

## Board of Education 2025-26 Agenda and Working Document

| Board Roles                             | 2025-2026 Action                                                                                                                                                                                  | Strategic Theme or Operations | Progress                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       | Person(s) Responsible                    | Completion Date |
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| <b>District Governance &amp; Policy</b> | <ul style="list-style-type: none"> <li>Review District Policies per Three-Year Cycle               <ul style="list-style-type: none"> <li>Policy series 200, 300, 400, 700</li> </ul> </li> </ul> | 1, 2, 3, 4                    | <p>7/7/25 Approvals:</p> <ul style="list-style-type: none"> <li><a href="#">701 Policy - Establishment and Adoption of School District Budget</a></li> <li><a href="#">702 Policy - Accounting</a></li> <li><a href="#">706 Policy - Acceptance of Gifts</a></li> </ul> <p>8/18/25 Approvals:</p> <ul style="list-style-type: none"> <li><a href="#">534 Policy - School Meals</a></li> </ul> <p>9/3/25 Approval:</p> <ul style="list-style-type: none"> <li><a href="#">533 Policy - Wellness</a></li> </ul> <p>11/17/25 Approval:</p> <ul style="list-style-type: none"> <li><a href="#">305 Policy - Policy Implementation</a> (Adopted)</li> </ul> <p>12/15/25 Approval:</p> <ul style="list-style-type: none"> <li><a href="#">401 Policy - Equal Opportunity Employment</a></li> <li><a href="#">403 Policy - Discipline, Suspension and Dismissal of School District Employees</a></li> <li><a href="#">404 Policy - Employment Background Checks</a></li> <li><a href="#">406 Policy - Public and Private Personnel Data</a></li> <li><a href="#">408 Policy - Subpoena of a School District Employee</a></li> </ul> <p>2/17/26 Approval:</p> <ul style="list-style-type: none"> <li><a href="#">409 Policy - Employee Publications, Instructional Materials, Inventions, and Creations</a></li> </ul> | Policy Committee<br>Exec. Director of HR | Ongoing         |

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|  |  |  | <ul style="list-style-type: none"> <li>• <a href="#">412 Policy - Expense Reimbursement</a></li> <li>• <a href="#">420 Policy - Students and Employees with Sexual Transmitted Infections, Communicable Diseases, and Infections Conditions</a></li> <li>• <a href="#">421 Policy - Gifts to Employees and School Board Members</a></li> <li>• <a href="#">423 Policy - Employee-Student Relationships</a></li> </ul> <p>3/2/26 Approval:</p> <ul style="list-style-type: none"> <li>• <a href="#">427 Policy - Workload Limits for Certain Special Education Teachers</a></li> </ul> <p>3/16/26 Approval:</p> <ul style="list-style-type: none"> <li>• <a href="#">501 Policy - School Weapons</a></li> <li>• <a href="#">502 Policy - Search of Student Lockers, Desks, Personal Possessions, and Student's Person</a></li> <li>• <a href="#">504 Policy - Student Dress and Appearance</a></li> <li>• <a href="#">505 Policy - Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees</a></li> <li>• <a href="#">508 Policy - Extended School Year for Certain Students with Individualized Education Plans (IEPs)</a></li> <li>• <a href="#">511 Policy - Student Fundraising</a></li> <li>• <a href="#">517 Policy - Student Recruiting</a></li> <li>• <a href="#">518 Policy - DNR-DNI Orders</a></li> <li>• <a href="#">519 Policy - Interviews of students by Outside Agencies</a></li> <li>• <a href="#">520 Policy - Student Surveys</a></li> <li>• <a href="#">525 Policy - Violence Prevention</a></li> <li>• <a href="#">527 Policy - Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches</a></li> <li>• <a href="#">528 Policy - Student, Parental, Family,</a></li> </ul> |  |
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|  |                                                                                                                                                                                              |            | <a href="#">and Marital Status Nondiscrimination</a><br>4/20/26 Repealed: <ul style="list-style-type: none"> <li>698 Policy - Teaching State Standards</li> </ul> 4/20/26 Approved: <ul style="list-style-type: none"> <li><a href="#">510 Policy - School Activities</a></li> <li><a href="#">530 Policy - Immunization Requirements</a></li> <li><a href="#">605 Policy - Alternative Educational Services</a></li> <li><a href="#">610 Policy - Field Trips</a></li> <li><a href="#">611 Policy - Home Schooling</a></li> <li><a href="#">612 Policy - Development of Parent and Family Engagement Policies for Title I Programs</a></li> <li><a href="#">623 Policy - Summer School Instruction</a></li> </ul> 5/4/26 Approved: <ul style="list-style-type: none"> <li>535 Policy - Service Animals in Schools</li> <li>703 Policy - Annual Audit</li> <li>704 Policy - Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System</li> <li>705 Policy - Investments</li> <li>714 Policy - Fund Balances</li> <li>721 Policy - Procurement</li> </ul> |                                          |  |
|  | <ul style="list-style-type: none"> <li>Review and Approve Annual Mandated Policies</li> </ul>                                                                                                | 1, 2, 3, 4 | 8/18/25 Annual Approval: <ul style="list-style-type: none"> <li><a href="#">102.1 Policy - Equity</a></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Policy Committee<br>Exec. Director of HR |  |
|  | <ul style="list-style-type: none"> <li>Approve Annual MSBA Policy Recommendations: Review and redline all policies that have legislative changes and make policy recommendations.</li> </ul> | 1, 2, 3, 4 | 8/4/25 Legislative Updates Reviewed: <ul style="list-style-type: none"> <li><a href="#">606.6 AP - Library Materials</a></li> <li><a href="#">613 Policy - Graduation Requirements</a></li> <li><a href="#">620.1 AP - Credit for Learning</a></li> <li><a href="#">624.1 AP - Online Learning Options</a></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Policy Committee<br>Exec. Director of HR |  |

