

SHAKOPEE PUBLIC SCHOOLS



SCHOOL BOARD AGENDA





May 6, 2019
6:00 PM

1. CALL TO ORDER SCHOOL BOARD WORK SESSION AND ROLL CALL - CHAIR BOWERMAN
2. PLEDGE OF ALLEGIANCE
3. WE ARE SHAKOPEE SCHOOLS - GOOD NEWS ITEMS
 3. 1. Student Recognition of Competition in National Japan Bowl
Two Shakopee High School teams traveled to Washington D.C. to compete in the National Japan Bowl. More than 200 students from 30 schools around the nation participated. Congrats to students Tanner Olsen, Trevor Brickey, and Carson Holm. Additionally, congratulations to Thea Lauren Pineda, Cera Mitchum and Samyu Ravikumar on placing 5th in the competition.
 3. 2. Recognition of Student Competition at state Health Occupations Students of America
Congratulations to the following Health Occupations Students of America (HOSA) at Shakopee High School. Before spring break, they competed in the state competition and many students placed in their events.
 - *Behavioral Health:
1st Parth Purani
2nd Eashan Sarkar
 - *Epidemiology:
1st Eashan Sarkar
2nd Parth Purani
 - *Prepared Speaking
1st Gautham Nair
2nd Tharun Inturi
5th Dhwani Hingu
 - *Researched Persuasive Writing and Speaking:
2nd Gautham Nair
 - *Biomedical Debate:
1st Shivali Mukherji, Bhavesh Boyapati, Rohan Janga, Nikka Narra
 - *HOSA Bowl: 1st Shreya Avilala, Eashan Sarkar, Theo Tran, Dhwani Hingu
 - *Biomedical Lab Science:
4th Luke Stavedahl
 - *Job Seeking Skills:

4th Tharun Inturi

5th Gautham Nair

*Original Medical Innovation:

2nd Aavni Varddhan, Aly Thorn

*Public Service Announcement:

3rd Emma Alley, Sam Krocak, Kristen Leith, Sloane Orchard

*Gautham, Tharun, Shreya, Eashan, Theo, Dhvani, Parth, Shivali, Rohan, Nikka, Bhavesh, and Shivali will travel to Orlando in June to compete in the International HOSA Competition.

4. CONSIDERATION OF AGENDA AS PRESENTED

5. DISCUSSION

6. DISCUSSION AND POSSIBLE ACTION

6. 1. 2019 Memorandum of Understanding re: Stretch Calendar 6

Superintendent Mike Redmond and SEA President Dale Anderson will present a Memorandum of Understanding regarding a Teacher Stretch Calendar. Update and clarification of a section of the Teacher Master Agreement.

Recommended Action

Approve the 2019 MOU with the SEA regarding Teacher Stretch Calendar as presented.

Presenter: Superintendent Mike Redmond and SEA President Dale Anderson

Time: 10 minutes

7. INFORMATION

7. 1. Shakopee University 7

Director of Teaching & Learning Nancy Thul and SEA President Dale Anderson will present a draft of a pilot of an alternate pathway for receiving credits used for lane changes on the Shakopee Public Schools' teacher salary schedule.

Presenter: Director of Teaching & Learning Nancy Thul and SEA President Dale Anderson

Time: 10 minutes

7. 2. District Phone Project RFP Finalists 9

Director of Instructional Technology Bryan Drozd will introduce two finalists from RFP process for brief presentations.

Presenter: Director of Instructional Technology Bryan Drozd

Time: 20 minutes

8. ACTION

8. 1. Appreciation and Acceptance of Shakopee Mdewakanton Sioux Community Grants

Thank you to the Shakopee Mdewakanton Sioux Community for awarding two grants to our district.

*Mountain Bike Trail Grant – The tribe awarded \$14,510 for materials to be used for a mountain bike trail in an 8-acre land area on the corner of County Highway 78 & 79. A section of this land is designated as athletic fields, but a section of it will

remain wooded and/or has water features. Our goal is to create a trail that wraps around the perimeter of the property, then weaves through the woods and marshes. This 3-4 mile, single-rack trail will have something for everyone. The combination of open, wooded and marshland trails will provide the opportunity for beginner and advanced riders to enjoy nature while getting exercise. The sculpting of trails will take place over a series of weekends throughout spring and summer, with the bulk of it completed by the end of 2019.

*West Middle School Garden Path Grant – West received a grant earlier this year to create a garden. The tribe grant will allow us to create a path through that outdoor learning space, which will cultivate a better understanding of and appreciation for the environment and edible gardening for our school and community. This outdoor learning space path will weave through our garden, augmenting and enhancing the current trail system and inviting the community to enhance their walking experience by taking in the beauty of our garden. Amount awarded by tribe: \$2,110 for trail materials, including a bench and signage. There will be a planting day on May 21.

Recommended Action

Accept the grants from the Shakopee Mdewakanton Sioux Community and thank them for their continued support of the Shakopee Public Schools and community.
 Presenter: Community Coordinator Jenny Ames
 Time: 10 minutes

- 8. 2. Community Facilities Task Force Membership Roster Approval 36
 Members of the School Board Facilities Committee will present recommended roster of committee membership for the 2019 Community Facilities Task Force for approval.

Recommended Action

Approve membership roster as presented.
 Presenter: School Board Facilities Committee Members
 Time: 10 minutes

- 8. 3. Approval of Contract for Community Survey 37
 Superintendent Mike Redmond will present a contract with Virchow Krause, LLP for a community survey for approval.

Recommended Action

Approve contract for a community survey as presented.
 Presenter: Superintendent Mike Redmond and Communications Supervisor Ashley McCray
 Time: 10 minutes

9. OTHER

- 10. UPCOMING MEETINGS AND IMPORTANT DATES 48

May 6, 2019 5:00PM Personnel Committee Meeting District Office Room 202
 May 6-10, 2019 Teacher Appreciation Week Districtwide
 May 15, 2019 6:00PM Community Facilities Task Force District Office Board Room
 May 20, 2019 5:00PM Finance Committee Meeting District Office Room 202

May 20, 2019 6:00PM School Board Business Meeting District Office Board Room
May 22, 2019 5:00PM Facilities Committee Meeting District Office Board Room
June 10, 2019 5:00PM Policy Committee Meeting District Office Room 202
June 10, 2019 6:00PM School Board Work Session District Office Board Room
June 24, 2019 5:00PM Finance Committee Meeting District Office Room 202
June 24, 2019 6:00PM School Board Business Meeting District Office Board Room
June 26, 2019 5:00PM Facilities Committee Meeting District Office Board Room

10. 1. Consideration of tentative July 8, 2019 Summer School Board Retreat

10. 2. 10.2 Happy Teacher Appreciation Week - May 6-10, 2019

51

11. ADJOURNMENT OF SCHOOL BOARD WORK SESSION

MEMORANDUM OF UNDERSTANDING

STRETCH CALENDAR

This Memorandum of Understanding is entered into between Independent School District No. 720, Shakopee Public Schools ("the District"), and Shakopee Education Association ("SEA"), exclusive representative for teachers in the District.

Whereas some teachers, due to the nature of their job expectations, need to meet with students throughout the whole year, including the summer; and

Whereas other teachers serve in roles where their skills would be best utilized during time frames not included in our standard contract calendar; and

Whereas the District and the SEA wish to see student needs meet and teachers' skills utilized in the most efficient and effective arrangements:

NOW, THEREFORE, Shakopee Public Schools (MN ISD 720) and Shakopee Education Association hereby enter into the following agreement regarding the use of a stretch calendar for some employees to be implemented for the 2019-2020 school year:

Article 6, Section 3 will be revised to read as follows:

"Beginning with teachers hired January 1, 2005 or later, The District may schedule a "stretch calendar" for teachers who those whose positions require additional flexibility. Nothing prohibits teachers hired before January 1, 2005 from requesting and being selected to work a stretch calendar.

6.3.1 Eligibility. Teachers who:

- A. Work with children that require additional instruction outside the typical contract calendar, such as during the normal breaks of the year including the summer period (e.g. Birth to 3 teachers)
- B. Hold unique positions with expectations best met while utilizing an atypical contract calendar as defined by the District (e.g. District-wide TOSA Coordinators)

6.3.2 Calendar Development. Teachers eligible under either of these criteria shall maintain keeping their total contract days at the number set in this agreement. Affected teachers will annually develop their schedules and have them approved by their supervisors. An effort will be made. Such Calendars will include to provide days off during the regular student contact year, taking that take into account the needs of the teachers with those of their students, constituents, and the District as well as to the benefit of the teacher working the stretch calendar. Such calendars will be developed and will go through the approval process by the last contract day of the preceding year to the extent possible.

