

# SHAKOPEE PUBLIC SCHOOLS



SCHOOL BOARD AGENDA





Shakopee Public Schools  
School Board Learning Session

\*Shakopee High School Studio Theater, 100 17th Avenue West, Shakopee

\*Note meeting location

Monday, October 8, 2018

6:30 PM

1. CALL TO ORDER SCHOOL BOARD LEARNING SESSION AND ROLL CALL - CHAIR SWANSON
  - \*Please note that the interviews for Superintendent will be held in the Shakopee High School Studio Stage, 100 17th Avenue West, Shakopee. Use the main, east entrance and there will be directions to the Studio Stage which is located in the Academy of Arts & Communication.
  - \*Also note the time adjustment to 6:30PM.
2. PLEDGE OF ALLEGIANCE
3. CONSIDERATION OF AGENDA AS PRESENTED 3
  3. 1. 6:30PM - Superintendent Finalist - Dr. Mike Funk 5
  3. 2. 7:30PM - Superintendent Finalist Dr. Mike Redmond 16
4. OTHER
5. UPCOMING MEETINGS AND IMPORTANT DATES 29
  - October 10, 2018 BOC 5:00PM
  - October 15, 2018 School Board Special Business Meeting 6:00PM
  - October 22, 2018 Finance Committee Meeting 5:00PM
  - October 22, 2018 School Board Business Meeting 6:00PM
  - October 24, 2018 BOC 5:00PM
  - November 6, 2018 General Election 7:00AM-8:00PM
  - November 13, 2018 Policy Committee Meeting 5:00PM
  - November 13, 2018 School Board Business Meeting 6:00PM
  - November 14, 2018 BOC 5:00PM
  - November 26, 2018 Finance Committee Meeting 5:00PM
  - November 26, 2018 School Board Business Meeting 6:00PM
  - November 28, 2018 BOC 5:00PM
  - December 10, 2018 Finance Committee Meeting 5:00PM
  - December 10, 2018 Truth in Taxation Hearing & Business Meeting 6:00PM
  - December 12, 2018 BOC 5:00PM
6. ADJOURNMENT OF SCHOOL BOARD LEARNING SESSION



**FOR IMMEDIATE RELEASE**

**October 3, 2018**

**Shakopee Public Schools Announces Two Superintendent Finalists**

Shakopee Public Schools attracted top superintendent talent to its leadership position and is pleased to announce the following two finalists:

**Mike Funk, Superintendent of Albert Lea Area Schools**

**Mike Redmond, Superintendent of Goodhue Public Schools**

Mike Funk received his Bachelor's degree from St. John's University and his Master's in Education from the University of St. Thomas. He earned his Doctorate in Educational Policy and Administration from the University of Minnesota.

Dr. Funk started his career in the Dover-Eyota School District as a social studies teacher. He then crossed the border to Wisconsin, where he served as a principal at Pepin High School. Prior to joining Albert Lea Area Schools, Dr. Funk was the superintendent of BOLD Schools in Olivia, Minnesota.

Dr. Funk served in the Minnesota National Guard for more than 20 years and holds rank as a Colonel. During his service he was deployed overseas twice; Bosnia in 2003 and Kosovo in 2008.

Mike Redmond is currently the superintendent for Goodhue Public Schools in Goodhue, Minnesota. Dr. Redmond has served the community of Goodhue for the past five years.

Prior to Goodhue Public Schools, Redmond was the Executive Director of Secondary Education for Stillwater Area Public Schools, where he led the Teaching and Learning Department and supervised the secondary principals. Redmond's experience also includes serving as the principal of John Glenn Middle School in Maplewood, MN, assistant principal for North High School in North St. Paul, and a social studies teacher for Mahtomedi High School in Mahtomedi, MN.

Dr. Redmond holds an Ed.D. in Educational Leadership, Master's in Education, Bachelor's in Political Science, Teaching Licensure, Principal Licensure, and Superintendent Licensure. Redmond is also an active member of the Minnesota Association of School Administrators (MASA). He serves on the leadership team for MASA Region One, and was recently selected as the Chair-elect for the statewide MASA legislative committee.

Following the death of Superintendent Gary Anger in August 2018, the Shakopee School Board named Dave Orlowsky, Data and Testing Administrator, the interim superintendent while they searched for a new candidate. Thirty candidates applied for the position and the Personnel Committee selected two finalists. Of these, 21 had experience as either Superintendent or Assistant Superintendent.

The candidate pool was diverse in professional experience, gender and locality. In fact, there were candidates who currently work in four different states. In order for the district to focus its efforts, a vast majority of time was spent speaking with those who had experience as superintendents. There were dozens of inspiring and affirming conversations indicating Shakopee Public Schools is a highly desirable place to work.

Due to the overwhelming response of qualified applicants, the Personnel Committee (Matt McKeand, Angela Tucker and Shawn Hallett as board members, and Dave Orłowsky and Keith Gray as administrators) narrowed the field to those who not only met the district's specific criteria, but also those who would be the right finalists for Shakopee.

Both Funk and Redmond will interview on Monday, October 8, 2018. The interview process will include a tour of the district and interview panels with teachers, non-certified staff, principals, and the Superintendent's Cabinet. The school board interviews on October 8, 2018 are open to the public and will be held at the Shakopee High School Studio Stage. The first interview starts at 6:30 p.m. A special board meeting is set for October 15, 2018. At that time, the board will discuss both candidates and determine how to proceed.

The school board is asking the school community to submit feedback on both finalists by October 15, 2018.

Scott Swanson (sswanson@shakopee.k12.mn.us)

Tony Pass (tpass@shakopee.k12.mn.us)

Matt McKeand (mmckeand@shakopee.k12.mn.us)

Shawn Hallett (shallett@shakopee.k12.mn.us)

Angela Tucker (atucker@shakopee.k12.mn.us)

Reggie Bowerman (rbowerman@shakopee.k12.mn.us)

Judi Tomczik (jtomczik@shakopee.k12.mn.us)

507-402-9040  
mike.funk@me.com

115 South Lane  
Albert Lea MN  
56007

September 10, 2018

Shakopee Public Schools Personnel Committee  
Shakopee MN

Dear Committee Members:

Please consider my application for Superintendent of Shakopee Public Schools. I am keenly interested in this position, as my life experiences and skill set align with the current needs of your district.

