

General Meeting of the Board  
Thursday, November 13, 2025 6:30 PM

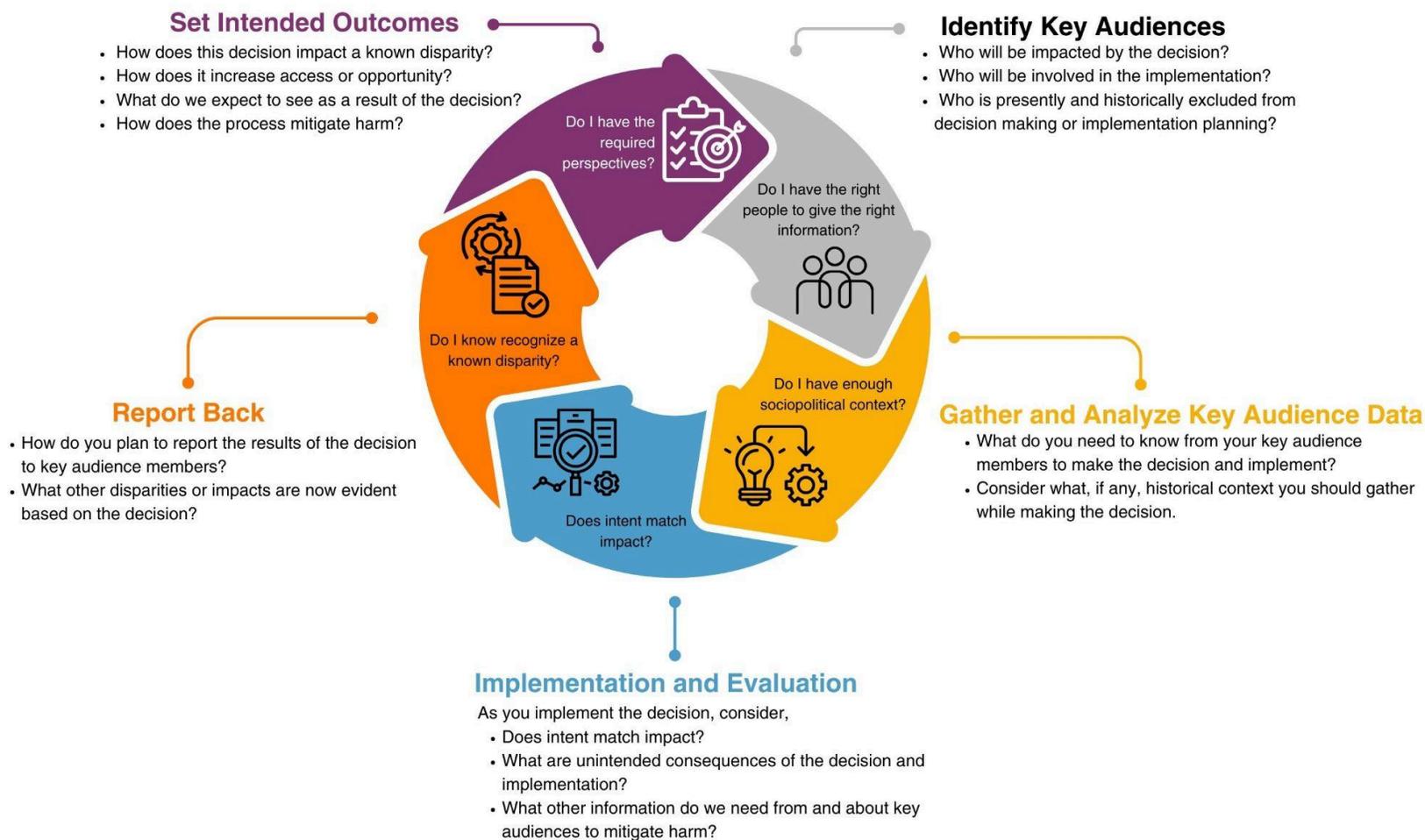
Boardroom / Teleconference  
1820 Xenium Ln N  
Minneapolis, MN 55441-3790

## **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 23, 2025
  - 4.2. Routine Human Resources Activities for November 13, 2025
  - 4.3. Approval of Fund Balance Transfers
  - 4.4. Approval of Cyber Security Grant from State of Minnesota – MN Department of Education
  - 4.5. Approval of Grow Your Own Adult Path FY26 Grant from State of Minnesota – MN Department of Education
  - 4.6. Approval of FY26 Legislatively-named Special Education Apprenticeship Grant from State of Minnesota – MN Department of Education
5. **SHARE THE SUCCESS & RECOGNITION - (20 minutes)** (*Information*)
  - 5.1. Student Spotlight: Itinerant Services
  - 5.2. Above & Beyond: Itinerant Services
6. **SUPERINTENDENT'S REPORT - (5 minutes)** (*Information*)
  - 6.1. Superintendent Doud will introduce the new Director of Finance, Scott LeSage.
7. **INSTRUCTIONAL REPORT - (40 minutes)**
  - 7.1. Grow Your Own for Students: Student Interns and World Education Course (*Information*)
  - 7.2. FY26 Enrollment Report (*Information*)
  - 7.3. Comprehensive Achievement and Civic Readiness (*Action*)
8. **BUSINESS SERVICES & LABOR RELATIONS REPORT - (10 minutes)**
  - 8.1. Facilities Report - None
  - 8.2. Financial Report - None
  - 8.3. Human Resource Report (*Action*)
    - 8.3.1. Intermediate 287 Principal Association Contract
9. **BOARD BUSINESS - (15 minutes)** (*Information*)
  - 9.1. Policy Review & Revision - None
  - 9.2. Board Reports (*Information*)
    - 9.2.1. Chair Report
      - 9.2.1.1. School Board Officer Nomination Committee Process
    - 9.2.2. AMSD Report
      - 9.2.2.1. November 2025 AMSD Connections Newsletter
  - 9.3. District News
    - 9.3.1. School Board Calendars
    - 9.3.2. November 13, 2025, Board Event Calendar
    - 9.3.3. 2025-2026 Get on the Bus/Local 2209 & Board Meeting Schedule

- 9.4. Once Around the Table
- 10. **ADJOURNMENT**

# Equity Decision Making Tool



**DISTRICT 287 GENERAL MEETING OF THE BOARD**  
**Intermediate District 287**  
**October 23, 2025**  
**MINUTES**

**1. CALL TO ORDER**

Board Chair Casey 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 Ginestra 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 9 member districts represented and the following Board members in attendance:

286	Brooklyn Center	Richard Zeck
272	Eden Prairie	Kim Ross
273	Edina	Michael Birdman
278	Orono	Karen Orcutt
280	Richfield	Crystal Brakke
281	Robbinsdale	Caroline Long
283	St. Louis Park	Anne Casey
284	Wayzata	Dan Ginestra
277	Westonka	Brian Roath

Absent: 270/ Andreson, 276/Remucal, and 279/Tate

Guests: Siham Abdi

287 Administration: Superintendent Doud, Dr. Tonya Allen, Melissa Brateng, Camille, Hepola, Dr. Elisabeth Lodges Rogers, Brian Schultz, Dr. Kevin Witherspoon, Kiarra Zackery, and Wauneen Denson-Mgeni

287 Staff Members: Scott Swanson, Amanda Klutman, Rachel Prost, Julie Hunter, and Olena Zaslavska

**2. APPROVAL OF GENERAL MEETING AGENDA**

The general meeting agenda was presented for approval. *Motion by Brian Roath, seconded by Crystal Brakke, to 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 October 9, 2025, Routine Human Resources Activities for October 23, 2025, Medical Insurance Premium Rates for January 1, 2026 – December 31, 2026, Dental Insurance Premium Rates for January 1, 2026 – December 31, 2026, Enter Into a Contract with New York Life, and the Authorization of Issuance of Individual Procurement Cards (P-Cards). *Motion by Michael Birdman, seconded by Richard Zeck, to approve the Consent Agenda as presented. All in favor. Motion carried unanimously.*

**5. SHARE THE SUCCESS & RECOGNITIONS**

Julie Hunter, Assistant Principal at 287 Career and Tech Center (CTC) within Hennepin Technical College, was excited to share this month's student spotlight. CTC supports students aged 18-23 through their transition program at Hennepin Technical College.

Julie introduced Siham Abdi (*virtual*), a second-year student in the Tier 1 Transition Program. Siham, who previously attended Edina Public Schools, is 19 years old and now resides in Shakopee. Siham briefly discussed her time at CTC and the great staff she has encountered.

Scott Swanson, Assistant Principal of CTC, introduced Sheri George as the October 2025 Above & Beyond winner. Sheri is an Educational Support Professional (ESP) in the Gateway Program. Sheri expressed her gratitude to the Board, Superintendent, Leadership, and her colleagues.

