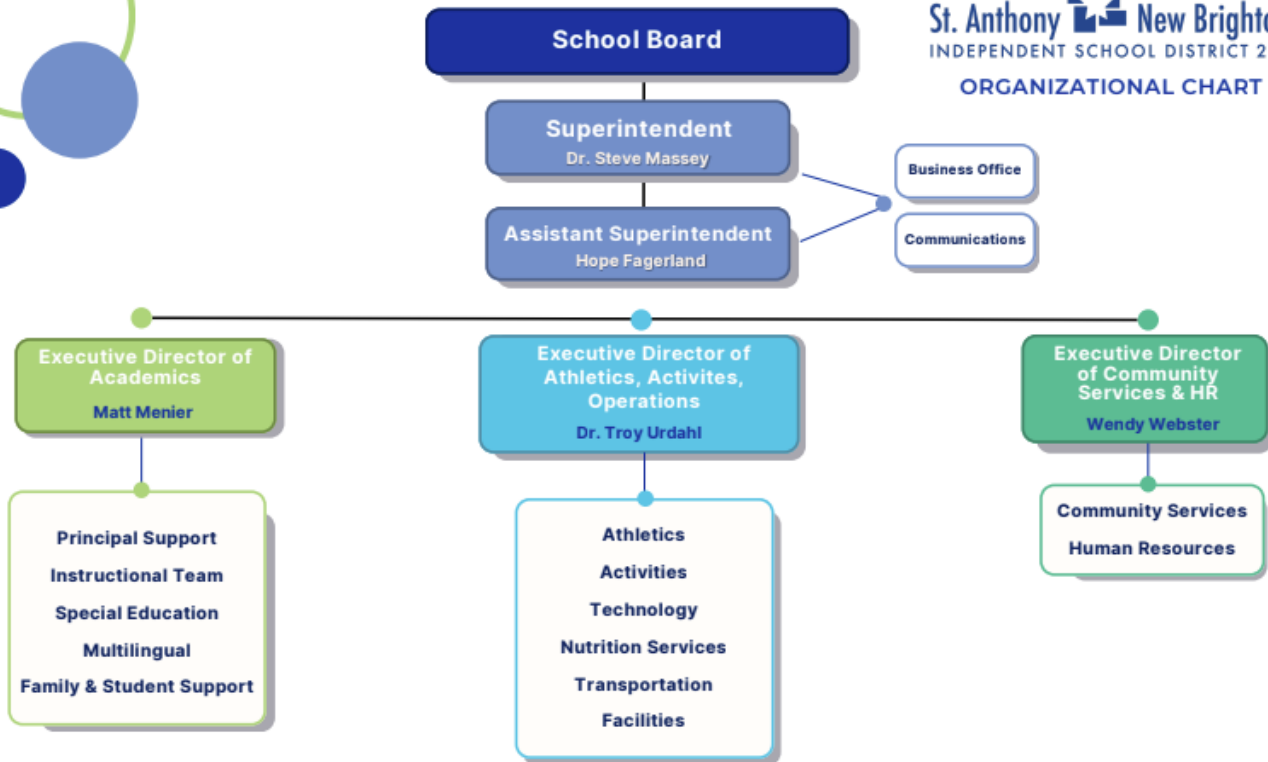


2026-2027 SANB Cabinet

August 18, 2026





Hope Fagerland

Assistant Superintendent

About me...