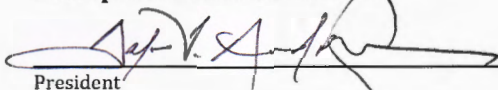
6.3.3 Calendar with Additional Days. Teachers in some of these positions may be contracted to work additional days beyond the standard contract to meet the needs of the position, and they will be paid at their daily rate of pay for any additional days required unless such days are used for receiving District-sponsored staff development and/or curriculum writing which will be compensated according to Section 7.4.3."

This MOU will continue in effect until modified by the mutual agreement of the parties by a subsequent MOU or the Collective Bargaining Agreement is modified through the negotiations process.

SEA and the District are in agreement with the above language as evidenced by the signatures of their representatives below.

Representative for:
Shakopee Education Association

ISD 720, Shakopee Public Schools



President

ISD 720 Board Representative

Date

Date

4/29/2019

PURPOSE:

Continued support and professional learning is essential to see gains in student achievement. A report on effective professional learning from the U.S. Department of Education found that when there are at least 49 hours of professional learning, impacts were seen on student achievement on state standardized tests, with an increase of at least 21 percentile points. However, when teachers only participated in 14 hours or less of professional learning, there was NO IMPACT on student achievement. After participating in an Induction Program, new teachers need continued support in order to maximize their impact on student achievement, and continued on-boarding to implement district initiatives with fidelity.

Shakopee University will help equip teacher with the best practices needed to implement to four critical instructional practices: authentic learning, student-centered learning, digital learning, and gradual release of responsibility, while deepening their understanding of the characteristics, beliefs, and practices of a Shakopee Educator.

Along with providing professional learning to help support and build high-quality educators, Shakopee University will promote retention of teachers with this incentive.

PARTICIPANTS:

- 20 participants
- Balance of grade, content areas and specialists (classroom based)
- Participant Prioritization:
 - All 2nd and 3rd year probationary teachers in the district
 - Have good standing in the district (principal to approve)
 - If additional spots remain, new and tenured teachers will be able to apply

TIMELINE:

- Fall 2019 - Fall of 2020
 - 3 semesters (1 class per semester)
 - 1 summer (2 classes)

CURRICULUM OVERVIEW:

Shakopee University will teach high quality instructional practices by modeling high quality instructional practices. Courses will be designed with a combination of classroom instruction, virtual instruction and collaboration, and job-embedded support through coaching cycles. This structure will ensure not only highly interactive and engaging learning, but also application of the learning into the classroom so students benefit. Please see the back side of this document for a brief summary of coursework.

COST:

- For Instructors, curriculum development, participants - FREE!
- For Materials - \$500 (Books, copies)
- For Lane Changes - approximately \$40,000 (assuming most participants move from a BA to BA+10 on the salary schedule)

CURRICULUM OVERVIEW

Course Sequence	Classroom/Virtual Learning (20 hours per course)	Application of Learning (10 hours per course)	Credits
Characteristics of a Shakopee Educator (Fall 2019)	Topics: <ul style="list-style-type: none"> Professionalism Beliefs and Practices Environment/Engagement Equity Reaching ALL students Differentiation Assessment FOR Learning Texts: <ul style="list-style-type: none"> Hidden Gems, Pedagogy of Confidence, Students at the Center, and Writers Workshop 	<ul style="list-style-type: none"> 2 weeks of job-embedded coaching Written reflection of learning 	2 credits (30 hours)
<i>ALL courses below will embed the work done in the first course and continue to focus and grow participants understanding of the Characteristics of a Shakopee Educator.</i>			
Gradual Release of Responsibility (Spring 2019)	Topics: <ul style="list-style-type: none"> Think Aloud, Think Together, Guided Practice Assessing student's needs and readiness based on feedback Differentiation/small groups Texts: <ul style="list-style-type: none"> Writing Workshop Compilation of articles (Fisher/Frey, Stiggins, Brookhart) 	<ul style="list-style-type: none"> 2 weeks of job-embedded coaching Written reflection of learning 	2 credits (30 hours)
Digital Tools (Summer 2020)	Topics: <ul style="list-style-type: none"> SAMR Model/ISTE Standards Implementing digital tools to engage, assess, and differentiate Texts: <ul style="list-style-type: none"> Learning First, Technology Second 	<ul style="list-style-type: none"> Practice teaching with peers and coaches Written reflections of learning Coaching in the fall on the plans that were developed in the summer course 	2 credits (30 hours)
Authentic Learning (Summer 2020)	Topics: <ul style="list-style-type: none"> Definition of Authentic Learning, Connection to Real World and 6 C's Journey Mapping Performance Assessment Facilitating/Managing Process Texts: <ul style="list-style-type: none"> Authentic Learning Handbook Compilation of articles (Buck Institute and D School) 		2 credits (30 hours)
Student - Centered Learning (Fall 2020)	Topics: <ul style="list-style-type: none"> Putting all the previous coursework together to lead to more personalization of content and process. Texts: <ul style="list-style-type: none"> Students at the Center 	<ul style="list-style-type: none"> 2 weeks of job-embedded coaching Written reflection of learning 	2 credits (30 hours)
TOTAL: 10 CREDITS = 1 LANE CHANGE			

****Readings, assignments, and preparation for class is NOT included in the total hours****



Phone Project 2019

Background

Existing system about 13 years old. Most of the management software and switching hardware is out of date/no longer supported.

Functional? Yes, the same way a high mileage car may be functional. Gets you from point A to point B. Transmission might fall out one day...

Financials

Replacement of phone system was identified as a project to be handled in the scope of the technology levy.

The tech levy budget can accommodate the costs of this project.

Process

Over the last year:

Identified our needs

Developed a detailed RFP

Published RFP and received multiple bids:

7 vendors, 6 distinct systems.

Goals tonight

Meet the vendors

Establish vendor credentials

Collect questions from Board/Identify any necessary follow-up

Finalist considerations:

- **Cost**
- **End-user impact**
- **System lifespan**
- **Features**
- **Long term maintenance/in-house support**

Options

High Point: Mitel Connect system.

Dennis Jaeger & Jessica Fredrickson

Insight: Cisco system.

Jason Wulff

The logo for High Point Networks features the words "HIGH POINT" in a bold, blue, sans-serif font. Between "HIGH" and "POINT" is a stylized orange triangle composed of several parallel diagonal lines. Below "HIGH POINT" is the word "NETWORKS" in the same blue font, followed by a small trademark symbol (TM).

HIGH POINT NETWORKS™

Always Connected.

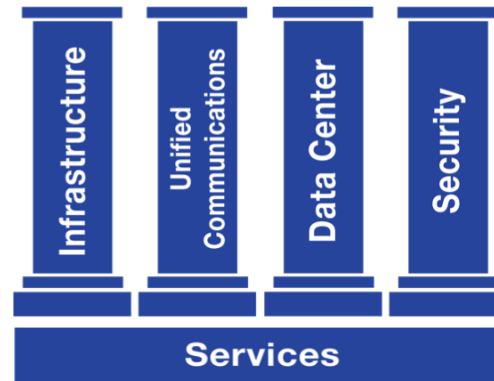
High Point Networks Corporate Presentation | Prepared for: **Shakopee Public Schools**

About High Point Networks



Jill Bourman

Director of Enterprise Technology Solutions



“When working with HPN engineers, it feels like they are an extension of our network team. They work side-by-side with us on projects and create a real “team” feeling.

Also, they take the time to listen and understand our questions and challenges. They always help find solutions to our problems and still explain things in a very clear and concise manner” stated Bourman

▪ Get to the Point Magazine

- Unified Communications – Focus Pillar (pg. 12)
- Project Management – Customer Satisfaction (pg. 32)
- Our Culture - Easy to Live. Hard to Describe (pg. 38)
 - Safety – Firehose – Refrigerator Friends
- Professional Services – Customer Spotlight: Anoka-Hennepin ISD (pg. 26)
- Twin Cities, MN– 80% customer base is K12 (pg. 56)





Why Mitel Connect Upgrade?

ShoreTel 14.2 to Mitel Connect

▪ RFP Interpretation– District Strategic Goals

- Innovation & Transformation without rip & replace
 - Cost Effective – Leverage current investment
- Smooth migration
 - Downtime – 1 day or less
 - Minimal Disruption– Users & System Administrators
 - Existing Handsets – Focus on Curriculum & Learning
- Enhanced system capability – Modernized
 - New Voice switches
 - Essentials: Mobility & Collaboration
- Future-proof with expansion capability, 20K+
 - 69XX phones
- Gold Partner Support –One hand to shake

- Large \$\$ investment + R&D
- Latest and greatest available from Mitel
- Mitel 10 year manufacturer support guarantee
- Migration unlocks:
 - Improved Business Intelligence
 - Seamless Collaboration
 - Empowered Mobile Workers
- Bonus Items:
 - Web/App Dialer
 - Softphone
 - Video License
 - Google Chrome Extension





RFP Response – Why Mitel Connect Upgrade?