**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 Operations, presented an update on the 2025-2026 Facilities Annual Board Report. "[2025-2026 Facilities Department Annual Board Report](#)"

**Financial Report - None**

Brian Schultz, Executive Director of Business Services and Operations, presented the monthly financial report for September 2025. *Motion by Kim Ross, seconded by Crystal Brakke, to approve the monthly financial reports as presented. All in favor. Motion carried unanimously.*

**Human Resources Report - None**

**9. BOARD BUSINESS**

**Policy Review - None**

**Chair Report - None**

**AMSD Report - None**

**Once Around the Table**

**10. CLOSED SESSION**

At the recommendation of Board Chair Casey, *a motion was made by Michael Birdman, seconded by Kim Ross, that the school board may hold a closed meeting to consider a strategy for labor negotiations. The meeting was closed to the public at 7:14 PM. A motion was made by Michael Birdman, seconded by Richard Zeck, to reopen the general meeting. All in favor. Motion carried unanimously. The general meeting reopened at 7:29 PM.*

**11. ADJOURNMENT**

*Motion was heard and seconded to adjourn the meeting. Meeting adjourned at 7:29 PM.*

The next general meeting will be held on November 13, 2025, 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

**RESPONSIVE. INNOVATIVE. SOLUTIONS.**

## ROUTINE HUMAN RESOURCES ACTIVITIES FOR THE INTERMEDIATE DISTRICT 287 SCHOOL BOARD November 13, 2025

New Hires					
Name	Position	Department or Site	Reason for Opening	Effective Date	FTE
Shmel Bogan	Educational Support Professional	Ann Bremer Education Center	Internal Transfer: Q. West	11/04/2025	.875
Toni Walton	Educational Support Professional	South Education Center	Additional Enrollment	11/04/2025	.875
Shukri Egal	Educational Support Professional	Ann Bremer Education Center	Internal Transfer: B. Foster	11/04/2025	.875
Alphonso Gargar	Educational Support Professional	North Education Center	Additional Enrollment	11/04/2025	.875
Leroy Massaquoi	Educational Support Professional	Ann Bremer Education Center	Additional Enrollment	11/04/2025	.875
Alicia Johnson	Behavior Intervention Specialist	Ann Bremer Education Center	Separation: J. Harlin	11/04/2025	1.0
Martin Ortiz	Part-time Custodial Worker	Facilities	Open Position	11/04/2025	.5
Barrett Walker	Educational Support Professional	Ann Bremer Education Center	Additional Enrollment	11/04/2025	.875
India Bridges	Educational Support Professional	North Education Center	Additional Enrollment	10/21/2025	.875
Isabella Vanderwerff	Custodian	Facilities	Open Position	10/21/2025	1.0
Anya Moore	Educational Support Professional	South Education Center	Additional Enrollment	09/09/2025	.875

<b>Temporary Hiring Agreement: NSO/IS</b>				
<b>Name</b>	<b>Position</b>	<b>Department or Site</b>	<b>Effective Date</b>	<b>End Date</b>
Veronica Castillo-Clark	NSO Instructor	Northern Star Online	09/15/2025	06/30/2026
Tana Celis	NSO Instructor	Northern Star Online	10/20/2025	06/30/2026
Grizian Ettouhami	NSO Instructor	Northern Star Online	10/15/2025	06/30/2026
LouAnn Muhm	NSO Instructor	Northern Star Online	09/15/2025	06/30/2026

<b>Temporary Hiring Agreement: Tier 1 or Tier 2 Licenses</b>					
<b>Name</b>	<b>Position</b>	<b>Department or Site</b>	<b>Reason for Opening</b>	<b>Effective Date</b>	<b>FTE</b>
<b>Tier 1 Hires</b>					
Austin Thune	EBD Teacher	South Education Center	Temporary License	10/27/2025	1.0
<b>Tier 2 Hires</b>					
Caitlin Barr	EBD Teacher	West Education Center	Temporary License	10/24/2025	1.0

<b>Extended Leaves of Absence:</b>					
<b>Name</b>	<b>Position</b>	<b>Department or Site</b>	<b>Effective Date</b>	<b>End Date</b>	<b>FTE</b>
Caitlin Barr	Educational Support Professional to accept a temporary licensed position	West Education Center	10/24/2025	06/05/2026	.875
Austin Thune	Educational Support Professional to accept a temporary licensed position	South Education Center	10/27/2025	06/05/2026	.875
Savannah Senner	Educational Support Professional	South Education Center	09/16/2025	06/05/2026	.025
Mason Hermann	Educational Support Professional	South Education Center	08/26/2025	12/18/2025	.15
Jimesha Williams	Educational Support Professional	South Education Center	10/07/2025	06/05/2026	.505
Tre'Ve'll Holmes **Revised Dates from 9/25/25 Board Meeting	Educational Support Professional	Ann Bremer Education Center	08/25/2025	11/03/2025	Returning to .9375 FTE as of 11/4/25
Donna Adigwe	Assistant Cook	Ann Bremer Education Center	11/04/2025	06/05/2026	.125

**Separations: Resignation**

<b>Name</b>	<b>Position</b>	<b>Department or Site</b>	<b>Reason (if internal movement)</b>	<b>Effective Date</b>
Karissa Askvig	Educational Support Professional	South Education Center	Personal Reasons	10/20/2025
David P Doll	Educational Support Professional	South Education Center	Personal Reasons	11/06/2025
Dawn Waskosky	Educational Support Professional	North Education Center	Personal Reasons	11/07/2025
Kiaera Wilson	Administrative Support Grade IV	Itinerant Services	Personal Reasons	10/20/2025

**Other:**

RECOMMEND the Board's approval to credit Danya Brown, Professional Support Liaison at the District Service Center, with one (1) days of additional sick leave. This day has been donated by the staff member listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.

Donor Name Withheld by Request				
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RECOMMEND the Board's approval to credit Anna Holod, Occupational Therapist for Itinerant Services, with two (2) days of additional sick leave. These days have been donated by the staff members listed below who have authorized the District to reduce their individual sick leave balances by one (1) day.

Tracy Mooney	Donor Name Withheld by Request			
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# CONSENT AGENDA - RECOMMENDATION

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

## **FY25 Fund Balance Transfers from the General Fund to the Food Service Fund**

November 13, 2025

### **Author**

David Anderson, Senior Finance Manager  
Phyllis Vit, Finance Manager

### **Summary**

The administration recommends approval of a Fund Balance Transfer from the General Fund to the Food Service Fund in the amount of \$320,586.06

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 is 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 \$13,367.87 and less than budget by \$131,933.94. An increase in meal counts & reimbursements and a vacant position 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 \$320,586.06

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Cyber Security Grant from State of Minnesota – MN Department of Education**

November 13, 2025

### **Author**

Scott LeSage, Director of Finance

### **Summary**

Intermediate District 287 has been awarded \$15,000.00 from the State of Minnesota – MN Department of Education for the Cyber Security Grant Program. The funds from this award will be used for cyber security upgrades. This grant runs from 7/01/2025 – 6/30/2026.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



**Intermediate District 287**  
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## **Recommendation for Board Acceptance of the Grow Your Own Adult Path FY26 Grant from State of Minnesota – MN Department of Education**

November 13, 2025

### **Author**

Scott LeSage, Director of Finance

### **Summary**

Intermediate District 287 has been awarded \$750,000.00 from the State of Minnesota – MN Department of Education for the Grow Your Own Adult Pathway Program. The funds from this award will be used to create a Grow Your Own program to assist people of color and American Indian people to obtain their first professional teaching license. This grant runs from 7/01/2025 – 6/30/2030.

### **Recommendation**

It is recommended that the Board approves this award.

# CONSENT AGENDA - RECOMMENDATION



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

## **Recommendation for Board Acceptance of the FY26 Legislatively-named Special Education Apprenticeship Grant from State of Minnesota – MN Department of Education**

November 13, 2025

### **Author**

Scott LeSage, Director of Finance

### **Summary**

Intermediate District 287 has been awarded \$986,000.00 from the State of Minnesota – MN Department of Education for the Special Education Apprenticeship Grant. The funds from this award will be used to support special education registered apprenticeship programs for oversight, stipends, tuition, fees, and other direct program costs incurred by apprentices. Funds can also be used for stipends to teachers serving as mentors. This grant runs from 10/10/2025 – 6/30/2027.

### **Recommendation**

It is recommended that the Board approves this award.



