

Work Session of the St. Anthony-New
Brighton School Board
Tuesday, August 18, 2026 6:00 PM

MS/HS Media Center
3303 33rd Ave NE
Entry available at door #16
St. Anthony, MN 55418

Agenda

1. Call to Order School Board Work Session
Speaker(s): Dr. Cassandra Palmer - Chair
2. Approval of Agenda
Speaker(s): Dr. Cassandra Palmer - Chair
3. Approval of Consent Agenda
Speaker(s): Dr. Cassandra Palmer - Chair
4. Action Items
Speaker(s): Dr. Cassandra Palmer - Chair
 - 4.1. 2026-2027 Adult Meal Prices
Speaker(s): Dr. Steven Massey, Interim Superintendent and Hope Fagerland, Assistant Superintendent
 - 4.2. Superintendent Search Timeline
Speaker(s): Dr. Steven Massey, Interim Superintendent
 - 4.3. Superintendent Search Request for Proposal
Speaker(s): Dr. Steven Massey, Interim Superintendent
 - 4.4. Hennepin County Youth Activities Grant
Speaker(s): Troy Urdahl, Executive Director of Operations
5. Reports
 - 5.1. Director Introduction and Responsibilities
Speaker(s): Hope Fagerland, Assistant Superintendent; Troy Urdahl, Executive Director of Operations; Matt Menier, Executive Director of Academics and Wendy Webster, Executive Director of HR & Community Services
 - 5.2. MN Public Land Trust Presentation
Speaker(s): Dr. Steven Massey, Interim Superintendent and Hope Fagerland, Assistant Superintendent
 - 5.3. ISD282 District, Program, and Building Report
Speaker(s): Hope Fagerland, Assistant Superintendent
 - 5.4. Board Reports
 - 5.5. MN Kids Rise
Speaker(s): Chair Cassandra Palmer
6. Adjourn School Board Meeting
Speaker(s): Dr. Cassandra Palmer - Chair



SCHOOL BOARD CONSENT AGENDA
August 18, 2026

PRESENTER(S): School Board Chair

1. Personnel

Hire(s)

Last Name	First Name	Position	School	Date Effective
Shortt	Jordan	SpEd Para	SAVHS	08.24.26
Gottlieb	Nathan	Asst Football Coach	SAVHS	08.17.26
Seguin	Brandon	Asst Football Coach	SAVHS	08.17.26
Maharaj	Brian	Custodian	District	08.24.26
Koke	Scott	Swim Team Coach	SAVHS	08.17.26

Resignation/Separation(s)

Last Name	First Name	Position	School	Date Effective
Hodson	Jolene	Para Educator	WP	09.18.26
Schlauch	Miriam	Lunch/Playground Para	WP	08.04.26

2. Payment of Bills Checks Paid 07/01/2026 & 07/15/2026

01- General Fund	\$272,183.16
02- Food Service Fund	\$9,658.23
03- Transportation Fund	\$6,299.94
04- Community Serv Fund	\$12,276.95
05- Capital Expenditure Fund	\$223,247.41
Total: \$	\$523,665.69

3. Minutes - Meeting Minutes of August 4, 2026 regular meeting session.

4. Approval of new Special Ed teacher position (1.0)

****SUBJECT TO APPROVAL BY BOARD****

**Listening Session + Regular Meeting of the St. Anthony-
New Brighton School Board**

Tuesday, August 4, 2026

St. Anthony Community Services (Council Chambers), Community Services, 3301
Silver Lake Road NE, St. Anthony, MN 55418

Listening Session 5:00pm

Regular Meeting 5:30pm

www.isd282.org/discover/school-board

Minutes

Attendance Taken at 4:37 PM.

Annie Bosmans:	Present
Laura Haas:	Present
Amy Kalar:	Present
Cassandra Palmer:	Present
PJ Striker:	Present
Daniel Turner:	Present

1. Listening Session (5:00 pm)

Discussion: Listening Session: Started at 5:00 p.m.

Staff in attendance: Assistant Superintendent Hope Fagerland; Laura Haupt-Coleman

Daniel Turner is virtual.

2. Call to Order School Board Regular Meeting (5:30pm)

Discussion: Staff in attendance: Superintendent Dr. Steve Massey;
Assistant Superintendent Hope Fagerland; Laura Haupt-Coleman

3. Approval of Agenda

Action(s) :

The recommended motion is to approve the 8/04/26 Regular meeting agenda as presented. This motion, made by Haas and seconded by Bosmans, Carried.

Voting Detail:

Annie Bosmans:	Yea
Laura Haas:	Yea
Amy Kalar:	Yea

St. Anthony New Brighton
INDEPENDENT SCHOOL DISTRICT 282

Cassandra Palmer: Yea

PJ Striker: Yea

Daniel Turner: Yea

Voting Summary: Yea: 6, Nay: 0

4. Approval of Consent Agenda

Action(s):

The recommended motion is to approve the consent agenda as presented, including: minutes from the July 21, 2026, Meeting, personnel, and payment of bills. This motion, made by Striker and seconded by Kalar, Carried.