I am currently in my tenth year as the Superintendent of Albert Lea Area Schools, a district of approximately 3500 students. During my tenure in Albert Lea, we have built a strong administrative team that is extremely effective at aligning resources to meet the needs of our students and staff.

Educationally, we have taken a centralized curricular approach to ensure that the needs of our students are being met on a consistent basis. Currently our student teacher ratios are 22:1 in our four elementary schools, while our secondary ratios are 30:1. We have also effectively aligned technology to our education standards, as we have been deliberate in the implementation of our ConnectED technology plan over the last five years. We are now 1-1 with student laptops in grades 3-12, while our K-2 students utilize iPads. Furthermore, Albert Lea High School is planning to fully adopt our Pathways to Success program by 2020, to provide more engaged learning opportunities for all of our high school students.

Partnership with external entities has been a hallmark of our board and administration during my time in Albert Lea. Recently, we have partnered with Riverland Community College to house our high school ALC, which provides many positives for our students and Riverland. We also have a robust partnership with Riverland. We have partnered with Austin Public Schools on the creation of a new school for our special education students with more severe needs. We have partnered with local entities (two churches and a children's center) to house some early childhood programming, as most of our elementary schools are at capacity. We have also partnered with a number of local businesses over the past few years who host students for our Youth Apprenticeship program.

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As Superintendent of Albert Lea, I am responsible for oversight of a \$50,000,000 budget. I have a long track record of fiscal integrity. During my tenure in Albert Lea, we have annually maintained our board goal of a 14% fund balance. Furthermore, in my fourteen years as a superintendent, we have only sought an operating levy twice. Both levies passed with over 63% support. This past spring, our taxpayers also approved a \$24 million athletic bond referendum, the only bond referendum I have sought as a superintendent.

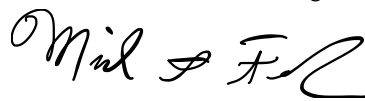
As an experienced superintendent in Minnesota, I have testified at the legislature on various issues, and have worked closely with area superintendents in SE Minnesota on a variety of initiatives to improve education. I am also quite active in our community, serving in a number of various capacities.

In May, I recently retired with 30 years of service in the Minnesota Army National Guard. During my career, I deployed twice to the Balkans on NATO Peacekeeping missions, and learned the complexities of how to operate in large multinational organizations. I have commanded soldiers from small units of 40 to over 1,000. This has provided me significant experience with leader development. My final position in the Guard was the Joint Chief of Staff for our State Headquarters where I was responsible for oversight of the 600 person Task Force that supported security operations for Super Bowl 52. In addition to my traditional education, I have earned a Masters degree in Strategic Studies through the United States Army War College.

If you are seeking an experienced leader who is passionate about doing what is best for Shakopee Schools, then please consider my application. I also ask that this application be kept in the utmost confidence as possible by law.

As far as availability for the position, I am interested in helping Shakopee out as soon as possible, but that would have to be negotiated with my current board. Of note is our succession planning in Albert Lea, as both our Deputy Superintendent, and Executive Director of Administrative Services have their Superintendent license.

I look forward to hearing from you.

A handwritten signature in black ink, appearing to read "Michael Funk". The signature is stylized and cursive.

Michael Funk, Ed.D

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# MICHAEL FUNK

507-402-9040  
mike.funk@me.com

115 South Lane  
Albert Lea MN  
56007

## Profile

Proven executive in education and military sectors. Strategic, decisive leader who values collaboration on an internal and external basis. Has the vision and skill set to take organizations to peak performance levels.

## Education

*United States Army War College Carlisle PA, — Masters, Strategic Studies, 2011*

*University of Minnesota, Minneapolis MN—Doctorate of Education, Educational Policy and Administration, 2004*

*University of St. Thomas-St. Paul MN, Masters in Education, 1994*

*St. John's University, Collegeville MN, Bachelor of Science, Government, 1988*

## Experience

### Superintendent, Albert Lea Area Schools — 2009-Present

Chief Executive of a school district of 3500 students and 500 employees.

Responsible for ensuring the district and community is meeting the needs of our students. Oversee a \$50,000,000 budget. Two of our four elementary schools have been named Reward Schools more than once by the Minnesota Department of Education. **Our district graduation rate has increased by 13% since 2012.**

**Successfully passed a \$24 million facilities referendum in 2018 to update antiquated athletic facilities, add gym space, and improve building security.**

**Passed an operating levy with 64% community support in 2013.** Implemented long term ConnectEd learning technology plan for the district. Established

successful free on-site health clinic for employees and families on the district's insurance plan. **Maintained a fund balance of at least 14% during my tenure.**

Albert Lea Area Schools named was **BEST PLACE to WORK in 2017** by Minnesota Workforce Development.

### Superintendent, BOLD Schools, Olivia, MN-2005-2009

Led a school district of 800 students while balancing needs of three different communities. Implemented all day Kindergarten in 2006. Increased college credit opportunities from 3 to 24. Upgraded antiquated technology throughout the district.

**Passed operating levy with a voter passage rate of 63-37%. Increased fund balance on \$8,000,000 budget by \$2,500,000 during my tenure.**

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**Principal, Pepin High School Pepin Wisconsin, 2000-2005**

Led a 7-12 high school. Improved education processes for all students through alignment of curricular standards, established a modified block schedule, implemented a new student management system. Served as Activities Director as additional duty from 2000-2001.

**High school Social Studies Teacher, Dover-Eyota High School, Eyota MN, 1994-2000**

Taught, civics, history, psychology, Coached Varsity Track, Freshman girl's basketball, assistant varsity football.

**Military Experience**

**Chief of Joint Staff, Minnesota National Guard, St. Paul MN— 2017-May 2018.**

Responsible for leading the Joint Staff of Army and Air Force personnel in the Minnesota National Guard Joint Forces Headquarters. ***Provided oversight on the planning, preparation, and execution of a Joint Task Force operation of 600 Soldiers and Airmen to assist local government officials in security operations for Super Bowl 52 in Minneapolis.***

**Chief of Staff, Minnesota Army National Guard, St. Paul MN — 2015-2017**

Responsible for providing guidance and intent to the Army General Staff at Joint Force Headquarters. Oversaw implementation of the Organizational Inspection Program for the Minnesota Army National Guard.