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|  |  |  | <p>9/23/25 Legislative Updates Reviewed:</p> <ul style="list-style-type: none"> <li>• <a href="#">410 Policy - Family and Medical Leave</a></li> <li>• <a href="#">413 Policy - Discrimination, Harassment, and Violence</a></li> <li>• <a href="#">415 Policy - Mandated Reporting of Maltreatment of Vulnerable Adults</a></li> <li>• <a href="#">506 Policy - Student Discipline</a></li> <li>• <a href="#">514 Policy - Bullying Prohibition</a></li> <li>• <a href="#">524 Policy - Internet, Technology, and Cell Phone Acceptable Use and Safety</a></li> <li>• <a href="#">722 Policy - Public Data and Data Subjects</a></li> </ul> <p>10/20/25 MSBA Alignment Policies Reviewed:</p> <ul style="list-style-type: none"> <li>• <a href="#">205 Policy - Open Meetings and Closed Meetings</a></li> <li>• <a href="#">301 Policy - School District Administration</a> (Adopted)</li> <li>• <a href="#">302 Policy - Superintendent</a> (Adopted)</li> <li>• <a href="#">303 Policy - Superintendent Selection</a> (Adopted)</li> <li>• <a href="#">304 Policy - Superintendent Contract, Duties, and Evaluation</a> (Adopted)</li> <li>• <a href="#">306 Policy - Administrator Code of Ethics</a> (Adopted)</li> <li>• <a href="#">414 Policy - Mandated Reporting of Child Neglect or Physical or Sexual Abuse</a></li> <li>• <a href="#">418 Policy - Drug-Free Workplace/Drug-Free School</a></li> <li>• <a href="#">516 Policy - Student Medication and Telehealth</a></li> <li>• <a href="#">516.5 Policy - Overdose Medication</a></li> </ul> |  |
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|                                                                       |                                                                                                                                                                                                             |            | <ul style="list-style-type: none"> <li>• <a href="#">522 Policy - Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process</a></li> <li>• <a href="#">802 Policy - Disposition of Obsolete Equipment and Material</a></li> </ul> <p>11/17/25 Legislative Updates Reviewed:</p> <ul style="list-style-type: none"> <li>• <a href="#">515 Policy - Protection and Privacy of Student Records</a></li> <li>• <a href="#">709 Policy - Student Transportation Safety</a></li> </ul>                                                                                                                                                                                              |                                         |        |
|                                                                       | <ul style="list-style-type: none"> <li>• Work through 215 Policy - School Board - Vacancies and Procedures process to Fill Board Vacancy</li> </ul>                                                         | 1, 2, 3, 4 | <ul style="list-style-type: none"> <li>• Board Review of Draft Materials (application, application scoring document, media release) in Study Session on October 20, 2025</li> <li>• Board Provides Update on Board Vacancy Process on November 3, 2025</li> <li>• Applications for Board Vacancy close on November 6, 2025 at 5 p.m.</li> <li>• Candidate anonymous score sheets sent to Board Directors on November 7, 2025, with a requested completion date of November 14, 2025</li> <li>• Candidates to be interviewed selected and called on November 17, 2025</li> <li>• Candidate interviews held on November 20, 2025, new director appointed to begin January 5, 2026</li> </ul> | School Board                            | 1/5/26 |
| <b>Operational Performance Oversight and Organizational Direction</b> | <ul style="list-style-type: none"> <li>• Support the District System of Continuous Improvement and Strategic Plan process through monitoring updates and reports (Operational Plan and Strategic</li> </ul> | 1, 2, 3, 4 | <p>Monthly Reports:</p> <ul style="list-style-type: none"> <li>• February 2, 2026 Business Meeting:             <ul style="list-style-type: none"> <li>○ Charter A1 Update: Enhance the Science of Reading programming, and cultural relevance of</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                   | Superintendent, District Administration |        |

