tuesday, December 12<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Crystal Brakke <i>(Tentative)</i>	Rena Bowman
ReNae Bowman	Michèle Kunz
Kim Ross	

Tuesday, February 20<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Crystal Brakke	Rena Bowman
Michèle Kunz	

Tuesday, April 23<sup>rd</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Crystal Brakke	Rena Bowman
Michèle Kunz	



*Where School Boards Learn to Lead*

# **Innovative Leadership:** *Preparing Students for Success*



**Annual Leadership Conference**  
**January 11-12, 2024**

Minneapolis Convention Center

# Conference at a Glance

## Tuesday, January 9

6:00 p.m. – 9:00 p.m. Learning to Lead – School Board Basics: Phase I (Hyatt Regency Minneapolis)

## Wednesday, January 10

9:00 a.m. – 4:00 p.m. Leadership Foundations – School Finance and Management: Phase II (Hyatt Regency Minneapolis)

9:00 a.m. – 4:00 p.m. Building a High-Performance School Board Team: Phase III (Hyatt Regency Minneapolis)

9:00 a.m. – 4:00 p.m. Charter School Board Member Training (Hyatt Regency Minneapolis)

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

- Mark Lanterman: Cyber Threat Awareness and Creative Strategies for Managing Risk

## Thursday, January 11

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

8:00 a.m. Board Skills Sessions

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

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

- Keynote: Hadi Partovi: “Computer Science and AI: Opportunity and Creativity”

11:00 a.m. Exhibit Hall time

11:00 a.m. School Excellence Showcase

11:30 a.m. Recognition Luncheon

1:00 p.m. Director District Discussions (Elections in DD3, DD5, DD6, DD9, DD12 and DD13)

1:45 p.m. Roundtables

2:45 p.m. Workshops

4:00 p.m. Workshops

## Friday, January 12

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

8:00 a.m. Roundtables

9:15 a.m. Workshops

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

- Keynote: Ben Rudrud: “Positive Relationships and the Power of One”

Noon Adjourn

Visit [www.mnmsba.org/LeadershipConference](http://www.mnmsba.org/LeadershipConference) for more details.

Connect with your District Office to register for the conference and to reserve housing.

Registration and housing are scheduled to open **October 24**.

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

# Featured Speakers



**Thursday, January 11**

**Hadi Partovi**

**“Computer Science and AI: Opportunity and Creativity”**

With the rapid advances in technology, it’s imperative for schools to embrace computer science and artificial intelligence — not only to modernize education and curriculum for the needs of the future, but also to make school more creative and engaging for students. Hadi Partovi, the founder and CEO of Code.org will talk about the global movement to include AI and computer science in K-12 curriculum.

## **Biography**

Hadi Partovi is a tech entrepreneur and investor, and CEO of the education nonprofit Code.org. Born in Tehran, Iran, Hadi grew up during the Iran-Iraq War. His school did not offer computer science classes, so he taught himself to code at home on a Commodore 64. After immigrating to the United States, he spent his summers working as a software engineer to help pay his way through high school and college. Upon graduating from Harvard University with a master’s degree in computer science, Hadi pursued a career in technology starting at Microsoft where he rose into the executive ranks. In 2013 Hadi and his twin brother Ali launched the education nonprofit Code.org, which Hadi continues to lead full-time as CEO. Code.org has established computer science classes reaching 30% of U.S. students, created the most broadly used curriculum platform for K-12 computer science, and launched the global Hour of Code movement that has reached hundreds of millions of students spanning every country in the world.



**Friday, January 12**

**Ben Rudrud**

**“Positive Relationships and the Power of One”**

A powerful and uplifting keynote message to help make your school even more amazing than it already is by creating a “RIPL effect” through positive relationships and ensuring all students have the Power of One.

## **Biography**

Ben Rudrud is a nationally recognized, award-winning keynote speaker who speaks to more than 100,000 students, educators, and business professionals each year. Ben’s topics focus on the subjects of positive relationships, helping others, everyone’s special purpose, believing in oneself, and understanding what it means to have a Power of One. Ben tells personal stories filled with practical advice and humor using an animated delivery. He captivates audiences with his messages and leaves people inspired and uplifted with hope.

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# Workshop Topics

**Workshop topics:** In December, view a complete list of workshops with descriptions at [www.mnmsba.org/LeadershipConference](http://www.mnmsba.org/LeadershipConference).

**Some of the featured workshops include:** Board and superintendent relationships, student achievement, referenda tips, student involvement at the board table, finances, and much more!



# Special Features

## Skills Sessions

Join us Thursday morning for special sessions on the nitty-gritty aspects of school boarding: meeting management; superintendent evaluation; and legislative advocacy. Board chairs can attend a special session to talk to MSBA Executive Director Kirk Schneidawind about how MSBA can best serve your school boards.

## School Excellence Showcase

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

## 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 your questions to add to the conversation.

## Roundtables

Join us for two 20-minute sessions starting at 1:45 p.m. Thursday, and three rounds of 20-minute sessions starting at 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. Topics this year include superintendent contract, strategic planning, and much more.



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