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



My Values



Responsibility

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



Loyalty

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

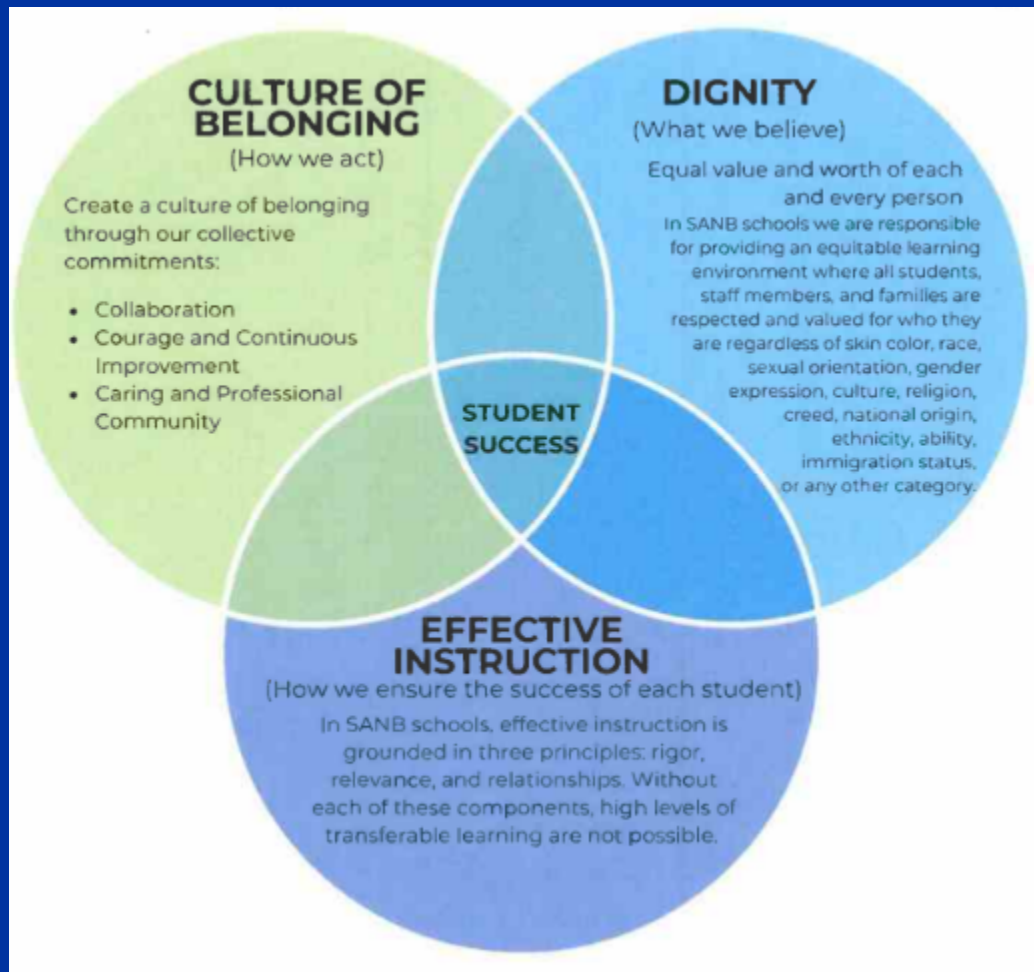


Togetherness

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



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



Success Metrics



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

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

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



Academic Skills & Love of Learning

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



Positive Contributor & Thriving Citizen

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

Areas of Focus . . .



Supporting the Interim Superintendent & Search

- Communications, Business Office, Cabinet, Board

Special Education & Support Services

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

Supporting Leaders

- Be alongside our new and existing leaders.

Safety and Security

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



Wendy Webster

Executive Director of Community Services
and Human Resources

About me...

I've served:

18 years in ISD 282

29 years in public education

7 years on St. Anthony City Council

I've lived in St Anthony since 1999.

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





My values

Belonging

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

Integrity

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

Teamwork

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

Equity

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

New School Year, New Role



1.

Learning

Grow my knowledge and skillset

2.

Leading with my values

Refining our systems in HR to support all staff

3.

Communities of Belonging

Welcoming families into Village Kids and early childhood classrooms

4.

Bridging

2026 Civic Bridgers Cohort

Success Metrics for Community Services

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

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

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



Academic Skills & Love of Learning

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



Positive Contributor & Thriving Citizen

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

Success Metrics for Human Resources



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

A successful adult becomes a *thriving citizen*.

Lifelong Learners



Staff Wellness

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



Academic Skills & Love of Learning

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



Positive Contributor & Thriving Citizen

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



Matt Menier

Executive Director of Academics

About me . . .

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





My Values

Family

Belonging

Everyone
deserves to
belong before
they've earned it

Helping Others

Instruction

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

Trust

Dignity

Trust is dignity,
put into practice

Joy & Humor

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

Areas of Focus . . .



5D+ Rollout

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

Curriculum Implementation

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

Building Goals & BLTs

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

Our Throughline

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

Success Metrics for Academics



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

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

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



Academic Skills & Love of Learning

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



Positive Contributor & Thriving Citizen

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



Troy Urdahl

Executive Director of
Athletics/Activities and Operations

Purpose & service

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

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

Educator, author, leadership & coaching mentor

The best experiences begin by raising your hand to serve.





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

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

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



What I'm looking forward to

A connected standard of
excellence through
service.



PEOPLE

- Professional learning and thoughtful leadership and forward-facing planning

PROGRAMS

- HEART impact measures
- A stronger program scorecard

EXPERIENCE

- Safe spaces, smooth systems & a reimagined event experience

Success Metrics: Daily Impact



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

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

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



Academic Skills & Love of Learning

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



Positive Contributor & Thriving Citizen

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

Making Excellence the Standard

Support people well.

Build reliable systems.

Provide environments where
educators and learners thrive.





Steve Massey

Interim Superintendent

About me...

37 Years in Education

9 Years as Superintendent

Honored to serve as interim
superintendent

Teach at the University of Minnesota

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



My Values



Servant Leadership

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

(From Kouzes and Posner)



Excellence

- Listen
- Integrity
- Visibility
- Communication
- Responsiveness



Meaning and Purpose

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



Success Metrics



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

A successful student becomes a *thriving citizen*.

Lifelong Learners



Student Wellness

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



Academic Skills & Love of Learning

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



Positive Contributor & Thriving Citizen

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