# Grow Your Own (GYO) Student Pathway

*Kiarra Zackery, Director of  
Equity and Inclusion*

# Presentation Outcomes

- Review District 287 GYO Student Pathways Programs
- Share success of internship program and plans for growth
- Hear from GYO Pathway participants/staff



# Program Overview

## **\*ESY Internship**

Students participate in paid internships during 3-week extended school year program

## **World of Teaching Courses**

Northern Star Online provides exploratory and advanced courses for students interested in education

## **World of Teaching Internship**

In-person internship and online content for students interested in education at 287 sites

*\*Extended School Year*

# 2025 Extended School Year (ESY) Internship Snapshot

## 15 paid interns

- Assigned 1:1 mentors
- Orientation and Reflection
- ABEC, NEC, SEC served

## 900 hours served

- Instructional support
- De-escalation
- Sensory breaks

## Wraparound Support

- Site leads
- Transportation
- Educational Support Professional (ESP)

Pay

# Program Evaluation



## Positive Experiences

Student interns and mentors reported positive experiences.



## Staff Intensive

ESY internship program grew 150% not built to scale quickly



## Program Extension

Interns and staff requested time together before ESY



## Program Disparities

Internship and World of Teaching courses are disparate in student racial diversity



## Systematize Hiring/Payment

Year end transition made hiring and payment clunky for

# Student Testimony

“I think the best part was building relationships with my students.”



# Student Testimony

“I learned a lot about what it means to be a paraprofessional and how to work with others while also learning new things myself. It was a very meaningful experience for me that taught me how important it is to connect and communicate with those around me.”



# Student Testimony

“I feel like it gave me more work experience. I also have never had to work with coworkers before, so it really helped on that part. Also, having to understand the challenges of what working with special needs children was something that I feel like was very helpful for everyone.”



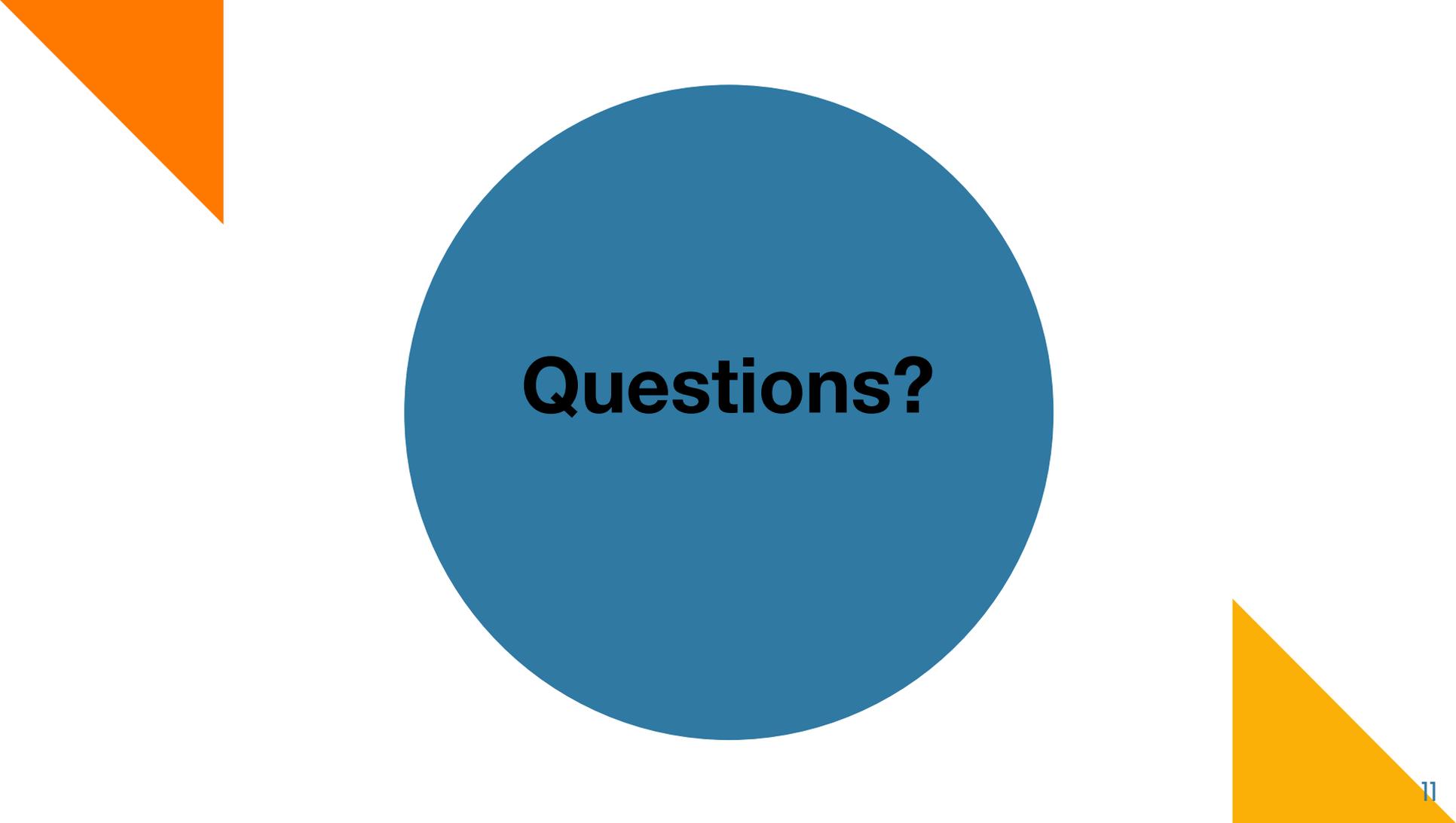


# Future Plans

- Expand in-school internship program
- Explore program efficiencies and improvements to extend funding
- Develop post-secondary education pathways with adult GYO programs



**Interns → ESPs: Cassidy and Marquise**



**Questions?**



# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

## Enrollment Report 2025

### Table of Contents:

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## Introduction:

The October enrollment report describes enrollment demographics at a single point in time, the actual recorded enrollment on **October 16, 2025**. 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 ADM-Average Daily Membership)*

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

### District-Wide Projections vs. Actual

*(Excludes NSO, Care & Treatment, and Itinerant Services)*

Grade	October 2025 Actual ADMs	Projected for FY26	Difference from Projected	October 2024 Actual ADMs
K - 5	141.66	128.53	13.13	119.76
6 - 8	114.88	119.37	(-4.49)	101.63
9 - 12+	626.59	706.49	(-79.90)	676.53
<b>Total:</b>	<b>883.13</b>	<b>954.39</b>	<b>(-71.26)</b>	<b>897.92</b>

Historically, Special Education and ALC ADMs grow over the course of the year.

### Special Education (Setting IV) Site Projections vs. Actual

Site	October 2025 Actual ADMs	Projected for FY26	Difference from Projected	October 2024 Actual ADMs
Ann Bremer Education Center	112.39	140.65	(-28.26)	124.43
North Education Center	197.02	204.36	(-7.34)	185.33
South Education Center	151.21	151.54	(-0.33)	147.08
West Education Center	58.31	80.84	(-22.53)	55.70
Career & Tech Center	19.99	21.00	(-1.01)	24.99
<b>Total:</b>	<b>538.92</b>	<b>598.39</b>	<b>(-59.47)</b>	<b>537.53</b>

Projections are the product of a collaborative approach between Special Education Directors from Member Districts and District 287.

### Care & Treatment Programs Projection vs. Actual

Program	October 2025 Actual ADMs	Projected for FY26	Difference from Projected	October 2024 Actual ADMs
Care & Treatment	84.24	110.76	(-26.52)	80.69

Historically, Care & Treatment enrollment starts low and increases as students access mental health during the school year.

