

Board of Education 2025-26 Agenda and Working Document

Board Roles	2025-2026 Action	Strategic Theme or Operations	Progress	Person(s) Responsible	Completion Date
District Governance & Policy	- Review District Policies per Three-Year Cycle - Policy series 200, 300, 400, 700	1, 2, 3, 4	7/7/25 Approvals: 701 Policy - Establishment and Adoption of School District Budget 702 Policy - Accounting 706 Policy - Acceptance of Gifts 8/18/25 Approvals: 534 Policy - School Meals 9/3/25 Approval: 533 Policy - Wellness 11/17/25 Approval: 305 Policy - Policy Implementation (Adopted) 12/15/25 Approval: 401 Policy - Equal Opportunity Employment 403 Policy - Discipline, Suspension and Dismissal of School District Employees 404 Policy - Employment Background Checks 406 Policy - Public and Private Personnel Data 408 Policy - Subpoena of a School District Employee 2/17/26 Approval: 409 Policy - Employee Publications, Instructional Materials, Inventions, and Creations	Policy Committee Exec. Director of HR	Ongoing

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			• 412 Policy - Expense Reimbursement • 420 Policy - Students and Employees with Sexual Transmitted Infections, Communicable Diseases, and Infections Conditions • 421 Policy - Gifts to Employees and School Board Members • 423 Policy - Employee-Student Relationships 3/2/26 Approval: • 427 Policy - Workload Limits for Certain Special Education Teachers 3/16/26 Approval: • 501 Policy - School Weapons • 502 Policy - Search of Student Lockers, Desks, Personal Possessions, and Student's Person • 504 Policy - Student Dress and Appearance • 505 Policy - Distribution of Nonschool-Sponsored Materials on School Premises by Students and Employees • 508 Policy - Extended School Year for Certain Students with Individualized Education Plans (IEPs) • 511 Policy - Student Fundraising • 517 Policy - Student Recruiting • 518 Policy - DNR-DNI Orders • 519 Policy - Interviews of students by Outside Agencies • 520 Policy - Student Surveys • 525 Policy - Violence Prevention • 527 Policy - Student Use and Parking of Motor Vehicles; Patrols, Inspections, and Searches • 528 Policy - Student, Parental, Family,	
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			and Marital Status Nondiscrimination 4/20/26 Repealed: 698 Policy - Teaching State Standards 4/20/26 Approved: 510 Policy - School Activities 530 Policy - Immunization Requirements 605 Policy - Alternative Educational Services 610 Policy - Field Trips 611 Policy - Home Schooling 612 Policy - Development of Parent and Family Engagement Policies for Title I Programs 623 Policy - Summer School Instruction 5/4/26 Approved: 535 Policy - Service Animals in Schools 703 Policy - Annual Audit 704 Policy - Development and Maintenance of an Inventory of Fixed Assets and a Fixed Asset Accounting System 705 Policy - Investments 714 Policy - Fund Balances 721 Policy - Procurement		
	Review and Approve Annual Mandated Policies	1, 2, 3, 4	8/18/25 Annual Approval: 102.1 Policy - Equity	Policy Committee Exec. Director of HR	
	Approve Annual MSBA Policy Recommendations: Review and redline all policies that have legislative changes and make policy recommendations.	1, 2, 3, 4	8/4/25 Legislative Updates Reviewed: 606.6 AP - Library Materials 613 Policy - Graduation Requirements 620.1 AP - Credit for Learning 624.1 AP - Online Learning Options	Policy Committee Exec. Director of HR	