**Commander, 175th Regional Training Institute, Camp Ripley MN — 2012-2015**

As an Army Colonel, I commanded the premier training institute for the Minnesota Army National Guard. Courses taught included Officer Candidate School, Warrant Officer Candidate School, and a variety of leadership and skill development courses for Non Commissioned Officers. ***The RTI earned the highest accreditation by the United States Army Training and Doctrine Command as an Institute of Excellence in 2012, and again in 2015.*** These designations were a first for the RTI.

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**Commander, 2nd Battalion, 135th Infantry, Mankato MN, 2007-2010**

Commanded 1100 soldiers of the 2nd Battalion 135th Infantry for 39 months, including a yearlong NATO deployment to Kosovo in 2007-08. **Responsible for maintaining peace during Kosovo's declaration of independence from Serbia in 2008.**

**Various operational positions, Minnesota Army National Guard- 1988-2007, including a deployment to Bosnia in 2003-04.**

**Community Service**

Daybreaker's Kiwanis, 2009-Present, **Past President**

Board Member, Freeborn County Family Services Collaborative, 2009-Present

Trustee, Mayo Clinic Health System, Albert Lea and Austin, 2011-Present.

United Way Board of Directors Freeborn County, 2011-17, **Past Chair**

VFW Post #447 2014-present

Albert Lea Freeborn County Chamber of Commerce Board of Directors, 2018-Present

**References**

Mark Ciota, CEO, Mayo Clinic Health System, Albert Lea and Austin, and Board Member, Albert Lea Area Schools, 507-383-6335 [ciota.mark@mayo.edu](mailto:ciota.mark@mayo.edu)

Bill Leland, Former Board Chair, Albert Lea Area Schools, 507-383-3153 [bill@lelandrealty.com](mailto:bill@lelandrealty.com)

Linda Laurie, Former Board Chair, Albert Lea Area Schools 507-383-5164 [llaurie@gmail.com](mailto:llaurie@gmail.com)

Lori Volz, Deputy Superintendent, Albert Lea Area Schools, 507-525-0661 [lori.volz@alschools.org](mailto:lori.volz@alschools.org)

Jim Quiram, Executive Director of Administrative Services, Albert Lea Area Schools 507-383-6240 [jim.quiram@alschools.org](mailto:jim.quiram@alschools.org)

Paul Leindecker, Former Board Chair, BOLD Schools 651-785-5413

September 10, 2018

Shakopee School Board:

I am very eager to write a letter of recommendation for Dr. Mike Funk as he seeks the Superintendent position of the Shakopee Public School District. Dr. Funk is currently the Superintendent for the Albert Lea Area Public School District ISD#241 and I have had the pleasure of working with Dr. Funk since I came to the district in October of 2009 as the Director of Finance & Operations.

In my thirty-four year career in school finance, I have worked with many Superintendents and I can say that Dr. Funk is the most strategic and innovative Superintendent I have ever worked with. Strong financial leadership enabled the district to maintain a 14%-16% fund balance during his tenure at ISD#241. Strategies to accomplish this are conservative student to teacher ratios, maximizing funding streams, multi-year financial plans and establishing priorities.

Dr. Funk has implemented clear, measurable goals for the district. Each Principal and Director is required to give monthly updates on the progress of their site or department goals. Directors also are required to give updates to the board in the weekly "Friday File" to keep the board abreast of progress on many goals/projects. Through the establishment of goals, we have "assigned" or "committed" funds to achieve several goals. For example, funds were assigned or committed for the upgrade of technology in the district, extensive curriculum upgrades for English Language Arts and math; revamping our curriculum replacement cycle. The district also implemented a \$16 million HVAC upgrade in six of our school buildings. Dr. Funk guided vast improvements in language for our collective bargaining agreements. The implementation of a Health Partners Well@Work Clinic is providing savings the district health insurance plan to such an extent that our last renewal was zero percent.

Last spring, a building bond referendum passed for \$24 million for the upgrade of our Hammer Field Athletic Complex and Halverson Elementary School Gym expansion. The district also passed an operating referendum renewal back in 2013 successfully.

Dr. Funk is a leader with integrity and focuses on making progress in educational achievement. One of his greatest strengths is his assessment of effective leaders who bring diverse perspectives to key positions. He has made impressive hires of very highly qualified and skilled individuals in key leadership positions.

I consider Dr. Mike Funk to be an experienced professional with the highest of standards. It is without hesitation that I confidently recommend Dr. Funk to be the next Superintendent of the Shakopee School District. If you have any further questions, please do not hesitate to contact me.

Sincerely,



Lori Volz  
Deputy Superintendent  
Albert Lea Area School District ISD#241

September, 2018

Shakopee Schools  
Superintendent Search Committee

To Whom it May Concern:

It is my great pleasure to write this letter in support of Dr. Mike Funk's consideration to become your next Superintendent of Schools. I have worked closely with Dr. Funk during his tenure as Superintendent for the Albert Lea Area Schools where I had the honor to serve as a school board member from 2000-2016.

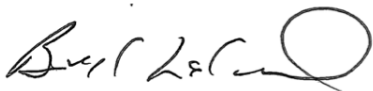
Dr. Funk assumed the role of Superintendent in Albert Lea in July of 2009. As a member of the Albert Lea School Board since 2000, and board chair for the first three years of Dr. Funk's tenure in Albert Lea, I was acutely aware of the challenges he faced.

What I admire most about Dr. Funk was his ability to identify these challenges, and quickly develop and implement a strategic plan with the buy in of stakeholders. For example, Dr. Funk recognized the need to reorganize and realign the districts directors and building administration, and successfully aligned many licensed staff to better meet the needs of our district. This resulted in renewed district focus in key initiatives designed to reduce the achievement gap, increase individual student growth, and provide increased opportunities for every student in the district. Additionally, his expertise in the area of finance and labor negotiations resulted in positive gains to the district's reserve; future cost avoidance, and improved pro-management labor contracts.

Dr. Funk is passionate about what is best for kids, and the quality of the educational program what we offer students. He is a great listener, an idea generator, and goal oriented achiever that will certainly be an asset to your school district. His experiences and in depth knowledge of education policy and finance, combined with his ability to implement these resources, is the basis of improving opportunities for the students of your district.

Dr. Funk is a skilled leader who is progressive, visionary, and decisive. His credo of: Do what's right, Expect the best, and Do what is right for kids is alive in their district and has positioned us to meet the needs of the 21st century learner. Under his leadership, we have gone from Good to Great.