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|  | <p>Plan Priority Work)<br/><b>Strategic Themes:</b></p> <ul style="list-style-type: none"> <li>A. Academic Achievement</li> <li>B. Student Engagement and Wellness</li> <li>C. Collaboration and Partnerships</li> <li>D. Staff Investment and Impact</li> </ul> |  | <p>curriculum for students</p> <ul style="list-style-type: none"> <li>• February 17, 2026 Business Meeting: <ul style="list-style-type: none"> <li>◦ Theme B: Charter B1 Update: Improve student-staff connection</li> <li>◦ Theme D: Charter D2 Update: Increase consistency and accountability for common district practices</li> </ul> </li> <li>• March 2, 2026 Business Meeting: <ul style="list-style-type: none"> <li>◦ District Scorecard Data - Quarter 2 Update</li> <li>◦ Theme C: Collaboration and Partnership - Charter C1: Strengthen mutual communication and responsiveness with all stakeholders</li> </ul> </li> <li>• March 16, 2026 Business Meeting: <ul style="list-style-type: none"> <li>◦ Theme C: Collaboration and Partnership - Charter C2: Expand equitable inclusion and influence of student, family, staff, and community voice</li> </ul> </li> <li>• April 6, 2026 Business Meeting: <ul style="list-style-type: none"> <li>◦ Theme A: Academic Achievement - Charter A3: Deepen preparation for life, college, and career</li> <li>◦ Theme B: Student Engagement and Wellness - Charter B2: Strengthen practices around safety</li> </ul> </li> <li>• April 20, 2026 Business Meeting: <ul style="list-style-type: none"> <li>◦ Theme A: Academic Achievement - Charter A2: Enhance an equitable learning system from early childhood to adults</li> </ul> </li> <li>• May 4, 2026 Business Meeting: <ul style="list-style-type: none"> <li>◦ Theme D: Staff Investment and</li> </ul> </li> </ul> |  |  |
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|  |                                                                                                                                                                                                               |            | Impact - Charter D1: Cultivate the district culture to be inclusive, supportive, and welcoming                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                                                                                          |                       |
|  | <ul style="list-style-type: none"> <li>Review district achievement data and approve the Comprehensive Achievement and Civic Readiness Plan (CACR) and Achievement and Integration (A&amp;I) Report</li> </ul> | 1          | <ul style="list-style-type: none"> <li>November 3, 2026 Business Meeting:               <ul style="list-style-type: none"> <li>Report and Data Review:</li> </ul> </li> <li>May 4, 2026 Business Meeting:               <ul style="list-style-type: none"> <li>A&amp;I 2027-2029 3-Year Plan presentation</li> </ul> </li> </ul>                                                                                                                                                                                                                                                                            | Asst. Supt.<br>Senior Director of T&L<br>Director of Achievement and Integration<br>Asst. Director of Learning Analytics | 11/3/25<br><br>5/4/26 |
|  | <ul style="list-style-type: none"> <li>Approve Audits</li> </ul>                                                                                                                                              | Operations | <ul style="list-style-type: none"> <li>FY25 Annual Comprehensive Financial Report: November 3, 2025</li> <li>Approval of FY25 Annual Comprehensive Financial Report: November 17, 2025</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                           | Chief Financial Officer                                                                                                  | 11/17/25              |
|  | <ul style="list-style-type: none"> <li>Monitor and approve the budget and budget process.</li> </ul>                                                                                                          | Operations | <ul style="list-style-type: none"> <li>2025-26 Budget Update: (November 2025)</li> <li>Truth-in-Taxation Hearing and Public Comment: December 1, 2025</li> <li>Approval of Levy Pay 2025: (December 2025)</li> <li>Review Revised 2025-26 Budget at Special Study Session on January 12, 2026</li> <li>Action - Revised 2025-26 Budget at Business Meeting on January 20, 2026</li> <li>2026-27 Preliminary Budget Discussions:               <ul style="list-style-type: none"> <li>(February 2026)</li> <li>(April 2026)</li> </ul> </li> <li>2026-27 Preliminary Budget Approval: (June 2026)</li> </ul> | Chief Financial Officer                                                                                                  |                       |