50+ Connect Upgrades To-Date



HPN K12 Connect Upgrades

- Cut Bank School District
- Williston School District #1
- Moorhead Public Schools**
- Minot Public Schools
- Carroll College
- Kindred Public Schools
- Worthington District #518**
- Barnes County North Public Schools
- Billings County School District
- Jamestown Public Schools
- Alma Center School District
- DGF School District 2164**



“You can buy a phone system from anyone, but our service is what rises us above competition”



Q&A

Strategic Goals of RFP

1. The communication system shall establish a service which provides users with the optimum **combination of quality, service level and cost.**
2. Assure that our network and telephony infrastructure are up to date and provide a resilient, reliable platform, which is secure, stable and based upon **'leading edge' technology**
3. Provide an infrastructure which can deliver a **smooth migration** from the existing legacy platform to the new environment, including the retention of existing extension numbers wherever possible
4. Provide an IP Telephony System to support the demands for the next **10 to 15 years** that is easily scalable to other locations as and when required
5. Provide **Unified Communications** systems and full integration with telephony, email, instant messaging and service desk (attendant) and other communication functions.
6. Ensure that the new systems are installed to the **highest quality** using industry **best practices**
7. **Enhance** system capacity and manageability
8. **Reduce recurring costs** eliminating unnecessary POTS lines and T1 tie lines by connecting every staffed location to an updated phone system using an extensive wide area network while **increasing performance and functionality**





Shakopee Schools Advanced Communication System

Jason Wulff

Insight Presentation



Hunger

We're driven by a deep **curiosity** to learn, to explore and to **grow**. Where others assume, **we question**, and where others stop, we're **just getting started**.

Insight.



Heart

We define ourselves as **teammates**. We **take care** of each other, our clients and our communities. We **take pride** in what we can **collectively achieve**.

Insight.



Harmony

We're **different** in skill sets, perspectives and backgrounds but **united** by a common goal. We welcome **uniqueness** as we work **together** to make **transformation** happen.

Insight.



We have the backbone to help solve our clients' IT needs

FINANCIAL STABILITY

\$7.1B

GLOBAL REACH

Operations in
19 countries
serving clients around the globe

ENGAGED WORKFORCE

7,400+
Insight teammates worldwide

BROAD EXPERTISE

4,800+
sales and service delivery professionals

KNOWLEDGE

1,800+
deep technical resources (U.S. only)

2018 accomplishments

Rose **56** spots on
Fortune 500
to **#417**

FORTUNE
500

Fortune **100**
Best Workplaces
for **Diversity**



#23 on Fortune 50
Best Workplaces in
Technology

FORTUNE

Landed on **Gartner**
Magic Quadrant for
Managed Workplace
Services, North America
(third year in a row)

Gartner[®]

Phoenix Business Journal **#5 Best Places**
to Work (Extra Large Business)



#12



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4

A Partner of the Highest Level



Cisco Gold Partner
with 4 Master Certifications

- Master Managed Services**
- Master Cloud Builder**
- Master Security**
- Master Collaboration**

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Insight's Cisco Certifications & Specializations



Specializations

- Master Managed Services
 - Disaster Recovery as a Service
 - Infrastructure as a Service
 - Managed Business Communications
 - Managed Unified Contact Center
 - Managed Security
- Master Collaboration
- Master Security
- Master Cloud Builder
- Advanced Security Architecture
- Advanced Enterprise Networks Architecture
- Advanced Collaboration Architecture
- Advanced Data Center
- Advanced Service Provider

Enterprise Agreement

- Security
- Collaboration:
 - Cisco Spark Flex Plan Employee Count Suite
 - Unified Communications Suite
 - Meeting Server add-on Suite
 - WebEx On-Premises Suite
 - Customer Collaboration Suite
- Cisco One:
 - Enterprise Cloud Suites
 - Access Wireless Switching WAN
 - DC Compute and Network Suites

Authorized Technologies

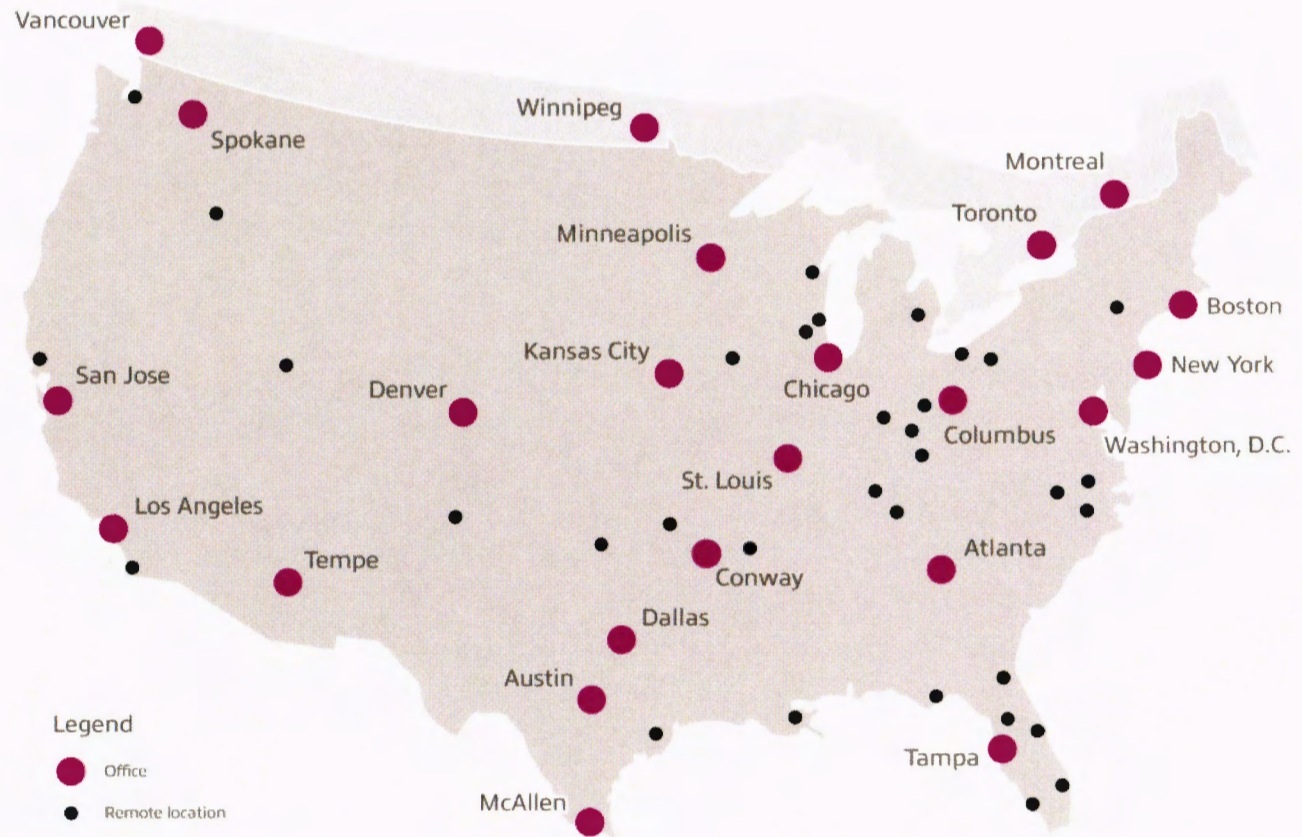
- TelePresence Video Master
- Unified Contact Center Enterprise

Other Designations

- Multinational Cisco Certification
- GPN
- US Federal authorization
- Cisco Meeting Server (formerly Acano)
- Lifecycle Advisor:
 - Collaboration
 - Enterprise Agreements