At your convenience, I would welcome talking with you in detail about the passion, skills, and abilities of Dr. Mike Funk. My phone number is 507-383-3153. I can also be reached at [bill@lelandrealty.com](mailto:bill@lelandrealty.com).



L. Bill Leland,  
Past Board Member,  
Albert Lea Area Schools

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# LINDA LAURIE

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September 11, 2018  
Shakopee School Board Search Committee

Dear Committee Members,

It is my pleasure to recommend Dr. Michael Funk for your next Superintendent. As a former school board member and board chair, I worked closely with Dr. Funk for seven years. During that time, I observed his strong leadership and unwavering commitment to improving education for all students.

As Superintendent of Albert Lea Area Schools, Dr. Funk has demonstrated the requisite leadership qualities to effectively manage an administrative team to its maximum potential. During his tenure, Dr. Funk has hired quality personnel for every key administrative position. His leadership background has been key in the development of leaders in our district. He understands the "big picture" and successfully motivates others to accomplish any goal. Dr. Funk is confident in his abilities, and is able to make difficult decisions based on what is best for students.

From a curricular perspective, Dr. Funk has been very good at aligning what we do as a district to make sure that all students have a similar education. When he arrived, we had four elementary schools that had different curriculums. Dr. Funk and his team of administrators took a hard look at what we were doing, and modified the system so that all of our elementary programming followed a consistent approach.

Dr. Funk became Albert Lea Superintendent at a particularly tough time, amidst financial challenges the Governor's imposed un-allotment, government unfunded mandates, and Albert Lea's declining tax base from our low property values. Despite these challenges, the school district is flourishing with Dr. Funk and his team utilizing several cost saving measures while implementing innovative ideas such as our on-site health clinic which is free for those who utilize the district health insurance. Approaches such as these have helped us maintain our fiscal health.

If selected to lead Shakopee Schools, Dr. Funk will provide exceptional leadership.

Please do not hesitate to contact me directly with questions. I will be out of the country from September 15th-29th and will have sporadic availability.

Sincerely yours,



Linda Laurie

507-383-5164 [irlaurie@gmail.com](mailto:irlaurie@gmail.com)

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## MICHAEL FUNK



### Profile

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**References**

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Bill Leland, Former Board Chair, Albert Lea Area Schools, [REDACTED]  
[REDACTED]

Linda Laurie, Former Board Chair, Albert Lea Area Schools [REDACTED]  
[REDACTED]

Lori Volz, Deputy Superintendent, Albert Lea Area Schools, [REDACTED]  
[REDACTED]

Jim Quiram, Executive Director of Administrative Services, Albert Lea Area Schools  
[REDACTED]

Paul Leindecker, Former Board Chair, BOLD Schools [REDACTED]

# Mike Redmond, Ed.D.

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308 3<sup>rd</sup> Avenue, Goodhue, MN 55027 | 651-231-2920 | [superintendentreds@yahoo.com](mailto:superintendentreds@yahoo.com)

September 11, 2018

Mr. Matt McKeand and School Board Members  
Shakopee Public Schools  
1200 Town Square  
Shakopee, MN 55379

Dear Mr. Matt McKeand and School Board Members:

This is the most challenging letter of application I've written. On the one hand, I am incredibly excited about the possibility of working in a school district that I rank as #1 on my personal list of most desirable school districts in Minnesota. On the other hand, I believe we are still processing and grieving the death of Gary Anger. Lastly, the situation is further challenged by the timing within the current school year. I will return to the first and third points in this paragraph later in this letter, but first I will give my attention to the second topic mentioned.

As I'm sure you know, I have a personal relationship with Gary Anger. As such, I am very familiar with what transpired in his far too brief tenure as Superintendent of the Shakopee Schools. Over the past year, Gary's inspired and loving efforts dramatically changed the trajectory of ISD 720. It is imperative the next Superintendent of the Shakopee Schools honors Gary's legacy by continuing to build upon the trajectory launched under Gary's leadership. I believe I am uniquely situated to meet this challenge.

As I alluded to in the opening paragraph, I hold the Shakopee Public Schools in the highest regard. Thus, it is with incredible enthusiasm I write this letter of application for the position of superintendent of ISD 720. I strongly believe I have the temperament, knowledge, skills, and motivation to serve as leader of this outstanding school district. It is my most sincere desire to serve as a collaborative leader who will empower others and help continue to build a culture and organization that will serve each student as we seek excellence in student learning and the pursuit of our shared mission. I am completely confident my most recent experience wearing 'many hats' in a smaller school district, combined with my earlier career experiences in larger metro school districts, has uniquely prepared me to become the next leader of ISD 720.

As I've shared in the past, I love my job as the Superintendent of the Goodhue Schools. I am now in my sixth year as the superintendent in Goodhue, and things are in full swing this school year. Chief among our priorities this year is a bond referendum to be held on November 6 that would fund the largest building project in school district history. As such, should I be fortunate enough to be selected as the next superintendent in Shakopee, we will need to work collaboratively between the two school districts on a transition plan that honors both my new commitment to ISD 720 and my current commitment to ISD 253. Though unusual, I believe we can successfully meet this challenge in a manner that respects all interests. One possible transition I envision is to split my time 60/60 (a minimum of 24 hours per week on site in each district) from an October date of hire through November 16. After November 16, I would then shift over time to devoting 100% of my time and energy to Shakopee while being available on a diminishing basis to Goodhue to assist them in operations and transitioning to a new superintendent. I am also optimistic there may be a succession plan that may be implemented even more quickly, allowing my transition to be accelerated from Goodhue to Shakopee.

I am often asked by friends in education why I've chosen to be a superintendent. My answer is that it is a fantastic job, and, "I'm being paid to be me." What I mean by this is the job combines many of my interests, passions, and abilities. At heart, I am a teacher and a coach. I've earned a degree in political science, which is fitting for an aficionado of politics and a role engaged often with the legislative process. I spent many years as a classroom teacher of Advanced Placement Economics, and I've been told that even though I was a Social

Studies teacher I have a 'math brain'. Thus, I enjoy and have aptitude for the financial management aspects of leading a school district. I also love to meet people, listen to them, speak, and write. So, I very much enjoy the public and communication aspects of the position. I'm fascinated by the world of learning and teaching, and have even been described as an 'education junkie'. I also find deep meaning and joy in helping others grow and perform at levels higher than they ever thought possible. I cannot think of any more meaningful work than spending every day working on behalf of and championing students and their learning. In other words, I find the challenges inherent in the position of superintendent exhilarating, incredibly meaningful, rewarding, and, this one often surprises people, fun.