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|  | <ul style="list-style-type: none"> <li>Approve Statutory Operating Debt (SOD) Plan</li> </ul>                                                                               | Operations | Due by January 31, 2026 <ul style="list-style-type: none"> <li>Review Draft of SOD Plan at Special Study Session on January 12 2026</li> <li>Action - Final SOD Plan at Business Meeting on January 20, 2026</li> <li>May 4, 2026 Business Meeting: FY25 SOD Approval from MDE</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | Superintendent<br>Chief Financial Officer                               | 1/20/26 |
|  | <ul style="list-style-type: none"> <li>Conduct Finance Advisory Council (FAC) Meetings</li> </ul>                                                                           | 3          | Meetings for 2025-2026: <ul style="list-style-type: none"> <li><a href="#">October 8, 2025</a></li> <li><a href="#">October 22, 2025</a></li> <li><a href="#">November 5, 2025</a></li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          | Chief Financial Officer (Board Deputy Treasurer),<br>Board Treasurer    |         |
|  | <ul style="list-style-type: none"> <li>Monitor and use enrollment trends to plan strategically for current and future facilities, staffing, and budget decisions</li> </ul> | Operations | <ul style="list-style-type: none"> <li>October 20, 2025 Study Session: Reimagine Rdale: Vision 2030 (RR: V2030) Phase I Options presented to Board</li> <li>November 3, 2025 Business Meeting: RR: V2030 Phase I options to recommendations and SOD plan provided to Board</li> <li>November 17, 2025 Business Meeting: Continued SOD Planning</li> <li>November 17, 2026 Study Session: Action: Phase I Vision 2030/SOD Plan Facility Recommendations for Approval for Publication</li> <li>November 24, 2025 Special Study Session: Phase I Vision 2030/SOD Plan additional options reviewed</li> <li>December 1, 2025 Business Meeting: Continued SOD Planning</li> <li>December 8, 2026 Special Study Session: Phase I Vision 2030/SOD Plan additional options reviewed:               <ul style="list-style-type: none"> <li>Board votes to remove magnet transportation off the table for</li> </ul> </li> </ul> | Superintendent,<br>Assistant Superintendent,<br>Chief Financial Officer |         |