### ALC Academies Projections vs. Actual

Site	October 2025 Actual ADMs	Projected for FY26	Difference from Projected	October 2024 Actual ADMs
North Education Center Academy	32.23	41.00	(-8.77)	41.56
South Education Center Academy	50.59	51.00	(-0.41)	51.48
West Education Center (W-ALT)	91.95	96.00	(-4.05)	96.45
Career & Tech Center-Gateway	54.89	66.00	(-11.11)	74.45
<b>Total:</b>	<b>229.66</b>	<b>254.00</b>	<b>(-24.34)</b>	<b>263.95</b>

### Pathways - Career Tech Projection vs. Actual

Program	October 2025 Actual ADMs	Projected for FY26	Difference from Projected	October 2024 Actual ADMs
Career & Tech Center-Pathways	114.55	102.00	12.55	96.44

### Northern Star Online (NSO) Projections vs. Actual

Program	October 2025 Actual ADMs	October 2024 Actual ADMs (for comparison)	Difference from Last Year	Projected for FY26
Northern Star Online	446.55	378.06	68.49	1269.47
District 287 ALC Independent Study	149.87	88.33	61.54	43.52
Total Enrollment Count	5582	5280	302	11,000

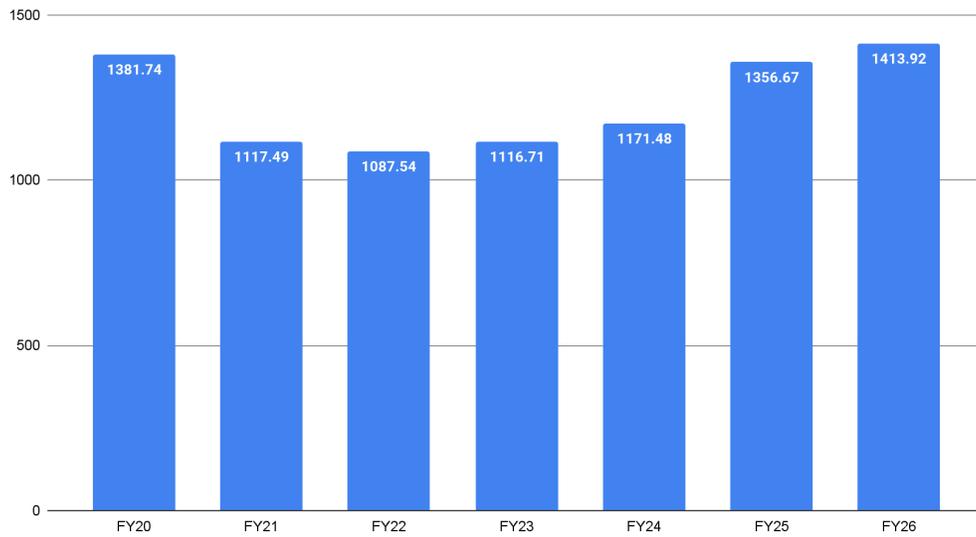
This includes summer and the regular school year for the District 287 ALC Independent Study program. Historically, NSO ADM grows throughout the year.

# Historical Trends:

(October ADM Enrollment)

## Total Enrollment

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



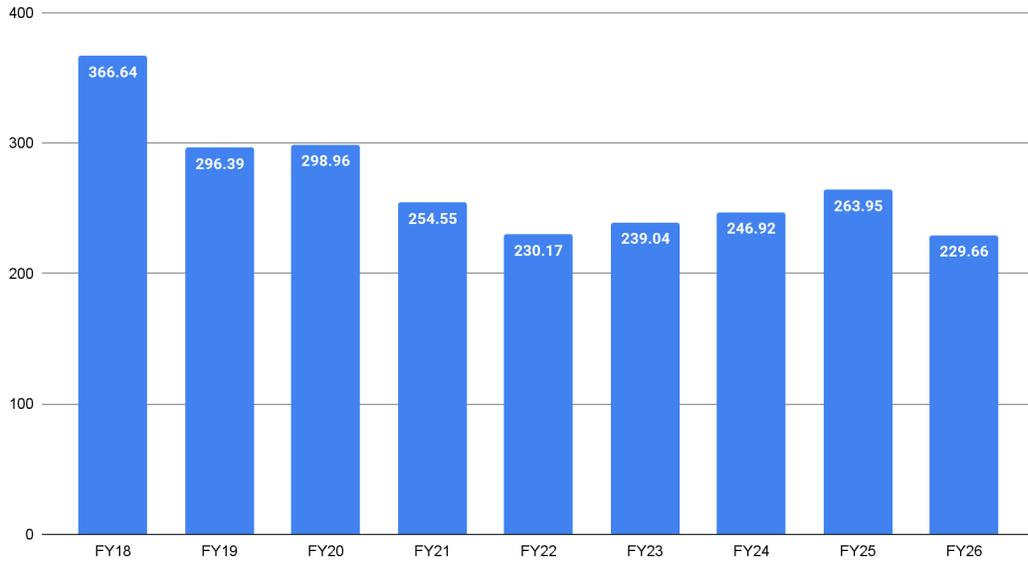
## Special Education Setting IV Enrollment

Total ADM Enrollment: Special Education



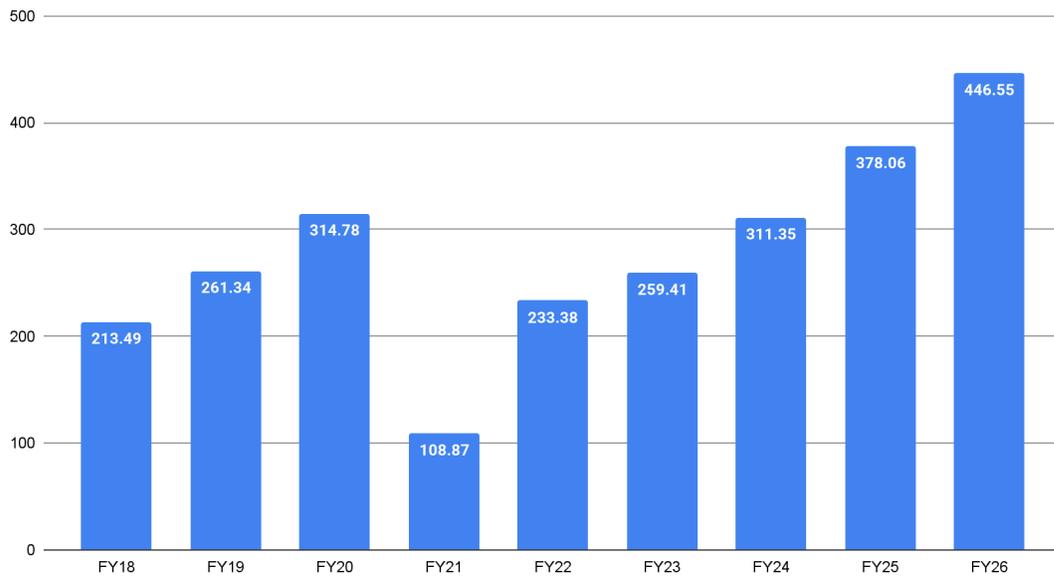
## ALC Academies Enrollment

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



## Northern Star Online Contracted & Supplemental Enrollment

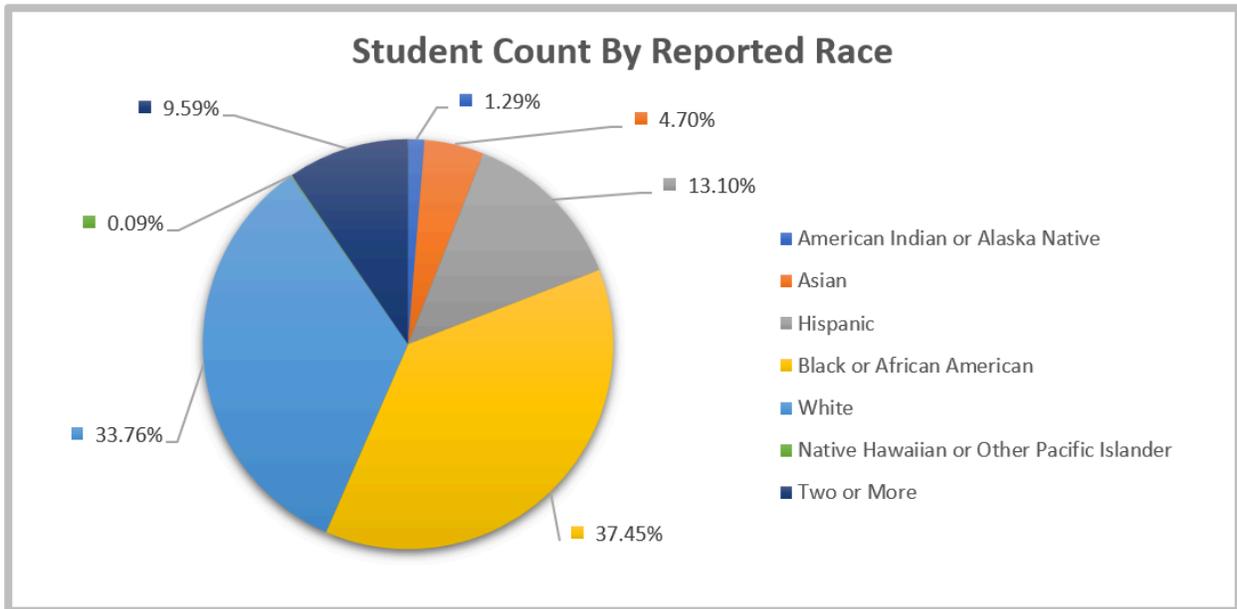
Total ADM Enrollment: Northern Star Online (NSO)