As I've shared, I am very familiar with and have great respect for the Shakopee Public Schools. I possess the strongest desire to join this outstanding school district. I feel very fortunate to have experienced many successes in my career in education, and I would love for this success story to continue in ISD 720. I would be both excited and honored to have the privilege of serving in the position of superintendent, and would give my all to continue to build upon the trajectory initiated by Gary Anger.

Sincerely,

A handwritten signature in black ink, appearing to read "M Redmond". The signature is fluid and cursive, with the first name "Mike" and last name "Redmond" clearly distinguishable.

Mike Redmond  
Superintendent

# MIKE REDMOND, Ed. D

308 3rd Avenue, Goodhue, MN 55027; 651-231-2920, principalreds@yahoo.com

Objective:	<b>To empower others and build a collaborative culture of excellence in student learning</b>
Professional Experience:	<p><b>Goodhue Public Schools (ISD 253)</b> --July 1, 2013 to present-- 510 Third Avenue, Goodhue, MN 55027</p> <ul style="list-style-type: none"><li>○ Superintendent<ul style="list-style-type: none"><li>▪ Responsible for all facets of school district administration.</li></ul></li><li>○ Community Education Director, Transportation Director, Title IX/Human Rights Coordinator, Lead Negotiator, Human Resources Director, Environmental Health and Safety Committee Chair, Student Wellness Committee Chair, Policy Committee Chair, Building and Grounds Committee Chair, Long Range Facilities Planning Committee Chair, District Advisory Committee Chair, and Personnel Committee Chair</li><li>○ Lead Superintendent for Goodhue County Education District (multi-district collaborative)</li><li>○ Member of MASA Executive Development Committee</li><li>○ Chair of MASA Legislative Committee</li><li>○ Chair of Live Well Goodhue County Community Leadership Team</li><li>○ Member of Goodhue County Family Services Collaborative</li><li>○ Member of City of Goodhue Chamber of Commerce</li><li>○ Chair-elect of MASA Region 1 Leadership Team</li><li>○ Sole representative for MASA on a K12 work group to improve broadband connectivity in schools led by the Minnesota Department of Employment and Economic Development, Education Superhighway, and the Minnesota Department of Education</li></ul> <p><b>Stillwater Area Public Schools (ISD 834)</b> --July 1, 2012 to June 30, 2013-- 1875 South Greeley St., Stillwater, MN 55082</p> <ul style="list-style-type: none"><li>○ Executive Director of Secondary Education<ul style="list-style-type: none"><li>▪ Leading the Teaching and Learning Department and supervising the secondary principals in a school district of over 8000 students.</li></ul></li></ul> <p><b>John Glenn Middle School (ISD 622)</b> --July 1, 2009 to June 30, 2012-- 1560 East County Road B, Maplewood, MN 55109</p> <ul style="list-style-type: none"><li>○ Principal<ul style="list-style-type: none"><li>▪ Leading a middle school with 780 students and a staff of 100 persons. School leadership in the areas of Assessment for Learning, professional development, instruction, intercultural competency, budget, clerical staff, staffing/hiring, teacher evaluation, scheduling, Special Education, parent involvement, school safety, PBIS, professional learning communities, and more.</li></ul></li></ul> <p><b>North High School (ISD 622)</b> --August 23, 2007 to June 30, 2009-- 2416 East 11<sup>th</sup> Avenue, North St. Paul, MN 55109</p> <ul style="list-style-type: none"><li>○ Assistant Principal</li></ul>

	<ul style="list-style-type: none"> <li>▪ Providing school leadership in the areas of technology, online learning, professional development, closing achievement gaps, teacher evaluation, discipline, testing, building/grounds, transportation, parking, credit recovery, differentiated instruction, interventions, student retention, and more.</li> </ul> <p><b>Mahtomedi High School</b> --August 1993 to August 22, 2007-- 8000 75<sup>th</sup> Street North, Mahtomedi, MN 55115</p> <ul style="list-style-type: none"> <li>○ Social Studies Teacher <ul style="list-style-type: none"> <li>▪ Mahtomedi Public Schools ‘Teacher of the Year 2000’</li> <li>▪ Minnesota Academic Excellence Foundation ‘Hero Award’ (1996)</li> <li>▪ Served on numerous committees and in multiple leadership roles</li> </ul> </li> <li>○ Varsity Boys Basketball Coach (1994-2006) and Varsity Girls Soccer Coach (1989, 1993-2005) <ul style="list-style-type: none"> <li>▪ State Soccer Champions in 1997, 1999, 2003, and 2005; National Soccer ‘Coach of the Year 2005’; Finalist for National Soccer Coach of the Year in 1997 and 1999; Minnesota Soccer ‘Coach of the Year’ in 1997, 1999, 2000, 2004, and 2005</li> </ul> </li> </ul> <p><b>Candidate for Minnesota House of Representatives</b> --2000 and 2002--</p> <ul style="list-style-type: none"> <li>○ Endorsed by Pioneer Press and Star Tribune newspapers</li> </ul> <p><b>Ibn Khuldoon National School</b> --September 1990 to June 1993-- P.O. Box 20511, Manama, BAHRAIN</p> <ul style="list-style-type: none"> <li>○ Social Studies Teacher, Founder and Director of College Guidance Center, Founder and Director of Community Services Program (International Baccalaureate), and Member of Accreditation Committee</li> </ul> <p><b>Al Wehda Athletic Club</b> --June 1991 to June 1993-- P.O. Box 25522, Manama, BAHRAIN</p> <ul style="list-style-type: none"> <li>○ Head Basketball Coach and Director of Basketball Development</li> </ul>
Education and Professional Organizations:	<p><b>University of the Cumberland (Williamsburg, Kentucky):</b> Ed.D. in Educational Leadership (2016)</p> <p><b>University of Minnesota:</b> Bachelor’s in Political Science (1988), Teaching Licensure (1989), Master’s in Education (1994), Course work completed in Doctoral Program (2002), Principal Licensure (2007), and Superintendent Licensure (2012)</p> <p><b>Minnesota Association of School Administrators</b></p> <p><b>American Association of School Administrators</b></p>
References:	<p><b>Dr. Patty Phillips</b> Former Superintendent (North St. Paul-Maplewood-Oakdale Public Schools) 3365 Breezy Point Road Tower, MN 55790 <a href="mailto:pattyjphillips@gmail.com">pattyjphillips@gmail.com</a> 651-357-0996</p> <p><b>Ms. Michelle Goodman</b> Former School Board Member (Goodhue Public Schools) 35569 180th Avenue</p>

