

**NORTH BRANCH INDEPENDENT SCHOOL DISTRICT NO. 138  
NORTH BRANCH AREA HIGH SCHOOL, GLASS CLASSROOM  
38175 GRAND AVE  
NORTH BRANCH, MN 55056  
SCHOOL BOARD RETREAT  
JUNE 22, 2022  
4:30 PM**

**AGENDA**

- I. Call to Order
- II. Roll Call
- III. Welcome, Agenda Overview, Icebreaker 2
- IV. The Why of Governance
- V. Reflecting and Building on 2021-22 Strategic Directions and Implementation Goals
- VI. Adjournment

# Looking Back and Building On 2021-22 Strategic Directions



# Welcome and Agenda Overview



I. Call to order

II. Roll Call

III. Welcome, Agenda Overview, Icebreaker

IV. The Why of Governance

V. Reflecting and Building on 2021-22 Strategic Directions and Implementation Goals

VI. Adjournment

# Icebreaker



# Dynamics of Trust



Transparency

Opacity



Trust



Partnership

Trusting others and assuming they are competent. Demonstrating trustworthiness and competence.

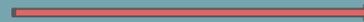
Isolation

Distrusting others and assuming their incompetence.

5



Competence



Interdependency

Independency



# NBAPS Working Agreements

1

We will trust others and assume they are competent

2

We will demonstrate trustworthiness and competence

3

We will seek to bring in multiple perspectives into our discussions

4

We will respect our process

## **Mission-** Purpose of our work



*Partner with students, families and communities to challenge all students to achieve their greatest potential and become informed and engaged citizens.*

# Core Values- What Drives Our Words and Actions

## 1. **Positive Relating**- the **who** of the work

We genuinely value people and **CONNECT** with them as unique individuals leading to positive, trusting, and productive interaction.

## 2. **Mission Focusing**- the **why** of the work

We **ALIGN** our intent and impact with a people-centered purpose that is a consistent driving force through good as well as challenging times.

## 3. **Mobilizing Others**- the **how** of the work

We **ENGAGE** with others to develop an intentional, people-centered process that helps them reach their potential.

## 4. **Results Focusing**- the **do** of the work

We design and **MEASURE** progress in a collaborative, systematic way to ensure desired results.

## 5. **Multiplying Impact**- the **win-win** of the work

We **EXTEND** our influence by facilitating partnerships and shared solutions across the community.

# At the Forefront of Educational Excellence



Leaps of greatness require  
the combined problem-solving  
ability of people who trust  
each other  
*– Simon Senek*

If everyone is  
moving forward  
together, then  
success takes care  
of itself.  
*– Henry Ford*

*Building a  
visionary  
organization  
requires one  
percent vision  
and 99 percent  
alignment.*  
*– Jim Collins and  
Jerry Porra*

# *The WHY of Governance*



*Passion and ...*

# *The Role of the School Board*



## **Discussion:**

- What are some key takeaways from the video?
- How will we be at our optimal effectiveness as a Board over the next 7 months?

# District Strategic Directions

1A: Prepare all learners for success in school and in life by ensuring students meet the educational milestones of the World's Best Workforce statute.



1B: Prepare all learners for success in school and in life by committing to the success of every student.