# Demographic Information:

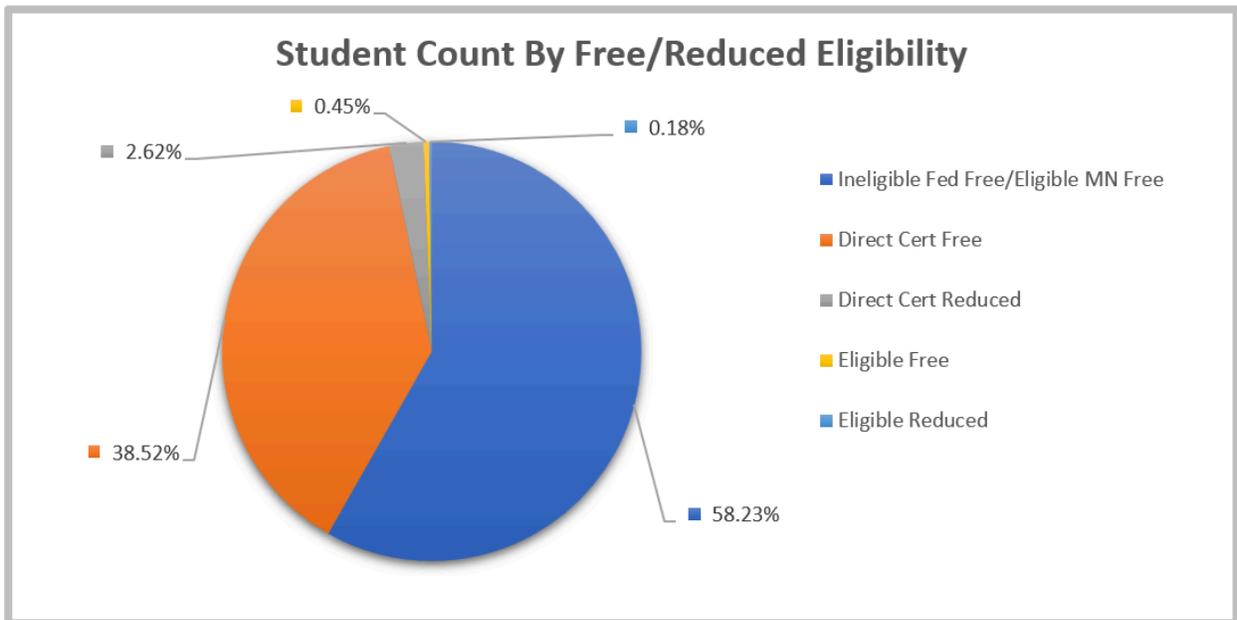
## Racial Diversity

(Excludes NSO, Care & Treatment, and Itinerant)



## Free or Reduced Price Lunch

(Excludes NSO, Care & Treatment, and Itinerant)



## Member District Enrollment:

(Displayed as Current Headcount, as of October 16, 2025)

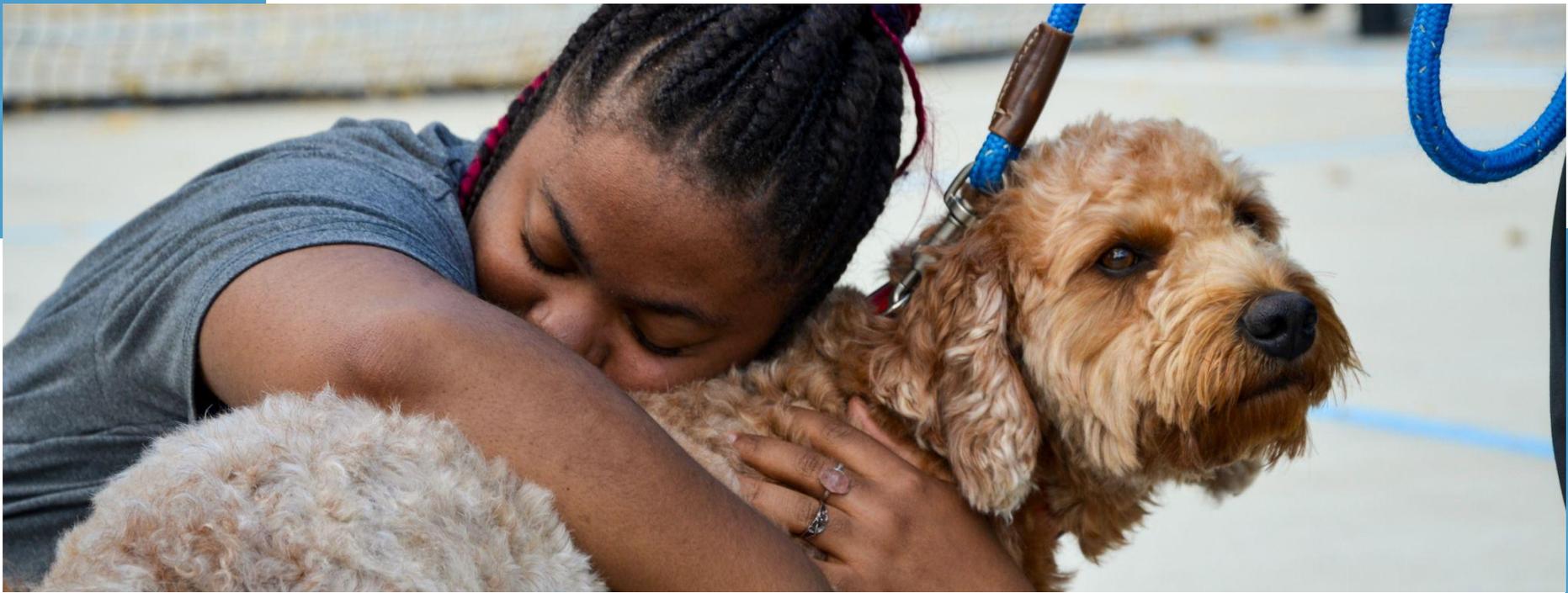
Member District	Special Education Setting IV	ALC Academies	CTC Pathways	Care & Treatment	NSO
Brooklyn Center	16	2	1	2	0
Eden Prairie	63	23	70	1	21
Edina	63	4	14	1	236
Hopkins	61	53	21	7	20
Minnetonka	21	5	1	2	27
Orono	9	1	34	0	110
Osseo	112	14	30	21	127
Richfield	27	24	32	1	19
Robbinsdale	107	17	2	3	24
St. Louis Park	26	5	0	3	48
Wayzata	32	35	46	4	120
Westonka	16	1	48	1	52
Non-Member		54		117	3262

## New Special Education Setting IV Referrals:

(From July 1, 2025 - October 16, 2025)

### Site Placement

Member District	Number of Referrals	ABEC	CTC	NEC	SEC	WEC
Brooklyn Center	0					
Eden Prairie	4				3	1
Edina	1					1
Hopkins	6			4	1	1
Minnetonka	3				3	
Orono	4			1	2	1
Osseo	15	5		5	4	1
Richfield	6				3	3
Robbinsdale	22	5		10	7	
St. Louis Park	4			1	2	1
Wayzata	3	1		1		1
Westonka	3			1	2	
<b>Total:</b>	<b>71</b>	<b>11</b>		<b>23</b>	<b>27</b>	<b>10</b>



# Comprehensive Achievement and Civic Readiness

**FY25 Report and FY26 Plan**

# 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 students with complex and varied educational and social gifts and needs

# Goal areas

1. All children are ready for school.
2. All racial and economic achievement gaps between students are closed.
3. All students are ready for career and college.
4. All students graduate from high school.
5. Prepare students to be lifelong learners.



# FY25 Results

# Kindergarten readiness

FY25 Goal District	This does not apply to our district.
FY25 Result N/A	Total number of Kindergarten students in 2024-25 was 17. No preschool students.

# Closing achievement gaps

FY25 Goal NEC	80% of Tier 2 HS students who score below expected reading level will meet their individual literacy growth goal as measured by weekly progress monitoring, IEP goals, or individualized measurement tool (CBM.)
FY25 Result <b>MET</b>	100% of students in Tier 2 High School met their individual literacy growth goal.

# Closing achievement gaps

FY25 Goal SEC	70% of Tier 2 and SECA students who score at-risk or below on Fastbridge fall/entry reading screening will meet or exceed their individualized annual growth goal as measured by Fastbridge or curriculum-based measurements
FY25 Result <b>NOT MET</b>	50.2% of Tier 2 students successfully met their normative growth goals.