Voting Detail:

Annie Bosmans: Yea

Laura Haas: Yea

Amy Kalar: Yea

Cassandra Palmer: Yea

PJ Striker: Yea

Daniel Turner: Yea

Voting Summary: Yea: 6, Nay: 0

5. Action Items

5.1. Superintendent Search Timeline

Action(s):

The recommended motion is to approve the Superintendent search timeline as presented. This motion, made by Haas and seconded by Striker, Tabled.

Voting Detail:

Annie Bosmans: Yea

Laura Haas: Yea

Amy Kalar: Yea

Cassandra Palmer: Yea

PJ Striker: Yea

Daniel Turner: Yea

Voting Summary: Yea: 6, Nay: 0

5.2. Superintendent Search Request for Proposal

Action(s):

The recommended motion is to approve the Request for Proposal draft as presented. This motion, made by Striker and seconded by Bosmans, Tabled.

Voting Detail:

Annie Bosmans: Yea

Laura Haas: Yea

Amy Kalar: Yea

Cassandra Palmer: Yea

PJ Striker: Yea

St. Anthony **New Brighton**
INDEPENDENT SCHOOL DISTRICT 282

Daniel Turner: Yea

Voting Summary: Yea: 6, Nay: 0

6. Reports

6.1. ISD282 Program and Building Report

6.2. Board Reports

7. Adjourn School Board Meeting

Discussion: Adjourn at: 6:10 p.m.

Approved by: School Board Clerk or Board Chair

Signature: _____ Date: _____

Memorandum

To: St. Anthony New Brighton School Board
From: Maria Amerman MS, RD, SNS, Nutrition Services Supervisor
Date: August 3rd, 2026
Subject: 2026-2027 Adult Meal Prices

The Minnesota Department of Education (MDE) released minimum adult meal pricing for the 2026–27 school year at **\$5.30 for lunch** and **\$2.55 for breakfast** on July 27th, 2026.

In order to remain in compliance with state requirements and to better support the rising costs of food, supplies, and labor, we recommend adult meal prices are to be:

- **Lunch:** \$5.30
- **Breakfast:** \$3.10

This recommendation allows us to keep the adult breakfast price unchanged from the 2025–26 school year while increasing the adult lunch price by just \$0.05 to meet the new state minimum of \$5.30.

This increase ensures we meet the state minimums while providing additional support for operational costs that continue to increase annually

We respectfully request the board's approval to implement these new adult meal prices effective September 1, 2026.

Superintendent Search Timeline

When	Pre-Search	Who
Aug. 4 and 18 Board Meetings	Discuss and Approve Pre-search Timeline	School Board
Aug. 21	Search RFP Posted on District website	Staff
By Aug. 28	Contact search firms to request proposal - Phone or email and share RFP	Chair Palmer/Superintendent
Sept. 18	Receive Proposals/Deadline	Prospective Search Firms
Sept. 22 Board Meeting	Board will select firms to invite to make a presentation to the board	School Board
Oct. 6 Board Meeting	Search Firm Presentations	Search Firms and School Board
Oct. 20 Board Meeting	Select Search Firm	School Board
Nov. 10 Board Meeting	Board Planning Session with Search Firm to Determine Timeline and Process	Selected Search Firm and School Board
By Nov. 27	Post Position	Search Firm
When	Community Engagement/Profile	Who
October 27	Community Engagement Session	CESO/School Board
	TBD	
When	Search	Who
	TBD	

REQUEST FOR PROPOSALS

Superintendent Search Services

Independent School District 282 | St. Anthony-New Brighton, Minnesota

ISSUED August 21, 2026	PROPOSALS DUE September 18, 2026 4:00 p.m. (Central)	SUPERINTENDENT START July 1, 2027
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1. The Opportunity

Purpose

The St. Anthony-New Brighton School Board invites proposals from qualified superintendent search consultants. Under the Board's direction, the selected consultant will assist with candidate identification, recruitment, screening, interviews, due diligence, and selection. The superintendent is expected to begin July 1, 2027.

Who We Are

Located six miles northeast of downtown Minneapolis, St. Anthony-New Brighton School District (ISD 282) serves approximately 1,900 students across three closely connected schools: Wilshire Park Elementary School, St. Anthony Middle School and St. Anthony Village High School.

Our size does not limit opportunity. Students benefit from rigorous academics, Advanced Placement courses, vibrant arts, competitive athletics, and comprehensive support for all learners. The district serves both resident and open-enrolled students.

Existing Community Input

In August and October 2026, the district will facilitate community visioning engagements as part of the Board's goal to enhance community engagement. The district will provide the selected firm with available data, findings, and relevant stakeholder input. The firm

should explain how it will use that information and recommend any additional search-specific engagement needed to inform the Board's leadership profile and selection process.