Local Presence

- Office location
- Remote location



Local Presence – Eden Prairie, MN

ENGINEERING

250+

EDEN PRAIRIE BRANCH

OneCall/Managed Services

Network Operations Center (NOC)
2 Data Centers

serving clients around the globe

ENGAGED WORKFORCE

500+

Insight teammates



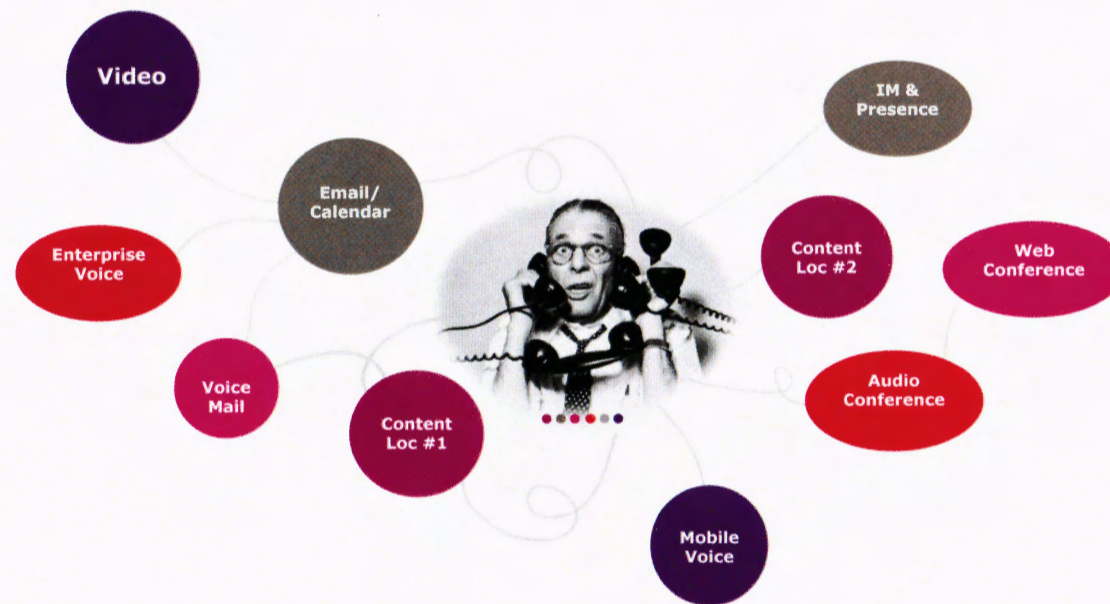
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Insight Solution Powered by Cisco

Solution Overview

- Cisco is #1 in Unified Communications
- Collaboration – Teachers/staff can set up virtual rooms to share content with Webex Team
- Security – Able to alert anyone, anytime, anyway
- Highly Available/Redundant
- Video Ready
- Insight has installed 100+ schools and knows this process
- Insight OneCall/Managed Services

Collaboration is not product, it's a SOLUTION!











Barriers to Productivity

- Lack of integration
- Bespoke solutions = lengthy times to deploy/upgrade

Business Problems

- Information dispersed to many places
- Where information is located determines how it can be consumed

Managed Services Deliverables

24/7 monitoring	Fully managed IT operational platform through CDCT Central	
24/7 incident	Zero engineers watching alerts — right engineer at the right time	
24/7 global operations	U.S. based 24/7 engagement that fixes complex data center issues as an extension of your team	
Change management	Day-to-day administration using your change processes	
Patch management	Mitigate risk and maintain compliance	
Service reviews	Proactive regular review of service and technology operations	
Client success	Technical and client success resources to effectively onboard and manage environments	
Optional services	Health checks, run books, engineering hours, architectural diagram, small projects, implementation, security, named/dedicated/on-site/FTE	

Incident Service Levels

Priority setting	Initial response	Case updates ¹	
		Active case	Observing case
Priority 1 (P1)	15 minutes ²	1 hour	N/A
Priority 2 (P2)	1 hour	2 hours	24 hours
Priority 3 (P3)	4 hours	8 hours	48 hours
Priority 4 (P4)	24 hours	72 hours	72 hours

Notes:

1. An "active" case is being actively worked by Insight. An "observing" case is being monitored by Insight awaiting new developments.
2. Insight typically responds to severity 1 incidents in under 5 minutes and works them continuously until resolved.

The Insight customer support engineer and the customer jointly determine the Priority (aka severity) Level and ensure that the definitions are clearly understood and agreed to at the time the incident is received.

Priority definitions

P1 ("Critical")

System is inoperable — incident is worked on continuously.

P2 ("Severe")

Intermittent failure or performance degradation.

P3 ("Medium")

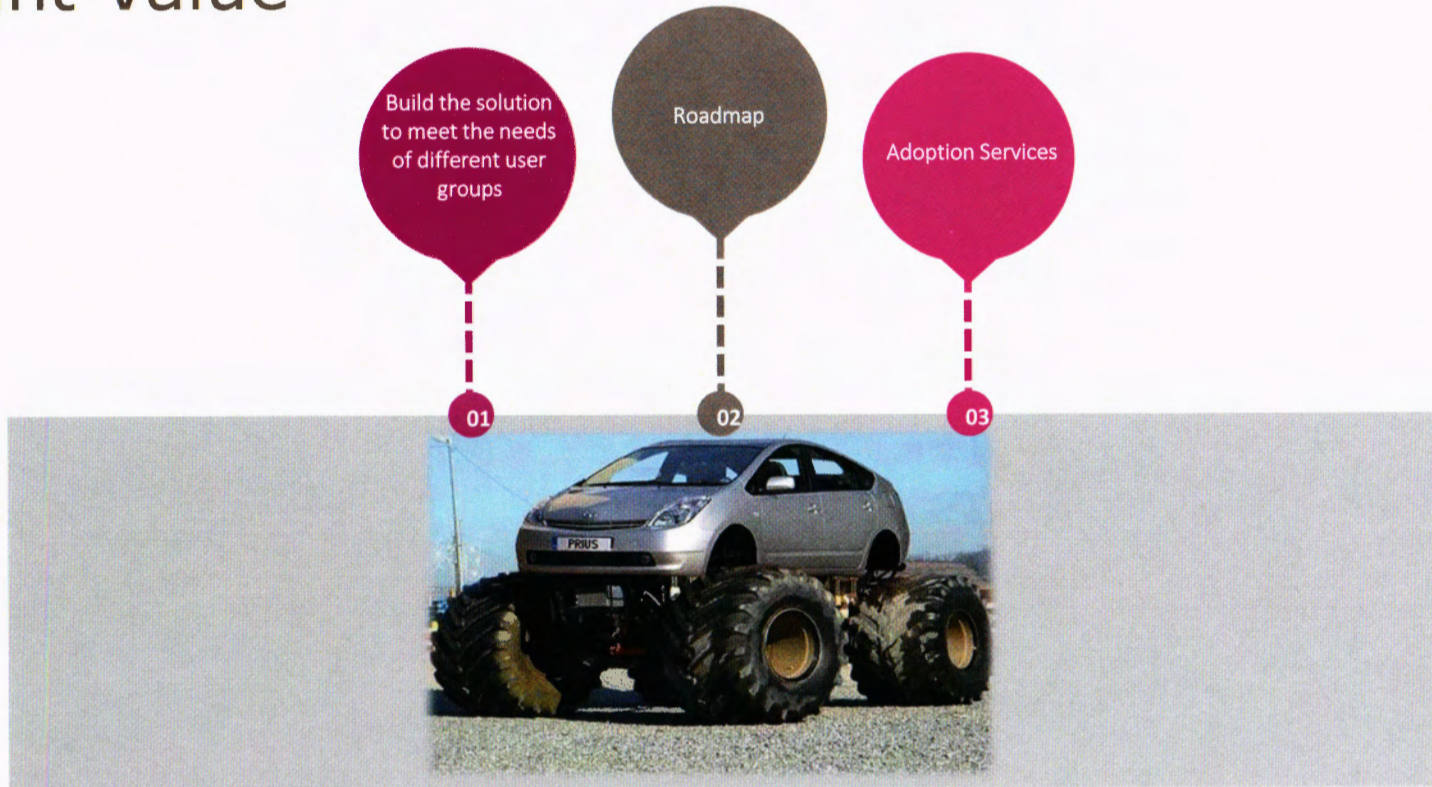
A minor incident that can be worked around without major impact to normal business operations.

P4 ("Low")

General questions or a minor incident that has no impact on normal business operations.



Insight Value



Customer Success Stories

Over 1.5 Million Cisco Collaboration Seats Deployed!

Client	Industry	Description
Vail School District	Education	The District is a 12-year client of Insight. We implemented Cisco UC to 15 schools.
Brownsville ISD	Education	Insight implemented 3,500 Cisco phones. An upgrade is pending.
City of Brooklyn Park	Government	The project included installing a Cisco Call Manager BE6K solution to support 10 sites. Each site had SRST with 2921 gateways. The solution also included Unity for voicemail and Jabber for IM and presence. The city had 50 Contact Center Agents, which we assisted with call scripts and call flows. We assisted with determining end user requirements by interviewing each department. Post installation of the solution, we conducted end user training, ensuring the City's end users had a solid understanding of the new system.
Austin Energy	Government	Cisco Voice, Route, Security, Switch and Data Center Insight has addressed the customer's Cisco Voice, Data, Security, Route, Switch and Data Center needs over the years and is currently proposing upgrading their Cisco Contact Center and moving 311 off Avaya to Cisco. Displaced Avaya with 1200+ phones.
City of Cedar Park	Government	Solution still in production: Cisco Voice, Route, Security, Wireless, Switch and Data Center When Implemented: 2009 – Currently Upgrading Voice (many projects) Insight has addressed the City's Cisco Voice, Data, Security, Route, Switch and Data Center needs over the years and is actively upgrading their Voice. We also provide cabling and battery back-up. Displacing Nortel with 300+ phones.