# Closing achievement gaps

FY25 Goal WEC	By May 16, 2025, 80% of African American students in Tier 2 and Tier 3, who are enrolled for a minimum of one semester, will achieve expected growth as measured by aReading or other assessments determined by their case manager (ex. IEP goal, CBM fluency).
FY25 Result <b>MET</b>	82% of identified students met or exceeded their reading target.

# Closing achievement gaps

FY25 Goal CTC	CTC: By May 16, 2025, 30% of Gateway students who have been enrolled continuously during a PLC cycle (1 semester), will increase their oral academic language skills from pre to post on a custom measure.
FY25 Result <b>MET</b>	44% (24/55) of representative students enrolled increased their skill measurement.

# Closing achievement gaps

FY25 Goal NSO	NSO: By May 1, 2025, 80% of students identifying as Black, Indigenous, or Hispanic in English 1 and Algebra 2 courses with end dates by March 20th, 2025 who create their personalized course pacing learning goal will meet their identified goal, leading to earning credit in their course.
FY25 Result <b>MET</b>	87.2% of identified students who set a learning goal completed course/earned credit

# Closing achievement gaps

<p>FY25 Goal ABEC</p>	<p>By May 16, 2025, the number of students at ABEC who have made adequate progress on a literacy, communication, or academic IEP goal as measured by quarters 1-3 progress reports will increase from 77% (Q4 2023-24 school year) to 80% (2024-25 school year).</p>
<p>FY25 Result <b>NOT MET</b></p>	<p>73.81% of students made progress/had an increase in skills on an academic goal this school year</p>

# Career and college readiness

FY25 Goal District	Each student will have an academic growth target, and 80% of students will meet or exceed their growth target.
FY25 Result <b>NOT MET</b>	60% of students met or were on track to meet their growth target.

# Graduation rates

FY25 Goal District	From Spring 2023 to Spring 2024 the 4-year graduation rate will increase from 46% to the state-mandated goal of 67% (based on ESSA requirements)
FY25 Result <b>NOT MET</b>	FY24 Graduation Rate is 43.1% <ul style="list-style-type: none"><li>● FY23: 46.0%</li><li>● FY22: 33.5%</li></ul>

# Prepare students to be lifelong learners

FY25 Goal District	80% of Tier 2 Elementary and Middle School and Academy students will develop their own SEL goal, self-monitor progress, and confer with staff.
FY25 Result <b>MET</b>	Approximately 90% of students in Tier 2 Elementary, Middle School, and Academy programs developed their own social-emotional learning (SEL) goal, self-monitored their progress, and conferred with staff during the 2024–2025 school year.

# Prepare students to be lifelong learners

FY25 Goal Care & Treatment	Using the Pedagogy of Voice framework, 95% of Care and Treatment students who self-identify as students of color and/or nonbinary will indicate a sense of safety & empowered belonging (student agency) as measured by student exit SEAS data.
FY25 Result <b>NOT MET</b>	81% of Care and Treatment students who self-identify as students of color and/or nonbinary indicated a sense of safety and empowered belonging as measured by student exit SEAS data

# FY26 Goals

# Kindergarten readiness

Not applicable

- No preschool programs
- Established through each student's IEP
- Less than 10 students enrolled in Kindergarten
- All students receive individualized services

# Closing achievement gaps

ABEC: By May 2026, the number of male ABEC students who meet their identified literacy (including communication) goal as measured by weekly academic progress monitoring will increase from 43% to 65%, which will be reviewed by ABEC's MTSS team monthly and biweekly classroom team meetings to further identify inequities in achievement or progress within specific demographic groups.

NEC: By May 2026, 80% of all NEC students in grades 6 through 8 (T2 and T3 programs) will meet or exceed at least one identified academic goal, aligned to each student's IEP through targeted supports.

# Closing achievement gaps

SEC: By May 2026, 80% of Tier 2 & Tier 3 students in kindergarten through 5th grade who are below grade level in literacy will meet their individualized literacy goal as measured by screening and progress monitoring.

WEC: By May 2026, 80% of students of color at WEC who test below grade level, and who are enrolled for a minimum of one quarter, will achieve expected growth as measured by CBM data or other assessments.

# Closing achievement gaps

NSO: By May 2026, 80% of students identifying as Black, Indigenous, or Hispanic in NSO courses with end dates by March 20, 2026 who create their personalized course pacing learning goal will meet their identified goal, leading to earning credit in their course.

ITIN: By May 2026, students in Tier 3 (ages 16-22) at 287 sites and students in the Middle School ASL/DHH resource room will increase their **communication response** (a proxy to engagement) **using their preferred communication modes** *in response to staff communication pauses/wait time* during delivery of curriculum as measured by Itinerant staff observation at sites, teacher check-ins, student survey and/or student interviews at three time points.

# Career and college readiness

GOAL: 80% of all students will meet or exceed one identified academic goal, as measured by weekly formative assessments, including progress monitoring.

- Goals based on Literacy growth, Math growth or completing assessments necessary to attain credit in courses needed for graduation.

CTC: By May 2026, 80% of students will demonstrate an increase on the customized literacy rubric in at least one area (reading, writing, speaking, and listening) to support Community, Career, and College Readiness.

# Graduation rates

GOAL: From Spring 2024 to Spring 2025 the 4-year graduation rate will increase from 43% to the state-mandated goal of 67% (based on ESSA requirements).

- FY22: 33.5%
- FY23: 46.0%
- FY24: 43.1%

*Note: Graduation data from Spring 2025 will become available by the end of 2025-26.*

# Prepare students to be lifelong learners

GOAL 1: 80% of all students will meet or exceed one identified SEL goal, as measured by weekly formative assessments, including self-assessments or progress monitoring.

GOAL 2: By May 2026, 85% of Care & Treatment students who identify as students of color and/or gender expansive will indicate a sense of safety, belonging, and agency, as measured by student exit SEAS data.

# Summary

- Strategic Plan goals for 2025-26 are aligned with key areas.
- Goal targets are more finely tuned to individualized student growth within Individual Education Plans (IEPs), School Improvement Plans (SIPs), and Strategic Plan goals.
- More emphasis on progress monitoring of individual goal attainment is included under the Strategic Plan.

**Questions?**

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

Regular Meeting – December 14, 2023

**AGENDA SECTION:** HUMAN RESOURCES REPORT

**ITEM:** Approval of 2025-2027 IPA Tentative Agreement

**PRESENTED BY:** Dr. Kevin Witherspoon, Director of Human Resources

**1. Background Information**

Dr. Kevin Witherspoon, Director of Human Resources, will present and recommend the approval of the 2025-2027, 287 Intermediate Principals Association (IPA) Tentative Agreement.

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

**3. RECOMMENDED ACTION:     **The Board approve the 2025-2027 Intermediate Principal Association (IPA) Tentative Agreement as presented.****

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

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

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

November 2025  
Volume 23  
Number 2

## Hastings High School Brings Cutting-Edge Medical Technology to Students

### November 7, 2025 Board of Directors Meeting

7 a.m. - 9 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

### November 11, 2025 Annual Conference

7:30 a.m. - 1:30 p.m.  
Minneapolis Marriott  
Northwest  
Brooklyn Park

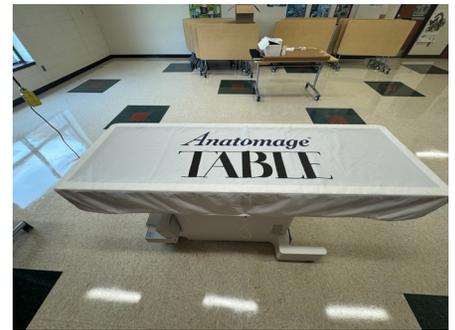
### November 21, 2025 Executive/Legislative Committee Meeting

7:30 a.m. - 9 a.m.  
Anderson Center  
Bethel University  
Arden Hills

### December 5, 2025 Board of Directors Meeting

7 a.m. - 9 a.m.  
Quora Education Center  
NE Metro 916  
Little Canada

This summer, Hastings High School became the first high school in Minnesota to introduce a groundbreaking educational tool: the **Anatamage Table**. Often described as a "life-sized, 3D interactive computer," the Anatamage Table is revolutionizing how students learn anatomy, physiology, and health sciences. Thanks to a combination of community support, district innovation, and forward-thinking partnerships, students now have access to state-of-the-art technology that was once only found in medical schools and advanced research institutions.



### A Transformational Investment

Dr. Kristine Wehrkamp Herman, Superintendent, views the acquisition as a pivotal moment for the students of Hastings High School. "The investment in the Anatamage Table will potentially give our students an advantage when they enter the next stage of their career or college pathway. The hands-on opportunity that students will experience in multiple facets of the sciences that this tool provides will help them determine their future career path."

