

General Meeting of the Board
Thursday, November 14, 2024 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 24, 2024
 - 4.2. Routine Human Resources Activities for November 14, 2024
 - 4.3. Approval of Fund Balance Transfer
5. **SHARE THE SUCCESS & RECOGNITION - (10 minutes)** (*Information*)
 - 5.1. Student Spotlight: Itinerant
 - 5.2. Above & Beyond: Care & Treatment
6. **SUPERINTENDENT'S REPORT - None**
7. **INSTRUCTIONAL REPORT - (90 minutes)**
 - 7.1. Enrollment Report (*Information*)
 - 7.2. Talent Development Introduction and Progress (*Information*)
 - 7.3. American Indian Education Program Approval (*Information*)
 - 7.4. World's Best Workforce (*Action*)
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 - (10 minutes)** (*Information*)
 - 9.1. Policy Review & Revision - None
 - 9.2. Board Reports - (10 minutes) (*Information*)
 - 9.2.1. Chair Report
 - 9.2.1.1. Officer Election Process
 - 9.2.2. AMSD Report
 - 9.2.2.1. November 2024 AMSD Connections Newsletter
 - 9.3. District News
 - 9.3.1. School Board Calendar 2024 & 2025
 - 9.3.2. November 14, 2024, Board Event Calendar
 - 9.3.3. 2024-2025 Get on the Bus/Local 2209 & Board Meeting Schedule
 - 9.3.4. MSBA Annual Leadership Conference
 - 9.4. Once Around the Table
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

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 24, 2024
MINUTES

1. CALL TO ORDER

Board Chair Brakke 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 Clerk Shannon 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 nine (8) member districts represented and the following Board members in attendance:

286	Brooklyn Center	Ruthie Dallas
272	Eden Prairie	Kim Ross
273	Edina	Michael Birdman
270	Hopkins	Shannon Andreson
280	Richfield	Crystal Brakke
283	St. Louis Park	Anne Casey
284	Wayzata	Dan Ginestra
279	Westonka	Heidi Marty

Absent: 276/Remucal, 278/Orcutt, 279/Mosqueda-Jones, and 281/Bowman

Guests: Daija Seals (Alaysione Seals), Bella Hutchison, Tiarra Randall, and Khalid Omar

287 Administration: Superintendent Doud, Dr. Tonya Allen, Dr. Elisabeth Lodges Rogers, Dr. Kevin Witherspoon, Kiarra Zackery, and Wauneen Denson-Mgeni

287 Staff Members: Scott Swanson, Michaela Nettum, Sarah Prossoski, Charlotte Guild, and Steven Skura

2. APPROVAL OF GENERAL MEETING AGENDA

The general meeting agenda was presented for approval. *Motion by Ruthie Dallas, 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 minutes from the General Meeting of the Board Minutes from October 10, 2024, Routine Human Resources Activities for October 24, 2024, Approval of Medical Insurance Premium Rates, Approval of Dental Insurance Premium Rates, Approval of Authorization to enter into Sublease Agreement with Richfield Public Schools, Approval of Ann Bremer Education Center (ABEC) Classroom Ventilators Bid, and Approval of Hennepin County Human Services and Public Health Department – Schools to Housing Grant. *Motion by Michael Birdman, seconded by Kim Ross, to approve the Consent Agenda as presented. All in favor. Motion carried unanimously.*

5. SHARE THE SUCCESS & RECOGNITIONS

Scott Swanson, Assistant Principal of the Career Tech Center (CTC), introduced Michaela Nettum, the CTC School Counselor. Michaela provided a brief introduction of Daija Seals, a student at CTC. Daija shared her positive experiences at CTC and expressed her sincere appreciation for the dedicated staff. She extended her gratitude to both the staff and administration for their support and guidance.

6. SUPERINTENDENT'S REPORT - None

7. INSTRUCTIONAL REPORT - None

8. BUSINESS SERVICES & LABOR RELATIONS REPORTS - None

Facilities Report

Brian Schultz, Executive Director of Business Services and Operation, presented an update on the 2024-2025 Facilities Annual Board Report. "[2024-2025 Facilities Department Annual Board Report](#)"

Financial Report

Brian Schultz, Executive Director of Business Services and Operation, presented the monthly financial report for September 2024. *Motion by Anne Casey, seconded by Ruthie Dallas, to approve the monthly financial reports as presented. All in favor. Motion carried unanimously.*

Human Resources Report

Dr. Kevin Witherspoon, Director of Human Resources, presented an update on the 2024-2025 Staff report.

9. BOARD BUSINESS

Policy Review & Revision - None

Chair Report - None

AMSD Report

Once Around the Table

Board Directors Dallas, Ginestra, and Casey provided an enthusiastic review of the "Get on the Bus" event held on October 22nd at the North Education Center.

10. ADJOURNMENT

Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 7:43 PM.

The next general meeting will be held on November 14, 2024, at 6:30 PM in the District Service Center Boardroom and by Teleconference.

Submitted by
Wauneen Denson-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 14, 2024

New Hires					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Elizabeth Lam*	Assistant Director of Special Education & Itinerant Services	Special Education & Itinerant	Internal Transfer: A. Cook	10/21/2024	1.0
Angel Dawson*	Community School Coordinator	District Service Center	New Position	11/11/2024	1.0
Tomeisha Dixon	Educational Support Professional	South Education Center	Additional Enrollment	10/22/2024	.875
Denika Gurley	Educational Support Professional	West Education Center	Additional Enrollment	10/22/2024	.875
Teara Hinton	Educational Support Professional	Ann Bremer Education Center	Additional Enrollment	10/22/2024	.875
Samueleen Shokunbi	Educational Support Professional	Ann Bremer Education Center	Additional Enrollment	10/22/2024	.875
Quentin McGuire	Educational Support Professional	South Education Center	Replacement: T. Winter	10/22/2024	.875
Jamira Terry	Educational Support Professional	West Education Center	Additional Enrollment	10/22/2024	.875
Ashton Wollan	Educational Support Professional	North Education Center	Additional Enrollment	11/05/2024	.875
Ifrah Inshar	School Healthcare Specialist	Ann Bremer Education Center	Internal Transfer: R. Duncan	10/22/2024	.8125
Lorrailyn Clark	Administrative Support IV - 10 month	North Education Center	Replacement: R. Johnson	11/05/2024	1.0

*Current employee

Temporary Hiring Agreement: Tier 1 or Tier 2 Licenses					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Tier 1 Hires					
Sylvester Wheh, Jr.	EBD Teacher	Ann Bremer Education Center	Temporary License	10/21/2024	1.0
Caitlin Barr	EBD Teacher	West Education Center	Temporary License	11/04/2024	1.0
Famatta Hayes	ASD Teacher	Ann Bremer Education Center	Temporary License	10/09/2024	1.0

Temporary Hiring Agreement: NSO/IS				
Name	Position	Department or Site	Effective Date	End Date
Holli Kells	Medical Careers Teacher	Northern Star Online	11/07/2024	06/30/2025

Extended Leaves of Absence:					
Name	Position	Department or Site	Effective Date	End Date	FTE
Yazmin Quiroz Pascual	Educational Support Professional	South Education Center	10/28/2024	06/06/2025	Returning to .9375 FTE as of 10/28/24
Sylvester Wheh, Jr.	Educational Support Professional to accept a temporary licensed position	Ann Bremer Education Center	10/21/2024	06/06/2025	.875
Famatta Hayes	Educational Support Professional to accept a temporary licensed position	Ann Bremer Education Center	10/09/2024	06/06/2025	.875
Caitlin Barr	Educational Support Professional to accept a temporary licensed position	West Education Center	11/04/2024	06/06/2025	.875

Separations: Dismissal			
Name	Position	Department/Site	Effective Date
Quentin McGuire	Education Support Professional	South Education Center	11/06/2024

Separations: Retirements (Regular/Disability)			
Name	Position	Department or Site	Effective Date
Lynda Benkofske	Program Facilitator	District Service Center	06/06/2025

Separations: Resignation				
Name	Position	Department or Site	Reason (if internal movement)	Effective Date
Me'lissa Law	ASD Teacher	Ann Bremer Education Center	Personal Reasons	10/25/2024
Jayne Marso	Behavior Intervention Specialist	West Education Center	Personal Reasons	10/24/2024
Denise Feahn	Educational Support Professional	Ann Bremer Education Center	Personal Reasons	11/04/2024
Terica Mason	Educational Support Professional	North Education Center	Personal Reasons	10/23/2024
Apree Gardner-Henry	Educational Support Professional	West Education Center	Personal Reasons	11/05/2024
Elizabeth Lam	Senior Manager of Special Education	Itinerant Services	To accept Assistant Director of Special Education position & Itinerant Services	10/20/2024
Angel Dawson	Restorative Practices Coordinator	Student Support Department	To accept Community School Coordinator position	11/11/2024
Ciera Brooks	Administrative Support Grade IV	Student Support Department	To accept a Local 284 Administrative Support V position	11/04/2024

Other:				
RECOMMEND the Board's approval to credit Amanda Pavlak, Special Education Instructor at West Education Center, with one (1) day of additional sick leave. This day has been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Donor Name Withheld By Request				
RECOMMEND the Board's approval to credit Kathleen Button, Educational Support Professional at West Education Center, with one (1) day of additional sick leave. This day has been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Donor Name Withheld By Request				
RECOMMEND the Board's approval to credit Karlyn D'Averill, School Nurse at South Education Center, with one (1) day of additional sick leave. This day has been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.				
Deb Carlson-Doom				

CONSENT AGENDA - RECOMMENDATION

Intermediate District 287
RESPONSIVE. INNOVATIVE. SOLUTIONS.

FY24 Fund Balance Transfers from the General Fund to the Food Service Fund

November 14, 2024

Author

Brian Schultz, 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 \$307,218.19

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 lower than prior year by \$103,488.11 and less than budget by \$115,592.81. An increase in meal counts & reimbursements and a vacant position help reduce the transfer amount needed. Every effort was made to keep costs down throughout the year, lowering the anticipated amount needed for the transfer. A small balance remains in the Food Services fund of \$13,463.00, from the Supply Chain Assistance Grant. This balance will be used in FY25 for purposes outlined in the grant.

Recommendation

Approval of Fund Balance Transfer from the General Fund to Food Service Fund in the amount of \$307,218.19.

Intermediate District 287

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Enrollment Report 2024

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Enrollment Trends	5-6
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New Referrals	9

Introduction

The October enrollment report describes enrollment demographics at a single point in time, the actual recorded enrollment on **October 17th, 2024**. It is important to note that in some programs we have frequent changes in enrollment. Historical trends and demographic data have also been included in this report.



Enrollment Information Summary

(Displayed as Average Daily Membership - ADM)

The total number of days of student attendance divided by the total number of days in the regular school year. A student attending a full day, every day of the year, would equal one ADM. ADM accounts for students who are either not enrolled for a full year or for full days.

District-Wide Projected vs Actual (excludes NSO, Care & Treatment, and Itinerant Services)

	Actual October 2024	Projected for 2024	Diff. from Projected
GR. K-5	119.76	112	+7.76
GR. 6-8	101.63	109.62	-7.99
GR. 9-12+	676.53	678.82	-2.29
K-12+ Totals	897.92	900.44	-2.52

Special Education (Setting IV) Site Projections vs Actual

	Actual October 2024	Projected for 2024	Diff. from Projected
Ann Bremer Education Center	124.43	137.33	-12.90
North Education Center	185.33	192.19	-6.86
South Education Center	147.08	156	-8.92
West Education Center	55.70	61.59	-5.89
Career and Tech Center	24.99	24.33	+0.66
Total	537.53	571.44	-33.91

Projections for the following year are the product of a collaborative approach between Special Education Directors from Member Districts and District 287. Historically, ADM for Setting IV students grows over the course of the year. For example, October 2023 ADM was 465.02 and we ended the year with 485.75.

