

School Board Work Session

Monday, July 15, 2024 6:30 PM

LS-H MS/HS Media Center, 901 Ferry St., Le Sueur, MN 56058

1. **CALL TO ORDER**

2. **PLEDGE OF ALLEGIANCE**

3. **AGENDA ITEMS**

3.1. Co-Head Coaching Discussion

3.2. Kraus-Anderson Contract Amendment

3.3. Policy-Purpose of Renaming Facilities

3.4. Strategic Plan

4. **ADJOURN**

To:
 David Swanberg, Interim Activities Director
 Jim Wagner, Superintendent of Schools

From:
 Luke Wilson, Head Wrestling Coach
 Ben Wilson, Assistant Wrestling Coach

I am reaching out on behalf of myself and assistant coach Ben Wilson to request that we merge our coaching roles into a co-head coach model for the wrestling program. My understanding is there are questions on how this will look, what roles will look like and how we will adapt to continue best supporting our student-athletes at a high level. I hope the following information will help clarify. Please note all the information below indicates the coach that will take the lead whereas the other will be in full communication and connected to support the other with multiple meetings and phone calls throughout the week.

Responsibilities

Luke	Ben
Clerical (submission of line-ups, update TrackWrestling) Meet individually with even grade student-athletes for film review and individual growth/needs which include academics (8, 10, 12). Demonstrate skills, work on overall technique while addressing individual needs. Breaking the skill level up and touching on the individual wrestler to the extent possible. Work with AD to create future schedules.	Create practice plans agenda with scaffolding from previous practice and/or competition. Meet individually with odd grade student-athletes for film review and individual growth/needs which include academics (7, 9, 11). Demonstrate skills, work on overall technique while addressing individual needs. Breaking the skill level up and touching on the individual wrestler to the extent possible.

Communication (Macro)

Luke	Ben
Send out updates and any changes on Remind App Respond to interviews with local press. Communicate with the opposing team with any facility needs upon arrival via locker rooms, weigh-ins, etc.	Update locker room communication board (bus times, practice information, weight management needs, etc.) Manage volunteer assistants, communicating with them to assure they know bus times and details about events and what wrestlers need.

	Organizing score table workers and announcers if and when needed (for the last 3 years we've had to make sure we have our own workers for the table in place).
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Conflict Management and Relationship Building and Communication (Micro)

Luke	Ben
<p>Wrestlers in even grades (see responsibilities) will be direct report to Luke for any conflict that may come up. Their parents will also first communicate with Luke. From there conflict resolution will include Ben and follow the chain of command.</p> <p>This model will allow for a greater access to building relationships because wrestlers will have a direct coach report where more details of their performance goals can be managed, discussed and developed with a smaller group of wrestlers to manage.</p> <p>This model from a communication perspective is on a more micro level where parents and wrestlers have conversations more relevant to the individual.</p>	<p>Wrestlers in odd grades (see responsibilities) will be direct report to Ben for any conflict that may come up. Their parents will also first communicate with Ben. From there conflict resolution will include Luke and follow the chain of command.</p> <p>This model will allow for a greater access to building relationships because wrestlers will have a direct coach report where more details of their performance goals can be managed, discussed and developed with a smaller group of wrestlers to manage.</p> <p>This model from a communication perspective is on a more micro level where parents and wrestlers have conversations more relevant to the individual.</p>

Program Longevity

Luke	Ben
<p>Organize in-season and out of season weightlifting</p> <p>Communication and direct report to the LSH Wrestling Association.</p>	<p>Organize and communicate Off-season wrestling opportunities (freestyle, summer programing, etc).</p> <p>Work with youth coaches to have wrestlers volunteer in the youth practice room, support local tournaments for youth as referees, communicate with youth level coaches on technique and building blocks needed for smooth transition to high school wrestling.</p>

In our recent inaugural trip to the state tournament it was clear that the high level and best teams in the state, in any class, have many more coaches than we do at LSH. The co-head coach model will help spread the many responsibilities this sport demands. We are also working with the association to help provide monetary support so we can obtain a more attractive volunteer coaching position(s). We know that as brothers we can work well together, but have

very different coaching styles. This is an asset to our student-athletes because we know that in an individual sport one size doesn't fit all. As an individual sport we want to give the best opportunity for our wrestlers to succeed. We believe that with the potential of having more female wrestlers a part of LSH Wrestling (we have a growing number at the youth level), having a co-head coach model will help get ahead of that as well knowing there will be additional needs from the coaching staff with various competitions that are different particularly in the postseason. While there wasn't a female a part of the wrestling team this year there has been in the past and there will undoubtedly be in the future.