The Anatamage Table replaces traditional consumables, like dissection specimens or lab kits, with digitized real human cadavers. Students can manipulate 3D images to study skeletal structures, vascular systems, or organ functions with extraordinary detail, down to a resolution of half a millimeter. The system includes cadavers of varying ages and conditions, allowing students to explore both normal and pathological anatomy in ways that deepen understanding beyond a textbook.

The model Hastings purchased also includes science applications across biology, physics, chemistry, Earth, and space science, ensuring that students in multiple disciplines, not just those pursuing healthcare, will benefit.

*Continued on page 2*

Today is Election Day! Fifteen AMSD member districts have important [referendum questions](#) on the ballot and 21 member districts have school board elections. If you have an election in your school district, and you haven't already done so, make sure you VOTE today and encourage your family and friends to join you. Thank you, and I'm excited to see many of you at the AMSD annual conference on Nov. 11.

*From the AMSD Chair, Jim DeMay, Mounds View Board Member*

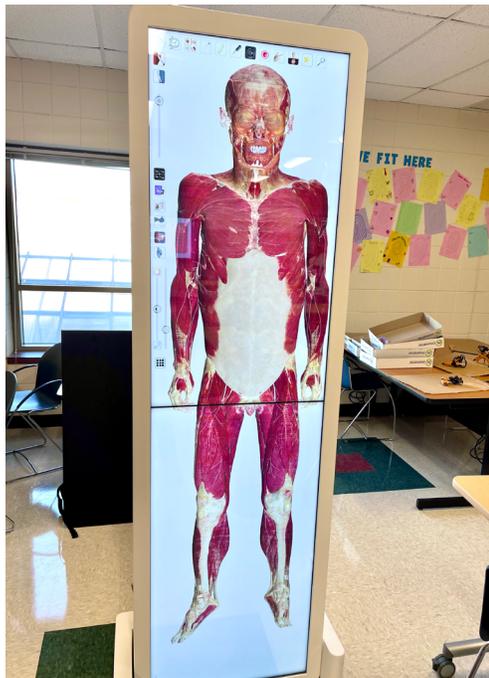
# Striking a Balance Between Classroom Instruction and Industry Engagement

*Continued from page 1*

## Innovation Backed by Community

The idea to bring this technology to Hastings grew out of conversations at a Minnesota School Board Association training, where district leaders first saw the table demonstrated. After further research and discussions with vendors, the district identified creative budgeting solutions and secured crucial outside funding to make the purchase possible.

A significant portion of the funding was made possible through a generous contribution from the Ruth and George Doffing Charitable Fund, demonstrating once again how community partnerships strengthen Hastings Public Schools. "We are incredibly fortunate to have a community that supports our students so strongly," said School Board Chair Carrie Tate. "This table represents not only an investment in technology, but an investment in the future of every student who walks through our doors."



## Connecting Students to Real-World Pathways

The Anatomage Table is arriving at the perfect time. This fall, Hastings High School launched its new Healthcare Professionals class in partnership with Allina Health. The course was designed to provide juniors and seniors with a broad overview of careers in healthcare, ranging from pharmacy to radiology to nursing. Interest has been overwhelming, with more than 120 students signing up for the course's first semester, creating a waitlist rarely seen for a brand-new program. The class strikes a balance between classroom instruction and industry engagement. Nearly 40 healthcare professionals from Allina are scheduled to interact with students, providing firsthand insights into their roles and responsibilities. Lessons range from reading lab results to simulating patient care scenarios. In one case study, students evaluate a fictional 65-year-old patient experiencing chest pain, using vital signs and test results to determine next steps.

The Anatomage Table has quickly become a centerpiece of this class. Students use it to explore anatomy interactively, trace blood flow through the heart, or examine case studies drawn from real patient data. By bridging classroom instruction with authentic medical scenarios, the table helps students see how science translates into healthcare practice.

## A Unique Learning Opportunity

At the time of its purchase, Hastings was believed to be the only high school in Minnesota with access to this advanced tool. Traditionally, the Anatomage Table has been used in higher education settings, including medical schools, nursing programs, and research institutions. Bringing it into a high school setting is a bold move, designed to give students early exposure to college-level learning experiences.

"The earlier students can explore their interests, the better prepared they'll be to make decisions about college and career," said Doran. "This table allows them to experiment, to ask questions, and to engage in science at a much deeper level than ever before."

Whether a student chooses to pursue healthcare, engineering, science, or another pathway, the skills gained through interactive, inquiry-based learning will serve them well. For some, it may spark a lifelong passion for the medical field. For others, it may provide a foundation in critical thinking and problem-solving that can be applied in various contexts. The Anatomage Table expands opportunities for students and strengthens the pathways that connect their learning today to success tomorrow.

*This month's member feature was submitted by Kari Gorr, Director of Community Education and Communications, Hastings Public Schools.*

# State Demographics Predict Declines in Student Populations — Increases in Racial, Ethnic Diversity

Minnesota schools are at a population crossroads as the state — and our school districts — must prepare not only for declining birth rates statewide, but the influx of new immigrant communities in recent years that will need support, engagement and infrastructure, if they are to succeed.

That's the prediction from the Minnesota State Demographic Center, which forecasts that the state's overall student population will continue to drop year-over-year into the foreseeable future while the school-age population grows more diverse.

Minnesota State Demographer Dr. Susan Brower told the AMSD Board of Directors in October that while births had been declining statewide well before the pandemic, she speculates that statewide population and workforce growth will continue to slow into the foreseeable future. At the same time, she noted, the percentage of racial and ethnic diversity in Minnesota's school-age population will continue to increase.

That is consistent with the MN Department of Education's latest special population report showing nearly 11 percent of students statewide were identified as English learners in 2024-25. More than 91,000 students were eligible for English learner services, an increase of more than 7,000 students from 2023-24.

Meanwhile, the total number of children statewide, by age, is shrinking. As the 2024 chart of Minnesota Children by Single Year of Age and Sex shows, births in Minnesota have been steadily declining statewide, creating successively smaller cohorts of school-age children from ages 17 to 0.

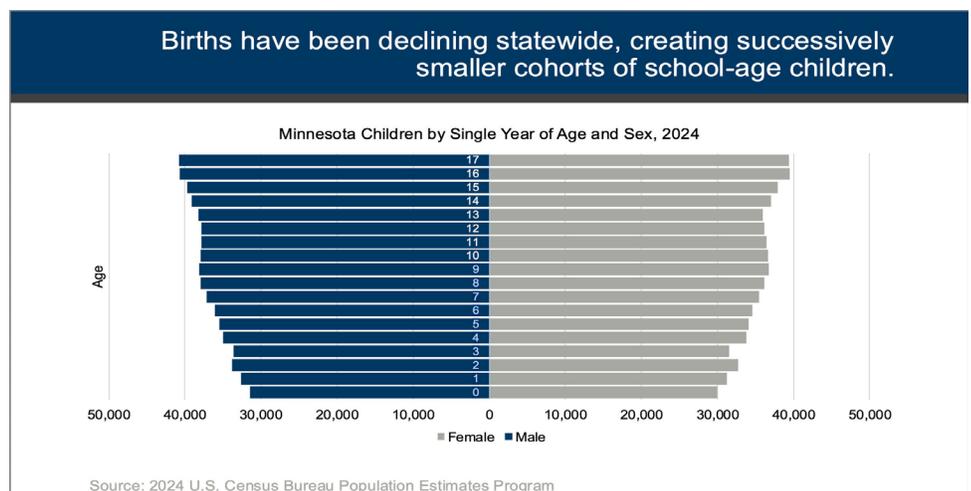
"This is a bigger kind of social and economic trend that's happening," Brower said. "It's tied into our economics and to social norms, and I don't expect to see it turn around anytime soon."

But planning for a school-aged population to downsize — while it's simultaneously growing in immigrant and non-English speaking populations — offers Minnesota a chance to realign its educational resources for the future, Brower said.

"Even speaking about funding formulas, we've created formulas that work during a period of ongoing growth, both population growth and growth in the child population."

"We're really at a different place here, and while this can be unsettling to be kind of in a new place, we can also take stock and say OK, now that we're here, what would work better going forward, given the fact that we're not likely to be growing as much, given the fact that we're likely to have these other kind of costs in the state budget?"

"It gives us this opportunity to rethink some of how we've done things in the past."



# Immigrants a Significant Source of Growth in MN in Recent Years

Continued from page 3

Data trends have shown that for more than 20 years young adults lead the exodus of Minnesota's population decline — which is a characteristic of the greater Midwest region losing its 19, 20, and 21-year-olds to post-secondary schools in other states and opportunities in larger cities and the coasts. But while young adults may fly their proverbial nests, many other populations see opportunity in Minnesota.