Care and Treatment Programs

	Actual October 2024	Projected for 2024	Diff. from Projected
Care and Treatment	80.69	104.95	-24.26

Care and Treatment enrollment historically starts low and increases as students access mental health during the school year. For example, October 2023 ADM was 84.32 and we ended the year with 90.52.

ALC Academies Projections vs Actual

	Actual October 2024	Projected for 2024	Diff. from Projected
Career and Tech Center - Gateway	74.45	65	+9.45
North Education Center (NECA)	41.56	40	+1.56
South Education Center (SECA)	51.48	52	-0.52
West Education Center (W-ALT)	96.45	90	+6.45
Total	263.95	247	+16.94

Pathways: Career Tech Projections vs Actual

	Actual October 2024	Projected for 2024	Diff. from Projected
Career and Tech Center - Pathways	96.44	82.00	+14.44

Northern Star Online (NSO)

	Actual October 2024	Actual October 2023 for Comparison	Diff. from Prior Year	Projected for 2024
Northern Star Online	378.06	311.85	+66.21	1257.12
District 287 ALC Independent Study	88.33	32.06	+56.27	135.00
Total Enrollment Count	5280	4322	+958	10,000

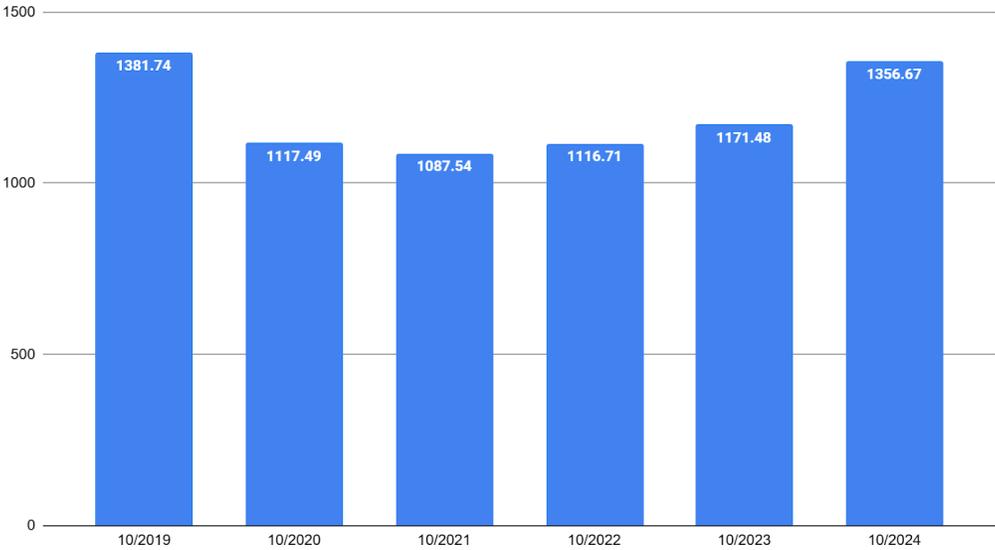
This includes summer and regular school year for the District 287 ALC Independent Study program. NSO ADM grows significantly over the course of the year. For example, October 2023 ADM was 311.85 and we ended the year with approximately 1108.60.

Historical Trends

(October ADM Enrollment)

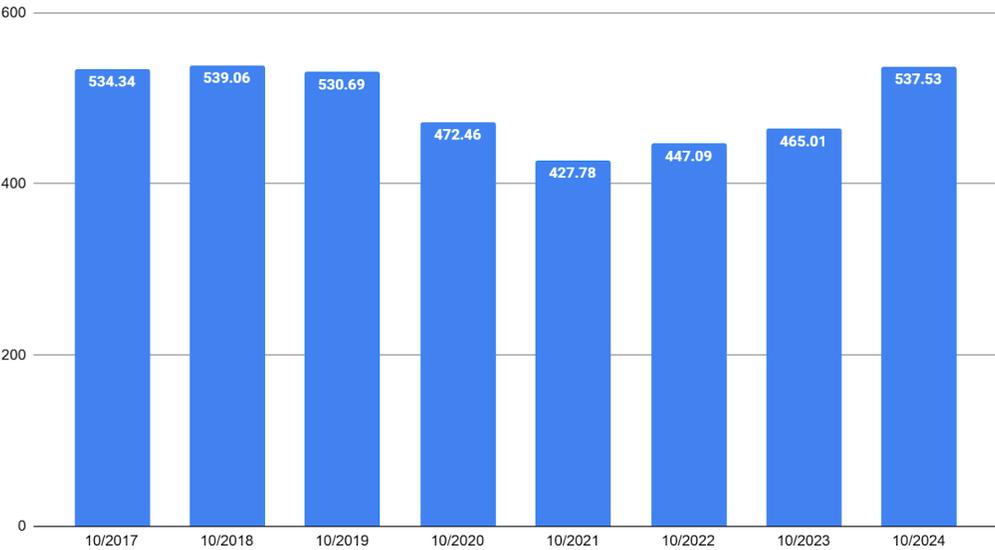
Total Enrollment

Total ADM Enrollment (SpEd, C&T, ALC Academies, Pathways, and NSO) Over Time



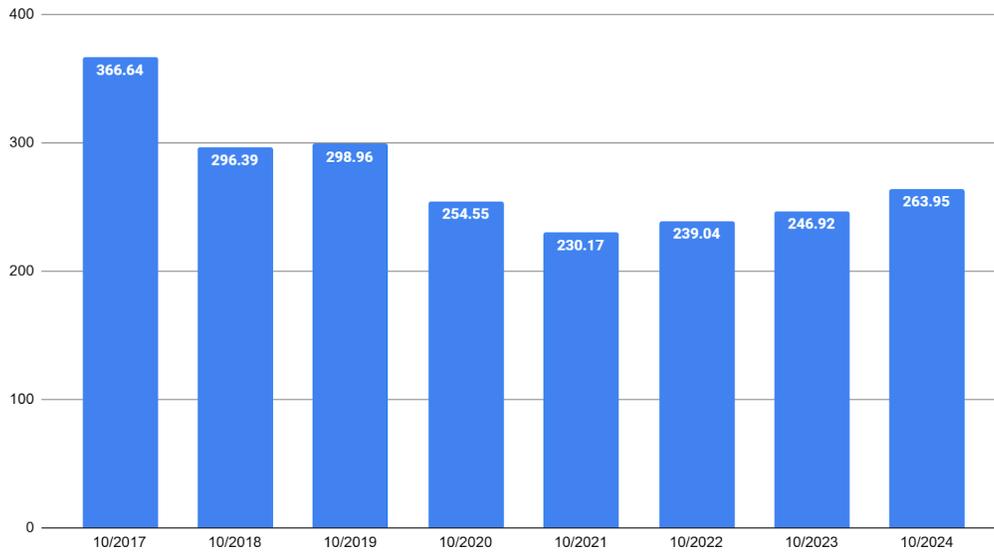
Special Education Setting IV Enrollment

Total ADM Enrollment: Special Education



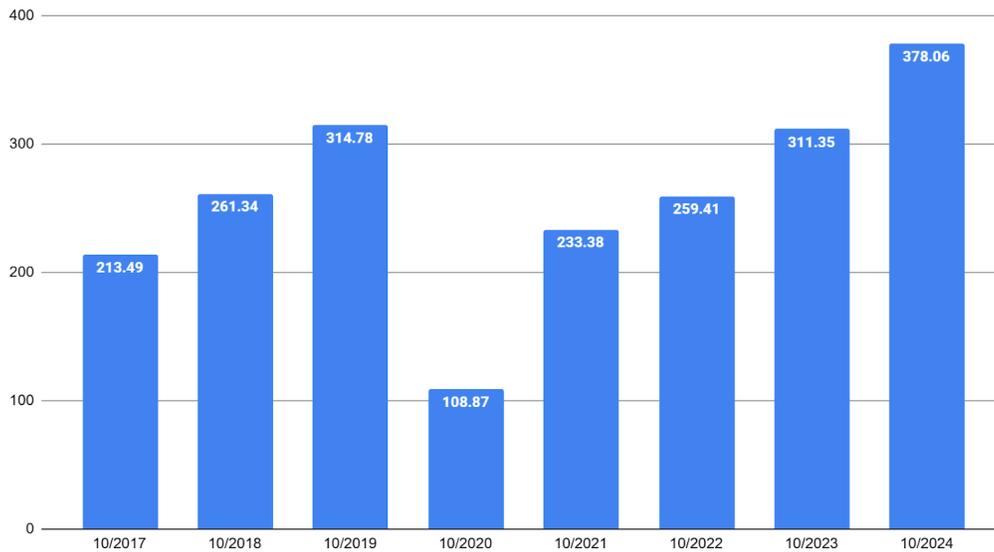
ALC Academies Enrollment

Total ADM Enrollment: ALC Academies (NECA, SECA, W-Alt, Gateway)



Northern Star Online Contracted & Supplemental

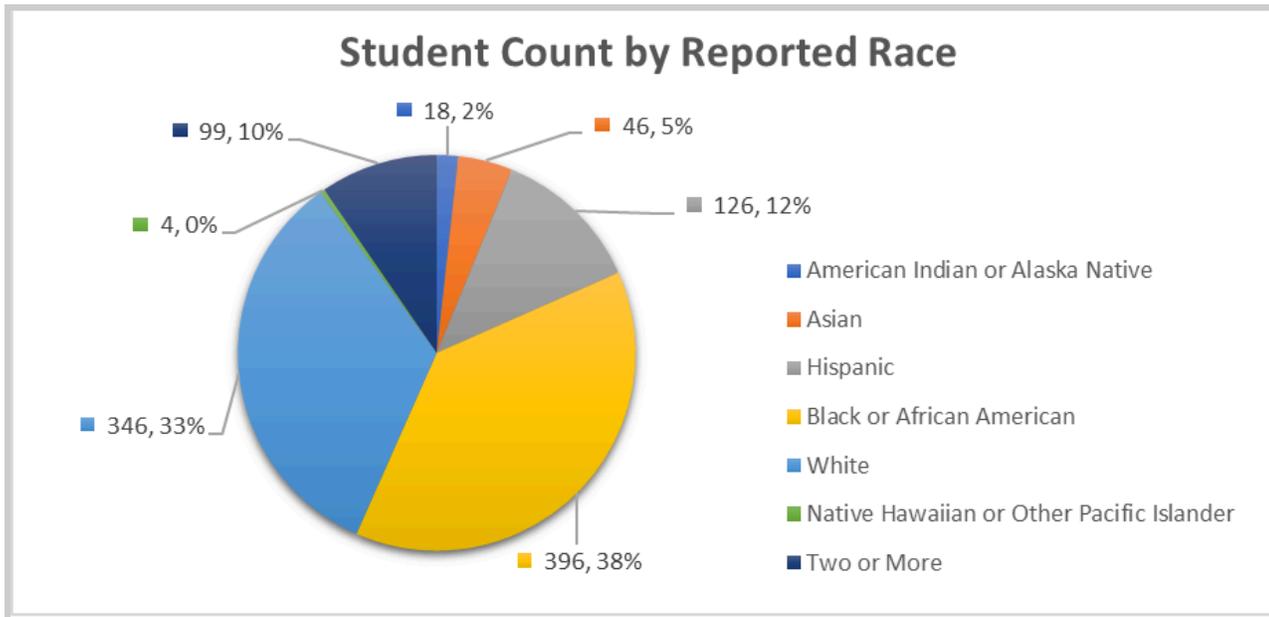
Total ADM Enrollment: Northern Star Online (NSO)