Questions?

Insight Presentation

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15

2019 Community Facilities Task Force Membership

Membership Type	Application #	First Name	Last Name
Building Administrator	9	Kevin	Bjerken
Buildings& Grounds Manager	N/A	Ed	Zeimet
Committee Facilitator	N/A	Scott	McQueen
Community/Parents	23	Tim	Brophy
Community/Parents	10	Aaron	Kahnke
Community/Parents	16	Astrid	Kammueler
Community/Parents	24	Katie	Lee
Community/Parents	8	Richard	Stevens
Community/Parents	21	Kay	Strand
District Administrator	18	Bryan	Drozd
Early Childhood Teacher	11	Allison	Gill
Elementary Teacher	25	Corinne	Doherty
Middle Level Teacher	15	Natalie	Weatherman
Secondary Teacher	12	TJ	Hendrickson
Staff	2	Dan	Lehman
Staff	5	Bradly	McGarr
School Board	N/A	Matt	McKeand
School Board	N/A	Kristi	Peterson
School Board	N/A	Judi	Tomczik



now joined with
Springsted and Umbaugh

Baker Tilly Virchow Krause, LLP
380 Jackson Street, Suite 300
Saint Paul, MN 55101-2887

Tel: 651-223-3000
Fax: 651-223-3002
www.bakertilly.com

PROPOSAL

TO: Mike Redmond, Superintendent

FROM: Don Lifto, Ph.D., Director

DATE: May 1, 2019

SUBJECT: Proposal to Conduct Scientific, Random-Sample Survey and Related Consultation

Summary of Need

The Shakopee desires to collect and analyze qualitative and quantitative perceptions of registered voters living within the District to assist with planning, goal setting and prioritization of resources.

Proposed Services

Baker Tilly Virchow Krause, LLP (Baker Tilly) will plan, design, administer, interpret and summarize a scientific, random-sample survey to measure constituent perceptions about the District, subject to the terms and conditions of this proposal letter (hereinafter referred to as "Statement of Work") and the enclosed terms and conditions, which are incorporated into the Statement of Work as if fully set forth herein. The parameters of the survey will be 400 random-sample phone interviews of registered voters, controlled for key demography, and a 35 – item questionnaire, producing a margin error of approximately +/- 4.86%. Up to two of the questions can be open-ended probes. Interviews will be conducted in English. Baker Tilly will acquire registered voter and demographic databases needed for the project.

Deliverables on the survey project include a detailed summary of survey results by demography, a PowerPoint summary of key findings, and a summary of open-ended responses (if open-ended questions are used in questionnaire). All summaries will be provided to the client in PDF format for duplication by the District as needed.

Delivery of Services

The delivery of services will be coordinated by Don Lifto with support from Matt Stark, Kelly Smith and other professional staff at Baker Tilly as needed depending on the expertise and resources required by the client. Most survey projects and the resulting analyses and reports are completed within eight (8) weeks from the date the client approves the survey questionnaire. Completion of the summary of open-ended responses generally takes 5 – 10 business days longer than production of the other reports.

Project Cost

The professional fee for the project will be \$21,580, which is inclusive a \$1000 discount based on our MSBA drawing. The cost is also inclusive of time and mileage costs for two meetings in Shakopee including presentation of results. Additional meetings requested by the client will be billed at Baker Tilly's normal hourly rates plus travel. Forty percent of the total fee will be billed when the contract is signed and the balance after all work is completed.

Other Services

Additional services, if requested by the District will be provided on a quotation and approval basis under the terms of this agreement.

Approval

The signatures below constitute approval of the agreement as summarized above.

Name: _____
(On Behalf of Client)

Date: _____

Name: _____
(On Behalf of Baker Tilly Virchow Krause, LLP)

Date: _____

Baker Tilly Virchow Krause, LLP

Standard Business Terms (cont.)

These Standard Business Terms ("Terms") govern the services provided by Baker Tilly Virchow Krause, LLP ("Baker Tilly", "we", "us" or "our") set forth in the Statement of Work to which these Terms are attached (the "Services"). These Terms, together with the Statement of Work to which they are attached, constitute the entire understanding and agreement between the client identified on such Statement of Work (the "Client") and Baker Tilly with respect to the Services described in the Statement of Work (collectively, the Statement of Work and these Terms are referred to as the "Agreement") and supersede and incorporate all prior or contemporaneous representations, understandings or agreements, and may not be modified or amended except by an agreement in writing signed between the parties hereto. If there is a conflict between these Terms and the terms of any Statement of Work, these Terms shall govern.

Section 1. Confidentiality

With respect to this Agreement and any information supplied in connection with this Agreement and designated by the disclosing party (the "Disclosing Party") as "Confidential Information" either by marking it as "confidential" prior to disclosure to the receiving party (the "Recipient") or, if such information is disclosed orally or by inspection, then by indicating to the Recipient that the information is confidential at the time of disclosure and confirming in writing to the Recipient, the confidential nature of the information within ten (10) business days of such disclosure, the Recipient agrees to: (i) protect the Confidential Information in the same manner in which it protects its confidential information of like importance, but in no case using less than reasonable care; (ii) use the Confidential Information only to perform its obligations under this Agreement; and (iii) reproduce Confidential Information only as required to perform its obligations under this Agreement. This section shall not apply to information which is (A) publicly known, (B) already known to the recipient; (C) disclosed to a third party without restriction; (D) independently developed; or (E) disclosed pursuant to legal requirement or order, or as is required by regulations or professional standards governing the Services performed. Subject to the foregoing, Baker Tilly may disclose Client's Confidential Information to its subcontractors and subsidiaries.

Section 2. Deliverables

(a) Materials specifically prepared by Baker Tilly for Client as a deliverable under a Statement of Work (each a "Deliverable") may, when fully paid for by Client, be used, copied, distributed internally, and modified by Client but solely for its internal business purposes. Client shall not, without Baker Tilly's prior written consent, disclose to a third party, publicly quote or make reference to the Deliverables. Baker Tilly shall retain all right, title and interest in and to: (i) the Deliverables, including but not limited to, all patent, copyright, trademark and other intellectual property rights therein; and (ii) all methodologies, processes, techniques, ideas, concepts, trade secrets and know-how embodied in the Deliverables or that Baker Tilly may develop or supply in connection with this Agreement (the "Baker Tilly Knowledge"). Subject to the confidentiality restrictions contained in Section 1, Baker Tilly may use the Deliverables and the Baker Tilly Knowledge for any purpose.

(b) The documentation for this engagement, including the workpapers, is not part of the Deliverables, is the property of Baker Tilly and constitutes confidential information. We may have a responsibility to retain the documentation for a period of time sufficient to satisfy any applicable legal or regulatory requirements for records retention. If we are required by law, regulation or professional standards to make certain documentation available to Regulators, Client hereby authorizes us to do so.

Section 3. Acceptance

Client shall accept Deliverables which (i) substantially conform to the specifications in the Statement of Work or (ii) where applicable, successfully complete the mutually agreed to acceptance test plan described in the Statement of Work. Client will promptly give Baker Tilly written notification of any non-conformance of the Deliverables with such requirements ("Non-conformance") within thirty (30) days following Consulting Terms

delivery of such Deliverables, and Baker Tilly shall have a reasonable period of time, based on the severity and complexity of the Non-conformance, to correct the Non-conformance so that the Deliverables substantially conform to the specifications. If Client uses the Deliverable before acceptance, fails to promptly notify Baker Tilly of any Non-conformance within such 30-day period, or delays the beginning of acceptance testing more than five (5) business days past the agreed upon date for the start of such acceptance testing as specified or otherwise determined under the Statement of Work, then the Deliverable shall be deemed irrevocably accepted by the Client.

Section 4. Standards of Performance

Baker Tilly shall perform its Services in conformity with the terms expressly set forth in this Agreement. Accordingly, our Services shall be evaluated on our substantial conformance with such terms and standards. Any claim of nonconformance (and applicability of such standards) must be clearly and convincingly shown. Client acknowledges that the Services will involve the participation and cooperation of management and others of Client. Unless required by professional standards or Client and Baker Tilly otherwise agree in writing, Baker Tilly shall have no responsibility to update any of its work after its completion.

Section 5. Warranty

(a) Each party represents and warrants to the other that it has full power and authority to enter into and perform this Agreement and any Statement of Work entered into pursuant hereto and the person signing this Agreement or such Statement of Work on behalf of each party hereto has been properly authorized and empowered to enter into this Agreement.

(b) Client warrants that it has the legal right and authority, and will continue to have the legal right and authority during the term of this Agreement, to operate, configure, provide, place, install, upgrade, add, maintain and repair (and authorize Baker Tilly to do any of the foregoing to the extent the same are included in the Services) the hardware, software and data that comprises any of Client's information technology system upon which or related to which Baker Tilly provides Services under this Agreement.