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|  |  |  | <p>elimination and instead close an additional school</p> <ul style="list-style-type: none"> <li>○ Board votes to remove FAIR Crystal programming, to repurpose as an elementary school - moving students to PMS or SMS by boundary; close FAIR Pilgrim Lane and move the students to FAIR Crystal building</li> <li>○ Board voted to eliminate Minneapolis open enrollment transportation</li> <li>○ Board showed a 4-2 support for eliminating the IB programme</li> <li>● December 15, 2026 Business Meeting: Public Hearing: <ul style="list-style-type: none"> <li>○ Board votes to close RMS, Noble, Sonnesyn and ESC</li> <li>○ Board votes to keep Lakeview and Neill open</li> </ul> </li> <li>● January 5, 2026 Organizational/Business Meeting: <ul style="list-style-type: none"> <li>○ Board voted to keep FAIR Pilgrim Lane open</li> <li>○ Board voted to remove FAIR Crystal programming</li> <li>○ Board voted to move Highview, RVA and some ESC departments to FAIR Crystal</li> <li>○ Public Hearing</li> </ul> </li> <li>● January 12, 2026 Special Study Session: <ul style="list-style-type: none"> <li>○ Review School Boundary Modifications</li> <li>○ Review Draft of SOD Plan</li> <li>○ Review 2026-27 Transition Plan</li> <li>○ Review 2026-27 School District</li> </ul> </li> </ul> |  |  |
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|  |  |  | <p>Calendar</p> <ul style="list-style-type: none"> <li>● February 2, 2026 Business Meeting: <ul style="list-style-type: none"> <li>○ Reimagine RdaleVision 2030 update on transition work</li> <li>○ Forecasting of discussion for February 17 Study Session</li> </ul> </li> <li>● February 17, 2026 Study Session: <ul style="list-style-type: none"> <li>○ RR: V2030 - Recommendations to the Board <ul style="list-style-type: none"> <li>■ <i>Phase II Kick Off</i></li> <li>■ <i>Norms: Erica-CNA</i></li> <li>■ <i>Vision 2030 Recommendations</i></li> <li>■ <i>Morris Leatherman Survey Results</i></li> <li>■ <i>Demographic study (Reinhardt)</i></li> <li>■ <i>Facilities Needs (Nexus, contract)</i></li> <li>■ <i>Lease impact (RMS, SMS contracts)</i></li> <li>■ <i>Stages Theatre Company</i></li> <li>■ <i>Alumni Room</i></li> <li>■ <i>Referendum Calendar: Backward map</i></li> </ul> </li> </ul> </li> <li>● March 2, 2026 Business Meeting: <ul style="list-style-type: none"> <li>○ RR: V2030 - additional information</li> </ul> </li> <li>● March 16, 2026 Study Session: <ul style="list-style-type: none"> <li>○ RR: V2030 - Phase I/II Update</li> </ul> </li> <li>● April 6, 2026 Business Meeting: <ul style="list-style-type: none"> <li>○ RMS Gym and Site Development Agreement - Buyout</li> <li>○ RR: V2030 - Phase I/II Update</li> </ul> </li> <li>● April 20, 2026 Study Session: <ul style="list-style-type: none"> <li>○ Review draft of RAS Portrait of Our Learners</li> </ul> </li> </ul> |  |  |
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|  |                                                                                                                                             |            | <ul style="list-style-type: none"> <li>○ Reimagine Rdale: Vision 2030 Phase I/II Update</li> <li>○ Closed Session pursuant to MN Statute 13D.03 for labor negotiations strategy</li> <li>● May 4, 2026 Business Meeting: <ul style="list-style-type: none"> <li>○ School-Based Mental Health Partnerships presentation</li> <li>○ Reimagine Rdale: Vision 2030 Phase I/II Update</li> <li>○ Approve RAS Portrait of Our Learners</li> </ul> </li> <li>● May 11, 2026 Study Session: <ul style="list-style-type: none"> <li>○ Reimagine Rdale: Vision 2030 Recommendations to the Board</li> </ul> </li> <li>● May 18, 2026 Business Meeting: <ul style="list-style-type: none"> <li>○ Reimagine Rdale: Vision 2030 Phase I/II Update - including proposed location renovations</li> </ul> </li> <li>● June 1, 2026 Business Meeting: <ul style="list-style-type: none"> <li>○ Morris Leatherman Survey Data Report, and Discussion</li> <li>○ Reimagine Rdale: Vision 2030 - Clarification based on Morris Leatherman Survey Results</li> </ul> </li> <li>● May 8, 2026 Study Session: <ul style="list-style-type: none"> <li>○ Reimagine Rdale Vision 2030 Recommendations to the Board</li> <li>○ 2026-27 District 281 10-Year LTFM Levy Plan</li> </ul> </li> </ul> |                                                                |  |
|  | <ul style="list-style-type: none"> <li>● Update, revise, and approve the Long-Term Facilities Maintenance Plan (D281 &amp; D287)</li> </ul> | Operations | D281: Annual Review (May 2026)<br>D287: Annual Review (May 2026) <ul style="list-style-type: none"> <li>● April 20, 2026 Business Meeting: Review of D287 LTFM information.</li> <li>● May 4, 2026 Business Meeting: Approved</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Chief Financial Officer, Director of Facilities and Operations |  |