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			9/23/25 Legislative Updates Reviewed: • 410 Policy - Family and Medical Leave • 413 Policy - Discrimination, Harassment, and Violence • 415 Policy - Mandated Reporting of Maltreatment of Vulnerable Adults • 506 Policy - Student Discipline • 514 Policy - Bullying Prohibition • 524 Policy - Internet, Technology, and Cell Phone Acceptable Use and Safety • 722 Policy - Public Data and Data Subjects 10/20/25 MSBA Alignment Policies Reviewed: • 205 Policy - Open Meetings and Closed Meetings • 301 Policy - School District Administration (Adopted) • 302 Policy - Superintendent (Adopted) • 303 Policy - Superintendent Selection (Adopted) • 304 Policy - Superintendent Contract, Duties, and Evaluation (Adopted) • 306 Policy - Administrator Code of Ethics (Adopted) • 414 Policy - Mandated Reporting of Child Neglect or Physical or Sexual Abuse • 418 Policy - Drug-Free Workplace/Drug-Free School • 516 Policy - Student Medication and Telehealth • 516.5 Policy - Overdose Medication	
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			• 522 Policy - Title IX Sex Nondiscrimination Policy, Grievance Procedure and Process • 802 Policy - Disposition of Obsolete Equipment and Material 11/17/25 Legislative Updates Reviewed: • 515 Policy - Protection and Privacy of Student Records • 709 Policy - Student Transportation Safety		
	• Work through 215 Policy - School Board - Vacancies and Procedures process to Fill Board Vacancy	1, 2, 3, 4	• Board Review of Draft Materials (application, application scoring document, media release) in Study Session on October 20, 2025 • Board Provides Update on Board Vacancy Process on November 3, 2025 • Applications for Board Vacancy close on November 6, 2025 at 5 p.m. • Candidate anonymous score sheets sent to Board Directors on November 7, 2025, with a requested completion date of November 14, 2025 • Candidates to be interviewed selected and called on November 17, 2025 • Candidate interviews held on November 20, 2025, new director appointed to begin January 5, 2026	School Board	1/5/26
Operational Performance Oversight and Organizational Direction	• Support the District System of Continuous Improvement and Strategic Plan process through monitoring updates and reports (Operational Plan and Strategic	1, 2, 3, 4	Monthly Reports: • February 2, 2026 Business Meeting: ○ Charter A1 Update: Enhance the Science of Reading programming, and cultural relevance of	Superintendent, District Administration	

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	Plan Priority Work) Strategic Themes: A. Academic Achievement B. Student Engagement and Wellness C. Collaboration and Partnerships D. Staff Investment and Impact		curriculum for students • February 17, 2026 Business Meeting: ◦ Theme B: Charter B1 Update: Improve student-staff connection ◦ Theme D: Charter D2 Update: Increase consistency and accountability for common district practices • March 2, 2026 Business Meeting: ◦ District Scorecard Data - Quarter 2 Update ◦ Theme C: Collaboration and Partnership - Charter C1: Strengthen mutual communication and responsiveness with all stakeholders • March 16, 2026 Business Meeting: ◦ Theme C: Collaboration and Partnership - Charter C2: Expand equitable inclusion and influence of student, family, staff, and community voice • April 6, 2026 Business Meeting: ◦ Theme A: Academic Achievement - Charter A3: Deepen preparation for life, college, and career ◦ Theme B: Student Engagement and Wellness - Charter B2: Strengthen practices around safety • April 20, 2026 Business Meeting: ◦ Theme A: Academic Achievement - Charter A2: Enhance an equitable learning system from early childhood to adults • May 4, 2026 Business Meeting: ◦ Theme D: Staff Investment and		
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			Impact - Charter D1: Cultivate the district culture to be inclusive, supportive, and welcoming		
	Review district achievement data and approve the Comprehensive Achievement and Civic Readiness Plan (CACR) and Achievement and Integration (A&I) Report	1	- November 3, 2026 Business Meeting: - Report and Data Review: - May 4, 2026 Business Meeting: - A&I 2027-2029 3-Year Plan presentation	Asst. Supt. Senior Director of T&L Director of Achievement and Integration Asst. Director of Learning Analytics	11/3/25 5/4/26
	Approve Audits	Operations	- FY25 Annual Comprehensive Financial Report: November 3, 2025 - Approval of FY25 Annual Comprehensive Financial Report: November 17, 2025	Chief Financial Officer	11/17/25
	Monitor and approve the budget and budget process.	Operations	2025-26 Budget Update: (November 2025) - Truth-in-Taxation Hearing and Public Comment: December 1, 2025 - Approval of Levy Pay 2025: (December 2025) - Review Revised 2025-26 Budget at Special Study Session on January 12, 2026 - Action - Revised 2025-26 Budget at Business Meeting on January 20, 2026 2026-27 Preliminary Budget Discussions: (February 2026) (April 2026) 2026-27 Preliminary Budget Approval: (June 2026)	Chief Financial Officer	

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	Approve Statutory Operating Debt (SOD) Plan	Operations	Due by January 31, 2026 - Review Draft of SOD Plan at Special Study Session on January 12 2026 - Action - Final SOD Plan at Business Meeting on January 20, 2026 - May 4, 2026 Business Meeting: FY25 SOD Approval from MDE	Superintendent Chief Financial Officer	1/20/26
	Conduct Finance Advisory Council (FAC) Meetings	3	Meetings for 2025-2026: October 8, 2025 October 22, 2025 November 5, 2025	Chief Financial Officer (Board Deputy Treasurer), Board Treasurer	
	Monitor and use enrollment trends to plan strategically for current and future facilities, staffing, and budget decisions	Operations	- October 20, 2025 Study Session: Reimagine Rdale: Vision 2030 (RR: V2030) Phase I Options presented to Board - November 3, 2025 Business Meeting: RR: V2030 Phase I options to recommendations and SOD plan provided to Board - November 17, 2025 Business Meeting: Continued SOD Planning - November 17, 2026 Study Session: Action: Phase I Vision 2030/SOD Plan Facility Recommendations for Approval for Publication - November 24, 2025 Special Study Session: Phase I Vision 2030/SOD Plan additional options reviewed - December 1, 2025 Business Meeting: Continued SOD Planning - December 8, 2026 Special Study Session: Phase I Vision 2030/SOD Plan additional options reviewed: - Board votes to remove magnet transportation off the table for	Superintendent, Assistant Superintendent, Chief Financial Officer	