2. Scope of Services

Proposals should describe a complete, Board-guided search process. The items below identify the outcomes SANB expects; firms may recommend refinements based on their experience.

Discovery and search planning. Establish a clear work plan, decision points, roles, and timeline in partnership with the Board. Review relevant district information and learn the context, aspirations, and priorities that should shape the search.

Community engagement. Describe the stakeholder-engagement approach you recommend for SANB, including how district-provided findings and any additional search-specific input would inform the leadership profile presented to the Board.

Leadership profile and recruitment strategy. Translate community and Board input into a compelling leadership profile and a focused recruitment plan that reflects SANB's identity, strengths, opportunities, and expectations for leadership.

Candidate outreach and recruitment. Conduct proactive, high-quality outreach through local, regional, and national networks as appropriate. Explain how the firm will attract candidates who may not be reached through posting alone.

Screening and due diligence. Develop and apply a consistent screening process; present the Board with a well-qualified pool; and describe the firm's approach to references, background review, and other appropriate due diligence.

Interview and selection support. Prepare the Board for effective interviews, recommend selection tools and protocols, facilitate candidate interviews and deliberations, and support the Board through final selection and appointment.

Communication and project management. Maintain regular communication with the Board and its designated district contact, anticipate risks, protect candidate confidentiality as required, and keep the search on schedule.

Expected Deliverables

- A detailed search plan and calendar aligned with the July 1, 2027 start date.
- A community engagement plan and summary of input for Board consideration.
- A superintendent leadership profile and recruitment materials that accurately describe the district and position.
- A recruitment, screening, and candidate-presentation process designed for fairness, quality, and Board confidence.
- Interview protocols, evaluation tools, and facilitation for the Board's selection process.

- Regular progress updates and a final record of agreed-upon search activities.

3. Proposal Requirements

Make your proposal easy to evaluate. Concise, specific responses are encouraged, and firms should distinguish included services from optional services.

1. **Firm overview and relevant experience.** Describe the firm, its approach to public education executive searches and its record with superintendent searches, particularly in districts or communities comparable to SANB.
2. **Understanding of SANB.** Share your understanding of this opportunity, the strengths you would elevate in recruitment, and the search challenges or opportunities you anticipate.
3. **Community engagement.** Describe strategies used successfully with previous clients to secure broad, meaningful participation, especially among students and voices that are often underrepresented. Also explain how you will incorporate findings from the district's recent and upcoming engagements into the search process, including the firm's search-related engagement activities, informing the development of the leadership profile, and connection with recruitment strategies.
4. **Recruitment strategy.** Explain how you will identify, reach and persuade high-quality candidates, including candidates who may not be actively seeking a new role.
5. **Methodology and timeline.** Provide the proposed step-by-step process, major decision points, and approximate timeline. Explain how Board members will be informed, prepared, and involved throughout the search and selection process.
6. **Assigned personnel.** Identify the individuals who will lead and support the SANB search. Include each person's role, relevant qualifications, and availability.
7. **References.** Provide at least five recent client references (within the last three years). For each, include the contact person's name, organization, telephone number, and email address.
8. **Fees and expenses.** Provide a firm price for the complete search, including travel and incidentals. Itemize optional components and every expense that would be SANB's responsibility. Clearly state any assumptions or conditions affecting price.

Evaluation Criteria

Written-proposal scores will be used to identify firms invited to present to the Board. The Board may consider the written proposal, presentation, responses to Board questions, references, cost, and overall value when making its final selection. The lowest-cost proposal will not necessarily be selected.

The Board will evaluate proposals based on the following rubric:

Written proposal criterion	Points
Firm overview and relevant superintendent-search experience	15
Understanding of SANB and the search	10
Community and stakeholder engagement approach	10
Candidate recruitment, screening, and due diligence	20
Methodology, timeline, Board roles, and communication	20
Qualifications and availability of assigned personnel	10
Quality and relevance of references	5
Fees, transparency, and overall value	10
Total Points Possible	100

4. RFP Schedule

The Board intends to follow the schedule below. SANB may adjust the schedule if needed and will communicate material changes to participating firms.

Date	Milestone
Aug. 21, 2026	RFP posted on the district website and distributed to regional search firms by email.
Sept. 18, 2026 4:00 p.m. (Central)	Proposals due. Electronic, mail, and courier submissions must be received by this deadline.
Sept. 22, 2026	Board reviews proposals during its work session.
Sept. 23, 2026	Firms selected to present are notified.
Oct. 6, 2026 6:30 p.m.	Firm presentations during the regular Board of Education business meeting at the Community Services Building, 3301 Silver Lake Rd., St. Anthony, MN 55418.
Oct. 20, 2026	Board plans to review proposals and select the superintendent search consultant. Firms will be notified after a decision is made.