(c) Baker Tilly warrants that any Services that it provides to Client under this Agreement and any Statement of Work will be performed in accordance with generally accepted industry standards of care and competence. Client's sole and exclusive remedy for a breach of Baker Tilly's warranty will be for Baker Tilly, in its sole discretion, to either: (i) use its reasonable commercial efforts to re-perform or correct the Services, or (ii) refund the fee Client paid for the Services that are in breach of Baker Tilly's warranty. Client must make a claim for breach of warranty in writing within thirty (30) days of the date that the Services that do not comply with Baker Tilly's warranty are performed. This warranty is voided in the event that Client makes alterations to the Services provided by Baker Tilly or to the environment in which the Services are used (including the physical, network and systems environments) that are not authorized in writing by Baker Tilly. If Client does not notify Baker Tilly of a breach of Baker Tilly's warranty during that 30-day period, Client will be deemed to have irrevocably accepted the Services.

Baker Tilly Virchow Krause, LLP

Standard Business Terms (cont.)

(d) Baker Tilly does not warrant any third-party product (each, a "Product"). All Products are provided to Client by Baker Tilly "AS IS." Baker Tilly will, to the extent it is allowed to by its vendors, pass through any warranties and indemnifications provided by the manufacturer of the Product. Client, recognizing that Baker Tilly is not the manufacturer of any Product, expressly waives any claim that Client may have against Baker Tilly based upon any product liability or infringement or alleged infringement of any patent, copyright, trade secret or other intellectual property right (each a "Claim") with respect to any Product and also waives any right to indemnification from Baker Tilly against any such Claim made against Client by another. Client acknowledges that no employee of Baker Tilly or any other party is authorized to make any representation or warranty on behalf of Baker Tilly that is not in this Agreement.

(e) This section 5 is Baker Tilly's only warranty concerning the services and any deliverable, and is made expressly in lieu of all other warranties and representations, express or implied, including any implied warranties of merchantability, ACCURACY, TITLE, non-infringement, or fitness for a particular purpose, or otherwise.

Section 6. Limitation on Damages and Indemnification

(a) The liability (including attorney's fees and ALL other costs) of Baker Tilly and its present or former partners, principals, agents or employees related to any claim for damages relating to the services performed under this Agreement shall not exceed the fees paid to Baker Tilly for the portion of the work to which the claim relates, except to the extent finally determined to have resulted from the willful misconduct or fraudulent behavior of Baker Tilly relating to such services. This limitation of liability is intended to apply to the full extent allowed by law, regardless of the grounds or nature of any claim asserted, including the negligence of either party. Additionally, in no event shall either party be liable for ANY lost profits, LOST Business opportunity, lost data, consequential, special, incidental, exemplary or punitive damages DELAYS, INTERRUPTIONS, OR VIRUSES arising out of or related to this Agreement even if the other party has been advised of the possibility of such damages.

(b) As Baker Tilly is performing the Services solely for the benefit of Client, Client will indemnify Baker Tilly, its subsidiaries and their present or former partners, principals, employees, officers and agents against all costs, fees, expenses, damages and liabilities (including attorneys' fees and all defense costs) associated with any third-party claim, relating to or arising as a result of the Services, Client's use of the Deliverables, or this Agreement.

(c) In the event Baker Tilly is requested by the Client; or required by government regulation, subpoena, or other legal process to produce our engagement working papers or its personnel as witnesses with respect to its Services rendered for the Client, so long as Baker Tilly is not a party to the proceeding in which the information is sought, Client will reimburse Baker Tilly for its professional time and expenses, as well as the fees and legal expenses, incurred in responding to such a request.

(d) Because of the importance of the information that Client provides to Baker Tilly with respect to Baker Tilly's ability to perform the Services, Client hereby releases Baker Tilly and its present and former partners, principals, agents and employees from any liability, damages, fees, expenses and costs, including attorneys fees, relating to the Services, that arise from or relate to any information, including representations by

management, provided by Client, its personnel or agents, that is not complete, accurate or current.

(e) Each party recognizes and agrees that the warranty disclaimers and liability and remedy limitations in this Agreement are material bargained for bases of this Agreement and that they have been taken into account and reflected in determining the consideration to be given by each party under this Agreement and in the decision by each party to enter into this Agreement.

(f) The terms of this Section 6 shall apply regardless of the nature of any claim asserted (including, but not limited to, contract, tort, or any form of negligence, whether of Client, Baker Tilly or others), but these terms shall not apply to the extent finally determined to be contrary to the applicable law or regulation. These terms shall also continue to apply after any termination of this Agreement.

(g) Client accepts and acknowledges that any legal proceedings arising from or in conjunction with the services provided under this Agreement must be commenced within twelve (12) months after the performance of the Services for which the action is brought, without consideration as to the time of discovery of any claim.

Section 7. Personnel

During the term of this Agreement, and for a period of six (6) months following the expiration or termination thereof, neither party will actively solicit the employment of the personnel of the other party involved directly with providing Services hereunder. Both parties acknowledge that the fee for hiring personnel from the other party, during the project term and within six months following completion, will be a fee equal to the hired person's annual salary at the time of the violation so as to reimburse the party for the costs of hiring and training a replacement.

Section 8. Termination

(a) This Agreement may be terminated at any time by either party upon written notice to the other. However, upon termination of this Agreement, this Agreement will continue to remain in effect with respect to any Statement(s) of Work already issued at the time of such termination, until such Statements of Work are themselves either terminated or the performance thereunder is completed.

(b) This Agreement and all Statements of Work may be terminated by either party effective immediately and without notice, upon: (i) the dissolution, termination of existence, liquidation or insolvency of the other party, (ii) the appointment of a custodian or receiver for the other party, (iii) the institution by or against the other party of any proceeding under the United States Bankruptcy Code or any other foreign, federal or state bankruptcy, receivership, insolvency or other similar law affecting the rights of creditors generally, or (iv) the making by the other party of any assignment for the benefit of creditors.

(c) Client shall pay Baker Tilly for all Services rendered and expenses incurred as of the date of termination, and shall reimburse Baker Tilly for all reasonable costs associated with any termination.

(d) Any rights and duties of the parties that by their nature extend beyond the expiration or termination of this Agreement, including but not limited to, limitation of liability, confidentiality, ownership of work product, and survival of obligations, any accrued rights to payment and remedies for breach of this Agreement shall survive the expiration or termination of this Agreement or any Statement of Work.

Section 9. Dispute Resolution

(a) Except for disputes related to confidentiality or intellectual property rights, all disputes and controversies between the parties hereto of every

Baker Tilly Virchow Krause, LLP

Standard Business Terms (cont.)

kind and nature arising out of or in connection with this Agreement as to the existence, construction, validity, interpretation or meaning, performance, nonperformance, enforcement, operation, breach, continuation, or termination of this Agreement shall be resolved as set forth in this Section using the following procedure: In the unlikely event that differences concerning the Services or fees should arise that are not resolved by mutual agreement, both parties agree to attempt in good faith to settle the dispute by engaging in mediation administered by the American Arbitration Association under its mediation rules for professional accounting and related services disputes before resorting to litigation or any other dispute-resolution procedure. Each party shall bear their own expenses from mediation and the fees and expenses of the mediator shall be shared equally by the parties. If the dispute is not resolved by mediation, then the parties agree that the dispute or claim shall be settled by binding arbitration. The arbitration proceeding shall take place in the city in which the Baker Tilly office providing the relevant services is located, unless the parties mutually agree to a different location. The proceeding shall be governed by the provisions of the Federal Arbitration Act ("FAA") and will proceed in accordance with the then current Arbitration Rules for Professional Accounting and Related Disputes of the AAA, except that no pre-hearing discovery shall be permitted unless specifically authorized by the arbitrator. The arbitrator will be selected from AAA, JAMS, the Center for Public Resources, or any other internationally or nationally-recognized organization mutually agreed upon by the parties. Potential arbitrator names will be exchanged within 15 days of the parties' agreement to settle the dispute or claim by binding arbitration, and arbitration will thereafter proceed expeditiously. The arbitration will be conducted before a single arbitrator, experienced in accounting and auditing matters. The arbitrator shall have no authority to award non-monetary or equitable relief and will not have the right to award punitive damages. The award of the arbitration shall be in writing and shall be accompanied by a well reasoned opinion. The award issued by the arbitrator may be confirmed in a judgment by any federal or state court of competent jurisdiction. Each party shall be responsible for their own costs associated with the arbitration, except that the costs of the arbitrator shall be equally divided by the parties. The arbitration proceeding and all information disclosed during the arbitration shall be maintained as confidential, except as may be required for disclosure to professional or regulatory bodies or in a related confidential arbitration. In no event shall a demand for arbitration be made after the date when institution of legal or equitable proceedings based on such claim would be barred under the applicable statute of limitations.