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			elimination and instead close an additional school ○ 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 ○ Board voted to eliminate Minneapolis open enrollment transportation ○ Board showed a 4-2 support for eliminating the IB programme ● December 15, 2026 Business Meeting: Public Hearing: ○ Board votes to close RMS, Noble, Sonnesyn and ESC ○ Board votes to keep Lakeview and Neill open ● January 5, 2026 Organizational/Business Meeting: ○ Board voted to keep FAIR Pilgrim Lane open ○ Board voted to remove FAIR Crystal programming ○ Board voted to move Highview, RVA and some ESC departments to FAIR Crystal ○ Public Hearing ● January 12, 2026 Special Study Session: ○ Review School Boundary Modifications ○ Review Draft of SOD Plan ○ Review 2026-27 Transition Plan ○ Review 2026-27 School District		
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			Calendar ● February 2, 2026 Business Meeting: ○ Reimagine Rdale: Vision 2030 update on transition work ○ Forecasting of discussion for February 17 Study Session ● February 17, 2026 Study Session: ○ Reimagine Rdale: Vision 2030 - Recommendations to the Board ■ <i>Phase II Kick Off</i> ■ <i>Norms: Erica-CNA</i> ■ <i>Vision 2030 Recommendations</i> ■ <i>Morris Leatherman Survey Results</i> ■ <i>Demographic study (Reinhardt)</i> ■ <i>Facilities Needs (Nexus, contract)</i> ■ <i>Lease impact (RMS, SMS contracts)</i> ■ <i>Stages Theatre Company</i> ■ <i>Alumni Room</i> ■ <i>Referendum Calendar: Backward map</i> ● March 2, 2026 Business Meeting: ○ Reimagine Rdale: Vision 2030 - additional information ● March 16, 2026 Study Session: ○ Reimagine Rdale: Vision 2030 - Phase I/II Update ● April 6, 2026 Business Meeting: ○ RMS Gym and Site Development Agreement - Buyout ○ Reimagine Rdale: Vision 2030 - Phase I/II Update ● April 20, 2026 Study Session:		
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			○ Review draft of RAS Portrait of Our Learners ○ Reimagine Rdale: Vision 2030 Phase I/II Update ○ Closed Session pursuant to MN Statute 13D.03 for labor negotiations strategy ● May 4, 2026 Business Meeting: ○ School-Based Mental Health Partnerships presentation ○ Reimagine Rdale: Vision 2030 Phase I/II Update ○ Approve RAS Portrait of Our Learners ● May 11, 2026 Study Session: ○ Reimagine Rdale: Vision 2030 Recommendations to the Board ● May 18, 2026 Business Meeting: ○ Reimagine Rdale: Vision 2030 Phase I/II Update - including proposed location renovations ● June 1, 2026 Business Meeting: ○ Morris Leatherman Survey Data Report, and Discussion ○ Reimagine Rdale: Vision: 2030 - Clarification based on Morris Leatherman Survey Results ● June 8, 2026 Study Session: ○ Reimagine Rdale: Vision 2030 Recommendations to the Board ○ 2026-27 District 281 10-Year LTFM Levy Plan ● June 15, 2026 Business Meeting: ○ Reimagine Rdale: Vision 2030 Recommendations to the Board ○ Board Decision Point - Review and Comment		
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	Update, revise, and approve the Long-Term Facilities Maintenance Plan (D281 & D287)	Operations	D281: Annual Review (May 2026) D287: Annual Review (May 2026) - April 20, 2026 Business Meeting: Review of D287 LTFM information. - May 4, 2026 Business Meeting: Approved Annual Board approval (July 2026)	Chief Financial Officer, Director of Facilities and Operations	
Board Governance	- Board member meeting preparation - Review materials in BoardBook - Submit questions per protocols and/or meet with administrators - Be prepared for discussion	1, 2, 3, 4	Prior to all board meetings	School Board	Ongoing
	Review and Approve Board Governance 200 Series Policies per 3-year cycle	1, 2, 3, 4	11/17/25 Approval: 210 Policy - Conflict of Interest School Board Members 211 Policy - Criminal or Civil Action Against School District, School Board Member, Employee, or Student 3/2/26 Approval: 204 Policy - School Board Meeting Minutes May 18, 2026 Study Session: - Review Board Policies: 203 Policy - Governance 203.1 Policy - Conducting Board Business Meetings 203.7 Policy - Board/Superintendent Relationship 203.8 Policy - Board/Other Staff Relationship 209 Policy - Code of Ethics	School Board	