Presentation availability

Firms selected should reserve October 6, 2026, at 6:30 p.m. to present to the School Board. SANB does not anticipate offering alternate presentation dates. All proposal preparation and presentation costs, including travel and staff time, are the responsibility of the proposing firm.

5. How to Submit

Firms may submit electronically or by mail/courier. Either method is acceptable; duplicate submissions are not required.

OPTION 1 | ELECTRONIC

Email one complete PDF proposal to:

lhauptcoleman@isd282.org

Subject line: Superintendent Search RFP
[Firm Name]

OPTION 2 | MAIL OR COURIER

Send one complete proposal in a reproducible format to:

Laura Haupt-Coleman

St. Anthony-New Brighton School District
3303 33rd Ave NE
St. Anthony, MN 55418

DEADLINE Proposals must be received by 4:00 p.m. Central on September 18, 2026, regardless of submission method. A mailed proposal must be received, and not merely postmarked, by the deadline.

Submission format

Submit a complete, reproducible proposal that addresses every requirement in Section 3. Clearly label optional services and identify all fees or expenses that would be billed to SANB.

Conditions of the RFP

- All costs of preparing and presenting a proposal, including travel and presentation time, are the responsibility of the proposing firm.
- The Board reserves the right to reject any or all proposals.
- The Board may consider proposal quality, references, presentations, cost, and overall value when making its selection.

Insurance requirements

The selected consultant must provide evidence of commercial general liability and automobile liability insurance, with each policy carrying a minimum limit of \$1,000,000 per occurrence and naming SANB as an additional insured. Evidence of workers' compensation insurance will also be required.

St. Anthony **New Brighton**
INDEPENDENT SCHOOL DISTRICT 282

Title: Donation from Hennepin County Youth Activities Grants

Meeting: August 18, 2026

RESOLUTION
Accepting Donation to District

WHEREAS, the School Board of Independent School District No. 282 adopted a resolution proposing the acceptance of a donation on behalf of St. Anthony-New Brighton ISD 282 to be used for St. Anthony High School Activities Equipment.

WHEREAS, the School Board may accept a gift, grant or devise of real or personal property with a value of \$1,000 or more only by the adoption of a resolution approved by two-thirds of its members per ISD 282 policy 706.

BE IT HEREBY RESOLVED, by the School Board of Independent School District No. 282 that the district accepts said donation pursuant to Minn. Stat. §465.03.

DISPOSITION BY BOARD OF EDUCATION

Motion by: _____ **Seconded By:** _____

With a roll call vote, the motion carries _____.

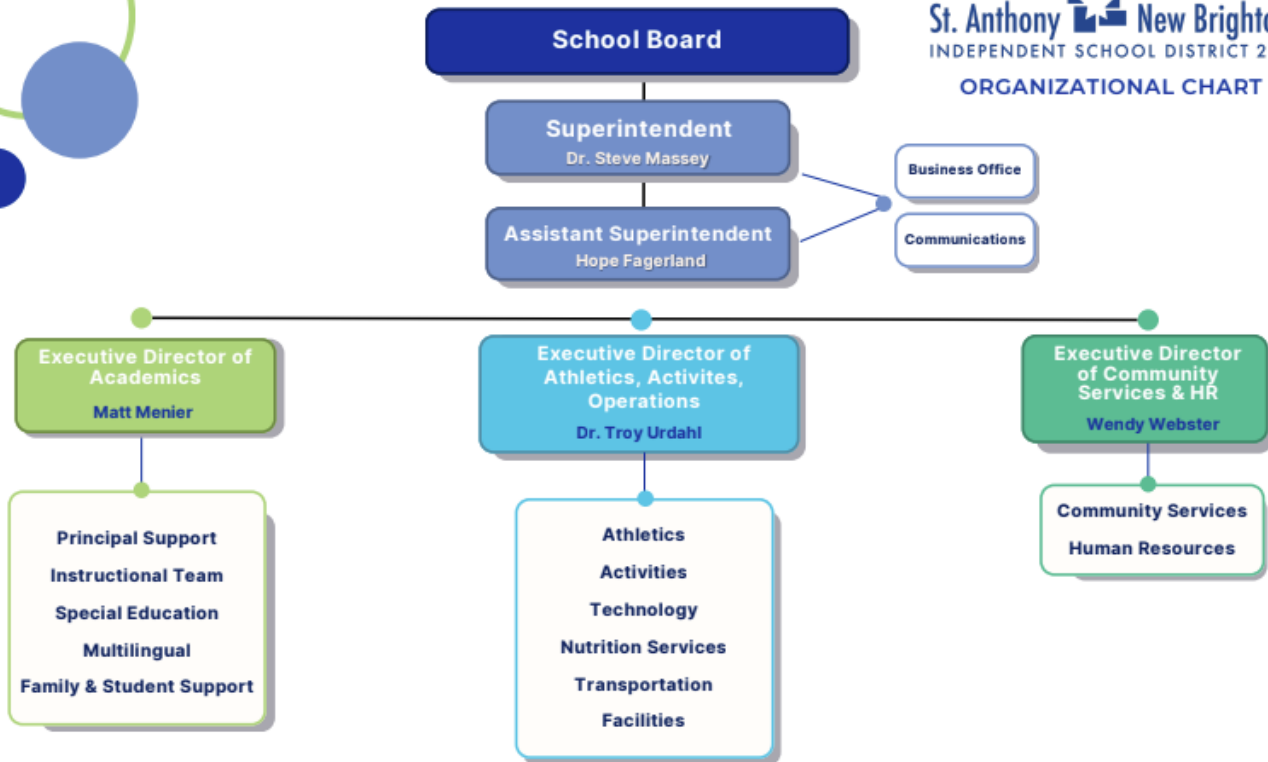
APPROVED AT A MEETING OF THE SCHOOL BOARD thereof held on the _____
day of _____, 2026