Demographic Information

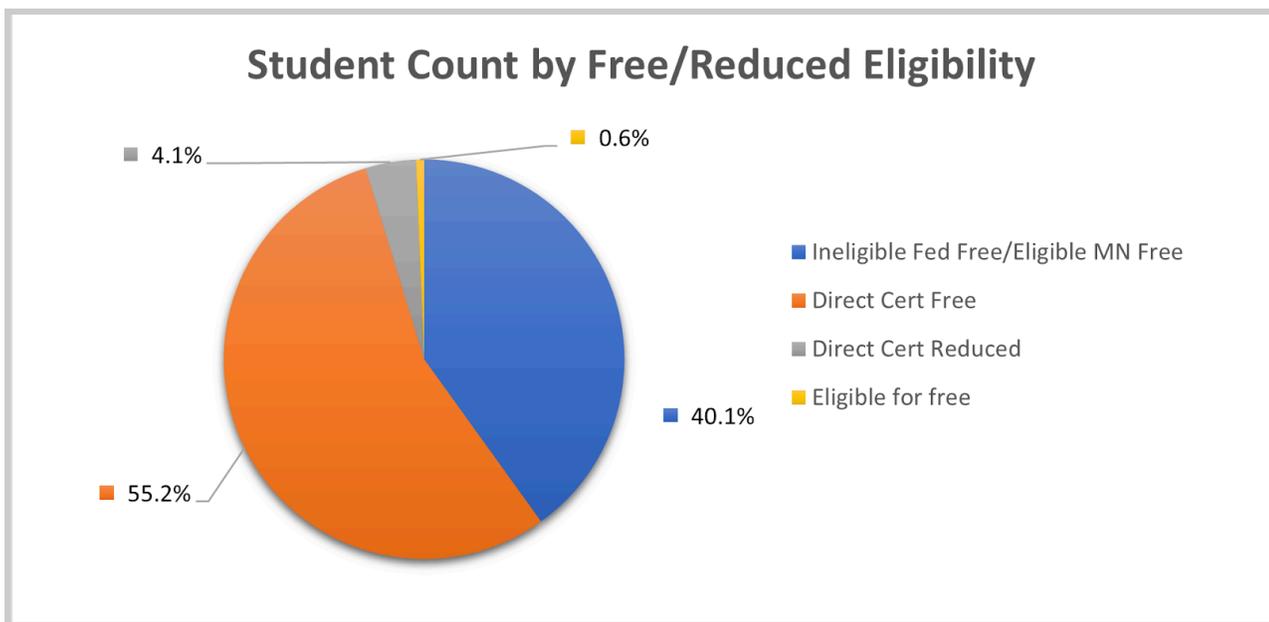
Racial Diversity

* Excludes NSO, Care & Treatment, and Itinerant Services



Free or Reduced Price Lunch

* Excludes NSO, Care & Treatment, and Itinerant Services



Member District Enrollment

(Displayed as Current Headcount, as of October 17, 2024)

Member District	SPED Setting IV	ALC Academies	Pathways	Care & Treatment	NSO
Brooklyn Center	15	5	0	0	0
Eden Prairie	47	38	58	2	58
Edina	49	6	17	0	172
Hopkins	44	44	15	4	42
Minnetonka	18	8	0	2	29
Orono	4	2	37	0	102
Osseo	96	19	13	13	106
Richfield	29	21	21	3	32
Robbinsdale	84	20	0	2	29
St. Louis Park	25	11	0	2	214
Wayzata	35	41	33	3	163
Westonka	17	1	30	0	70
Non Member	89	61	(57 enrolled in 287 SPED or ALC programs)	112	3873

Non-Member SPED, ALC, and Pathways students are mostly open enrolled in a Member District.

New SPED Setting IV Referrals

(From July 1, 2024 to October 17, 2024)

Member District	# Referrals	Site Placement				
		ABEC	CTC	NEC	SEC	WEC
Brooklyn Center	1			1		
Eden Prairie	7				6	1
Edina	1					1
Hopkins	8	1		3	2	2
Minnetonka	4		1		2	1
Orono	0					
Osseo	15	4		10		1
Richfield	4				1	3
Robbinsdale	25	5		16	2	2
St. Louis Park	2				1	1
Wayzata	9	1		2	3	3
Westonka	1			1		
Total	77	11	1	33	17	15

Talent Development Update

Equity and Inclusion Dept.
November 14, 2024

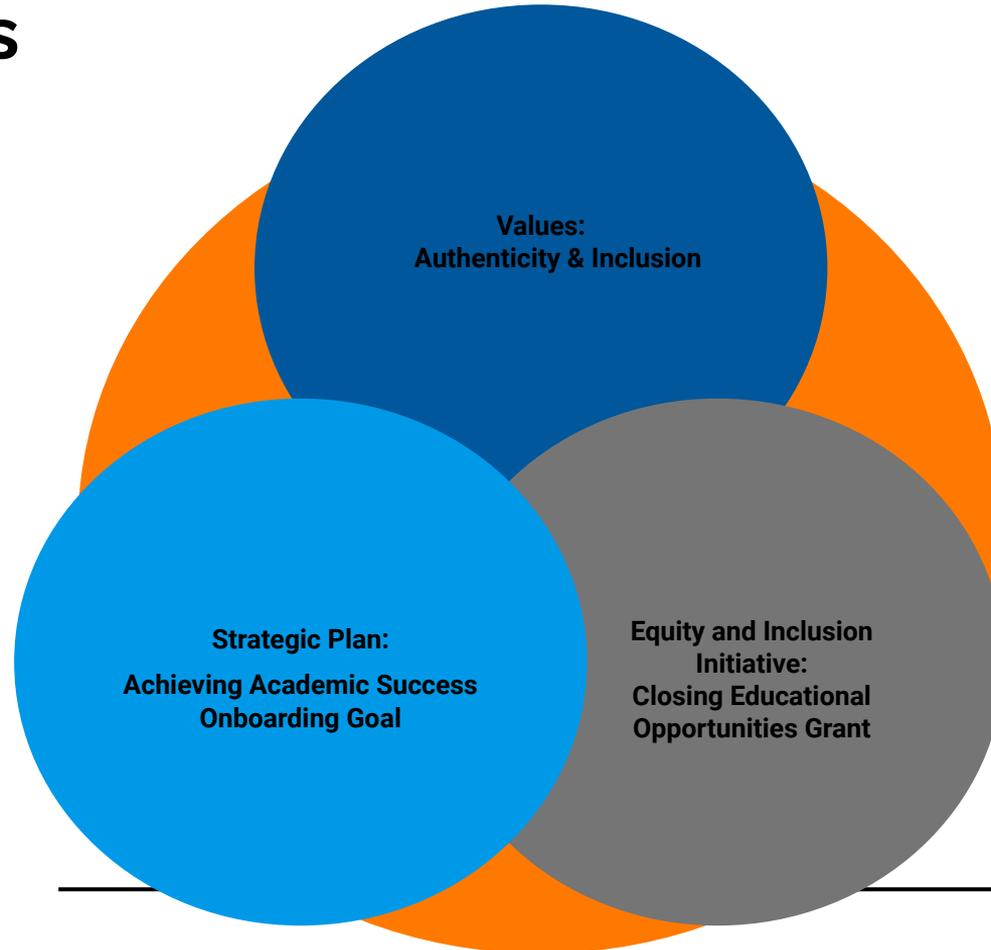
What is a Talent Development Program/Division?

Talent Development is a “process of helping employees develop the skills and knowledge they need to achieve their career goals and contribute to the [District’s] success.” (SHRM 2022)

Common talent development activities include:

- Mentoring
 - Coaching
 - Formal training
 - Leadership development
 - Succession planning
 - On-the-job learning
 - Leadership opportunities (stretch assignments)
-

Alignment with District 287 Goals, Values, Initiatives



Values

Authenticity

We believe organizational authenticity happens when each person shows up as their true self, embraces the uniqueness of others, and creates a safe environment.

Inclusion

We believe inclusion exists when everyone has equitable access and the opportunity to be acknowledged and validated.

Talent Development programming provides staff with intentional support and connections with other staff to create safety (physically and psychologically) and equitable access to professional learning and advancement opportunities.

Strategic Plan



Year 1 Achieving Academic Success Goal:

- Supporting onboarding and ESP preparedness through trainings and mentoring

Cultivating Equity and Inclusion Staff Goal:

- Staff create a district culture that celebrates diversity and advances inclusion → staff appreciate each other's roles and have clear opportunities for growth or advancement
-

Closing Educational Opportunities Grant

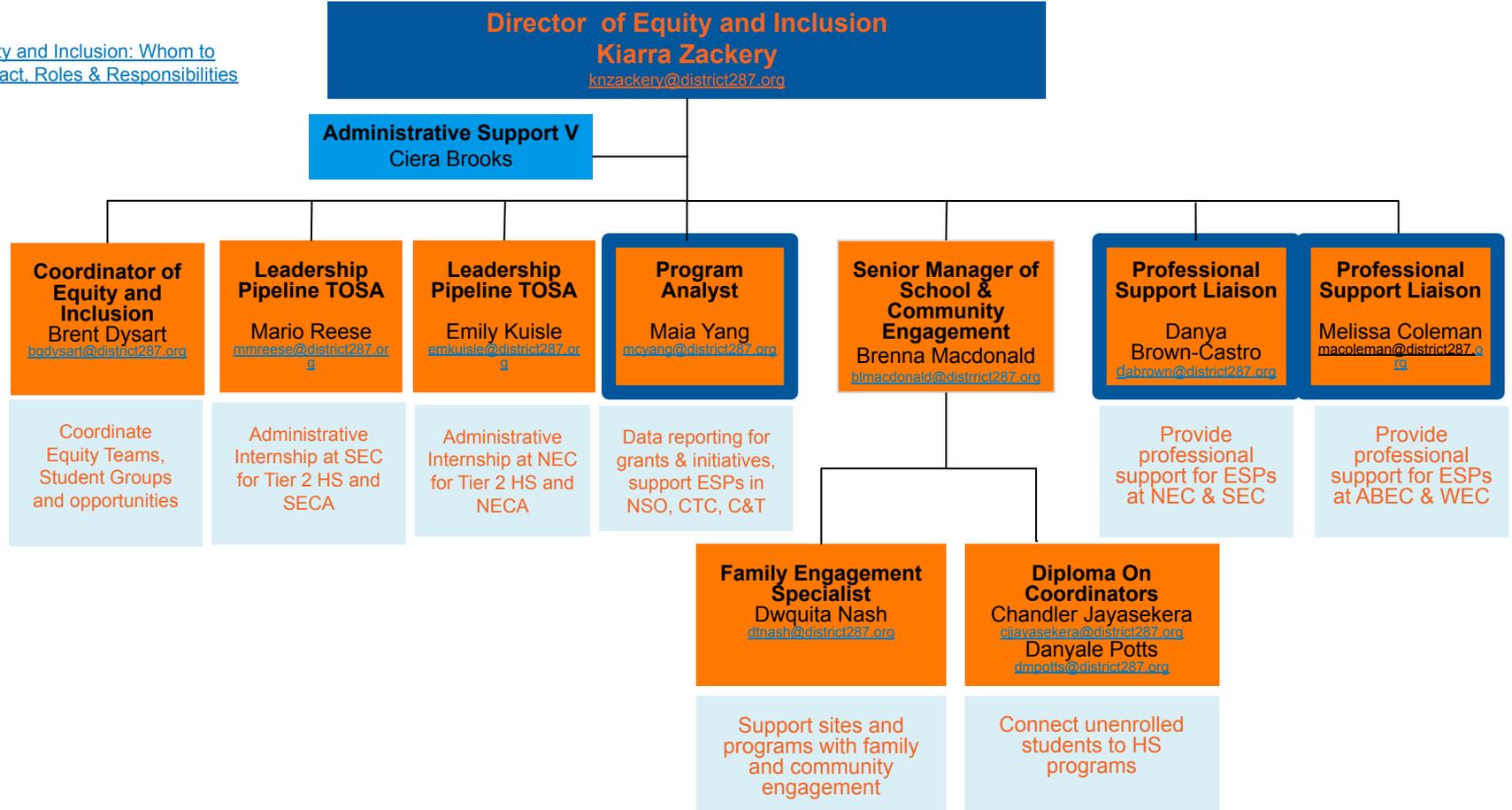
“The Minnesota Department of Education makes this funding available to Minnesota public school districts, and charter schools for the purpose of creating more equitable school policies, structures, practices, and curricular offerings in order to reduce inequitable distribution of resources that impact inequitable opportunities contributing to or perpetuating learning gaps...”