Goodhue, MN 55027  
651-764-0889

**Mr. Greg Nelson**

Principal (North High School)  
2416 East 11<sup>th</sup> Avenue  
North St. Paul, MN 55109  
[gnelson@isd622.org](mailto:gnelson@isd622.org)  
651-748-6010

**Dr. Gary Amoroso**

Executive Director  
Minnesota Association of School Administrators (MASA)  
1884 Como Avenue  
St. Paul, MN 55108  
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651-645-6272

**Dr. Don E. Lifto**

Former Superintendent (Mahtomedi Public Schools)  
Consultant (Springsted Incorporated)  
380 Jackson Street, Suite 300  
St. Paul, MN 55101-2887  
[dlifto@springsted.com](mailto:dlifto@springsted.com)  
651-303-3721

**Ms. Ann Buck**

School Board Chair (Goodhue Public Schools)  
510 3<sup>rd</sup> Avenue  
Goodhue, MN 55027  
[annb@goodhue.k12.mn.us](mailto:annb@goodhue.k12.mn.us)  
651-764-0985



# School District 622

NORTH ST. PAUL | MAPLEWOOD | OAKDALE

*Ready for tomorrow*

## North High School

2416 E. 11<sup>th</sup> Avenue | North St. Paul, MN 55109

January 5, 2017

Office: 651.748.6000 | fax: 651.748.6091

Guidance: 651.748.6030 | Activities: 651.748.6020

To Whom It May Concern,

I would like to take a few minutes of your time to recommend Mike Redmond to you. Simply put, Mr. Redmond is an outstanding educator and I give him the highest marks. He ranks among the top people I have worked with in my 37 year educational career.

Mr. Redmond and I were colleagues in Independent School District 622 from 2007-2012. We worked together at North High School for two of these years, with Mr. Redmond serving as an Assistant Principal. We both had building principal positions the next three years when Mr. Redmond became John Glenn Middle School Principal. I have found him to be outstanding in both roles. He has a diverse array of talents and a passion for education.

I find Mr. Redmond to be a visionary leader. He has a sixth sense of what it is that schools should be and the disciplined nature to plan accordingly. He has, in the education world, many visionaries and many rule followers. They both bring a needed element to the philosophical table, yet seldom overlap. Mr. Redmond is the rare educator who has these seemingly reciprocal qualities. He grasps ideas quickly and follows through on them.

Mr. Redmond is a versatile educator. He is an advocate for students and their needs but recognizes the many factors that contribute to student behavior. He has shown an uncanny ability to do the right thing at the right time for students. He recognizes gender, poverty, learning, and self esteem pressures that mix themselves into students' lives. Mr. Redmond's classroom teaching knowledge has made him a very effective evaluator of instructional quality. He has demonstrated practical knowledge of some of the more specialized areas of the education world including special education, alternative education, guidance counseling, chemical awareness, and athletics. He quickly closes his own learning gaps by asking the right people the right questions.

Mr. Redmond has been an especially effective team player. He is aware of the strengths and weaknesses of others and intentionally looks to fill gaps the team needs. His awareness of the team process and optimal capacity for effectiveness takes precedence over his personal preferences.

Mr. Redmond is a gifted communicator. His talents regularly display themselves in parent meetings, faculty communication, and a wide range of student issues. Messages are prompt, to the point, and collegial. I have found his style to enhance the spirit of the message without compromising policy parameters.

I have known Mr. Redmond for a number of years beginning with a time when we coached against one another. The professionalism I witnessed in competitive situations in those days has carried over into his administrative work. Mr. Redmond carries himself with class and dignity. The education world needs more talented and ethical people like him. Feel free to contact me for further information.

Sincerely,

Greg Nelson  
North High School Principal  
[gnelson@isd622.org](mailto:gnelson@isd622.org)  
651.748.6010

*Patty Phillips*  
*3365 Breezy Point Road*  
*Tower, MN 55790*  
[pattyphillips@gmail.com](mailto:pattyphillips@gmail.com)  
*651-357-0996*

January 9, 2017

To Whom It May Concern:

I am pleased to write this letter of recommendation in reference to Mike Redmond, an applicant for the superintendent position in your school district. I have known Mike for ten years; and as the former superintendent of the North St. Paul-Maplewood-Oakdale School District, I worked with him when he served as the Assistant Principal of North High School and when he was promoted to the position of Principal of John Glenn Middle School. Mike left our school district for a promotion to serve as Executive Director of Secondary Education for Stillwater Schools before assuming his current position as Superintendent of Schools in Goodhue.

Working with Mike for five years, I can attest to the fact that he will arrive at your school district as a warm, caring individual with a personal commitment to excellence, wisdom that comes from experience, and the leadership skills necessary to work well with and empower others. Mike's leadership style focuses on collaboration. He took the helm of one of our schools with a culture that lacked trust. Because he is skilled in liberating the ideas, energy, and capacities of others and has admirable people skills, astute insight and an approachable demeanor, Mike was able to successfully transform the culture of this school to one where staff felt supported and were willing to take risks and work in trusting partnership to attain positive results.

Mike is an extremely organized, hardworking self-starter. In our desire to increase rigor, our administrative team had discussed weighted grades for years. Mike came on board and competently led a task force that made a well researched and very well received recommendation to the school board to move to weighted grades. What the school board and administrative team had perceived to be an initiative fraught with naysayers and drama, had a very smooth conception and implementation, in large part due to Mike's collaborative leadership style.

Mike is skilled in efficiently tackling the complex situations which a superintendent faces daily. He is a strong communicator who is always calm, thinks well on his feet, gets all the facts before making decisions, is extremely visible and is always fair. Mike Redmond is an authentic, experienced, sincere, charismatic leader whose every action is true to his core values.