(b) Because a breach of any the provisions of this Agreement concerning confidentiality or intellectual property rights will irreparably harm the non-breaching party, Client and Baker Tilly agree that if a party breaches any of its obligations thereunder, the non-breaching party shall, without limiting its other rights or remedies, be entitled to seek equitable relief (including, but not limited to, injunctive relief) to enforce its rights thereunder, including without limitation protection of its proprietary rights. The parties agree that the parties need not invoke the mediation procedures set forth in this section in order to seek injunctive or declaratory relief.

Section 10. Force Majeure

In the event that either party is prevented from performing, or is unable to perform, any of its obligations under this Agreement due to any act of God, fire, casualty, flood, war, strike, lock out, failure of public utilities, injunction or any act, exercise, assertion or requirement of any governmental authority, epidemic, destruction of production facilities, insurrection,

inability to obtain labor, materials, equipment, transportation or energy sufficient to meet needs, or any other cause beyond the reasonable control of the party invoking this provision ("Force Majeure Event"), and if such party shall have used reasonable efforts to avoid such occurrence and minimize its duration and has given prompt written notice to the other party, then the affected party's failure to perform shall be excused and the period of performance shall be deemed extended to reflect such delay as agreed upon by the parties.

Section 11. Taxes

Baker Tilly's fees are exclusive of any federal, national, regional, state, provincial or local taxes, including any VAT or other withholdings, imposed on this transaction, the fees, or on Client's use of the Services or possession of the Deliverable (individually or collectively, the "Taxes"), all of which shall be paid by Client without deduction from any fees owed by Client to Baker Tilly. In the event Client fails to pay any Taxes when due, Client shall defend, indemnify, and hold harmless Baker Tilly, its officers, agents, employees and consultants from and against any and all fines, penalties, damages, costs (including, but not limited to, claims, liabilities or losses arising from or related to such failure by Client) and will pay any and all damages, as well as all costs, including, but not limited to, mediation and arbitration fees and expenses as well as attorneys' fees, associated with Client's breach of this Section 11

Section 12. Notices

Any notice or communication required or permitted under this Agreement or any Statement of Work shall be in writing and shall be deemed received (i) on the date personally delivered; or (ii) the date of confirmed receipt if sent by Federal Express, DHL, UPS or any other reputable carrier service, to applicable party (sending it to the attention of the title of the person signing this Agreement) at the address specified on the signature page of this Agreement or such other address as either party may from time to time designate to the other using this procedure.

Section 13. Miscellaneous

(a) This Agreement and any Statement(s) of Work constitute the entire agreement between Baker Tilly and Client with respect to the subject matter hereof and supersede all prior agreements, promises, understandings and negotiations, whether written or oral, regarding the subject matter hereof. No terms in any Client purchase order that are different from, or additional to, the terms of this Agreement will be accorded any legal effect and are specifically hereby objected to by Baker Tilly. This Agreement and any Statement of Work cannot be amended unless in writing and signed by duly authorized representatives of each party. Headings in this Agreement are included for convenience only and are not to be used to construe or interpret this Agreement.

(b) In the event that any provision of this Agreement or any Statement of Work is held by a court of competent jurisdiction to be unenforceable because it is invalid or in conflict with any law of any relevant jurisdiction, the validity of the remaining provisions shall not be affected, and the rights and obligations of the parties shall be construed and enforced as if the Agreement or such Statement of Work did not contain the particular provisions held to be unenforceable. The unenforceable provisions shall be replaced by mutually acceptable provisions which, being valid, legal and enforceable, come closest to the intention of the parties underlying the invalid or unenforceable provision. If the Services should become subject to the independence rules of the U.S. Securities and Exchange Commission with respect to Client, such that any provision of this

Baker Tilly Virchow Krause, LLP Standard Business Terms (cont.)

Agreement would impair Baker Tilly's independence under its rules, such provision(s) shall be of no effect.

(c) Neither this Agreement, any Statement of Work, any claims nor any rights or licenses granted hereunder may be assigned, delegated or subcontracted by either party without the written consent of the other party. Either party may assign and transfer this Agreement and any Statement of Work to any successor that acquires all or substantially all of the business or assets of such party by way of merger, consolidation, other business reorganization, or the sale of interests or assets, provided that the party notifies the other party in writing of such assignment and the successor agrees in writing to be bound by the terms and conditions of this Agreement.

(d) The validity, construction and enforcement of this Agreement shall be determined in accordance with the laws of the State of Illinois, without reference to its conflicts of laws principles, and any action (whether by arbitration or in court) arising under this Agreement shall be brought exclusively in the State of Illinois. Both parties consent to the personal jurisdiction of the state and federal courts located in Illinois.

(e) The parties hereto are independent contractors. Nothing herein shall be deemed to constitute either party as the representative, agent, partner or joint venture of the other.

(f) The failure of either party at any time to enforce any of the provisions of this Agreement or a Statement of Work will in no way be construed as a waiver of such provisions and will not affect the right of party thereafter to enforce each and every provision thereof in accordance with its terms.

(g) Client acknowledges that: (i) Baker Tilly and Client may correspond or convey documentation via Internet e-mail unless Client expressly requests otherwise, (ii) neither party has control over the performance, reliability, availability, or security of Internet e-mail, and (iii) Baker Tilly shall not be liable for any loss, damage, expense, harm or inconvenience resulting from the loss, delay, interception, corruption, or alteration of any Internet e-mail.

(h) Except to the extent expressly provided to the contrary, no third-party beneficiaries are intended under this Agreement.

(i) Baker Tilly Virchow Krause, LLP is an independent member of Baker Tilly International. Baker Tilly International Limited is an English company. Baker Tilly International provides no professional services to clients. Each member firm is a separate and independent legal entity and each describes itself as such. Baker Tilly Virchow Krause, LLP is not Baker Tilly International's agent and does not have the authority to bind Baker Tilly International or act on Baker Tilly International's behalf. None of Baker Tilly International, Baker Tilly Virchow Krause, LLP, nor any of the other member firms of Baker Tilly International has any liability for each other's acts or omissions. The name Baker Tilly and its associated logo is used under license from Baker Tilly International Limited.

Acknowledgement:

The Business Terms above correctly sets forth the understanding of the Client.

Accepted by:

Signature: _____

Title: _____

Date: _____



PROPOSAL: COMMUNITY SURVEY

Background

In an effort to establish a benchmark for collecting formal community feedback on Shakopee Public Schools, Superintendent Mike Redmond suggests contracting with Baker Tilly (formerly Springsted) to conduct a telephone survey in July 2019. The plan is for this original benchmark survey (July 2019) to be followed by annual surveys no later than May 2020 and no later than May 2021. Thereafter, surveys would be collected every three years.

The Communications Team and Superintendent have researched potential community survey formats and met with a potential company to conduct the survey. Baker Tilly (Springsted) has a proven track record of providing high quality service in this area. They also have a partnership with Langer Research Associates which allows for the use of the well known Phi Delta Kappa/Gallup polling questions in the survey. The annual PDK poll of the public's attitudes towards the public schools can be found at pdkpoll.org.

The survey will be a maximum of 35 questions. Two questions will be 'open-ended'. There will be a total of 400 phone interviews successfully completed with data used in the survey results. This type of survey typically has a +/- 4.86% margin of error. The cost for this service is \$21,580 (price includes \$1000 discount).

Baker Tilly will use the L2 Database of registered voters ISD 720. This database delineates contacts by income, education level, rent/own, length of residency in current home, voting record, etc. They will also merge parent/guardian information from the school district database to make sure this subgroup is proportionately represented among all registered voters. The database has access to cell phone and landline numbers. The entire phone survey is estimated to take approximately 12-15 minutes.

Timeline

Prior to Survey	School district communication to stakeholders
July 2019 (or sooner)	Phone survey conducted
After Survey	<ul style="list-style-type: none">• Communication of survey results via focus groups and other means• Use survey data to improve school district performance

'Mock Up' Questions

These are not the actual questions that will be used in the survey. The primary purpose of these questions is to convey to the survey design experts from Baker Tilly they type of questions Shakopee Public Schools would like presented in the actual survey.

Langer Research Associates (Phi Delta Kappa/Gallup)

These are actual questions from the Phi Delta Kappa/Gallup Poll. The use of 8 of these questions is an approximation of what the actual survey may contain. Some of these specific may be used verbatim (it's important to note that we cannot change the wording of these PDK/Gallup questions if we desire to make comparisons to the nationwide survey), others may be swapped out for a similar survey collection from the Langer/PDK/Gallup set of questions.

