Unadopted Minutes
SCHOOL BOARD WORK SESSION
Albany Area Schools – ISD #745
District Office Board Room
October 28, 2026

1. Call to Order
The meeting was called to order by Chair Hansen at 6:00 p.m.

2. Roll Call
Present: Dirkes, Hansen, Henkelman, Ronning, Rueter, Sand
Late:
Absent: Sands

3. Superintendent Search Firm Meetings
3.1 6:00 pm: BetterU Solutions
Wade McKiiterick and Doug Froke presented. They have worked with districts that have as little as 500 students up to 3,000. Their proposal includes:
Gain Clarity-Understand the district's current reality, identify challenges and opportunities and define leadership qualities needed to achieve its envisioned future.
Recruit and Identify-Develop a compelling district profile, explore leadership possibilities and actively recruit and screen candidates whose strengths, experience and values align with district's needs.
Interview & Evaluate-help districts prepare for the interview process that explores each candidate's leadership strengths that align with district's priorities and potential to move forward.
They prepare the interview questions for the second round of interviews. They also prepare all communication between districts and candidates.
Select and Secure-Guide the district through the evaluation and decision making process and announce the leader that is best fit.
Support Success-Support the transition through optional mentoring, coaching and board collaboration that turn leadership into meaningful action and lasting results. They work with the superintendent and the board chair.
The starting timeline would be mid-November with posting and communication before Thanksgiving. Application closing on Christmas break. Last interviews by the second week of January. Most districts start at the end of January.
$8,200.00 for entire search and mentoring/coaching is extra $5,500.00

3.2 6:30 pm: School Pro
Eric Skanson presented. They focus on the 3 C's for the school board.
Character-Listen respectfully, clarify the concern and remain open under pressure.
Competency-Use evidence, explain a feasible tradeoff and identify a practical decision.
Craft-How do they communicate and interact?
He role plays with the candidates with certain scenarios to see how they react quickly.
Candid Conversation- This illustrates a question tree.
They look at ways to ask questions that catch them off guard and not have prepared answers.
Timeline-Oct/Nov- Listen and define
Dec/Jan-Recruit
End of Jan to beginning of Feb-Interview and select
Feb/June-Transition
Ed Hunter standard $5,000.00-This includes leadership and organizational profiles, vacancy materials, application design and hosting, targeted advertising and direct candidate outreach. They do check-ins at 3, 6, 9 and 12 months.
Ed Hunter + is $6.500.00 with all of the above and also includes contract finalization negotiation support,

helps set future goals and planning.

3.3 7:00 pm: Minnesota School Boards Association
Amy Bennett presented on Zoom.
Create a leadership profile with refresh criteria every year.
Offer stakeholders engagement opportunities. They hold a preview meeting with a Q&A online session. They record it and post it on the district website.
They advertise the position through local, regional and national sites.
They recruit candidates.
They vet applicants, recommend finalists, perform reference checks and provide 24/7 access to all applicants.
They facilitate the interview process and coordinate and oversee the remaining steps of the superintendent search process. They have support throughout the entire search process.
Cost: $12,900 for the full search
On their limited search option, they don't do reference checks, we facilitate our own interviews, they don't do community surveys.
Cost: $5900.00

Student Rep Report
Lunch lines are too long.
Football plays at 2 pm Saturday.
Volleyball plays Thursday at Milaca.

4. Enrollment Strategy/Open Enrollment
Advertise more for open enrollment
Talk about bussing to St. Joseph and pick up kids again within 1 mile of school in Albany and Avon. The admin was directed to research routes, etc.

5. School Board Policies - Second Read
5.1 414 Mandated Reporting of Child Neglect or Physical or Sexual Abuse
5.2 418 Drug-Free Workplace/Drug-Free School
5.3 501 School Weapons Policy
5.4 707 Transportation of Public School Students
5.5 802 Disposition of Obsolete Equipment and Material

6. Superintendent Report
The MSBA Leadership Conference is January 14-15, 2027.
Water testing is required every 5 years. We'd like to do it now and make changes this summer.
We are receiving concerns that the hand dryers are too loud, so options are being researched.
The superintendent has been speaking to groups: Community presentation, Chambers, Jaycees, Lions, etc. Our presentation is also on OurHuskiesOurFuture.org .

7. Adjournment
The agenda was completed at 8:31 p.m.

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Amy Sand, Clerk