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|                         |                                                                                                                                                                                                                                                                                               |            | Annual Board approval (July 2026)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |              |         |
| <b>Board Governance</b> | <ul style="list-style-type: none"> <li>Board member meeting preparation               <ul style="list-style-type: none"> <li>Review materials in BoardBook</li> <li>Submit questions per protocols and/or meet with administrators</li> <li>Be prepared for discussion</li> </ul> </li> </ul> | 1, 2, 3, 4 | Prior to all board meetings                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | School Board | Ongoing |
|                         | <ul style="list-style-type: none"> <li>Review and Approve Board Governance 200 Series Policies per 3-year cycle</li> </ul>                                                                                                                                                                    | 1, 2, 3, 4 | 11/17/25 Approval: <ul style="list-style-type: none"> <li><a href="#">210 Policy - Conflict of Interest School Board Members</a></li> <li><a href="#">211 Policy - Criminal or Civil Action Against School District, School Board Member, Employee, or Student</a></li> </ul> 3/2/26 Approval: <ul style="list-style-type: none"> <li><a href="#">204 Policy - School Board Meeting Minutes</a></li> </ul> May 18, 2026 Study Session: <ul style="list-style-type: none"> <li>Review Board Policies:               <ul style="list-style-type: none"> <li>203 Policy - Governance</li> <li>203.1 Policy - Conducting Board Business Meetings</li> <li>203.7 Policy - Board/Superintendent Relationship</li> <li>203.8 Policy - Board/Other Staff Relationship</li> <li>209 Policy - Code of Ethics</li> </ul> </li> <li>Review Board Norms drafted in PD on 7/23/25 (postponed to July 2026 Study Session)</li> </ul> | School Board |         |
|                         | <ul style="list-style-type: none"> <li>Create and Approve Board Governance Handbook</li> </ul>                                                                                                                                                                                                |            | <a href="#">RAS Board Handbook</a> <ul style="list-style-type: none"> <li>July 7, 2025: Board provided hard</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | School Board | 11/3/25 |

## Board of Education 2025-26 Agenda and Working Document

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|--|------------------------------------------------------------------------------------------------------------------------|--|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|---------|
|  |                                                                                                                        |  | <p>copies to review and provide feedback; bringing to Study Session for final feedback on October 20, 2025</p> <ul style="list-style-type: none"> <li>• Board provided final feedback at the Study Session on October 20, 2025</li> <li>• Board vote to finalize Handbook at the November 3, 2025 Business Meeting</li> </ul>                                                                                                                                                                                                                                                                                   |                              |         |
|  | <ul style="list-style-type: none"> <li>• Administer School Board Self-Evaluation and Board Annual Appraisal</li> </ul> |  | <ul style="list-style-type: none"> <li>• February 17, 2026 Study Session: <ul style="list-style-type: none"> <li>◦ Discussion regarding process, timing</li> </ul> </li> <li>• February 18, 2026 - email sent by Chair to Board to complete the School Board Self Evaluation (SBSE)</li> <li>• March 16, 2026 Study Session: <ul style="list-style-type: none"> <li>◦ Discussion regarding review of results</li> </ul> </li> <li>• May 18, 2026 Study Session: <ul style="list-style-type: none"> <li>◦ Gail Gilman from MSBA facilitating discussion regarding the results of the SBSE</li> </ul> </li> </ul> | School Board, Superintendent |         |
|  | <ul style="list-style-type: none"> <li>• Conduct School Board Professional Development</li> </ul>                      |  | <ul style="list-style-type: none"> <li>• July 22, 2025: Lighthouse Learning Community</li> <li>• July 23, 2025: Homerun Leadership</li> <li>• August 6, 2025: MSBA Phase I - Wutoh</li> <li>• August 13 and 20, 2025: MSBA Phase II - Wutoh</li> <li>• October 15 and 22, 2025: MSBA Phase III - Bassett, Bowman, Evans-Becker, Hillenbrand, Wutoh</li> <li>• November 6, 2025: Managing Difficult Conversations - Bowman</li> <li>• November 12 and 19, 2025: MSBA Phase IV - Bowman</li> </ul>                                                                                                                | School Board                 | Ongoing |