- 1.) What do you think are the biggest problems facing Shakopee Public Schools?
(open ended; allow up to the three responses)
- 2.) Students are often given the grade of A, B, C, D, and Fail to denote the quality of their work. Suppose the Shakopee Public Schools were graded in the same way. What grade would you give the Shakopee Public Schools - A, B, C, D, or Fail?
- 3.) [If grade to the previous question is not "A" for Shakopee Public Schools]
Thinking again about the public schools in your own community, what would Shakopee Public Schools have to do to earn an "A" grade from you? **(open ended; allow up to three responses)**
- 4.) Do you have trust and confidence in the men and women who are teaching children in our public schools?
- 5.) Do you think salaries for teachers in your community are too high, too low, or just about right?

- 6.) Imagine that the average starting salary for a public school teacher in your community was \$39,000 a year. Would you consider that (too high), (too low), or just about right?
- 7.) Compared with the schools you attended, do you think the public schools in your community today are better or worse at each of the following?
 - a. Providing a high-quality education
 - b. Preparing students for work
 - c. Preparing students for college
 - d. Encouraging critical thinking and creativity
 - e. Ensuring that students know facts and figures
 - f. Developing students' interpersonal skills and ability to work well with others
 - g. Ensuring that all students are treated with respect
- 8.) As you look on your own elementary and high school education, is it your impression that children today get a better or worse education than you did? Do you think the education that students get today is much (better/worse) than your own elementary and high school education, or somewhat (better/worse)?

'Brainstorm' Questions

These questions are meant to convey to the survey experts from Baker Tilly the type of information Shakopee Public Schools wants to collect from the survey.

- 9.) What do you think is the greatest strength of Shakopee Public Schools? (**open ended; allow one response**)
- 10.) Students are often given the grade of A, B, C, D, or F to denote the quality of their work. Using the same grading scale, how would you grade the financial management of the Shakopee Public Schools?
- 11.) Has your grade for the financial management of the district improved, gotten worse, or stayed the same in the last 12 months?
- 12.) When you think of the Shakopee Public Schools, what is the first thought which comes to mind? (**open ended**)
- 13.) Is there one thing you believe should be changed about the schools in your community? (**open ended**)
- 14.) What is the most effective way for you to receive information about Shakopee Public Schools?
 - Mailed newsletter
 - Online newsletter
 - Email

Website
Local newspaper
Social media
Text messaging
Infinite Campus parent portal

- 15.) How often do you prefer to receive communications from Shakopee Public Schools?
- 16.) Now, I would like to read you a list of characteristics. For each one, tell me if you would rate Shakopee Public Schools as excellent, good, fair, or poor? If you have no opinion, just say so..... (class sizes, variety of course offerings, academic achievement, basic academic coursework and skills development, music (theater and arts offerings), overall college preparation, preparing students for a global world, access to technology, personalizing education for each student, opportunity for participation in extracurricular sports, quality of teaching staff, character development, student behavior, state or national test scores, responsiveness to student needs.
- 17.) In comparison with neighboring public school districts, do you think the quality of education provided by Shakopee Public Schools is much better, somewhat better, about the same, somewhat worse, or much worse?
- 18.) Do you believe student success and achievement are top priorities of the Shakopee Public Schools?
- 19.) Are you happy with Shakopee Public Schools?
- 20.) Do you believe Shakopee Public Schools provides a strong curriculum?
- 21.) Would you recommend Shakopee Public Schools to families looking for a great education?
- 22.) Do you believe the Academies of Shakopee are preparing students for post-secondary success?
- 23.) Students are often given the grade of A, B, C, D, or F to denote the quality of their work. Using the same grading scale, how would you grade the performance of the School Board for Shakopee Public Schools?
- 24.) Has your grade for the School Board of the district improved, gotten worse, or stayed the same in the last 12 months?
- 25.) Students are often given the grade of A, B, C, D, or F to denote the quality of their work. Using the same grading scale, how would you grade the performance of Shakopee Public Schools Superintendent Mike Redmond?
- 26.) Customer service question
 - a.) If you've been in a school building recently, how was the experience?

- 27.) Students are often given the grade of A, B, C, D, or F to denote the quality of their work. Using the same grading scale, how would you grade the performance of technology services within Shakopee Public Schools?
- 28.) Has your grade for technology services in the district improved, gotten worse, or stayed the same in the last 12 months?

**2019 Shakopee Public Schools
School Board Meeting Dates and other important dates**

Date	Time	Type of Meeting	Location
May 6, 2019	5:00PM	School Board Personnel Committee Meeting	District Office Room 202, 1200 Town Square
May 6, 2019	6:00PM	School Board Work Session	District Office Board Room, 1200 Town Square
May 20, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
May 20, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
May 22, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
June 10, 2019	5:00PM	School Board Policy Committee Meeting	District Office Room 202, 1200 Town Square
June 10, 2019	6:00PM	School Board Work Session	District Office Board Room, 1200 Town Square
June 24, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
June 24, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
June 26, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
TENTATIVE Monday, July 8, 2019	5:00-9:00PM	Summer Retreat	District Office Board Room, 1200 Town Square
July 22, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
July 22, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
July 24, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
August 12, 2019	5:00PM	School Board Personnel Committee Meeting	District Office Room 202, 1200 Town Square
August 12, 2019	6:00PM	School Board Work Session	District Office Board Room, 1200 Town Square
August 26, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
August 26, 2019	5:00PM	School Board Policy Committee Meeting	District Office Room 202, 1200 Town Square
August 26, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
August 28, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
September 9, 2019	6:00PM	School Board Work Session	District Office Board Room, 1200 Town Square
September 23, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
September 23, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
September 25, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
October 14, 2019	5:00PM	School Board Personnel Committee Meeting	District Office Room 202, 1200 Town Square
October 14, 2019	6:00PM	School Board Work Session	District Office Board Room, 1200 Town Square
October 28, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
October 28, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
October 30, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
November 18, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
November 18, 2019	6:00PM	School Board Business Meeting	District Office Board Room, 1200 Town Square
November 20, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square
December 9, 2019	5:00PM	School Board Finance Committee Meeting	District Office Room 202, 1200 Town Square
December 9, 2019	6:00PM	Truth in Taxation Hearing & School Board Business Meeting	District Office Board Room, 1200 Town Square
December 11, 2019	5:00PM	School Board Facilities Committee Meeting	District Office Board Room, 1200 Town Square



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



Shakopee Public Schools 2019-20 School Calendar

*Updated 3/11/19

August 2019	
August 19-22.....	New Teacher Fall Workshop
August 26-29.....	Teacher Fall Workshop

September 2019	
September 2.....	No School - Labor Day
September 3-4.....	Elementary Connect Days (Grades E-5)
September 3.....	Student 1st Day of School (Grades 6-12)
September 5.....	Student 1st Day of School (Grades E-5)
*September 25 26.....	Student 2-Hour Early Release K-12

October 2019	
October 16.....	No School - Teacher Staff Development Day
October 17-18.....	No School - Fall Break

November 2019	
November 7	1st Quarter Ends
*November 7 20.....	Student 2-Hour Early Release K-12
November 8.....	No School - Teacher Planning Day
November 27-29.....	No School - Thanksgiving Break

December 2019	
December 20.....	No School - Early Childhood Only (PD day)
December 23-Jan 1.....	No School - Winter Break

January 2020	
December 23-Jan 1.....	No School - Winter Break
*January 20.....	No School - No Teachers - MLK, Jr. Day
*January 23.....	1st Semester Ends
*January 23 March 18.....	Student 2-Hour Early Release K-12
*January 24 27.....	No School - Teacher Planning Day

February 2020	
February 14.....	No School - All Teacher Staff Development Day
*February 14.....	No School - Teachers E-5 Off
February 17.....	No School - Presidents' Day Break

March 2020	
March 26.....	3rd Quarter Ends
*March 26 April 22.....	Student 2-Hour Early Release K-12
March 27.....	No School - Teacher Planning Day
March 30-April 3.....	No School - Spring Break

April 2020	
March 30-April 3.....	No School - Spring Break
*April 10.....	No School - Students & Staff All-Grades (removed, class in session)

May 2020	
*May 1.....	No School - Gr. 6-12 Teacher Staff Development Day
*May 1.....	No School - Gr. E-5 Teachers Off
May 25.....	No School - Memorial Day
*May 29.....	Senior Class (12th grade) Last Day of School (removed)

June 2020	
June 4.....	Student Last Day of School
June 5.....	Teacher Work Day
June 6.....	Graduation

August 2019				
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

September 2019				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30				

October 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	

November 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

December 2019				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

January 2020				
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

February 2020				
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

March 2020				
M	T	W	TH	F
2	3	4	5	6
9	10	11	12	13
16	17	18	19	20
23	24	25	26	27
30	31			

April 2020				
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	

May 2020				
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

June 2020				
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			

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

THANK YOU

Shakopee Public Schools Teachers



**Thanks you for what you do for our
students and school community each and
every day!**

HAPPY TEACHER APPRECIATION WEEK!