2. Ensure mutual accountability for measurable progress toward shared goals.

3. Mobilize community engagement

4. Commit resources to district priorities

# System Alignment



# *The Role of the School Board: Conduct, Ethics and Structure*



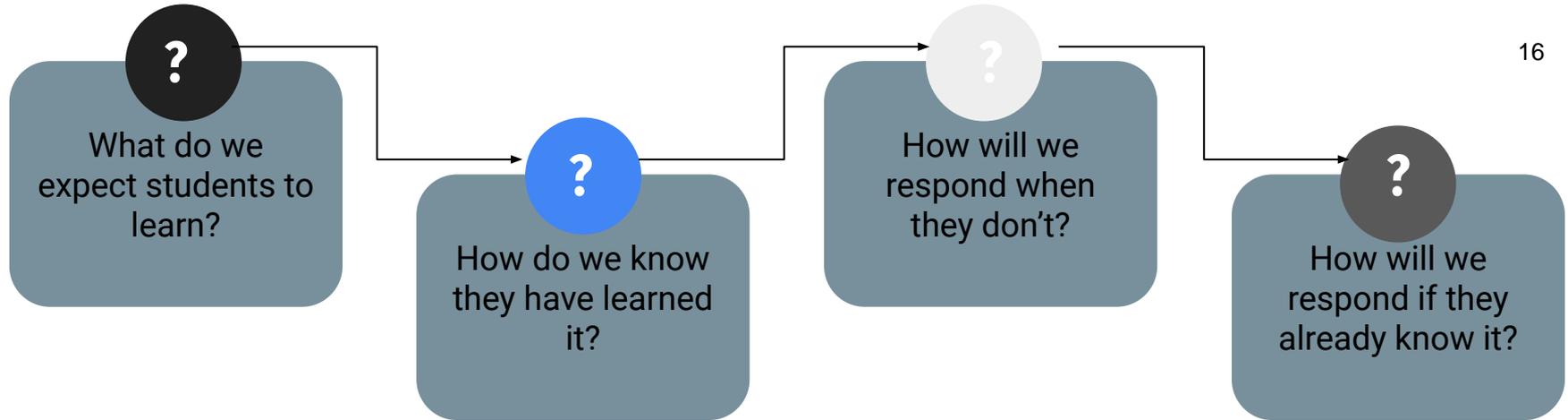
## **Discussion:**

- Discussion of School Board Conduct and Ethics
- What are some key aspects of an effective school board regarding structure?

# School Board and Superintendent Student Learning Goals

<p><i>Provide leadership to prepare all learners for success in school and in life.</i></p>	<p><u>Student Learning</u></p> <p>The School Board will govern progress on student learning strategic goals.</p> <p><u>Evidence:</u></p> <ul style="list-style-type: none"><li>• During the 2021-22 school year, the School Board will ensure regular updates of student learning are provided by the Superintendent</li></ul>	<p><u>Student Learning</u></p> <p>The Superintendent will manage the progress of student learning strategic goals.</p> <p><u>Evidence:</u></p> <ul style="list-style-type: none"><li>• During the 2021-22 school year, the Superintendent will ensure alignment of classroom, building and district academic goals</li><li>• During the 2021-22 school year, the Superintendent will ensure SEL Programming in place at all buildings</li></ul>
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# Monitoring and Adjusting through a Multi-Tiered Systems of Support



Success



what people think  
it looks like

Success



what it really  
looks like

## Our “Why” of SEL for

### College & Career Readiness

Social emotional learning (SEL) is **everything we do all day long** that builds the soft skills that are essential to success in school but, just as importantly, **transferable to the workforce** to help students succeed in an ever-changing labor market.

**We’re preparing our students for jobs that don’t exist yet.** Teamwork, time management, keeping a cool head in a stressful situation, giving and receiving feedback, etc. — these skills will still matter when Google and Amazon have gone the way of Borders and Blockbuster.





What are we currently focusing on to support our 5 standards? ↑

# Relationships, Relationships, Relationships

19

**Explicit SEL Instruction and deliberate practice**

**A Predictable, Supportive Climate**



1-12



EC-K

**Respectful**  
Treat yourself, others, and the school with care

**Enthusiastic**  
Be prepared, cooperative, and supportive

**Determined**  
Be engaged and give your best effort

**Respectful**  
Be polite and kind to others

**Responsible**  
Keep our school clean

**Ready to Learn**  
Show your best effort

**Safe**  
Have a safe body

**Respectful**  
Be nice and kind to others

Voice level 0  
Show integrity

**Responsible**  
Keep our school clean and safe

Keep hands, feet, and objects to yourself  
Use walking feet on the right side  
Keep the hallway clean