Thank you for your consideration,

Luke Wilson
Ben Wilson

LeSueur Henderson Public Schools
 New Elementary
 ATS&R
 July 3, 2024

Exhibit I

New Elementary				
New Elementary		Start Date:		9.9.24
		Finish Date:		10.18.24
1.5		6	30	240
Months		Wks	Days	Hours

Reimbursable	Months	Rate	Total
Office Equip / Supplies / Phone	1.5	\$500	\$750
Reproduction costs	1.5	\$250	\$375
Postage / Courier services	1.5	\$150	\$225
Travel & Misc. Expenses	1.5	\$750	\$1,125
Field office trailer	1.5	\$1,500	\$2,250
Supt. Truck, Computer, Phone	1.5	\$3,000	\$4,500
Const. Reimbursable Expenses			\$3,375

Administrative Labor	hrs/wk	Hours	Rate	Total
Project Director	1	6	\$189	\$1,134
Senior Project Manager	10	60	\$163	\$9,780
Project Manager	20	120	\$144	\$17,280
Project Engineer		0	\$107	\$0
Safety Director	2	12	\$149	\$1,788
Safety Engineer		0	\$127	\$0
Quality Manager		0	\$143	\$0
General Superintendent	4	24	\$151	\$3,624
Lead Superintendent	40	240	\$142	\$34,080
Assistant Superintendent		0	\$126	\$0
Clerical - Project Coordinator	20	120	\$71	\$8,520
Accounting	4	24	\$71	\$1,704
IT Allocation		564	\$3.25	\$1,833
Construction Administrative Labor				\$79,743

Lump Sum Total				
Total Reimbursables & Site Services				\$83,118.00

Proposed Policy for ISD 2397 for the Purpose of Renaming Facilities after Individuals

Purpose

The purpose of this policy is to establish clear criteria and procedures for renaming ISD 2397 athletic fields, complexes, or courts in honor of individuals. This policy aims to ensure that the process is fair, transparent, and reflective of the values and community of the school.

Criteria for Naming a Field

To have a field named after an individual, the nominee must meet the following criteria:

1. **Significant Contribution:** The individual must have made significant contributions to the school, community, or society. This can include exceptional achievements in education, sports, public service, or other areas of public life.
2. **Positive Impact:** The individual must have had a positive impact on the school or local community. This can include inspiring students, promoting community values, or contributing to the betterment of the school environment.
3. **Legacy of Excellence:** The individual must have demonstrated a legacy of excellence, integrity, and character. This can be shown through awards, recognitions, or lasting positive influence.
4. **Time Requirement:** The individual must have been deceased for at least five years, or, if living, must have been retired from active public life for at least five years, ensuring that their legacy is well-established and enduring.
5. **Community Support:** There must be significant support from the school community for the renaming. This includes petitions, letters of support, or other forms of community endorsement.

Nomination and Approval Process

1. **Nomination:** Nominations for renaming a field can be submitted by any member of the school community, including students, staff, alumni, and residents. Nominations must be submitted in writing and include a detailed justification based on the criteria above.
2. **Review Committee:** A special review committee appointed by the school board will evaluate the nominations. The committee will include representatives from the school administration, faculty, students, alumni, and the local community.
3. **Public Hearing:** The review committee will hold a public hearing to allow community members to express their views on the nomination. Notice of the hearing will be provided to the community at least 30 days in advance.
4. **Recommendation:** After considering the nominations and public input, the review committee will make a recommendation to the school board.
5. **School Board Decision:** The school board will make the final decision on renaming the field. A majority vote is required for approval.

Periodic Review

1. **Five-Year Review:** Every five years, the school board will conduct a review of all named fields. This review will assess whether the current names continue to reflect the values and legacy of the school community.
2. **Public Input:** The review process will include opportunities for public input, including public hearings and written comments.
3. **School Board Vote:** Following the review, the school board will vote on whether to retain or rename each field. A majority vote is required to rename a field.
4. **Documentation:** All decisions and the rationale for retaining or renaming fields will be documented and made publicly available.

Implementation

1. **Notification:** Upon approval of a renaming, the school will notify the community and arrange for appropriate signage and ceremonies to honor the individual.
2. **Records:** The school will maintain records of all named fields, including the history and reasons for each naming decision.

This policy ensures that the naming of school fields is conducted with respect, thoughtfulness, and community involvement, and that names reflect enduring legacies that inspire future generations.

Student Achievement

1. Le Sueur-Henderson Public Schools will achieve the goals of the World's Best Workforce for all students in the school district.

- 1.1 Annually evaluate the success of meeting the five goals of the World's Best Workforce: ■ All students are kindergarten ready; ■ All students reading at grade level by third grade; ■ Closing the achievement gap for identified student groups; ■ All students graduating career and college ready; and ■ All students graduating on time.

2. LeSueur-Henderson Public Schools will deliver high quality education to all students in the district.

- 2.1 By fall 2021, develop and implement a guaranteed and viable curriculum (preK-12)
- 2.2 Continue to use the PLC process to identify what students need to know and should be able to do.
- 2.3 By fall 2019, develop, and by fall 2020, implement a preK-12 general education intervention model to address academic, social, and emotional needs.
- 2.4 By fall 2021, outperform both regional and comparable districts on state accountability tests and college-ready measures.