Sincerely,

Patty Phillips

September 4, 2018

To Whom It May Concern,

Multidimensional leader is the word that comes to mind when I think about Superintendent Mike Redmond. It is a pleasure to write a letter of recommendation for Dr. Mike Redmond. I have known Mike for the past six years, while serving on the school board for Goodhue Public School. Dr. Redmond's educational background as a teacher, principal, political advocate and coach made him an excellent leader in our district.

During his tenure as superintendent, Mr. Redmond paved the way for several instructional changes within Goodhue Public Schools. During Mike's time at the district, the staff has seen an increase in the amount of professional development. Collaborating with the Goodhue staff, the district applied and qualified for Q comp. This enabled endless professional opportunities to follow. Mr. Redmond has implemented a balanced literacy framework in grades K-8, including programs such as American Reading Company, Daily Five, Words Their Way, etc. Mike was instrumental in designing and implementing a 1:1 Chromebook initiative for students in grades 3-12. For this initiative he developed a relationship with Best Buy to form a school store model for our district. The school store allows students to purchase Chromebooks from Best Buy every two years at a fifty percent discount from retail. Beyond Chromebooks Mike also implemented a system of authentic grading in grades 7-12 known as assessment for learning.

In addition to being a great instructional leader Mr. Redmond built connections with community members. Mr. Redmond was able to work with parents in the district when he was presented with a need for school age child care, the district now offers school age care before and after school and in the summer months, providing care for over 100 students. Mr. Redmond worked diligently seeking donations, volunteers, and community input on establishing a school-community garden and greenhouse. He also sought out donations and advertising subscriptions to help pay for all new scoreboards throughout the district. Mr. Redmond also serves as a Lions Club member in the community.

Mr. Redmond successfully made changes to the systems and structures in the business office. These changes included: hiring School Management Services, implementing an online application system called Applitrack, as well as Teachers on Call. Mr. Redmond has made terrific progress in creating quality accounting processes and rules for activity fund. He has replaced out of date practices where each sport and club had their own collecting and processing for handling money. Mike has developed and maintained a universal budget model. Mr. Redmond cleaned up old practices with human resources including accounts payable and payroll. Upon Mr. Redmond's arrival at Goodhue the district was in need of a strategic plan to right size several of its Fund Balances, efforts made by Mike have put the district in a positive place in regards to General, Community Service, and Food Service Fund balances. In regards to 403b contributions, Mike has reconciled contributions spanning back 15 years, also helping the district transfer from partially funded personal health accounts to authentic VEBAs and HSAs.

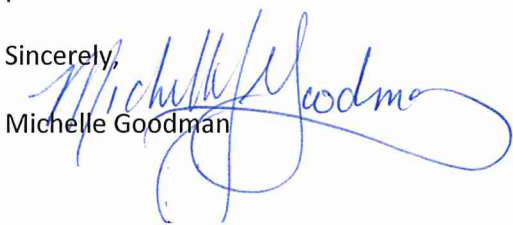
Another asset for Mr. Redmond is his facilities maintenance leadership diligently for two years helping the district plan a major remodel and/or addition to school facilities, the bond election is to be held November 6, 2018.

Mike has worked diligently helping write grants to bring the opportunity of the Youth Skills Training program to Goodhue starting in fall of 2018. Mike successfully implemented paperless school board meetings and reestablished student members of the school board.

I highly recommend Dr. Mike Redmond for the position of Superintendent. In my years collaborating with him he always put the district and students at the forefront of his decision making. He is a proven educational leader.

Sincerely,

Michelle Goodman





# MASA

## Minnesota Association of School Administrators

1884 Como Avenue, Saint Paul, Minnesota 55108  
voice/651-645-6272 • toll free/866-444-5251  
fax/651-645-7518  
email/members@mnasa.org  
website/www.mnasa.org

Gary M. Amoroso, Ph.D.,  
Executive Director

August 21, 2018

To Whom It May Concern:

It is with great admiration that I write this letter of recommendation for Dr. Mike Redmond. I have known Mike for seven years. In my role as Executive Director of the Minnesota Association of School Administrators (MASA) I have had the opportunity to observe and interact with Mike as he serves as superintendent of the Goodhue Public Schools and through other professional activities.

Dr. Redmond is a passionate and innovative leader who has had a positive impact on the students, staff and community that he works with! As a result of Dr. Redmond's leadership, the district has implemented a balanced literacy program in grades K-8, utilized an authentic grading system in grades 7-12 and created a system which allows a 1:1 Chrome book program for students in grades 3-12. These are but a few of the programs that have truly had a significant impact on the students.

Under Dr. Redmond's guidance there has been a significant increase in professional learning for staff. Professional learning is directly tied to the vision of the district. Dr. Redmond has moved a district teetering on the brink of a financial crisis to a district that is in a good financial position. This was done without negatively impacting the education experience of the students.

I am grateful to Dr. Redmond for his service to MASA. He is a member of the MASA Region 1 Leadership team, has served on the MASA Executive Development Committee and currently serves as the Chair of the MASA Legislative Committee.



# MASA

## Minnesota Association of School Administrators

1884 Como Avenue, Saint Paul, Minnesota 55108  
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Gary M. Amoroso, Ph.D.,  
Executive Director

In my forty-two years in public education, I've had the opportunity to serve with many dedicated and child-centered professionals. Dr. Mike Redmond stands out as one of the best! I unconditionally recommend Dr. Redmond for any position for which he is licensed. He will have an extremely positive impact on the students, staff and community in which he serves. Please contact me if I can be of further assistance.

Sincerely,

A handwritten signature in cursive script that reads "Gary M. Amoroso".

Gary M. Amoroso, Ph.D.