INDEPENDENT SCHOOL DISTRICT 282 (ST. ANTHONY VILLAGE-NEW BRIGHTON)

By: _____
Annie Bosmans, Board Clerk

2026-2027 SANB Cabinet

August 18, 2026





Hope Fagerland

Assistant Superintendent

About me...

- 24 years in public education
- 18 years in ISD 282
- In my time in ISD 282 I have had many roles:
 - MS and HS Teacher
 - Special Education Coordinator
 - Director of Special Education
 - Director of Technology
 - Director of Assessment
 - Executive Director of Academics
- I try to spend as much time as possible with my 11 nieces and nephews!



My Values



Responsibility

- I own my actions, commitments, and outcomes completely.
- I follow through on promises and hold myself to high standards.
- Ensure resources and trust placed in me are managed with care.



Loyalty

- I stand steadfast by my team and our shared mission.
- I build trust through consistency, honesty, and openness.
- I protect the integrity and dignity of our collective work

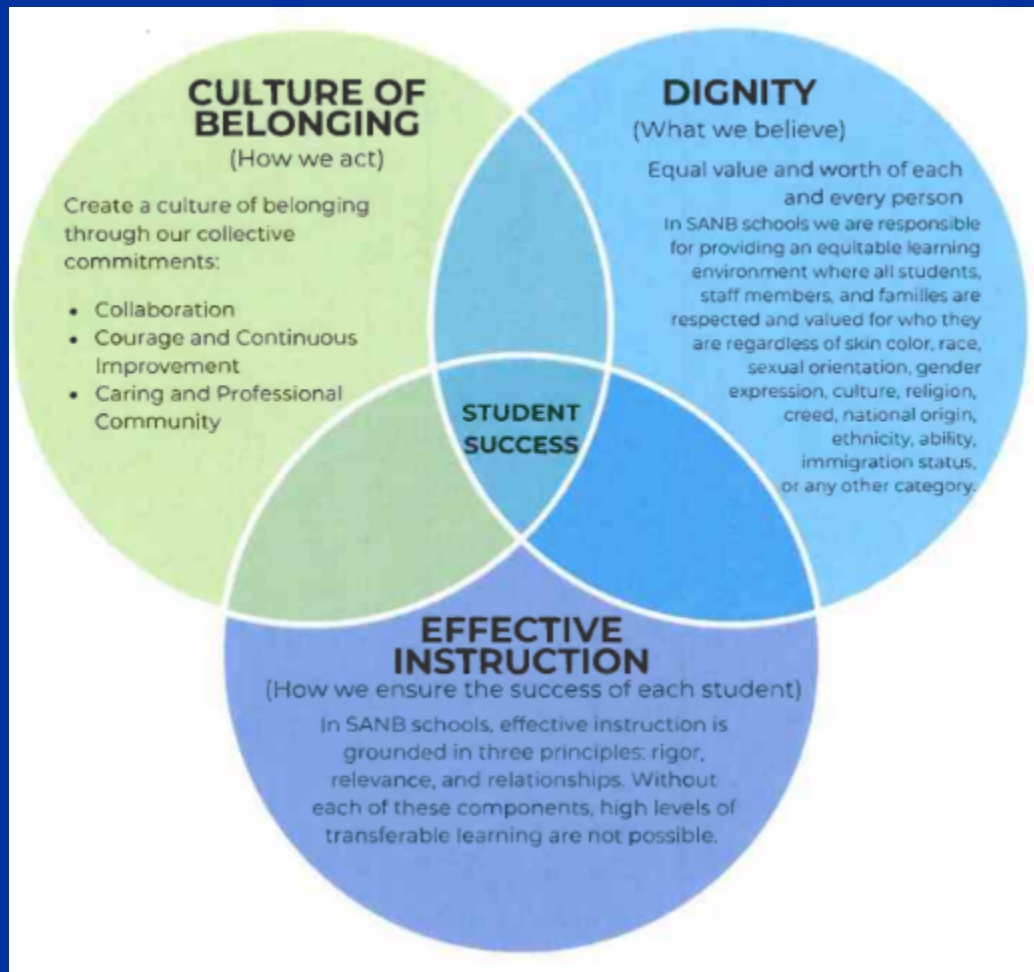


Togetherness

- I lead by walking alongside others, not ahead or behind.
- I value every individual's contribution and unique perspective.
- I believe collective strength achieves far more than single efforts.