**Ready to Learn**  
Show your best effort

Listen carefully and follow directions  
Go right where you're going  
Stay with your class  
Ignore distractions

**SAFE**  
Be your own safety leader

Use appropriate boundaries  
If you see something, say something

**RESPECTFUL**  
Treat people as you would like to be treated

Listen, and follow directions  
Use appropriate language, volume, and tone  
Raise your hand

**RESPONSIBLE**  
Handle your belongings like you would others'

Arrive on time with necessary materials  
Use technology appropriately  
Participate, and complete your own work  
Keep the classroom clean

# Student insights about their learning



# *The Role of the School Board: Accountability*



## **Discussion:**

- How consistently have implementation goals been monitored?

# School Board and Superintendent Student Learning Goals

<p><i>Provide leadership to ensure mutual accountability for measurable progress toward shared goals.</i></p>	<p><u>Policy Leadership</u></p> <p>School Board members will develop policies and ensure alignment with statutory requirements.</p> <p><u>Evidence:</u></p> <p>By June 2022, all MSBA required policies will have been reviewed by the School Board.</p>	<p><u>Mutual Accountability</u></p> <p>During the 2021-22 school year, the Superintendent will ensure structures for mutual accountability</p> <p><u>Evidence:</u></p> <p>Effective Oversight and Management of Safe Learning Plan</p> <p>During the 2021-22 school year, the Superintendent will ensure policies are brought to the policy committee in a timely manner and ensure building level procedures align with policies.</p>
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# *The Role of the School Board: Accountability*



## **Discussion:**

- Has the board met statutory requirements with timely revisions to board policies
- Has the superintendent managed for mutual accountability for procedures that are aligned to board policies?

# School Board and Superintendent Student Learning Goals

<p><i>Provide leadership to mobilize community engagement.</i></p>	<p><u>Advocacy</u></p> <p>School Board members will advocate for the fiscal and educational needs to our state and federal representatives.</p> <p><u>Evidence:</u></p> <p>By June, 2022, each school board member will provide evidence of engagement in professional organizations or direct contact with state or federal representatives to advocate for the needs of our students and families.</p>	<p><u>Mobilizing Community Engagement</u></p> <p>The Superintendent will ensure opportunities for two-way communication.</p> <p><u>Evidence:</u></p> <p>During the 2021-22 school year, the Superintendent will conduct a minimum of four touchpoints for two-way communication with staff, parents, and community members.</p>
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# *The Role of the School Board: Advocacy*



## **Discussion:**

- Has the Superintendent modeled and provided opportunities for two-way communications?
- Has the School Board advocated for the school district at the local, state and national levels?

# School Board and Superintendent Student Learning Goals

<p><i>Provide leadership to commit resources to district priorities.</i></p>	<p><u>Finance and Operations</u> The School Board will ensure the mission of the school district is reflected in decision making.</p> <p><u>Evidence:</u> During the 2021-22 school year, the school board will review district finances to ensure resources are being committed to district priorities.</p>	<p><u>Finance and Operations</u> The Superintendent will ensure the mission of the school district is reflected in decision making.</p> <p><u>Evidence:</u> During the 2021-22 school year, the Superintendent will ensure grant management shows maximization of resources by:</p> <ul style="list-style-type: none"><li>• Reviewing and updating School Board about Auditor’s Report for organizational effectiveness</li><li>• Meeting ESSER funding requirements and updating the School Board on a regular basis</li></ul>
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# *The Role of the School Board: Vision and Fiscal Accountability*



## **Discussion:**

- Are the district vision, goals and outcomes articulated in board policy and reflected in every part of the organization, and mirrored in the budget planning and implementation efforts?

# At the Forefront of Educational Excellence



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the combined problem-solving  
ability of people who trust  
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