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			Review Board Norms drafted in PD on 7/23/25 (postponed to July 2026 Study Session)		
	Create and Approve Board Governance Handbook		RAS Board Handbook - July 7, 2025: Board provided hard copies to review and provide feedback; bringing to Study Session for final feedback on October 20, 2025 - Board provided final feedback at the Study Session on October 20, 2025 - Board vote to finalize Handbook at the November 3, 2025 Business Meeting	School Board	11/3/25
	Administer School Board Self-Evaluation and Board Annual Appraisal		- February 17, 2026 Study Session: - Discussion regarding process, timing - February 18, 2026 - email sent by Chair to Board to complete the School Board Self Evaluation (SBSE) - March 16, 2026 Study Session: - Discussion regarding review of results - May 18, 2026 Study Session: - Gail Gilman from MSBA facilitating discussion regarding the results of the SBSE	School Board, Superintendent	
	Conduct School Board Professional Development		- July 22, 2025: Lighthouse Learning Community - July 23, 2025: Homerun Leadership - August 6, 2025: MSBA Phase I - Wutoh - August 13 and 20, 2025: MSBA Phase II - Wutoh - October 15 and 22, 2025: MSBA	School Board	Ongoing

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			Phase III - Bassett, Bowman, Evans-Becker, Hillenbrand, Wutoh • November 6, 2025: Managing Difficult Conversations - Bowman • November 12 and 19, 2025: MSBA Phase IV - Bowman • December 3, 2025 - MSBA Phase I - Brynteson • December 10 and 17, 2025 - MSBA Phase II - Brynteson • January 14, 2026: MSBA Phase V - Bowman • January 15-16, 2026: MSBA Leadership Conference - Bassett, Bowman, Brynteson, Evans-Becker, Long, Wutoh • May 18, 2026 Study Session: ◦ Summer 2026 PD Discussion - dates/content		
	• 2026-27 School Board Meetings Schedule		• February 17, 2026 Study Session: ◦ Review draft of 2026-27 meeting schedule in preparation for vote on March 2, 2026 at the Business Meeting • March 2, 2026 Business Meeting: ◦ Vote to approve (11/4/26 Canvassing the Election added) • March 16, 2026 Study Session: ◦ Selection of new date for Canvassing the Election, Final Approval)	School Board	3/2/26 3/16/26
Superintendent Relations	• Superintendent Annual Goal Setting		• Annually Before August 1, 2025* <i>*Added special Study Session for September 3, 2025 following Business Meeting to complete discussion</i>	School Board, Superintendent facilitated by Barb Dorn, MSBA	9/23/25

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			Approved by Board September 23, 2025		
	Conduct Superintendent Annual Appraisal		Evaluation Timeline - Discuss Superintendent Mid-Year Goal Progress Report Process at Special Study Session on January 12, 2026 - Superintendent Mid-Year Goal Progress Report, and Closed Session during Study Session on January 20, 2026 - May 18, 2026 Study Session: - Review end-of-year timeline - June 1, 2026 Business Meeting: - Superintendent's evaluation materials distributed to Board for review - June 15, 2026 Study Session: - Superintendent's evaluation presentation - Closed session for Board end-of-year evaluation of Superintendent	School Board	
	Individual or small group meetings with the superintendent			Superintendent, School Board Members	Ongoing
Community Engagement	Approve and Implement reading of District Land Acknowledgement at meetings, and display of Tribal Flags in Boardroom		- Approved by Board: August 4, 2025 - Inaugural implementation: August 18, 2025	School Board, Superintendent, AIPAC	8/4/25
	Review and Approve LAC developed Legislative Platform	1, 2, 3, 4	Reviewed LAC Legislative Platform for 2026 at Business Meeting on December 1, 2025	Legislative Advisory Council Exec. Director of	12/15/25

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			Approved by Board in Consent Agenda at Business Meeting on December 15, 2025	Community Ed	
	Engage community in Reimagine Rdale: Vision 2030 recommendations and plan	1, 2, 3, 4	September 23, 2025 recommendations presented to the Board in the Study Session by the Reimagine Rdale Vision 2030 Team approved to move forward.	Superintendent, District Administrators, School Board	9/23/25
	Review data from stakeholders	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)*

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

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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

July 21, 2025