I serve with integrity and kindness alongside educators to foster supportive and inclusive environments for individuals to become trustworthy, responsible, respectful individuals who have a vision for the future.



Success Metrics



St. Anthony-New Brighton defines success as a student who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others.

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, coping skills to thrive in a changing world



Academic Skills & Love of Learning

Students think critically and apply their acquired knowledge and skills to creatively seek out solutions, and confidently take action



Positive Contributor & Thriving Citizen

Students understand their rights and responsibilities as an individual, and member of society, reflecting on the needs of a diverse community, to positively and authentically contribute to and serve their community.

Areas of Focus . . .



Supporting the Interim Superintendent & Search

- Communications, Business Office, Cabinet, Board

Special Education & Support Services

- Ensure legal and fiscal compliance. Support teams/programming.

Supporting Leaders

- Be alongside our new and existing leaders.

Safety and Security

- Implement SRP throughout the District. Provide information and training.



Wendy Webster

Executive Director of Community Services
and Human Resources

About me...

I've served:

18 years in ISD 282

29 years in public education

7 years on St. Anthony City Council

I've lived in St Anthony since 1999.

We were fortunate to become a family through adoption in 2012.





My values

Belonging

- Treat all people with respect and kindness.
 - All contribute to a shared goal or purpose
-

Integrity

- Do what's right, don't take credit.
 - Intentionally design inclusive learning environments.
-

Teamwork

- All families and coworkers are valuable members of our team.
 - Children see all adults as teachers; I do too.
-

Equity

- Create learning environments so all kids can learn at high levels.
 - Parents are a child's first and most important teacher.
-

New School Year, New Role



1.

Learning

**Grow my knowledge and
skillset**

2.

Leading with my values

**Refining our systems in HR to
support all staff**

3.

Communities of Belonging

**Welcoming families into Village Kids
and early childhood classrooms**

4.

Bridging

2026 Civic Bridgers Cohort

Success Metrics for Community Services

St. Anthony-New Brighton defines success as a student who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others.

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, coping skills to thrive in a changing world



Academic Skills & Love of Learning

Students think critically and apply their acquired knowledge and skills to creatively seek out solutions, and confidently take action



Positive Contributor & Thriving Citizen

Students understand their rights and responsibilities as an individual, and member of society, reflecting on the needs of a diverse community, to positively and authentically contribute to and serve their community.

Success Metrics for Human Resources



St. Anthony-New Brighton defines success as an adult who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others.

A successful adult becomes a *thriving citizen*.

Lifelong Learners



Staff Wellness

empathy, self-advocacy, teamwork, communication, inclusion and interpersonal abilities, coping skills to thrive in a changing world



Academic Skills & Love of Learning

Staff think critically and apply their acquired knowledge and skills to creatively seek out solutions, and confidently take action



Positive Contributor & Thriving Citizen

Staff understand their rights and responsibilities as an individual, and member of society, reflecting on the needs of a diverse community, to positively and authentically contribute to and serve their community.



Matt Menier

Executive Director of Academics

About me . . .

- 20+ years in Minnesota education, across five districts
- Licensed 5-12 Social Studies Teacher
- Roles across my career:
 - Activities Director, Anoka & Mahtomedi High Schools (3 yrs)
 - Assistant Principal, Sunrise Park Middle School (5 yrs)
 - Principal, Willow Lane Elementary (6 yrs)
 - Executive Director of Academics, ISD 282
- When I'm not in a school building, I'm outdoors with my family — that's where I recharge.





My Values

Family

Belonging

Everyone
deserves to
belong before
they've earned it

Helping Others

Instruction

I try to live my life as a
servant leader and I
love helping others
learn and grow

Trust

Dignity

Trust is dignity,
put into practice

Joy & Humor

Are the connective tissue that I try to bring to my role daily to engage in
the work

Areas of Focus . . .



5D+ Rollout

- New teacher development framework, built with the Q-Comp Committee

Curriculum Implementation

- New math (Year 1) and science (Year 2) curricula, with fidelity support.

Building Goals & BLTs

- SMART goals aligned to Board metrics, led by Building Leadership Teams.

Our Throughline

- Every initiative connects back to Dignity, Belonging, and Effective Instruction.

Success Metrics for Academics



St. Anthony-New Brighton defines success as a student who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others.

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

Belonging and dignity for every student, tracked through Panorama climate data and building-level SMART goals.



Academic Skills & Love of Learning

Curriculum implemented with fidelity - literacy gains already showing in FastBridge and ACT results, with math rolling out this year.