## Board of Education 2025-26 Agenda and Working Document

|                                 |                                                                                           |  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                             |                       |
|---------------------------------|-------------------------------------------------------------------------------------------|--|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|-----------------------|
|                                 |                                                                                           |  | <ul style="list-style-type: none"> <li>December 3, 2025 - MSBA Phase I - Brynteson</li> <li>December 10 and 17, 2025 - MSBA Phase II - Brynteson</li> <li>January 14, 2026: MSBA Phase V - Bowman</li> <li>January 15-16, 2026: MSBA Leadership Conference - Bassett, Bowman, Brynteson, Evans-Becker, Long, Wutoh</li> <li>May 18, 2026 Study Session: <ul style="list-style-type: none"> <li>Summer 2026 PD Discussion - dates/content</li> </ul> </li> </ul>                                                                                                  |                                                             |                       |
|                                 | <ul style="list-style-type: none"> <li>2026-27 School Board Meetings Schedule</li> </ul>  |  | <ul style="list-style-type: none"> <li>February 17, 2026 Study Session: <ul style="list-style-type: none"> <li>Review draft of 2026-27 meeting schedule in preparation for vote on March 2, 2026 at the Business Meeting</li> </ul> </li> <li>March 2, 2026 Business Meeting: <ul style="list-style-type: none"> <li>Vote to approve (11/4/26 Canvassing the Election added)</li> </ul> </li> <li>March 16, 2026 Study Session: <ul style="list-style-type: none"> <li>Selection of new date for Canvassing the Election, Final Approval)</li> </ul> </li> </ul> | School Board                                                | 3/2/26<br><br>3/16/26 |
| <b>Superintendent Relations</b> | <ul style="list-style-type: none"> <li>Superintendent Annual Goal Setting</li> </ul>      |  | <ul style="list-style-type: none"> <li>Annually Before August 1, 2025*<br/><i>*Added special Study Session for September 3, 2025 following Business Meeting to complete discussion</i></li> <li>Approved by Board September 23, 2025</li> </ul>                                                                                                                                                                                                                                                                                                                  | School Board, Superintendent facilitated by Barb Dorn, MSBA | 9/23/25               |
|                                 | <ul style="list-style-type: none"> <li>Conduct Superintendent Annual Appraisal</li> </ul> |  | <a href="#">Evaluation Timeline</a> <ul style="list-style-type: none"> <li>Discuss Superintendent Mid-Year Goal Progress Report Process at</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                            | School Board                                                |                       |