“Recruitment and retention of ... paraprofessionals... from racial, ethnic, and linguistic backgrounds represented in the student population to strengthen relationships with all students, families, and other members of the community”

Director of Equity and Inclusion | Kiarra Zackery

[Equity and Inclusion: Whom to Contact, Roles & Responsibilities](#)



Work Thus Far

- Developed baseline demographic, promotion, and retention data
- Supported staff and assisted in districtwide ParaEducator assessment completion
- Provided professional learning sessions during Workshop Week, Sept. 27 and Nov. 8 professional development days for ESPs
- Conducted ESP Focus Groups
- Collaborated with Special Education Teacher Development Team to collect program evaluation data for mentoring of licensed staff and ESPs



Data Sharing

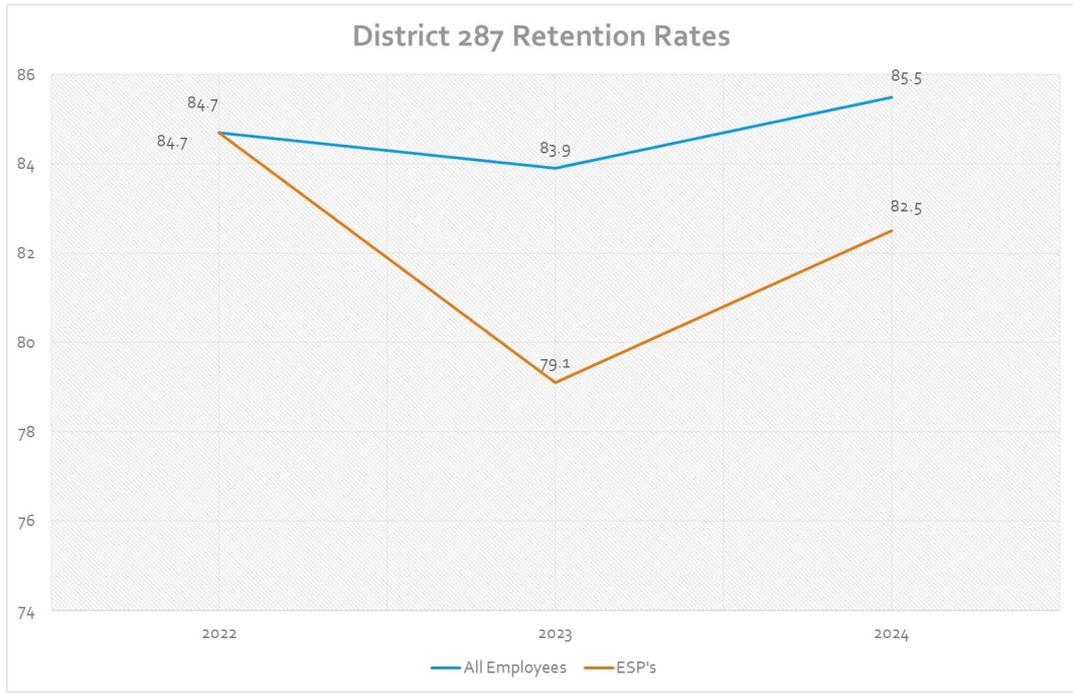
2023-24 School Year Analysis

Retention Rates:

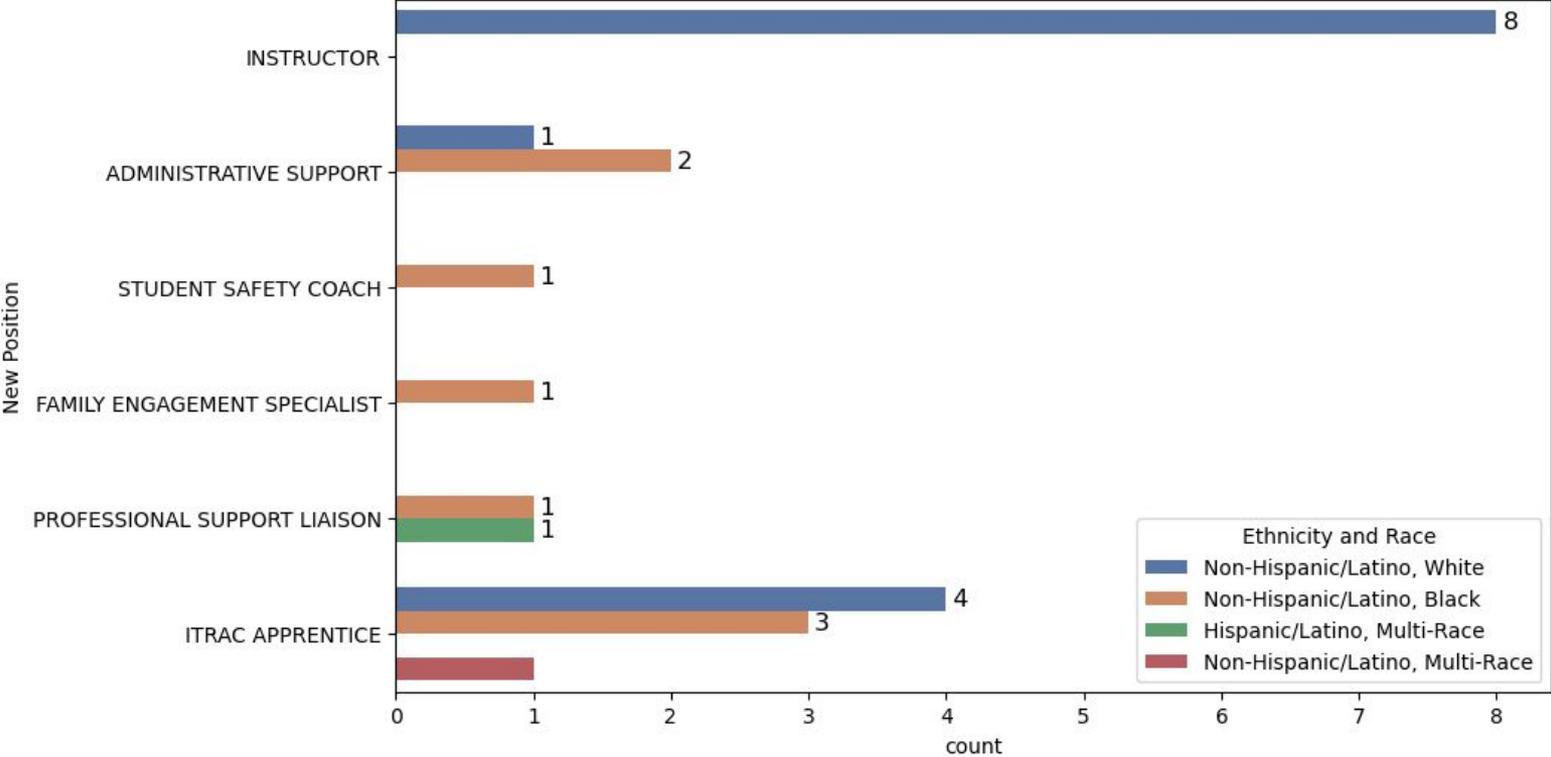
- All ISD 287 Employees: 85.5%
- ESP's: 82.5%

Promotions:

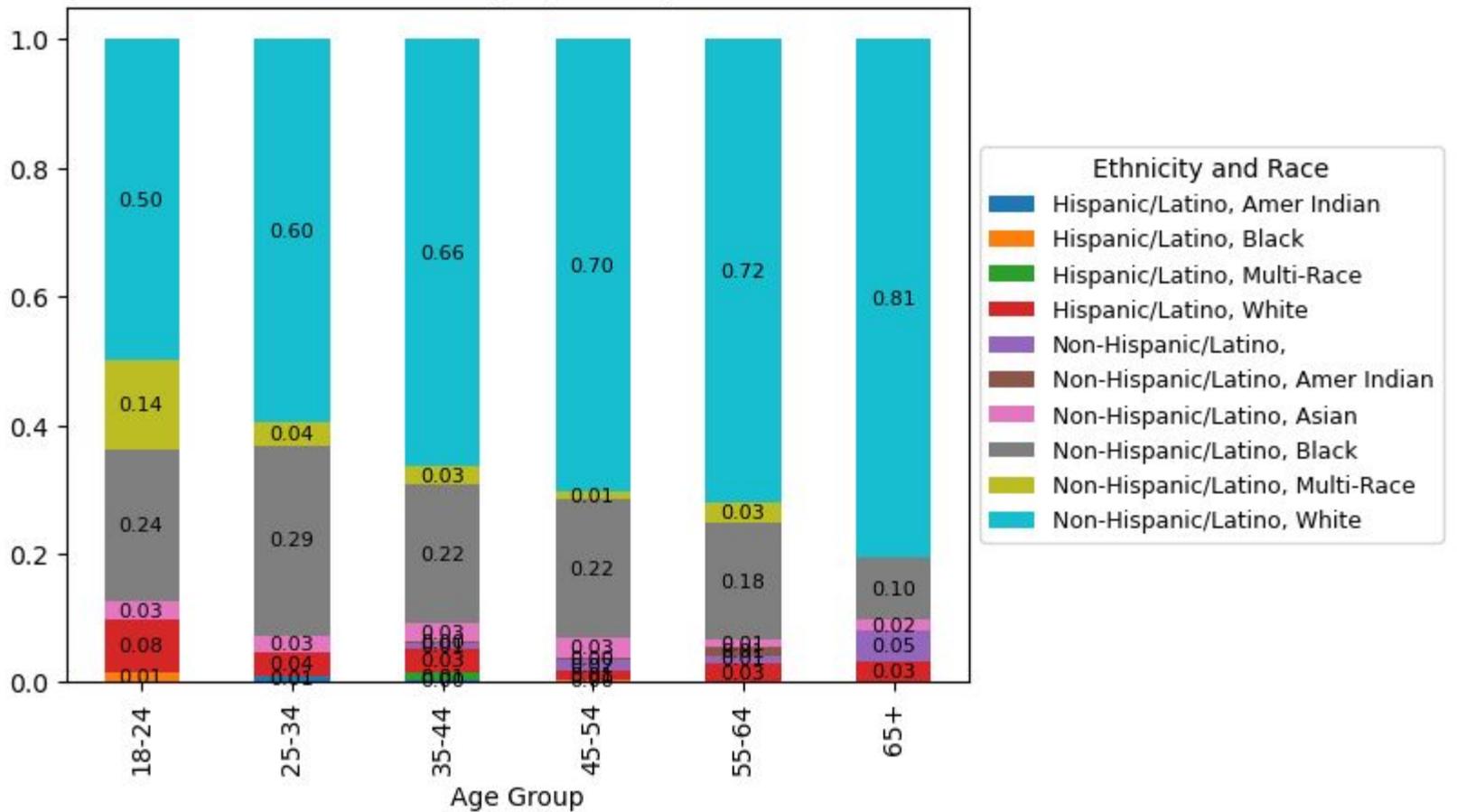
- Number of ESP's promoted: 23
- Number of Non-ESP's promoted: 15