# MIKE REDMOND, Ed. D

Objective:	<b>To empower others and build a collaborative culture of excellence in student learning</b>	
Professional Experience:	<p><b>Goodhue Public Schools (ISD 253)</b> 510 Third Avenue, Goodhue, MN 55027</p> <ul style="list-style-type: none"> <li>○ Superintendent           <ul style="list-style-type: none"> <li>▪ Responsible for all facets of school district administration.</li> </ul> </li> <li>○ Community Education Director, Transportation Director, Title IX/Human Rights Coordinator, Lead Negotiator, Human Resources Director, Environmental Health and Safety Committee Chair, Student Wellness Committee Chair, Policy Committee Chair, Building and Grounds Committee Chair, Long Range Facilities Planning Committee Chair, District Advisory Committee Chair, and Personnel Committee Chair</li> <li>○ Lead Superintendent for Goodhue County Education District (multi-district collaborative)</li> <li>○ Member of MASA Executive Development Committee</li> <li>○ Chair of MASA Legislative Committee</li> <li>○ Chair of Live Well Goodhue County Community Leadership Team</li> <li>○ Member of Goodhue County Family Services Collaborative</li> <li>○ Member of City of Goodhue Chamber of Commerce</li> <li>○ Chair-elect of MASA Region 1 Leadership Team</li> <li>○ Sole representative for MASA on a K12 work group to improve broadband connectivity in schools led by the Minnesota Department of Employment and Economic Development, Education Superhighway, and the Minnesota Department of Education</li> </ul> <p><b>Stillwater Area Public Schools (ISD 834)</b> 1875 South Greeley St., Stillwater, MN 55082</p> <ul style="list-style-type: none"> <li>○ Executive Director of Secondary Education           <ul style="list-style-type: none"> <li>▪ Leading the Teaching and Learning Department and supervising the secondary principals in a school district of over 8000 students.</li> </ul> </li> </ul> <p><b>John Glenn Middle School (ISD 622)</b> 1560 East County Road B, Maplewood, MN 55109</p> <ul style="list-style-type: none"> <li>○ Principal           <ul style="list-style-type: none"> <li>▪ Leading a middle school with 780 students and a staff of 100 persons. School leadership in the areas of Assessment for Learning, professional development, instruction, intercultural competency, budget, clerical staff, staffing/hiring, teacher evaluation, scheduling, Special Education, parent involvement, school safety, PBIS, professional learning communities, and more.</li> </ul> </li> </ul> <p><b>North High School (ISD 622)</b> 2416 East 11<sup>th</sup> Avenue, North St. Paul, MN 55109</p> <ul style="list-style-type: none"> <li>○ Assistant Principal</li> </ul>	<p>--July 1, 2013 to present--</p> <p>--July 1, 2012 to June 30, 2013--</p> <p>--July 1, 2009 to June 30, 2012--</p> <p>--August 23, 2007 to June 30, 2009--</p>

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References:	<p><b>Dr. Patty Phillips</b>  Former Superintendent (North St. Paul-Maplewood-Oakdale Public Schools)</p> <p>[REDACTED]</p> <p><b>Ms. Michelle Goodman</b>  Former School Board Member (Goodhue Public Schools)</p> <p>[REDACTED]</p>

[Redacted]

**Mr. Greg Nelson**  
Principal (North High School)

[Redacted]

**Dr. Gary Amoroso**  
Executive Director  
Minnesota Association of School Administrators (MASA)

[Redacted]

**Dr. Don E. Lifo**  
Former Superintendent (Mahtomedi Public Schools)  
Consultant (Springsted Incorporated)

[Redacted]

**Ms. Ann Buck**  
School Board Chair (Goodhue Public Schools)

[Redacted]



# Shakopee Public Schools 2018-19 School Calendar

## Updated April 23, 2018

NOTE: Tokata Lng. Ctr. First Day of School: September 4, 2018

NOTE: Grades 6-12 First Day of School: September 5, 2018

NOTE: Grades E-5 First Day of School: September 6, 2018

### August 2018

August 20-23.....New Teacher Fall Workshop  
August 27-30.....Teacher Fall Workshop

### September 2018

September 3.....No School - Labor Day  
September 4, 2018.....Student 1st Day of School (Tokata ONLY)  
September 5, 2018.....Student 1st Day of School (Grades 6-12)  
September 6, 2018.....Student 1st Day of School (Grades E-5)  
September 4....Moving Day for Staff (Grades 6-12)  
September 4-5.....Assess & Connect Days (Grades E-5)  
September 26.....Student 2-Hour Early Release

### October 2018

October 17.....No School - Teacher Staff Development Day  
October 18-19.....No School - Fall Break

### November 2018

November 8.....1st Quarter Ends  
November 9.....No School - Teacher Planning Day  
November 21-23.....No School - Thanksgiving Break  
November 28.....Student 2-Hour Early Release

### December 2018

December 20.....No School - Early Childhood Education Only  
December 21-Jan 1.....No School - Winter Break

### January 2019

December 21-Jan 1.....No School - Winter Break  
January 21.....No School - Teacher Staff Development Day  
January 25.....1st Semester Ends  
January 28.....No School - Teacher Planning Day

### February 2019

February 15.....No School - Teacher Staff Development Day  
February 18.....No School - Presidents' Day Break

### March 2019

March 13.....Student 2-Hour Early Release  
March 28.....3rd Quarter Ends  
March 29.....No School - Teacher Planning Day

### April 2019

April 1-5.....No School - Spring Break  
April 19.....No School - Students & Staff  
April 24.....Student 2-Hour Early Release

### May 2019

May 27.....No School - Memorial Day  
May 31.....Senior Class (12th grade) Last Day of School

### June 2019

June 6, 2019.....Student Last Day of School  
June 7.....Teacher Work Day  
June 8, 2019.....Graduation

### August 2018

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### September 2018

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

### October 2018

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30	31		

### November 2018

M	T	W	TH	F
			1	2
5	6	7	8	9
12	13	14	15	16
19	20	21	22	23
26	27	28	29	30

### December 2018

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28
31				

### January 2019

M	T	W	TH	F
	1	2	3	4
7	8	9	10	11
14	15	16	17	18
21	22	23	24	25
28	29	30	31	

### February 2019

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	

### March 2019

M	T	W	TH	F
				1
4	5	6	7	8
11	12	13	14	15
18	19	20	21	22
25	26	27	28	29

### April 2019

M	T	W	TH	F
1	2	3	4	5
8	9	10	11	12
15	16	17	18	19
22	23	24	25	26
29	30			

### May 2019

M	T	W	TH	F
		1	2	3
6	7	8	9	10
13	14	15	16	17
20	21	22	23	24
27	28	29	30	31

### June 2019

M	T	W	TH	F
3	4	5	6	7
10	11	12	13	14
17	18	19	20	21
24	25	26	27	28

### Key

	No School - Students and Staff
	No School - Students
	First/Last Day of School
	Quarter/Semester Change
	Student Early Release 2-Hours before Dismissal