## Board of Education 2025-26 Agenda and Working Document

|                             |                                                                                                                                                                          |            |                                                                                                                                                                                                                                                                                                                                        |                                                             |          |
|-----------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|----------|
|                             |                                                                                                                                                                          |            | <p>Special Study Session on January 12, 2026</p> <ul style="list-style-type: none"> <li>• Superintendent Mid-Year Goal Progress Report, and Closed Session during Study Session on January 20, 2026</li> <li>• May 18, 2026 Study Session: <ul style="list-style-type: none"> <li>○ Review end-of-year timeline</li> </ul> </li> </ul> |                                                             |          |
|                             | <ul style="list-style-type: none"> <li>• Individual or small group meetings with the superintendent</li> </ul>                                                           |            |                                                                                                                                                                                                                                                                                                                                        | Superintendent, School Board Members                        | Ongoing  |
| <b>Community Engagement</b> | <ul style="list-style-type: none"> <li>• Approve and Implement reading of District Land Acknowledgement at meetings, and display of Tribal Flags in Boardroom</li> </ul> |            | <ul style="list-style-type: none"> <li>• Approved by Board: August 4, 2025</li> <li>• Inaugural implementation: August 18, 2025</li> </ul>                                                                                                                                                                                             | School Board, Superintendent, AIPAC                         | 8/4/25   |
|                             | <ul style="list-style-type: none"> <li>• Review and Approve LAC developed Legislative Platform</li> </ul>                                                                | 1, 2, 3, 4 | <ul style="list-style-type: none"> <li>• Reviewed LAC Legislative Platform for 2026 at Business Meeting on December 1, 2025</li> <li>• Approved by Board in Consent Agenda at Business Meeting on December 15, 2025</li> </ul>                                                                                                         | Legislative Advisory Council Exec. Director of Community Ed | 12/15/25 |
|                             | <ul style="list-style-type: none"> <li>• Engage community in Reimagine Rdale: Vision 2030 recommendations and plan</li> </ul>                                            | 1, 2, 3, 4 | <ul style="list-style-type: none"> <li>• September 23, 2025 recommendations presented to the Board in the Study Session by the Reimagine Rdale Vision 2030 Team approved to move forward.</li> </ul>                                                                                                                                   | Superintendent, District Administrators, School Board       | 9/23/25  |
|                             | <ul style="list-style-type: none"> <li>• Review data from stakeholders</li> </ul>                                                                                        | 1, 2, 3, 4 |                                                                                                                                                                                                                                                                                                                                        | District Administrators                                     |          |

**Strategic Plan Themes and Priority Work 2025-26** *(Approved by the Board at the June 16, 2025 Business Meeting)*

## **Board of Education 2025-26 Agenda and Working Document**

### **THEME A: Academic Achievement**

#### **Objective 1: Enhance cultural relevance of curriculum for students**

- Expand the Science of Reading programming through continued staff training and the implementation of a new K-5 English Language Arts curriculum
- Expand the implementation of Culturally and Linguistically Responsive Teaching to include all non-licensed and K-5 staff

#### **Objective 2: Enhance an equitable learning system from early childhood to adults**

- Implement with fidelity an effective teaching framework focused on student engagement and purpose

#### **Objective 4: Deepen preparation for life, college, and career**

- Continue to build and grow RPathways through certifications, programming, and student participation in dual credit and concurrent enrollment courses
- Expand the use of Xello to support middle and high school students in planning

### **THEME B: Student Engagement and Wellness**

#### **Objective 1: Improve student-staff connection**

- Maintain the BARR programming strength at two high schools and explore the expansion of the program into the middle schools
- Increase the number of staff trained on the Catalyst framework and explore the expansion of the program into all K-8 sites
- Continue to implement and strengthen Restorative Practices throughout the district.

#### **Objective 4: Strengthen practices around student, staff, and school safety**

- Strengthen systems and structures at the building level supporting student's feeling of social and emotional as well as physical safety
- Continue to grow a comprehensive crisis management and safety plan

### **THEME C: Collaboration and Partnership**

#### **Objective 1: Strengthen mutual communication and responsiveness with all stakeholders**

- Increase and streamline the cascade of communications to families, staff and our community

#### **Objective 2: Expand equitable inclusion and influence of student, family, staff, and community voices**

- Establish additional events and activities, such as family engagement events, in response to the needs and interests of our stakeholders
- Elevate the voice of all students, including the impact of the Youth Council and other student leadership groups

### **THEME D: Staff Investment and Impact**

#### **Objective 2: Cultivate the district culture to be inclusive, supportive, and welcoming**

- Develop and implement a systemic onboarding process at the district and site level for all employees to improve clarity of roles, success and retention

#### **Objective 3: Increase consistency and accountability for common district practices**

- Develop and implement operating procedures to provide clarity and expectations in standard districtwide practices





**Board of Education 2025-26  
Agenda and Working Document**