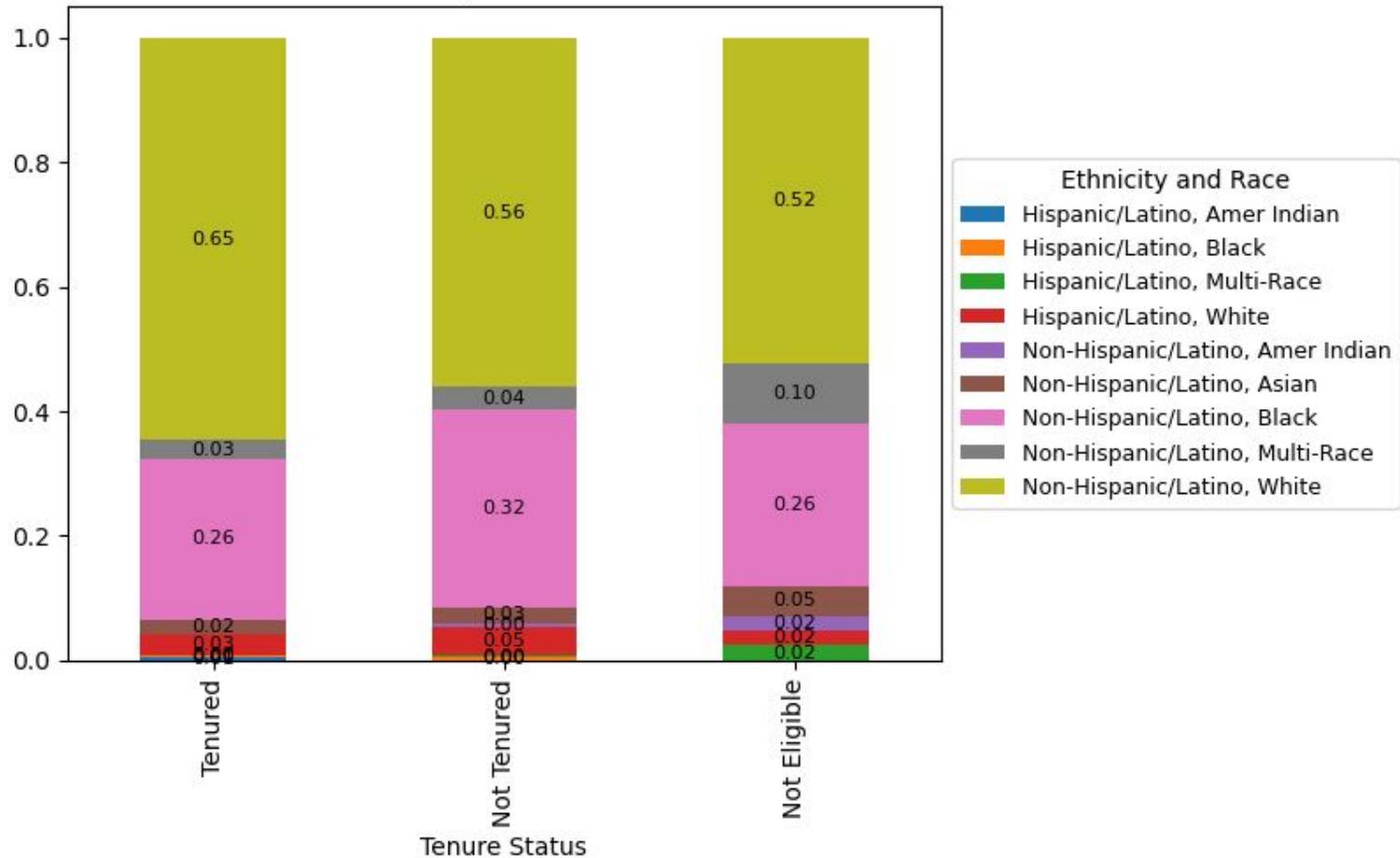
New Positions of ESP's Promoted 8/28/23-8/25/24 by Race



Race Distribution by Age Group SY 24-25



Race Distribution by Tenure Status SY 24-25



ESP ParaEducator Compensation

ESP's that passed ParaEducator: 171

(27 have not passed according to HR)

Total amount of annual pay increases: \$177,601

(includes 19 ESP's waiting to be processed)

Average amount of hourly raise: \$0.77

ESP Focus Groups-PD Day 9/27/24

- North Education Center
 - 6 Focus groups of 10-15 ESP's
 - Ann Bremer Education Center
 - 2 Focus groups of 15-20 ESP's
 - Total 8 focus groups, 424 responses
-

Q1: What do you look forward to at work every day?

Q1 Categorized Response	# Groups
Seeing students, helping students	8
Teamwork/relationships with staff	7
Relationships with students	4
Students making progress or wanting to learn	4
A positive environment	3
A safe environment	2
Having a purpose, making an impact	2
Learning new things, new experiences	2

Q2. What are the biggest challenges you face in your day-to-day work?

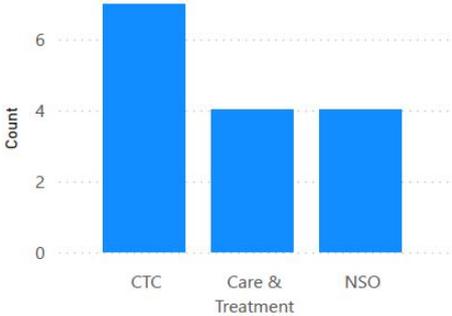
Q2 Categorized Response	# Groups
Lack of communication	4
Nature of job/student's conditions	4
Keeping students engaged/doing what they're supposed to do	3
Need more teamwork from staff: communication, consistency, willingness to help each other	3
Student's behavioral problems/trying to calm them down or redirect them	3
Adapting to new situations/unpredictability	2
Changes to staff/routines that affect students	2
Issues with member district and state policies	2
Lack of meetings/collaboration between ESP's	2
Not taking what students do personally, remaining calm/professional	2

Q3. How do you feel about the support you receive from teachers, admin, and other staff?

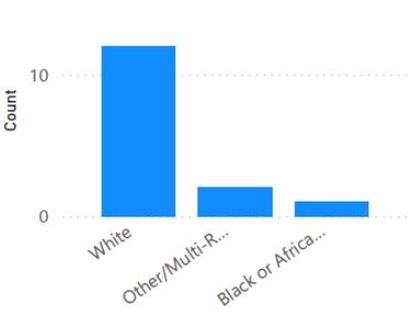
Q3 Categorized Response	# Groups	Q3 Categorized Response	# Groups
Good team support	6	Not enough staff to support students	3
Negative feelings towards admin	6	Inconsistent approaches to handling students/staff rewarding students for bad behavior	3
Need more support from admin	5	Want to be valued/respected as an ESP	3
Need more teamwork from staff: communication, consistency, willingness to help each other	5	Admin should have a good relationship with staff to promote morale/retention	2
Grace towards admin and other staff	4	Need more consistent enforcement of rules i.e. regarding phones and vapes	2
Need better student support	4	Need more paperwork support/time to do paperwork	2
Positive feedback about support from about admin or other staff	4	Need more planning/collaboration time	2
Admin doesn't answer/greet staff	3	Need to hire the right staff	2
Better onboarding/training	3	Negative feelings towards district leadership/DSC employees	2
Mixed feelings about support from admin	3		
Need better conflict resolution/relationships between staff	3		

ESP Stay Survey-NSO, CTC, Care & Treatment

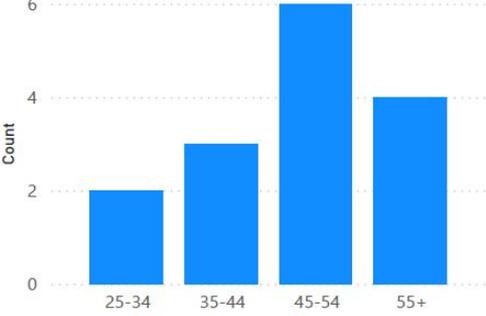
What is your primary site?



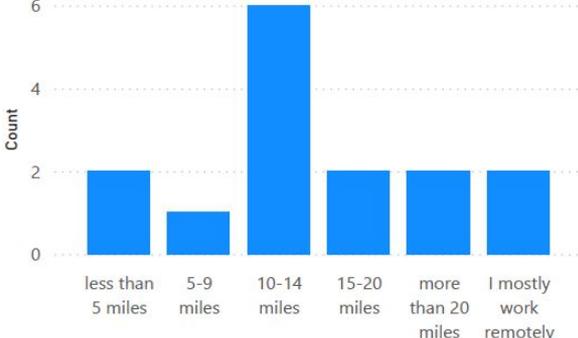
What race do you identify as?



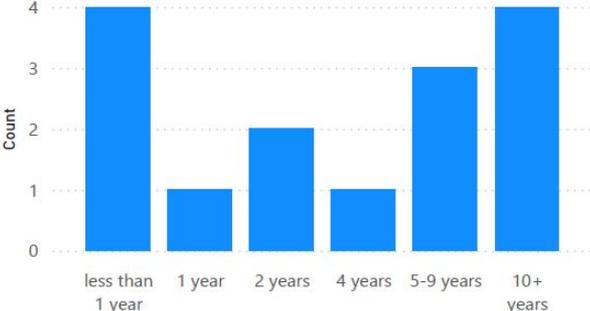
What is your age range?



How far do you live from your primary site?



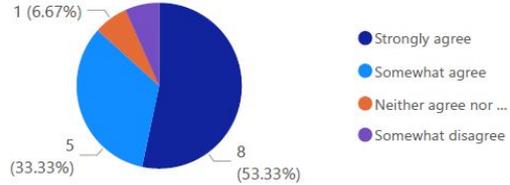
How long have you been in your current role as an ESP at District 287?



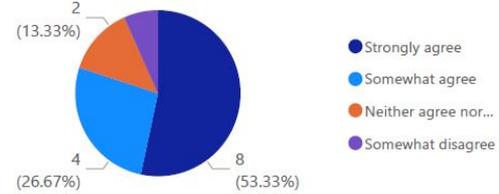
What is your primary site?

Care & Treatment	CTC	NSO
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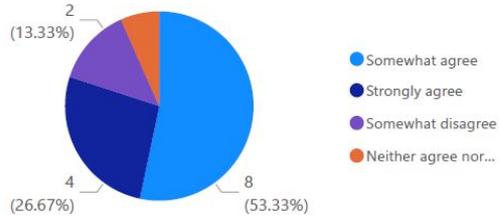
District 287 enforces rules and policies fairly among staff.