Positive Contributor & Thriving Citizen

5D+ and consistent coaching build the instructional culture where students engage, take ownership, and contribute with purpose.



Troy Urdahl

Executive Director of
Athletics/Activities and Operations

Purpose & service

Husband to Rebecca; dad to Violet, Lincoln, (college), Calvin & Mason (SAVHS)

25 years in the district as a teacher, coach, and administrator—and still learning from our students

Educator, author, leadership & coaching mentor

The best experiences begin by raising your hand to serve.





Five teams. One student-
& staff-centered
commitment.

Each team shapes how students
and staff feel safe, supported,
connected and ready to learn.

My role is to align the people,
systems and environments behind
that daily experience.



What I'm looking forward to

A connected standard of
excellence through
service.



PEOPLE

- Professional learning and thoughtful leadership and forward-facing planning

PROGRAMS

- HEART impact measures
- A stronger program scorecard

EXPERIENCE

- Safe spaces, smooth systems & a reimagined event experience

Success Metrics: Daily Impact



St. Anthony-New Brighton defines success as a student who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others.

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

Safe facilities, reliable transportation, nourishing meals, & inclusive activities help students feel secure, supported, & ready to learn.



Academic Skills & Love of Learning

Dependable technology, effective learning spaces, and purposeful coaching remove barriers and build reflection, leadership, and continuous improvement.



Positive Contributor & Thriving Citizen

HEART—Hard work, Empathy, Attitude, Respect, and Teamwork—turns participation into character, service, and citizenship.

Making Excellence the Standard

Support people well.

Build reliable systems.

Provide environments where
educators and learners thrive.





Steve Massey

Interim Superintendent

About me...

37 Years in Education

9 Years as Superintendent

Honored to serve as interim
superintendent

Teach at the University of Minnesota

Love to read, play golf and spend time with my
family



My Values



Servant Leadership

- Encourage the Heart
- Model the Way
- Inspire a Shared Vision
- Enable other to Act and to Lead

(From Kouzes and Posner)



Excellence

- Listen
- Integrity
- Visibility
- Communication
- Responsiveness



Meaning and Purpose

- Lead with purpose and help other find their purpose and the meaning for what they do.
- Add value in everything I do.



Success Metrics



St. Anthony-New Brighton defines success as a student who has acquired both the *academic skills* and *life skills* to *positively contribute to society*. They have a *love for learning* and are able to meet the *social-emotional needs* of themselves and others.

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

Support and strengthen systems that enable students to thrive and achieve and their fullest potential



Academic Skills & Love of Learning

Walk alongside students and staff as they develop and promote their love of learning. Model this passion everyday.



Positive Contributor & Thriving Citizen

Engage in all aspects of the district and community to position the district for long-term success.

EVERY MINNESOTA PUBLIC SCHOOL STUDENT IS PART OF A TRUST FUND.



STUDENTS FIRST.
IMPROVE THE TRUST.

This fall all Minnesotans can vote to pass a constitutional amendment modernizing how Minnesota's Permanent School Fund supports students, schools, and communities.

Without raising existing taxes or costing Minnesotans more money.

Minnesota's Permanent School Fund

Minnesota's Permanent School Fund (PSF) is one of the oldest funding sources for public education in our state.

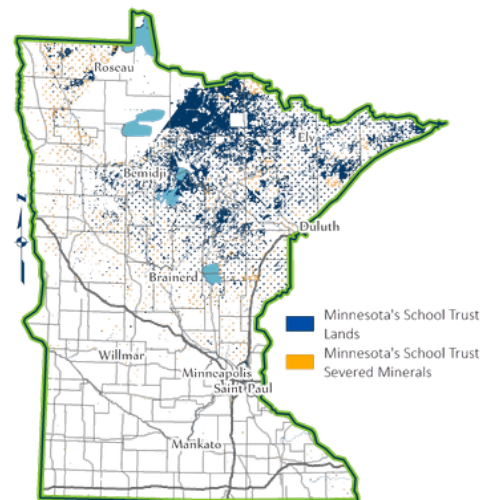
Constitutionally established in 1858, the PSF is built on proceeds from public lands set aside to support public education. It acts as a permanent endowment, continually generating revenue from Minnesota's natural resources.

Over 2.5 million acres plus 1 million mineral-rights acres remain today, intermingled with county, federal, tribal, and private lands. Revenues from timber sales, mining, land leases, and other resource activities contribute to the fund. Assets are invested by the State Board of Investment to support current and future generations of students.



www.minnesotaPSFamendment.org

WHERE ARE THE SCHOOL TRUST PUBLIC LANDS?



Office of School Trust Lands, State of Minnesota

- 92% of trust lands are located in 10 northern Minnesota counties, as most southern lands were sold in the 1800s for agriculture.
- Lands include forests, grasslands, farmlands, construction aggregate, and mineral production.
- A significant portion are low-lying, inaccessible wetlands.



WHAT ARE MINNESOTA TRUST LANDS?