3. Le Sueur-Henderson Public Schools will develop and implement a plan to embed 21st century skills into the district's curriculum.

- 3.1 By fall 2029, embed teaching and learning practices throughout the district that ensure students will graduate with the skills, knowledge, and attributes to be college, career, and life ready.
 - Implement AVID strategies at the MS/HS.
 - Implement state mandated graduation requirements

Student Support

4. LeSueur-Henderson Public Schools will provide the resources, systematic support, programs, and personnel that give all students equal opportunity for success.

- 4.1 Continue to evaluate and implement the system designed to identify student needs and match with appropriate evidence-based interventions to address those needs.
- 4.2 Continue to monitor and work to increase extra curricular (academic and athletic) participation. Continue to provide a process that provides all students with support during transition points (including postsecondary options).
- 4.4 By fall 2029, provide varied academic pathways to meet personalized learning plans developed by each student.
 - Utilize various tools to help identify student career strengths.
- 4.5 Offer electives that explore 21st century career opportunities.
 - Increase course registration guide will align to career pathways.

Work Force

5. LeSueur-Henderson Public Schools will identify, recruit, develop, and retain quality employees for all positions in the school district.

- 5.1 Ensure that competitive salary schedules are in place for all employees and looked at in the conclusion of the strategic plan.
- 5.2 By fall 2025, have a mentorship program for first and second year teachers.
- 5.3 Annually identify, implement, and support staff development opportunities aligned with the district's mission, vision, and belief statements.
- 5.4 By fall of 2024 develop a marketing plan to increase the number of available paraprofessional and teacher substitutes.
- 5.5 During the 2024-2028 school years, the Meet & Confer Committee will create a survey to be used by the district to measure employee engagement

School board will address this

6. Le Sueur-Henderson Public Schools will, in partnership with stakeholders and local government, advocate for quality-affordable housing, daycare, education, and employment opportunities for significant others.

- 6.1 Schedule regular joint meetings with the school board and city councils.
- 6.2 Increase partnerships with local businesses and industries. WORKFORCE FOCUS AREA GOALS OBJECTIVES
- 6.3 Develop more childcare facilities for the community to aid with decreasing daycares.

Communication: Community Relations and Marketing

7. Using multiple platforms, the Le Sueur-Henderson Public Schools will effectively share the story of our programs and students with all members of our communities.

- 7.1 Develop a marketing/branding plan and implement plans to communicate the school district's noteworthy educational programs, accomplishments of students and staff, and the district's financial condition.
- Combine 7.1 and 7.3??
- 7.2 On an ongoing basis, create annual community-building events designed to engage alumni, current families, prospective families, and the community-at-large.
- 7.3 Continue with marketing committee... (district communication, TikTok, Instagram, engage marketing firm to establish a marketing plan)
- 7.4 On a consistent ongoing basis, establish and implement intradistrict communication protocols and channels. COMMUNICATION: COMMUNITY RELATIONS AND MARKETING
- 7.5 Create a marketing and branding plan with updated brochure
- Explore communication person

Facilities

8. Le Sueur-Henderson Public Schools will ensure that the district's facilities and grounds are designed and maintained to attract and retain students and staff in a safe, sustainable, and attractive environment.

- 8.1 By fall of 2024 establish an interior monitored entry point for the MS/HS
- 8.2 Consult with the Director of Technology on a quarterly basis to anticipate, prioritize, and provide future technology needs of the district.

- 8.3 By Fall 2024, update the district's existing crisis plan. Evaluate/Review this plan annually.

9. Le Sueur-Henderson Public Schools will develop and implement a long-range facilities and infrastructure master plan to address the current and long-term educational needs of the district.

- 9.1 Annually, the school board will discuss our curricular goals and determine what potential capital investments need to be made to reach those goals.
- 9.2 Develop a maintenance plan of repair from LTFM budget.
- 9.3 Develop a plan for the purchased property.
- 9.4 Develop the facility plan (Elementary, MS/HS, Alternative Program) will be placed into a plan with short-term and long-term goals. FACILITIES

School board will work on this at a work session. MS/HS shop area.

Finance

10. Le Sueur-Henderson Public Schools will grow and preserve the district's financial standing while maintaining programs, services, and facilities efficiently.

- 10.1 Generate and monitor a 1 year, 3-year and 5-year December of each year plan that takes into account enrollment, anticipated state and federal funding, and expected expenditures.
- 10.2 Over the next five years, establish a potential bond referendum operating levy.
- 10.3 Provide year-to-date financial information to the board on a monthly basis.
- 10.4 Establish the LTFM budget for the "future".
- 10.5 Maintain the \$1 million fund balance