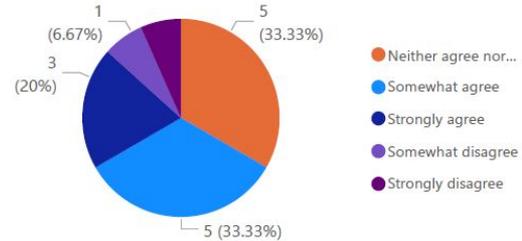
District 287 supports my mental health and wellbeing.



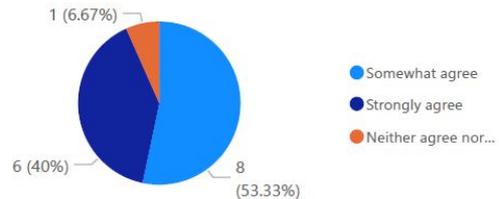
My current role is what I expected it to be.



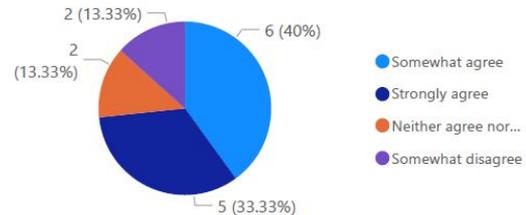
There is a clear career path for me at District 287.



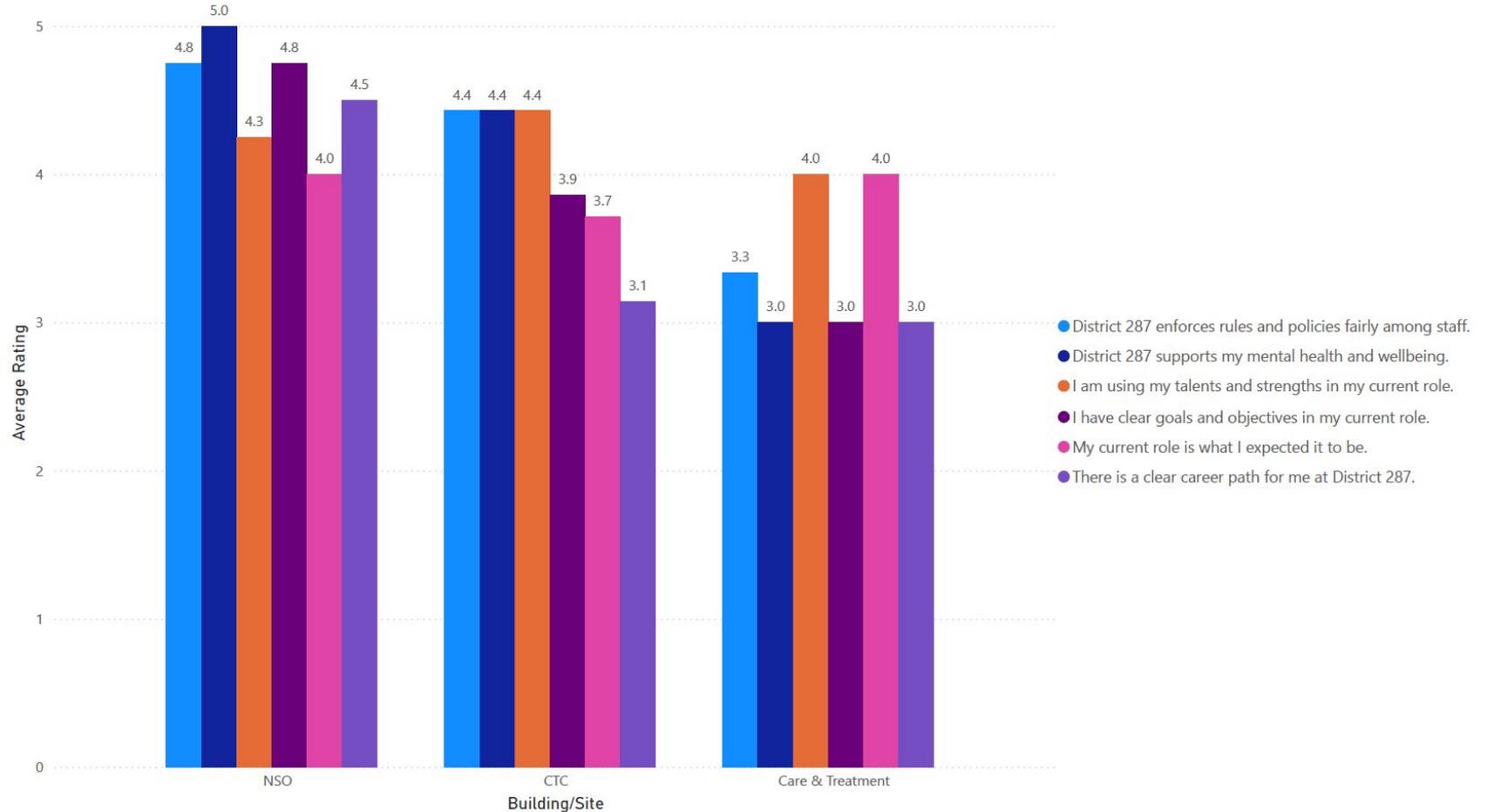
I am using my talents and strengths in my current role.



I have clear goals and objectives in my current role.



Rate your level of agreement on a scale of 1-5 with the following statements (1=Strongly Disagree, 5=Strongly Agree):



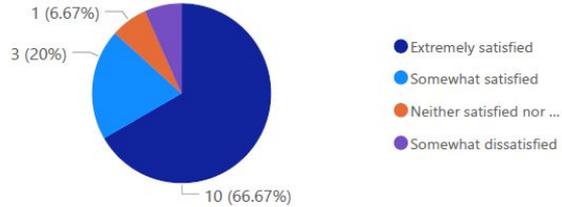
What is your primary site?

Care & Treatment

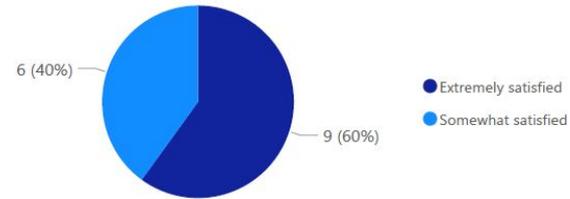
CTC

NSO

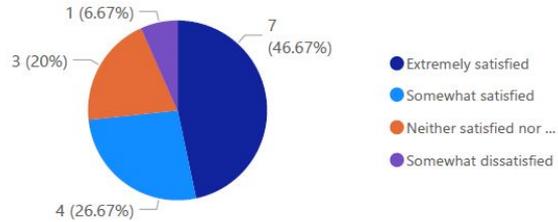
My work-life balance at District 287.



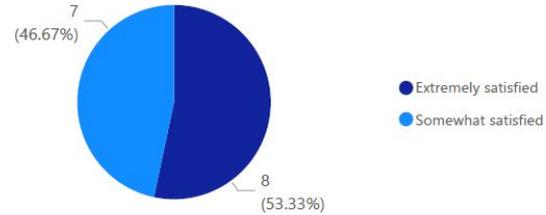
The employee benefits at District 287.



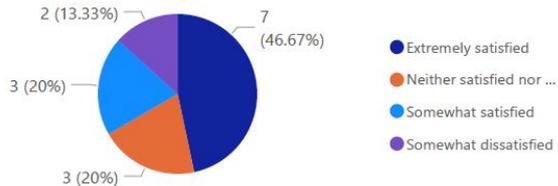
The equity and inclusion efforts at District 287.



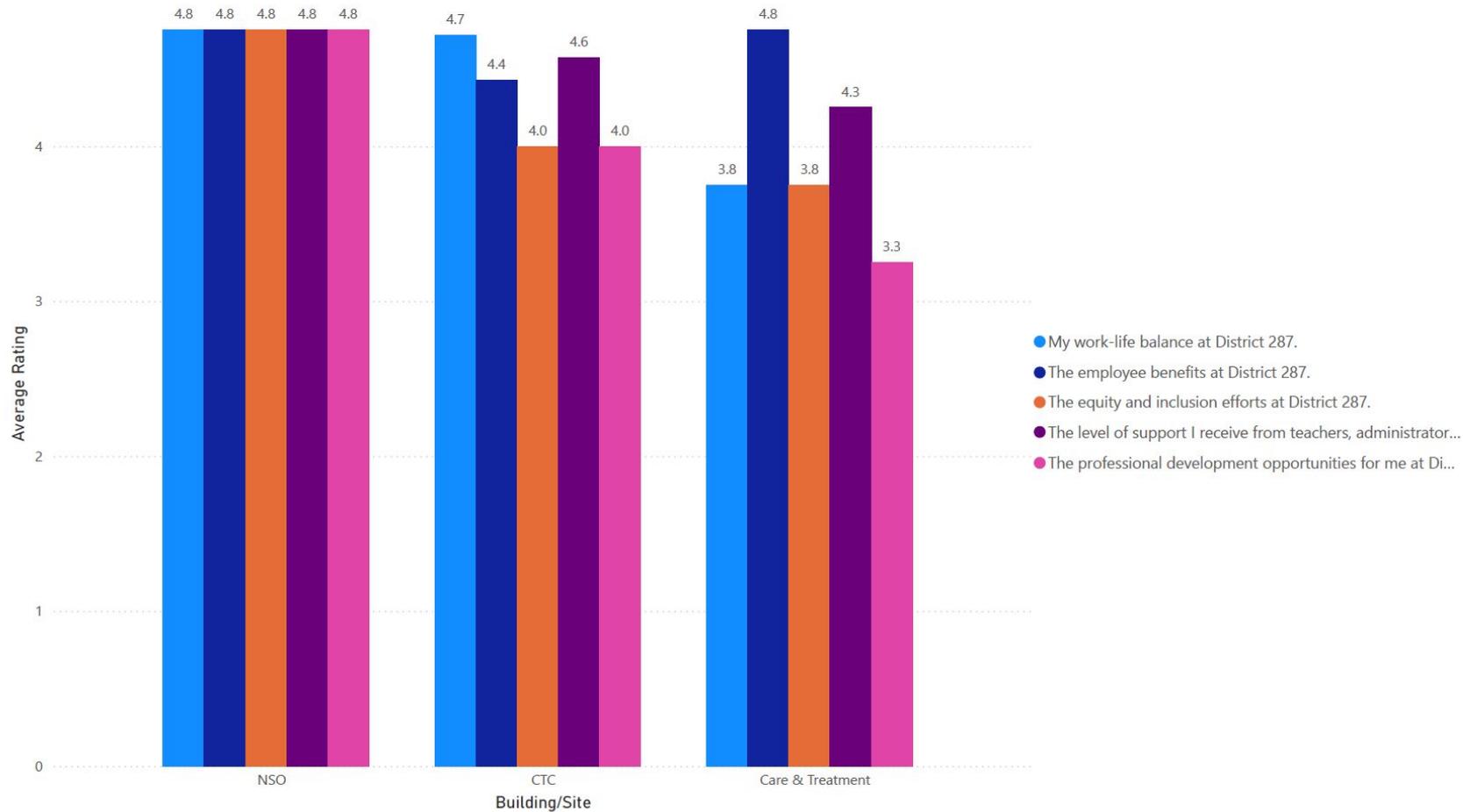
The level of support I receive from teachers, administrators, and other staff members.



The professional development opportunities for me at District 287.