Many acres of public land were set aside and put into a trust in the Minnesota Constitution in 1858 for a single and specific purpose: to generate revenue for public schools. This trust is called the **Permanent School Trust**. In the late 1800s much of the land in southern Minnesota was sold to private interests to promote development and agriculture. Today, over 2.5 million total acres plus 1 million acres used for mineral rights remain.

2.5 million
total acres

\$2.3 billion
fund value

\$388 million
distributed in past 10 years

WHAT IS ON THE BALLOT AND WHY?

Passed in a strong bipartisan effort by the 2026 Minnesota Legislature, the November 2026 constitutional amendment would modernize how the existing fund is distributed.

- ✓ **Almost doubles** the annual distribution percentage from 2-2.5% to 4.5% annually.
- ✓ Will **Increase** per pupil annual distribution to an estimated \$33 per student.
- ✓ Allows **more stable** and **predictable fund** distributions.

ONLY modernizing existing fund distributions

NOT raising existing taxes

WHY THIS MATTERS FOR MINNESOTA



Every community benefits

Every district. Every public school student. Every corner of Minnesota. Urban, suburban, rural. Traditional public, charter, and tribal school. Money sent directly to districts or schools with no strings attached.



Financial best practices

The proposed amendment is based on recommendations from a multi-year review of the existing fund structure in order to update the fund with current financial best practices.



More money per pupil

The proposed constitutional amendment would almost double per pupil payout to districts. Without raising any existing taxes for Minnesota residents.



Protecting the future

If passed, this amendment will better support today's students while ensuring the fund's balance is preserved for future generations.

THE PROPOSED BALLOT QUESTION

OFFICIAL BALLOT LANGUAGE

"Shall the Minnesota Constitution be amended to increase the funding going to all school districts from the permanent school fund, which is a fund that supports school districts without raising individual income or property taxes, effective July 1, 2027?"

CRITICAL MINNESOTA VOTING RULE

LEAVING THE BALLOT QUESTION BLANK IS A "NO" VOTE.

If you or any other voter skip this question on their ballot but votes for other races, it is counted as a "No" vote.



STUDENTS FIRST.
IMPROVE THE TRUST.



www.minnesotaPSFamendment.org



Strong Public Schools. Strong Communities.

Minnesota Kids Rise is a statewide initiative dedicated to building trust and pride in Minnesota's public schools. The initiative celebrates the power of Minnesota's schools to open doors of opportunity, strengthen communities, and support every child's potential—regardless of background or zip code. Minnesota Kids Rise invites all Minnesotans to join in the promise of education that works for every kid.

What is Minnesota Kids Rise?

Minnesota Kids Rise is a statewide public education initiative that highlights the impact of Minnesota's public schools by sharing local proof, real stories, and clear statistics demonstrating how public schools help children and communities succeed. It aims to build trust and pride in public education across the state.

Why was this initiative started?

The initiative was created to provide a positive statewide narrative about Minnesota's public schools to encourage positive dialogue about education, and to support the sharing of accurate information and data about Minnesota's public schools. It emphasizes transparency, inclusivity, and evidence-based understanding of public schools.

Who is behind Minnesota Kids Rise?

Minnesota Kids Rise is supported by education leaders, school administrators, and community partners across Minnesota who believe in elevating student success and celebrating local education achievements. It operates as a collaborative effort to connect stories and data that reflect the shared experience of Minnesota communities. Minnesota Kids Rise is completely non-partisan.

What does it promote?

The initiative focuses on three core messages:

- Minnesota public schools are places for kids and communities to grow.
- Minnesota public schools open doors of opportunity and help every Minnesota kid rise.
- Be part of the promise to every Minnesota kid.

Who is Minnesota Kids Rise for?

Minnesota Kids Rise is for all Minnesotans — families, caregivers, educators, community members, business leaders, and anyone who believes in strong public schools and strong communities.

What does the initiative stand for?

Minnesota Kids Rise believes:

- Every child deserves opportunity.
- Minnesota public schools are essential to thriving communities.
- When kids rise, Minnesota rises.
- Strong partnerships between schools, families, and communities make a difference.
- The acknowledgement that not all public school students are currently thriving, but strengthening our public schools is the best approach to positively impact all students.

Is Minnesota Kids Rise connected to local schools?

Yes. Minnesota Kids Rise works alongside Minnesota public schools and education leaders to highlight local successes and community impact across the state, but no money from any school districts is being utilized to support this effort.

How can I support?

You can:

- Stay informed about your local public schools.
- Share positive stories about students and educators.
- Attend community or public school events.
- Visit and share the Minnesota Kids Rise website.
- Encourage conversations that build trust and pride in public education.

Where can I learn more?

Coming soon, MinnesotaKidsRise.org will provide stories, updates, resources, and ways to get involved. The website will include information about how Minnesota public schools are helping students succeed and how communities can support that success.

Minnesota Kids Rise is supported by