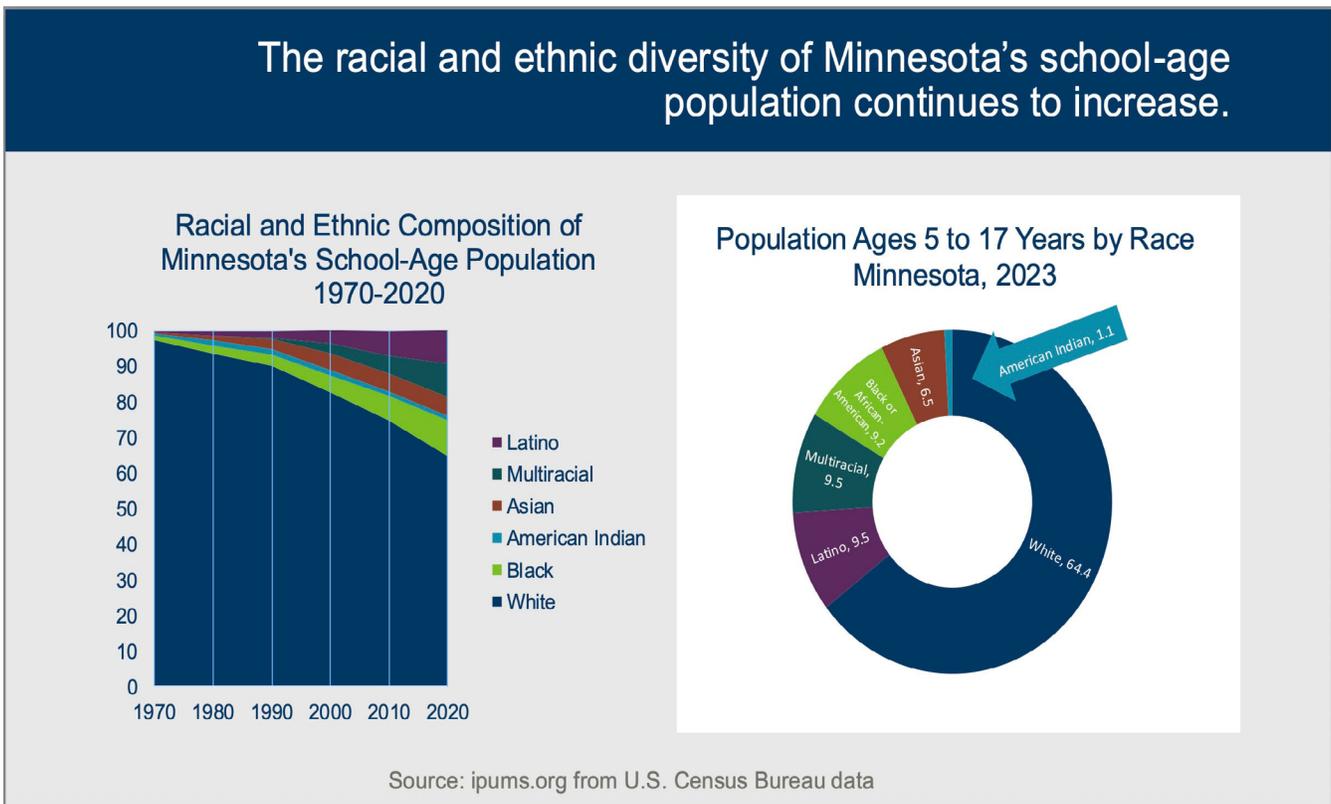
Brower said data from the last three years showed a net population increase of an estimated 30,000 from international immigration — “a really high number” — which she credited to Minnesota’s “large, growing, and a well-economically-situated metropolitan area, which tends to be more of a destination spot for new immigrants.” Brower noted that the recent growth in the number of international immigrants is likely to slow given the changes in federal immigration policy.

That influx also means increases in racial and ethnic diversity for Minnesota's school-age population, which brings opportunities and challenges. Currently one in five children in Minnesota — 20 percent — have at least one foreign-born parent.

Additional staff and support are critical to help these students succeed. Several AMSD districts now report more than 20 percent of their student population eligible for English learner services including Minneapolis, Saint Paul, Richfield, Burnsville, St. Cloud and Columbia Heights — which reported nearly half (48.3 percent) of its student population in 2024-25 as eligible for EL services.

“The Legislature needs to come along,” Brower said. “The whole state, communities need to come along and understand that we are in a different place than we were in the past.”

- [LINK: View the Minnesota State Demographic Center Data](#)



# Intermediate District 287

RESPONSIVE. INNOVATIVE. SOLUTIONS.

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

*Start Time: 6:30 PM*

<b>January 2025 – December 2025</b>	
January 9, 2025 <i>(possible conflict MSBA Conference)</i>	January 23, 2025
February 13, 2025	February 27, 2025
March 13, 2025	<del>March 27, 2025</del> <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

RESPONSIVE. INNOVATIVE. SOLUTIONS.

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

*Start Time: 6:30 PM*

***TENTATIVE***

<b>January 2026 – December 2026</b>	
January 22, 2026	
February 12, 2026	February 26, 2026
March 12, 2026	<del>March 26, 2026</del> Conflict with Spring Break
April 9, 2026	April 23, 2026
May 14, 2026	May 28, 2026
June 11, 2026	June 25, 2026
No July Meeting	
August 27, 2026	
September 10, 2026	September 24, 2026
October 8, 2026	October 22, 2026
November 12, 2026	
December 10, 2026	

**INTERMEDIATE DISTRICT 287**  
**November 13, 2025**  
**SCHOOL BOARD CALENDAR**

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**November 2025**

13	Thursday	General Meeting of the Board	6:30 PM	DSC
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**December 2025**

11	Thursday	General Meeting of the Board	6:30 PM	DSC
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***TENTATIVE***

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**January 2026**

22	Thursday	General Meeting of the Board	6:30 PM	DSC
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**February 2026**

12	Thursday	<b>School Board Retreat</b>	4:30 PM	DSC
12	Thursday	General Meeting of the Board	6:30 PM	DSC
26	Thursday	General Meeting of the Board	6:30 PM	DSC

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**March 2026**

12	Thursday	General Meeting of the Board	6:30 PM	DSC
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**April 2026**

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

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**May 2026**

14	Thursday	<b>District-wide Retirement Celebration</b>	5:00 PM	DSC
14	Thursday	General Meeting of the Board	6:30 PM	DSC
28	Thursday	<b>School Board Retreat</b>	4:30 PM	DSC
28	Thursday	General Meeting of the Board	6:30 PM	DSC

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**June 2026**

11	Thursday	General Meeting of the Board	6:30 PM	DSC
25	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 Meeting Schedule

2025-2026

### Get on the Bus

Tuesday, October 28<sup>th</sup>

West Education Center

Bus leaves 287 DSC @ 8:30 AM

Richard Zeck

Anne Casey

Brian Roath

Kim Ross

Tuesday, December 2<sup>nd</sup>

Ann Bremer Education Center

Bus leaves 287 DSC @ 8:30 AM

Richard Zeck

Kim Ross

Anne Casey

Tuesday, March 3<sup>rd</sup>

Care & Treatment

Bus leaves 287 DSC @ 8:30 AM

Richard Zeck

Michael Birdman

Tuesday, April 14<sup>th</sup>

Itinerant – Community of Practice

Bus leaves 287 DSC @ 8:30 AM

Richard Zeck

Michael Birdman

# Local 2209/Board Meeting

## 1:00 PM

*(Lunch will be provided)*

Tuesday, October 21<sup>st</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Richard Zeck

Keith Tate

Anne Casey

Tuesday, December 9<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Richard Zeck

Anne Casey

Brian Roath

Tuesday, March 10<sup>th</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Richard Zeck

Tuesday, April 21<sup>st</sup>  
District Service Center  
(3<sup>rd</sup> Floor – Room 316)

Richard Zeck

Michael Birdman



# Get on the Bus

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

**SAVE THE DATE**

## ***We'll Visit:***

**Ann Bremer Education Center**  
6601 Xylon Avenue North  
Brooklyn Park, MN 55428

**TUESDAY, December 2, 2025**

**8:30 AM - 11:30 AM**

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

### **We will**

- Provide an overview of our programs
- Tour the building
- Students will share some of their experiences while attending ABEC

### **MEETING POINT**



Intermediate District 287  
1820 Xenium Ln N  
Plymouth, MN 55441

### **RSVP**



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

### **Ann Bremer Education Center**

Ann Bremer Education Center (ABEC) serves Special Education Setting IV students from grade 9 through Transition. Students work on developing a variety of skills through core-content instruction and specialized services.