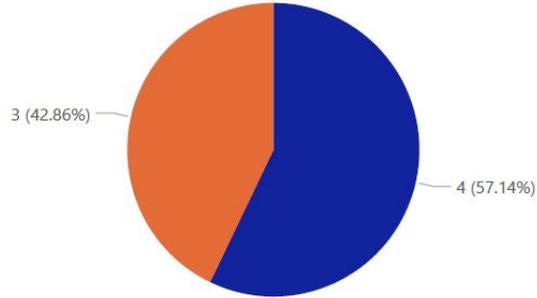


Rate your level of satisfaction on a scale of 1-5 with the following statements (1=Extremely dissatisfied, 5=Extremely satisfied):

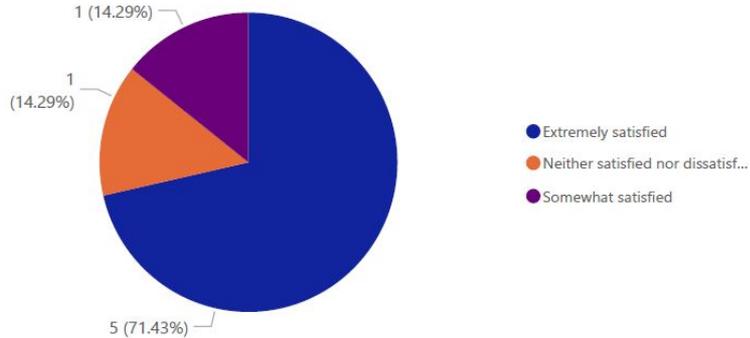


During which part of the school year were you hired?

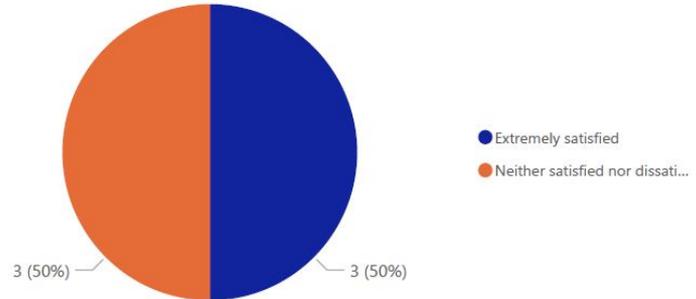
● The beginning of the school year; I attended New Staff Academy. ● The middle of the school year; I did not attend New Staff Academy.



Rate your level of satisfaction with the following: My onboarding experience at District 287.



Rate your level of satisfaction with the following: The mentorship program at District 287.



What's Next

- Continued collaboration with Special Education to reimagine mentorship in 287
 - Focus Groups for ESPs not captured on Sept. 27
 - Matching and identifying growth opportunities of ESPs
-

Questions?

Questions, Thoughts, Reactions?

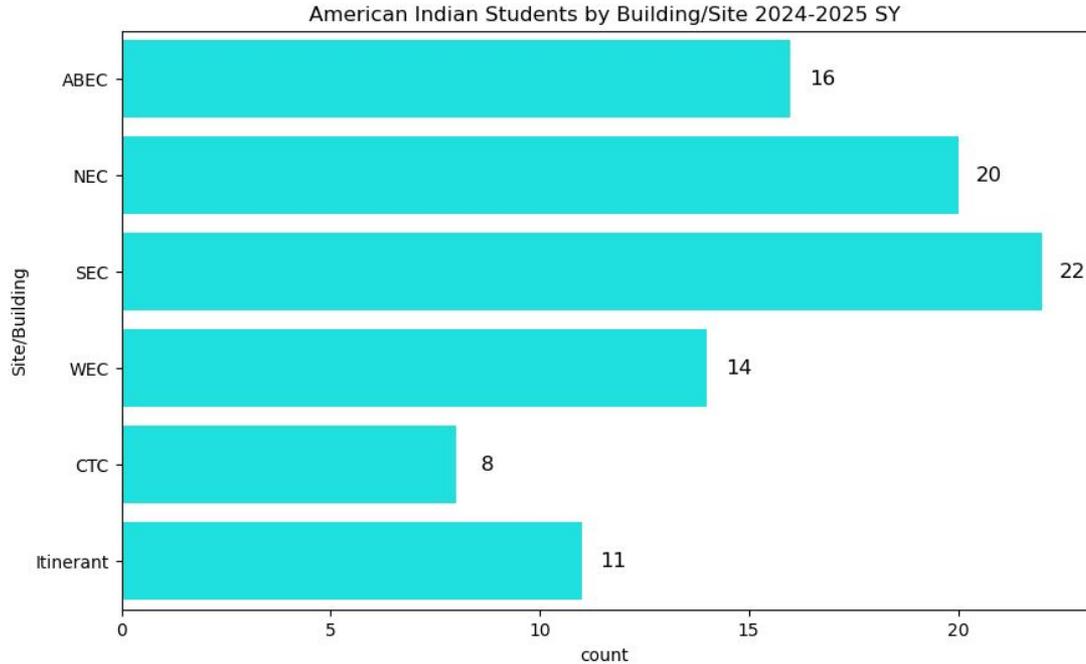


Introduction to the American Indian Education Aid Program

- Overview of the American Indian Education Aid (AIEA) program.

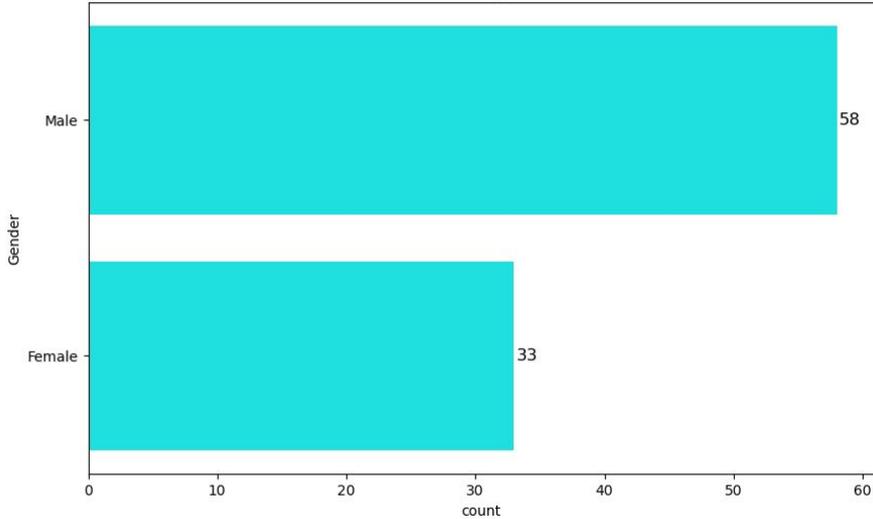
November 14, 2024

Demographics

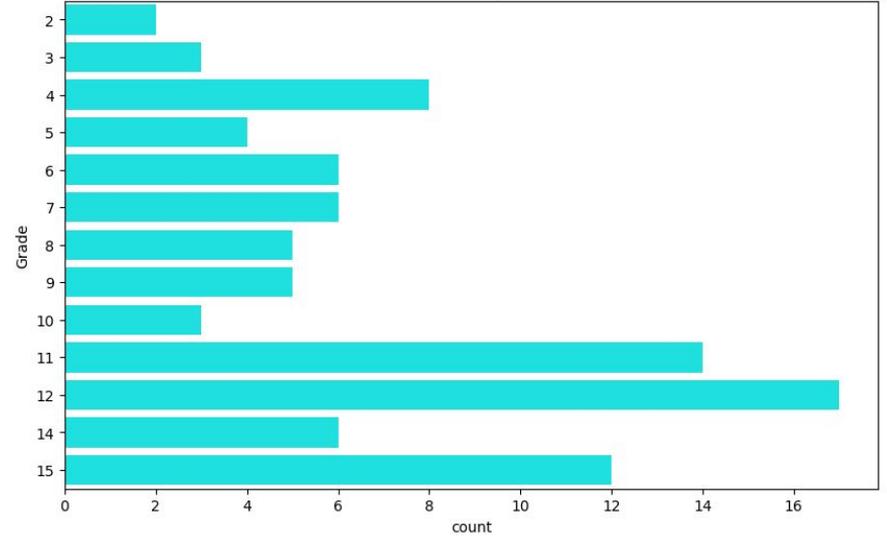


Demographics

American Indian Students by Gender 2024-2025 SY



American Indian Students by Grade 2024-2025 SY



Program Plan Overview

- **Three sections of the application:**
 1. Applicant Information (staff and AIPAC chair contact)
 2. Program Plan (detailing operations and goals)
 3. Certification Statement (affirms collaborative creation with AIPAC)
- **Goal:** Align to Minnesota Statutes 124D.71-82 to support the success and cultural identity of American Indian students.

Support Postsecondary Preparation for American Indian Students

Area 1 - Support Postsecondary Preparation for American Indian Students

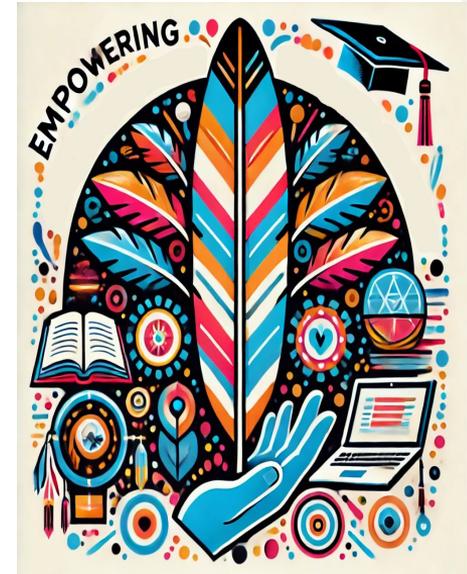
- **Goal:** Foster postsecondary aspirations through college visits.
- **Program Details:**
 - College visits to Red Lake Nation College to integrate cultural heritage with academic exploration.
 - Ensures cultural relevance and academic readiness, supporting students' vision of higher education as accessible and culturally affirming.
- **Expected Outcomes:**
 - Increased college interest and engagement.
 - Strengthened sense of cultural identity and academic readiness.



Support for Academic Achievement

Area 2 - Support the Academic Achievement of American Indian Students

- **Goal:** Enhance academic achievement through a culturally responsive reading group.
- **Program Details:**
 - Bi-weekly discussions of works by Indigenous authors (e.g., *The Marrow Thieves* by Cherie Dimaline).
 - Integration of activities such as journaling, art, and storytelling to reinforce academic and cultural engagement.
- **Expected Outcomes:**
 - Improved academic performance and literacy.
 - Strengthened cultural pride and sense of belonging.
- **Monitoring:** Attendance, completion rates, academic progress, and student surveys on cultural engagement.



Relevant Curriculum

Area 3 - Make Curriculum Relevant to the Needs, Interests, and Cultural Heritage of American Indian Pupils

- **Goal:** Align curriculum with students' cultural heritage.
- **Program Details:**
 - Collaboration with AIPAC to review and select culturally relevant materials (e.g., *An Indigenous Peoples' History of the United States* by Roxanne Dunbar-Ortiz).
 - Incorporation of personal and family stories, crafts, and art to create a personalized learning experience.
- **Expected Outcomes:**
 - Increased academic engagement and cultural pride.
 - Better student and attendance
- **Monitoring:** Curriculum review by AIPAC, staff development on culturally relevant practices.



Positive Reinforcement of the Self-Image

Area 4 - Provide Positive Reinforcement of the Self-Image of American Indian Pupils

- **Goal:** Foster a positive self-image and community for Native American students through affinity groups.
- **Program Details:**
 - Affinity groups provide safe, affirming spaces for students to connect with peers who share their cultural background and experiences.
 - Empowerment through shared cultural identity and resilience against pressures of assimilation.
- **Expected Outcomes:**
 - Stronger cultural identity and community ties.
 - Reduced feelings of isolation and improved resilience.
- **Monitoring:** Regular check-ins with students and group facilitators to ensure ongoing support and engagement.



Foster Intercultural Awareness

Area 5: Intercultural Awareness

- **Goal:** Promote understanding and respect across cultures.
- **Program details:**
- **Expected Outcomes:**
- **Monitoring:**
- **Monitoring:** Surveys and feedback from students, staff, and families on their cultural awareness.



Upcoming Dates

Next Affinity group NEC Nov. 19 1-2pm

Next AIPAC meeting SEC Nov. 21 3:45 - 4:30

Field trip to Migizi Dec 12 11:30-1:45

Questions

- **Gagwedwe vai:** Asks, asks a question, or inquires

(Ojibwe)



World's Best Workforce **FY24 Report**

Background

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.

- Extension of our member districts
- Educational opportunities for the highest needs students
- Specific sub-groups identified and referred by members

Goal areas

1. All children are ready for school.
2. All Students in 3rd Grade achieve grade-level literacy.
3. All racial and economic achievement gaps between students are closed.
4. All students are ready for career and college.
5. All students graduate from high school.



Kindergarten readiness

GOAL: Each student's readiness and goals for Kindergarten will be established through each student's IEP.

- No preschool programs
- Established through each student's IEP
- 14 students enrolled in Kindergarten
- All students receive individualized services

Grade-level literacy

GOAL: Percent of K-2 students who improve reading screening test scores will increase from 71% to 100%

- Ten students grades K-2 took a fall and spring aReading assessment in 2023-24
- 60% met or exceeded normative growth expectations.

Closing achievement gaps

GOALS: By June 30, 2024, the percent of all students who reach their reading growth or catch up goal will increase by a minimum of 2%.

- FY23: 62%
- FY24: 53%

The percent of BIPOC Students who reach their reading growth or catch up goal will increase by a minimum of 5%.

- FY23: 61%
- FY24: 55%

Career and college readiness

GOAL: By June 30, 2024, the average composite score of students taking the ACT will increase from 18.1 to 18.9.

- FY23: 18.1
- FY24: 16.5
 - $n = 11$

Graduation rates

GOAL: From Spring 2022 to Spring 2023 the 4-year graduation rate will increase from 33.5% to the state-mandated goal of 67% (based on ESSA requirements).

- FY22: 33.5%
- FY23: 46.0%

Summary

- Goal targets are more finely tuned to individualized student growth within Individual Education Plans (IEPs), School Improvement Plans (SIPs), and Strategic Plan goals.
- Literacy goals have been incorporated into the Local Literacy Plan for the future.
- More emphasis on progress monitoring of individual goal attainment is included under the Strategic Plan.

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Board Calendar (Second & Fourth Thursday of the Month)

Start Time: 6:30 PM

January 2024 – December 2024	
January 11, 2024 Conflict MSBA Meeting January 25, 2024	
February 8, 2024	February 22, 2024
March 14, 2024	March 28, 2024 Conflict with Spring Break
April 11, 2024	April 25, 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

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Board Calendar (Second & Fourth Thursday of the Month)

Start Time: 6:30 PM

TENTATIVE

January 2025 – December 2025	
January 9, 2025 <i>(possible conflict MSBA Conference)</i>	January 23, 2025
February 13, 2025	February 27, 2025
March 13, 2025	March 27, 2025 <i>(Conflict with Spring Break)</i>
April 10, 2025	April 24, 2025
May 8, 2025	May 22, 2025
June 12, 2025	June 26, 2025
No July Meeting	
August 28, 2025	
September 11, 2025	September 25, 2025
October 9, 2025	October 23, 2025
November 13, 2025	
December 11, 2025	

INTERMEDIATE DISTRICT 287
November 14, 2024
SCHOOL BOARD CALENDAR

November 2024

14	Thursday	School Board Retreat	4:30 PM	DSC
14	Thursday	General Meeting of the Board	6:30 PM	DSC

December 2024

12	Thursday	General Meeting of the Board	6:30 PM	DSC
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TENTATIVE**January 2025**

09	Thursday	General Meeting of the Board <i>(does not conflict MSBA Conference)</i>	6:30 PM	DSC
23	Thursday	General Meeting of the Board	6:30 PM	DSC

February 2025

13	Thursday	School Board Retreat	4:30 PM	DSC
13	Thursday	General Meeting of the Board	6:30 PM	DSC
27	Thursday	General Meeting of the Board	6:30 PM	DSC

March 2025

13	Thursday	General Meeting of the Board	6:30 PM	DSC
27	Thursday	General Meeting of the Board <i>(conflict with Spring Break, added additional April meeting)</i>	6:30 PM	DSC

April 2025

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

May 2025

08	Thursday	School Board Retreat	4:30 PM	DSC
08	Thursday	General Meeting of the Board	6:30 PM	DSC
22	Thursday	General Meeting of the Board	6:30 PM	DSC

June 2025

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

- ◆ General Board Meeting – Date Change
- ◆ New Event
- ◆ Event Date Change

Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

Get on the Bus & Local 2209 Breakfast Schedule

2024-2025

Get on the Bus

Tuesday, December 3rd

Career Technical Center

Bus leaves 287 DSC @ 8:30 AM

Ruthie Dallas

Dan Ginestra

Anne Casey

Kim Ross

Tuesday, February 4th

South Education Center

Bus leaves 287 DSC @ 8:30 AM

Dan Ginestra

Anne Casey

Tuesday, April 15th

Itinerant

Bus leaves 287 DSC @ 8:30 AM

Dan Ginestra

Anne Casey

Local 2209/Board Meeting

1:00 PM

Tuesday, December 10th

District Service Center

(3rd Floor – Room 316)

Ruthie Dallas

Anne Casey

Tuesday, February 11th

District Service Center

(3rd Floor – Room 316)

Tuesday, April 22nd

District Service Center

(3rd Floor – Room 316)



Get on the Bus

Please feel free to invite the Board Members, Superintendent, and District Administrators from your district to attend.

SAVE THE DATE

TUESDAY, December 3, 2024

8:30 AM - 11:30 AM

The bus departs 287 at 8:30 a.m.

MEETING POINT



Intermediate District 287
1820 Xenium Ln N
Plymouth, MN 55441

RSVP



Wauneen Mgeni
wbdmgeni@district287.org
763-550-7101

We'll Visit:

Career & Tech Center
13100 College View Drive
Eden Prairie, MN 55347

We will

- Provide an overview of our programs
- Review our school improvement plan's alignment to the district strategic plan
- Tour our Pathways, Gateway, and Transition programs

Career & Tech Center

Programming at 287's Career & Tech Center includes:

- Pathways - Career & Technical Education courses for students grades 9-12+
- Gateway - Alternative Learning Center for students ages 16-22 looking to complete their HS requirements with access to Pathways and college courses
- Transition - Programs supporting students who have attended a high school special education program and wish to go on to obtain an IEP driven diploma or to advance their skills in education and training, employment, and independent living

Intermediate District 287



Where School Boards Learn to Lead



INSPIRE & CONNECT

Leading with Purpose

Annual Leadership Conference
January 16-17, 2025

Minneapolis Convention Center



Conference at a Glance

Tuesday, January 14

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

Wednesday, January 15

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

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

9 a.m. to 4 p.m. Charter School Board Member Workshop
(Hyatt Regency Minneapolis)

7 p.m. to 9 p.m. Early Bird Sessions
(Minneapolis Convention Center)
• “Exploring AI in Schools: A Balanced Perspective”
• “Negotiation Foundations: What to Know as You Head to the Table”

Thursday, January 16

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

8 a.m. to 8:45 a.m. Ask MSBA Sessions

9 a.m. to 11 a.m. Opening Session (doors open)
• Keynote Speaker: Mickey Smith Jr. – “Keep on Going”

11 a.m. to 2:15 p.m. School Excellence Showcase

11:10 a.m. to noon Director District Discussions

12:15 p.m. to 1:30 p.m. Recognition Luncheon

1 p.m. to 5:15 p.m. MSBA Board elections voting booth open

1:40 p.m. to 2:30 p.m. Roundtable Sessions

2:35 p.m. to 3:30 p.m. Ask MSBA Sessions

2:45 p.m. to 3:45 p.m. Workshops

4 p.m. to 5 p.m. Workshops

Friday, January 17

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

7:30 a.m. to 9:15 a.m. MSBA Board elections voting booth open

8 a.m. to 9:10 a.m. Roundtable Sessions

9:15 a.m. to 10:15 a.m. Workshops

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

• Keynote Speaker: Hamish Brewer – “Relentless Leadership”

Noon Adjourn

Visit <https://www.mnmsba.org/LeadershipConference> for more information.

Coordinate with your school district office for conference registration and hotel reservations. Registration and housing are scheduled to open October 23.

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



Featured Speakers



Opening Session – Thursday, January 16, 2025

Mickey Smith Jr. “Keep on Going”

Presentation synopsis: In this session, seven-time Teacher of the Year and Grammy Music Educator Award recipient Mickey Smith Jr. shares his emotional story of perseverance, promise and his S.O.U.N.D. principles to help educators and leaders “Keep on Going.”

Mickey’s success stems from his ability to create opportunities amid obstacles. In this session he dives into the mental health tools needed to feel more resilient, more significant, less fearful, and ready to leverage change for all it is worth.

There has been so much change and challenge that has left many feeling overwhelmed, unsure, and unsteady of how to “Keep on Going.”

Going from “How can I?” to “I’ve got this!” often feels impossible. How do you make the shift from impossible to “I’m Possible?”

Mickey takes audiences from a victim to a victor mindset with his three-step victory method for purpose and perseverance. What Mickey shares through a motivational mixture of music and message is a powerful “must-do” rather than “should do” and your secret to success for making everyday a “wins-day!”

Learn more about Mickey Smith Jr. at <https://mickeysmithjr.com>.



Closing Session – Friday, January 17, 2025

Hamish Brewer “Relentless Leadership”

Presentation synopsis: Hamish Brewer is an award-winning leader and school turnaround expert who has turned around multiple schools – both at the elementary and secondary levels, working with some of the most at-risk students in America.

Hamish will share his secrets to his success in this inspiring, high-octane presentation. Let’s laser focus in on key areas for growth in your leadership journey, practices and processes that align to successful school and student outcomes.

You will walk away with practical solutions and ideas to key education challenges around organizational improvement, closing the achievement gap, stakeholder engagement and culture.

Own your leadership and own your legacy!

Learn more about Hamish Brewer at <https://hamishbrewer.com>.

Workshop Topics

Workshop topics: In December, view a complete list of workshops with descriptions at www.mnmsba.org/LeadershipConference.

Some of the featured topics include: Board and superintendent relationships, student achievement, referendum tips, students at the board table, teacher retention, artificial intelligence, cellphones, career and tech ed programs, finances, and more!



Special Features



New! Ask MSBA Sessions

Join us at the Ask MSBA Sessions for engaging one-on-one and small group conversations with our staff. Twice on Thursday, MSBA staff members will be available in the Roundtable area to discuss the latest topics and answer your questions. This is a great opportunity to gain insights, share your thoughts, and network with other attendees. Don't miss out on this chance to connect and learn!

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.

Roundtable Sessions

Join us for two 20-minute sessions starting at 1:40 p.m. Thursday, and three rounds of 20-minute sessions starting at 8 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.



R | R | M

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School Board Advice & Policy Development



In-Service Trainings



Investigations, Harassment & Discrimination



Special Education



School Business Office Affairs

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St. Paul, MN 55101

P: 612-339-0060
www.ratwiklaw.com

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